myers INDUSTRIES

Protecting *What Matters*

2025 SUSTAINABILITY REPORT

About This Report

Myers Industries' **2025 Sustainability Report** reflects our continued commitment to delivering **Products that Protect™**—driven by integrating sustainable solutions and responsible practices across our operations.

This report is designed to be streamlined, clear, and focused, highlighting the progress we made in 2025 and the work ahead as we advance our sustainability strategy across three pillars: **Products, Planet, and People.** Underpinning these pillars are our **Principles**, the strong foundation of governance, ethics, and integrity that guides how we execute our strategy and conduct business.

This report has been prepared with reference to the **Global Reporting Initiative** (GRI) standards and is informed by topics that are most material to our business and stakeholders.

For questions, comments, or feedback about this report, please contact **sustainability@myersind.com**.

Explore detailed disclosures about our sustainability progress on our website.

Cover: Buckhorn® CenterFlow® bulk seed container
Photo courtesy of Unverferth Manufacturing Company

OUR SUSTAINABILITY PILLARS

Products

- Circular and sustainable products
- Product innovation and quality
- Customer focus and satisfaction
- Supply chain management

Planet

- Climate resilience and action
- Clean air
- Energy efficiency
- Waste management

People

- Workforce safety and health
- Attraction and retention
- Engagement and development
- Inclusion and belonging

Principles

- Governance
- Ethics
- Integrity

Read more about Myers Industries and our business segments in our 2025 Annual Report.

CEO Letter

Aaron M. Schapper

Dear Stakeholders,

Thank you for your interest in the **Myers Industries 2025 Sustainability Report.** On behalf of my colleagues, I am proud to share an update on the progress we have made to advance our environmental, social, and governance efforts.

The theme of this year's report—**Protecting What Matters**—reflects the value that our sustainability practices deliver to our various stakeholders. Through enhanced product circularity and recycling, more energy-efficient processes, stronger safety measures, and robust employee engagement mechanisms, we aim to secure a resilient future for our business, our colleagues and customers, and the communities we serve.

Thanks to our teams' efforts in 2025, we made significant strides that are improving how we operate, serve our customers, and become stewards of the environment.

We achieved record levels of material regrind and reuse in our manufacturing operations, which help us reduce landfill waste and our reliance on virgin materials. We also expanded recycling efforts by implementing new product takeback and packaging recovery programs, such as Scepter's pallet return program that is expected to recycle more than 4,800 pallets annually.

A strong culture starts with clear values. In 2025, we evolved our Core Values—adding Deliver Results and Continuous Improvement to Integrity and Customer Focus—to reinforce accountability and alignment with our business strategy. Guided by these values, we strengthened our safety programs and reduced our Total Recordable Incident Rate to 1.50, the lowest in company history.

We also made targeted investments to improve energy efficiency across our footprint. At our Akron, Ohio, headquarters, HVAC improvements and LED lighting upgrades are expected to reduce electrical consumption by 30% annually. In addition, Signature Systems' Orlando, Florida, facility earned its first ISO 14001 certification, validating its environmental management and operational discipline.

As we advance our sustainability strategy, we continue to strengthen our reporting capabilities across CDP, EcoVadis, and internationally recognized frameworks, such as the Task Force on Climate-related Financial Disclosures, to prepare for emerging regulations.

I am inspired by the dedication of our people and the focus we bring to our mission. I look forward to the work ahead and sharing our continued progress with stakeholders.

Sincerely,

Aaron M. Schapper

President, Chief Executive Officer, and Director

Products

At Myers, sustainability starts with how we design and manufacture our products. Across our businesses, we deliver **Products that Protect™**—solutions engineered for durability, safety, material efficiency, recyclability, and reliable performance over time. This approach safeguards our customers' assets, protects people, and supports more sustainable operations across the markets we serve.

EMBEDDING CIRCULARITY INTO PRODUCTS AND PROCESSES

Driving a circular economy is reflected in how we source materials, design products, and integrate material reuse into our manufacturing. In our material-handling businesses, we prioritize circularity through the integration of recycled resin pellets, or regrind, into our product manufacturing.

Across Myers, we achieved a nearly 70% year-over-year increase in regrind use, surpassing 15 million pounds used in our products in 2025. Through ongoing innovation in material conservation and lightweighting, we continue to reduce our reliance on virgin plastics and increase the use of regrind in our products.

When products cannot be recycled internally, we partner with third-party vendors to return material to our manufacturing processes. Our efforts have nearly eliminated scrap sent to landfills while maintaining the product quality our customers expect.

ADVANCING CLOSED-LOOP MANUFACTURING

Through investments in internal regrind processing, material controls, and facility-level capabilities, we are keeping more material in use, reducing landfill waste, and strengthening our supply chain resilience.

In 2025, we expanded internal regrind processing to more facilities and continued to increase regrind consumption across our manufacturing businesses.

Signature Systems' end-of-life recycling process earned Bureau Veritas certification for the third consecutive year, demonstrating the strength and consistency of Signature's material recovery and recycling processes.

SUPPORTING CUSTOMER SUSTAINABILITY GOALS THROUGH INNOVATION

Buckhorn is collaborating with CHEP, a supplier of reusable packaging solutions, to support its goal of achieving 35% recycled content across all plastic products by the end of 2026. Through this partnership, Buckhorn is solving a complex material challenge: incorporating recycled content while preserving CHEP's brand colors. Buckhorn's hybrid design meets this need by using recycled material in the base and virgin plastic in the walls, maintaining color consistency for CHEP without compromising performance or quality.

Significant milestones included:

- Full implementation of internal regrind processing at Signature Systems' Orlando facility, bringing all scrap reprocessing in-house
- Near-total reuse of recycled materials at Scepter's Miami, Oklahoma, facility, supported by internal regrind processing and daily regrind usage tracking
- 37.3% regrind usage across Buckhorn's product range, marking a fourth consecutive year of increased regrind consumption

In 2025, Signature Systems achieved a company record of more than 10.3 million pounds of regrind consumed in production.

Looking ahead, Buckhorn plans to bring regrind processing in-house at its Springfield, Missouri, facility. With new grinders and pelletizers, Buckhorn expects to internally process more than 12 million pounds of regrind per year, further expanding our closed-loop capabilities.

SCALING REUSE AND RECYCLING THROUGH TAKEBACK PROGRAMS

We work closely with our customers to recover used products and packaging for recycling and reuse. Returned products are evaluated against our quality and material standards to determine if we recycle them internally or work with third-party recyclers to clean and reuse materials in production.

In 2025, we expanded recycling programs across our business units, scaling recovery efforts where customer demand and operational feasibility support long-term success. At Signature Systems, the End-of-Life Mat Buyback Program achieved record volumes with more than 2.6 million pounds of used product returned, driven by increased marketing efforts, customer participation, and improved internal processes.

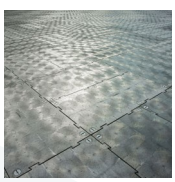
At Buckhorn, the team launched a new recycled components program for its CenterFlow® bulk seed containers. Through the program, customers return seed containers and a third-party partner helps Buckhorn dismantle the boxes, reclaim the steel and wood components, and repurpose them when possible. Buckhorn started the program with a large customer in the fall of 2025 and is looking to expand it in 2026 in support of their sustainability goals.

In addition to product recycling, we also work with customers to recycle packaging. Scepter launched a new pallet return program in November 2025 in partnership with its military customers. In its first month, the program recovered more than 1,200 pallets, creating an early foundation for scaled recovery and reuse. Scepter's long-term goal is to create a circular loop for pallets and recover 13,000 pounds per year from military customers. In addition, Scepter has partnered with a supplier to recycle used mats from its Oklahoma facility to reduce landfill waste.

Planet

Myers is committed to embedding sustainability into our operations and supply chain. In 2025, we implemented a Sustainability Policy that reflects our commitment to continuous improvement in environmental performance and to integrating sustainable practices into our operations, products, and decision-making processes.

Through efficiency investments, equipment upgrades, and operational improvements, we are reducing energy use, minimizing waste, and lowering our environmental footprint, while continuing to optimize our supply chain.



Signature Systems' composite mats, used in place of traditional wood mats, reduce transportation-related carbon dioxide emissions by nearly **2.3 million** pounds annually.

REDUCING OUR ENVIRONMENTAL FOOTPRINT

Through facility and machinery upgrades, we are focused on reducing the intensity of our companywide Scope 1 and Scope 2 greenhouse gas (GHG) emissions and energy use. For example, investments at our Akron, Ohio, headquarters included HVAC upgrades and LED lighting conversions that are expected to reduce electricity consumption by approximately 30% annually.

We also work to reduce emissions beyond our facilities by increasing local sourcing and supporting just-in-time delivery. This helps lower transportation-related emissions while streamlining logistics.

SCOPE 1 AND 2 GHG EMISSIONS AND ENERGY USE (2023-2025)

TOTAL ENERGY USE
(MMBtus)

2023	841,471.78
2024	788,113.03
2025*	779,390.67

SCOPE 1 EMISSIONS
(metric tons CO_2e)

2023	24,569.31
2024	22,732.33
2025*	22,859.89

SCOPE 2 EMISSIONS
(metric tons CO_2e)

2023	41,296.74
2024	37,987.31
2025*	37,417.15

** 2025 represents the first full year of Signature Systems' integration into our GHG emissions and energy use data.*

INVESTING IN MANUFACTURING IMPROVEMENTS

Improving energy and resource efficiency starts with smart investments in the equipment and systems that power our operations. Prioritizing energy-efficient tools and processes helps us lower energy demand, strengthen productivity, and improve reliability.

In 2025, energy-saving investments included upgrades at Scepter's Scarborough, Ontario, Canada, facility, where a servo motor was installed in an injection molding machine that produces military products. Compared with conventional motors, servo motors run only when engaged, which reduces electricity use, saving approximately 180,000 kWh per year. The Scarborough facility also upgraded its chillers to reduce energy usage by approximately 1.2 million kWh annually.

At Buckhorn's Springfield plant, we replaced two injection molding presses with newer, more efficient models and rebuilt a structural compressor with updated controls. Both updates are expected to improve efficiency while reducing energy intensity.

Springfield also continued to leverage its air wash system that cleans and separates regrind to yield high-quality recycled plastic. The facility installed the new air wash system in 2023, and in 2024 and 2025, the system processed more than 9.5 million pounds of regrind, allowing the company to recover additional material streams and further reduce landfill waste.

In addition, we replaced two injection molding presses and installed a closed-loop cooling system at our Akro-Mils manufacturing center in Wadsworth, Ohio. The new presses improve operational performance while the cooling system will help reduce water lost in production and strengthen cooling efficiency.

EXPANDING ISO 14001 CERTIFICATION ACROSS OUR OPERATIONS

Signature Systems' manufacturing facility in Orlando, Florida, achieved its first ISO 14001 certification, recognizing the site's work to establish and maintain a formal Environmental Management System (EMS). To support the certification, the facility invested in upgrades, including a compressed air leak detection program that uses ultrasound tools to detect leaks and a new regrind cell to support material management. The site also established routine inspections for new equipment and enhanced spill prevention and hydraulic oil containment measures. In addition, our six rotational molding facilities renewed Myers' multi-site ISO 14001 certification.

People

Our people are our greatest asset. We strive to create a workplace where safety, engagement, and well-being are closely woven into how we operate.

ENHANCING WORKPLACE SAFETY

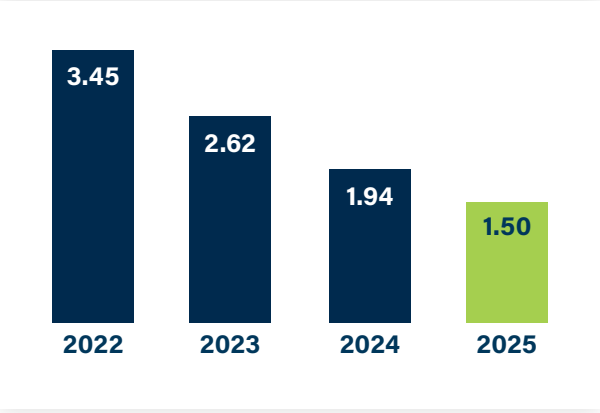
Safety is central to our culture, reinforced by ongoing training, continuous improvement measures, and feedback mechanisms. In 2025, our Total Recordable Incident Rate (TRIR) was 1.50, a 23% reduction from 2024 and our lowest TRIR in company history. This milestone reflects a consistent downward trend over the last four years and is nearly 50% below the U.S. plastics industry average TRIR of 2.8 per 100 full-time workers[1].

In 2025, we focused on improving our manufacturing safety processes and practices by conducting an enterprise-wide Safety Excellence Assessment. The assessment evaluated facilities on 26 safety categories, including hazard communication, machine safety, and emergency preparedness. Several sites hosted weekly meetings to drive improvement, and all facilities participated in the following activities:

- Monthly calls with plant managers to share best practices
- Site action plans and follow-up tracking to close safety gaps
- Distribution of green hazard ID cards for hazard identification and correction
- Safety perception surveys for frontline workers to enhance two-way communication on workplace safety

Early results from these initiatives show positive progress. In 2026, we will continue to track their effectiveness and strengthen our approach to further reduce incidents and risks across our operations.

MYERS' TOTAL RECORDABLE INCIDENT RATE (2022-2025)



Six Myers facilities worked a full year without a recordable injury:

- Elkhart Plastics – White Pigeon, Michigan
- Myers Tire Supply – Pomona, California; Salt Lake City, Utah; Southaven, Mississippi
- Patch Rubber Company – Roanoke Rapids, North Carolina
- Scepter – Scarborough, Ontario, Canada

DEVELOPING LEADERS AND CAREERS

We strive to hire the best talent and support the growth of our people. In 2025, 100% of employees received an annual performance review, reinforcing our commitment to continuous feedback, professional growth, and career development.

[1] *U.S. Bureau of Labor Statistics, 2024 incident rates of nonfatal occupational injuries and illnesses by industry and case type.*

We also focus on giving people-leaders tools that support employee performance and long-term retention. In 2025, we continued our partnership with FranklinCovey, a global leadership development and training firm, with 20 leaders taking part in a 12-week course designed to enhance their leadership capabilities. We also introduced the Stay Interview tool, which provides a structured set of questions that help people-leaders identify employee concerns early and address them to improve retention. To help leaders with reviews and other discussions with employees, we expanded our LinkedIn Learning suite with AI tools that prepare leaders for employee conversations. To further support people-leaders, we also established monthly leader calls to provide ongoing training, tools, and discussion around employee job satisfaction and engagement.

Enhancing Employee Recognition

We take the time to acknowledge contributions that move Myers forward, from day-to-day wins to major milestones that employees and teams achieve together.

To support a more consistent experience across teams, we began leveraging our employee recognition program, Awardco, to gain better visibility into recognition activity, including dashboards and metrics that help leaders understand employee participation and engagement. The program's 2.0 upgrade will be rolled out across the enterprise in 2026.

We also piloted a new tiered-reward program in 2025 to recognize employees making a meaningful impact. This includes exceptional performance, contributions to major company initiatives, or actions that reflect our culture and values. The pilot included three award levels, with recognition amounts ranging from $600 to $3,000. The program has received positive feedback and is expected to expand in 2026.

MAKING A DIFFERENCE IN OUR COMMUNITIES

Across Myers Industries, employees came together in 2025 to support the communities where we live and work. Our efforts included:

- Buckhorn's Milford, Ohio, facility assembled more than 2,000 packages of food for local children and donated more than 1,000 school supplies to children in the Greater Cincinnati community.
- Employees at our Signature Systems' Flower Mound, Texas, facility provided more than 456 cans of food to their local food pantry and donated 75 gifts to Denton State Supported Living Center, which serves individuals with intellectual or developmental disabilities in need of support.
- Employees at Buckhorn's Springfield, Missouri, facility volunteered at organizations such as Ronald McDonald House and Least of These food pantry and supported street clean-up in their community.

Principles

Our sustainability pillars are supported by a strong foundation of governance, ethics, and integrity. We prioritize transparency and accountability through disciplined oversight that guides decision-making and reinforces stakeholder trust.

BOARD AND SUSTAINABILITY OVERSIGHT

Myers is guided by an experienced Board that includes nine Directors, eight of whom are independent. The Board, through its Corporate Governance Committee, provides oversight of our sustainability strategy. President, CEO and Director Aaron M. Schapper and Executive Vice President and CFO Samantha Rutty are responsible for enterprise-wide sustainability progress and regularly report to the Board.

Our Sustainability Steering Committee drives enterprise-wide sustainability initiatives and is governed by our Sustainability Committee Charter, which was updated in 2025 to clarify sustainability leadership roles and management. Read more about our Board committees, responsibilities, and membership in our 2026 Proxy Statement and Sustainability Steering Committee Charter.

OUR COMMITMENT TO INTEGRITY AND ACCOUNTABILITY

Myers is committed to operating with the highest standards of ethics, integrity, and accountability. Our Code of Ethics and Business Conduct strengthens our ethical framework and sets clear expectations for employees to act lawfully and with integrity. In 2025, 93% of all employees—across corporate and manufacturing functions—completed our robust compliance training, which includes Discrimination, Harassment, and Bullying Prevention; the Myers Code of Ethics & Business Conduct; and the U.S. Employee Handbook.

For a full list of our corporate governance policies, including our Supplier Code of Conduct and Human Rights Policy, click here.

STRENGTHENING CYBERSECURITY

To safeguard our information assets and prevent cyber risks, we conduct annual internal and external penetration testing, remediation, and phishing tests. We also maintain 24/7 intrusion-detection monitoring, disaster recovery and response plans, and third-party cybersecurity oversight.

In 2025, we enhanced our cybersecurity and risk management controls. These included:

- Implementing an out-of-band communication platform for incident response
- Consolidating network domains to reduce cyber risk
- Increasing security gateway coverage across company computers and devices
- Strengthening email security with advanced tools to detect and block impersonation and targeted phishing attacks

We also continued progress toward Cybersecurity Maturity Model Certification (CMMC) 2.0 for defense industry clients and began preparing for Trusted Information Security Assessment Exchange (TISAX) certification for our automotive industry partners at applicable sites.

MANAGING OUR SUSTAINABILITY RISKS AND IMPACTS

In 2025, Myers conducted a sustainability risk and impact analysis to better understand potential climate-related physical and transition risks to our business, aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The analysis will help inform decision-making, strengthen resilience, and guide long-term sustainability planning.

Leadership Team

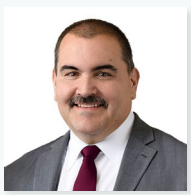
CORPORATE MANAGEMENT/ EXECUTIVE TEAM

Aaron Schapper
President, Chief Executive Officer and Director

Samantha Rutty
Executive Vice President and Chief Financial Officer

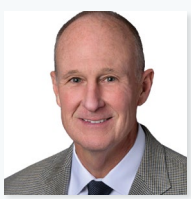
Kari Brashear
Chief Legal Officer, Corporate Secretary & Senior Vice President, Business Development

Lorelei Evans
Senior Vice President and Chief Human Resources Officer

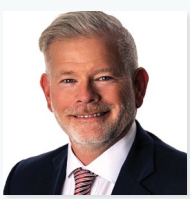


Jeff Condino
President, Contract Manufacturing and Signature Systems Material Handling

Mike Miller
Business Vice President, Scepter and Jamco Material Handling



Jeff Baker
President, Distribution



Kevin McElgunn
Vice President, Strategy and Corporate Development

Meghan Beringer
Senior Director, Investor Relations

BOARD OF DIRECTORS

Aaron Schapper
President, Chief Executive Officer and Director

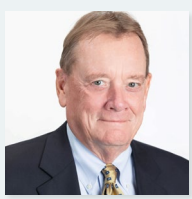
F. Jack Liebau, Jr
Chairman of the Board; Audit Committee; Compensation and Management Development Committee; Corporate Governance Committee

Ronald M. De Feo
Chairman, Compensation and Management Development Committee

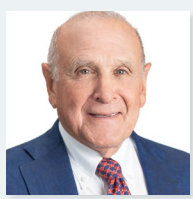
Jeffrey Kramer
Chairman, Corporate Governance Committee; Compensation and Management Development Committee

Lori Lutey
Chairman, Audit Committee

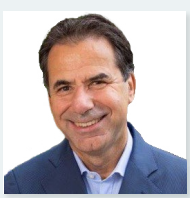
Yvette Dapremont Bright
Audit Committee; Corporate Governance Committee



William A. Foley
Audit Committee; Corporate Governance Committee



Bruce M. Lisman
Compensation and Management Development Committee; Corporate Governance Committee



Helmuth Ludwig
Audit Committee; Corporate Governance Committee

Myers Industries, Inc.
1293 South Main Street
Akron, Ohio 44301
myersindustries.com