

Global Reporting Initiative (GRI) Index 2024

GENERAL DISCLOSURES

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
The Organization and its Reporting Practices		
2-1	Organizational details	2024 Sustainability Report , p. 3-4 2023 ESG Report , p. 2-3 Form 10-K , p. 4-7
2-2	Entities included in the organization's sustainability reporting	Form 10-K : Exhibit 21, p. 121
2-3	Reporting period, frequency, and contact point	Myers discloses financial and sustainability reporting annually. Our latest sustainability report was published April 24, 2025. Our contact point for questions regarding the report is ESG@myersind.com .
2-4	Restatements of information	<p>We restated our previously reported energy consumption and emissions for 2022 and 2023 due to our acquisition of Signature Systems in 2024. Signature Systems made up over 10% of Myers Industries' emissions in 2024, surpassing the acquisition significance threshold of 5%, which required a recalculation of the previous years to include Signature Systems in Myers Industries' greenhouse gas inventory. This allows for a proper comparison between the 2024 reporting year and the 2022 baseline year values. The recalculation resulted in an increase to Myers Industries' total energy consumption and emissions for 2022 and 2023.</p> <p>Additionally, our restated numbers reflect the updated electricity emissions coefficients from the US EPA. The US EPA eGRID publishes electricity emission coefficients for each year roughly two years after the respective year. These coefficients reflect the amount of emissions generated from grids generating electricity in various regions of the US from various electricity generation sources, such as natural gas, coal, nuclear, and wind.</p>
2-5	External assurance	The data within this report has not been externally verified.

Activities and Workers

2-6	Activities, value chain, and other business relationships	2024 Sustainability Report , p. 3-14 2024 Annual Report , p. 4-8
2-7	Employees	2024 Sustainability Report , p. 12-14 2024 Annual Report , p. 8

Governance

2-9	Governance structure and composition	Corporate Governance Guidelines 2025 Proxy Statement , p. iii-iv, 3-9 2024 Sustainability Report , p. 15, 17-18 2023 ESG Report , p. 20-23
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines 2025 Proxy Statement , p. 18-19
2-11	Chair of the highest governance body	Corporate Governance Guidelines 2024 Sustainability Report , p. 18
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report , p. 15 2023 ESG Report , p. 20-23 Corporate Governance Guidelines
2-13	Delegation of responsibility for managing impacts	Corporate Governance Guidelines ESG Committee Charter
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Report , p. 15 2023 ESG Report , p. 20-23 Corporate Governance Guidelines

2-15	Conflicts of interest	Code of Ethics and Business Conduct
2-16	Communication of critical concerns	Corporate Governance Committee Charter
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement , p. 11-16
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement , p. 7-8
2-19	Remuneration policies	2025 Proxy Statement , p. 26-40
2-20	Process to determine remuneration	2025 Proxy Statement , p. 26-40
2-21	Annual total compensation ratio	2025 Proxy Statement , p. 52

Strategy, Policies, and Practices

2-22	Statement on sustainable development strategy	2024 Sustainability Report , p. 2
2-23	Policy commitments	Code of Ethics and Business Conduct Human Rights Policy 2024 Sustainability Report , p. 5-6, 15-16
2-24	Embedding policy commitments	Code of Ethics and Business Conduct Corporate Governance Guidelines Human Rights Policy 2024 Sustainability Report , p. 5-6, 15-16
2-25	Processes to remediate negative impacts	Code of Ethics and Business Conduct Corporate Governance Guidelines Human Rights Policy

2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics and Business Conduct Code of Ethical Conduct for the Finance Officers and Finance Department Personnel Ethics Compliance Notice – Reporting Fraud, Legal and Ethical Violations Corporate Governance Guidelines Human Rights Policy Anti-Corruption Policy Supplier Code of Conduct
2-27	Compliance with laws and regulations	2024 Annual Report , p. 19 Code of Ethics and Business Conduct Human Rights Policy
2-28	Membership associations	Manufacturers Alliance National Association of Manufacturers Greater Akron Chamber
2-29	Approach to stakeholder engagement	2021 ESG Report , p. 8, 10

MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2021 ESG Report , p. 8
3-2	List of material topics	2024 Sustainability Report , p. 5-6 2021 ESG Report , p. 9
3-3	Management of material topics	2024 Sustainability Report , p. 5-6 2021 ESG Report , p. 8 2025 Proxy Statement , p. 7



ECONOMIC PERFORMANCE

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 201: Economic Performance 2016		
GRI 3: Material Topics 2021	Management approach	2024 Annual Report , p. 3-8
201-1	Direct economic value generated and distributed	2024 Annual Report , p. 31-32
201-3	Defined benefit plan obligations and other retirement plans	2024 Annual Report , p. 54-55

ANTI-CORRUPTION

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 205: Anti-Corruption 2016		
GRI 3: Material Topics 2021	Management approach	Anti-Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption Policy

MATERIALS

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 301: Materials 2016		
GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 5-8
301-2	Recycled input materials used	2024 Sustainability Report , p. 5-8, 10

ENERGY

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
--------------	------------	----------------------------

GRI 302: Energy 2016

GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 5-6, 9-10 Environmental Health and Safety Policy and Principles Supplier Code of Conduct
302-1	Energy consumption within the organization	2024 Sustainability Report , p. 9
302-5	Reductions in energy requirements of products and services	2024 Sustainability Report , p. 5-10

EMISSIONS

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
--------------	------------	----------------------------

GRI 305: Emissions 2016

GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 5-6, 9
305-1	Direct (Scope 1) GHG emissions	2024 Sustainability Report , p. 9
305-2	Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report , p. 9



WASTE

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 306: Waste 2020		
GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 5-10
306-2	Management of significant waste-related impacts	2024 Sustainability Report , p. 5-10

SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 308: Supplier Environmental Assessment 2016		
GRI 3: Material Topics 2021	Management approach	2023 ESG Report , p. 22 2022 ESG Report , p. 10 Supplier Code of Conduct
308-1	New suppliers that were screened using environmental criteria	2021 ESG Report , p. 23, 25 Supplier Code of Conduct

EMPLOYMENT

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 401: Employment 2016		
GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 5-6, 12-14 Environmental Health and Safety Policy and Principles
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report , p. 13 2021 ESG Report , p. 34
401-3	Parental leave	2024 Sustainability Report , p. 13

OCCUPATIONAL HEALTH AND SAFETY

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 403: Occupational Health and Safety 2018		
GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 6, 12-13 Environmental Health and Safety Policy and Principles
403-1	Occupational health and safety management system	2024 Sustainability Report , p. 6, 11-12 Environmental Health and Safety Policy and Principles
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report , p. 6, 12-13 Environmental Health and Safety Policy and Principles
403-5	Worker training on occupational health and safety	2024 Sustainability Report , p. 12, 16 Environmental Health and Safety Policy and Principles
403-6	Promotion of worker health	2024 Sustainability Report , p. 12-13
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report , p. 12-13

TRAINING AND EDUCATION

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 404: Training and Education 2016		
GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 5-6, 12-13 2023 ESG Report , p. 14-17
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report , p. 13 2023 ESG Report , p. 17
404-3	Percentage of employees receiving regular performance and career development reviews	100% of salaried employees completed an annual review and development conversation during the reporting period. 2024 Sustainability Report , p. 12

DIVERSITY AND EQUAL OPPORTUNITY

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
GRI 405: Diversity and Equal Opportunity 2016		
GRI 3: Material Topics 2021	Management approach	Code of Ethics and Business Conduct , p. 3 2022 ESG Report , p. 13-14
405-1	Diversity of governance bodies and employees	2024 Sustainability Report , p. 15

NON-DISCRIMINATION

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
--------------	------------	----------------------------

GRI 406: Non-Discrimination 2016

GRI 3: Material Topics 2021	Management approach	Code of Ethics and Business Conduct , p. 4 Human Rights Policy
--	---------------------	---

LOCAL COMMUNITIES

GRI STANDARD	DISCLOSURE	REFERENCE OR DIRECT ANSWER
--------------	------------	----------------------------

GRI 413: Local Communities 2016

GRI 3: Material Topics 2021	Management approach	2024 Sustainability Report , p. 14 2023 ESG Report , p. 18-19
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report , p. 14 2023 ESG Report , p. 18-19