

Myers Industries Sustainability Steering Committee Charter

Purpose:

The purpose of the Sustainability Steering Committee is to develop the sustainability framework, strategies, and priorities, provide oversight of the management and reporting of material topics, and ensure effective identification of risks and opportunities related to Myers' environmental, social, and governance (ESG) topics material to Myers Industries, Inc. (Company). The Committee supports the Company's ongoing commitment to environmental stewardship, health and safety, diversity and inclusion, community engagement, product stewardship, and good corporate governance.

Guiding Principles:

- The Sustainability Steering Committee provides insight into the Company's ESG strategic priorities, risks, and opportunities within the Company and its value chain.
- The Sustainability Steering Committee should evaluate ESG impacts and opportunities within the context of the corporate strategy.
- Sustainability is a journey, integrated into the Company's culture, strategy, and work processes, and reflects the evolving nature of our impact by delivering for our customers, employees, investors, and the communities where we operate.

Accountability and Governance:

Board of Directors – The Corporate Governance Committee shall review at least annually the Company's sustainability progress to assist in the Board's oversight of the Company's management of its impacts and opportunities.

Executive Oversight – The CEO and CFO are jointly responsible for chartering the Sustainability Steering Committee, assigning committee chairperson and membership, and reviewing progress in regular business reviews.

Sustainability Working Group – The working group consults with sustainability experts on overall business strategy, prepares all public disclosures (including a sustainability report, EcoVadis, and CDP responses), collects and stores pertinent ESG data from business entities, responds to customer and investor inquiries, ensures compliance with regulatory requirements, and maintains continuous improvement of the sustainability program, which is in turn communicated to leadership. The working group facilitates the Sustainability Steering Committee meetings and tracks progress of Sustainability efforts on a day-to-day basis.

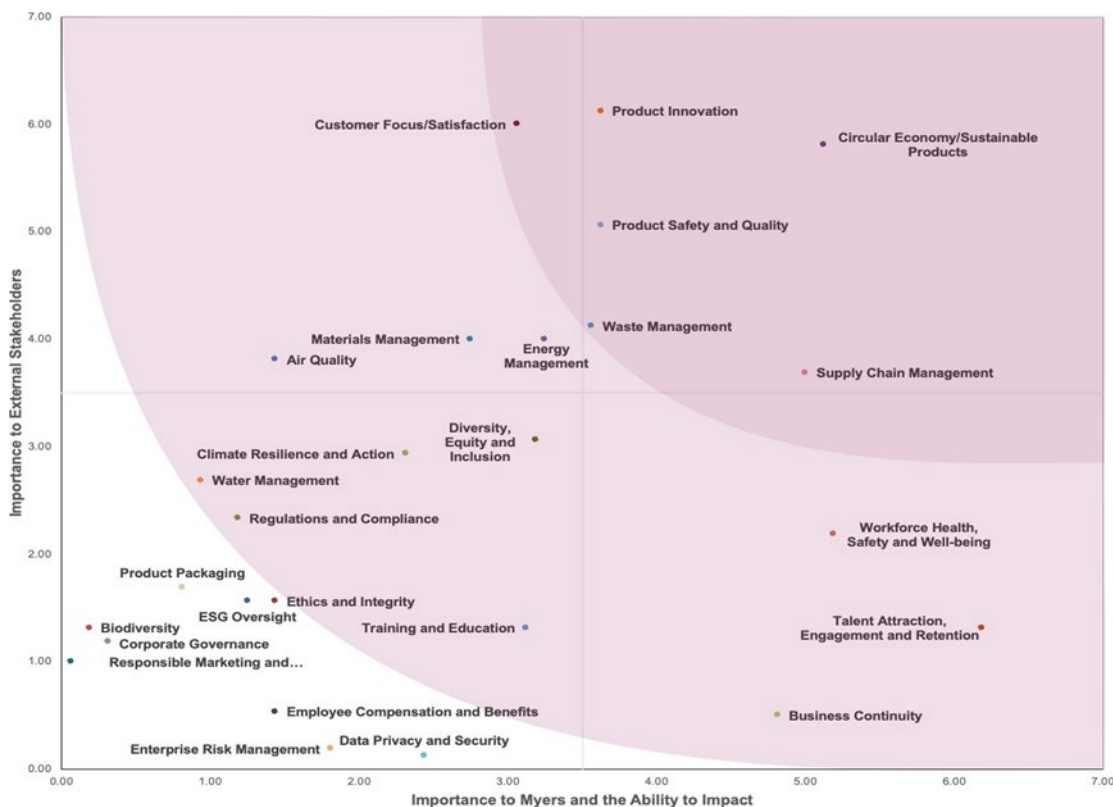
Membership:

The Sustainability Steering Committee shall be comprised of 5 to 10 members, representing key functional areas and business leadership. Current committee membership includes leaders from Sales, Human Resources, Purchasing, Marketing, Environmental, Health and Safety, Legal, Investor Relations, Communications, and Engineering.

Current Priorities:

- Establish corporate sustainability priorities and areas of focus based on material topics and business priorities.
- Track key sustainability and ESG metrics and report them to leadership.
- Respond to rating agency surveys and try to maximize Company scores (ISS, EcoVadis, CDP).
- Help the Company manage customer sustainability surveys.
- Manage the collection and calculation of Company’s energy usage, greenhouse gas emissions and other sustainability metrics such as water usage and waste generation.
- Create messaging around Myers’ sustainability and light-weighting story.

ESG Material Topics:



Sustainability Pillars at Myers



PRODUCTS

With extensive expertise in plastics and metal manufacturing, we engineer material-handling products that help customers move, store, and protect critical materials. Sustainability is at the core of our operations, with recyclability, reusability, and waste reduction integrated into several aspects of our products and processes. By prioritizing regrind and reprocessed materials, we actively contribute to the circular economy. Our durable products, combined with a strong commitment to recycling and reuse, reinforce our dedication to responsible manufacturing and help customers minimize their environmental footprint.



PLANET

We are committed to circularity, conservation, and responsible resource management, continually investing in energy-efficient upgrades to protect the planet while improving cost efficiency. Our efforts to reduce emissions and optimize energy usage reflect our dedication to sustainability. Additionally, our expanded recycling initiatives enable us to recover and repurpose significant amounts of post-industrial material, reinforcing our commitment to waste reduction and resource efficiency.



PEOPLE

We cultivate a work environment where every employee feels valued and supported through continuous learning, open communication, and a dedication to ongoing improvement. Our rigorous safety protocols have made Myers Industries a safer place to work, while our efforts to reduce recordable injuries and maintain low incident rates underscore our proactive approach to workplace safety. Additionally, we empower our people and communities through enhanced benefits, leadership development initiatives, and active involvement in local disaster relief and volunteer efforts.



PRINCIPLES

Our commitment to governance, ethics, and integrity promotes optimal performance and builds trust with our stakeholders. We ensure transparency and accountability through publicly available sustainability policies and adherence to corporate governance best practices. Our dedication to these values is reflected in our updated Code of Ethics, which strengthens and expands key policies.

Responsibilities:

The duties and responsibilities of the Sustainability Committee are as follows:

- To reinforce a continued focus on sustainability and ESG to help to integrate ESG into the Company’s processes and goals.
- To support establishing the Company’s sustainability strategy, management processes, and disclosure requirements.
- To evaluate current and emerging priorities that affect business, operations, and performance that may have financial or reputational impacts on the Company.
- To review and approve sustainability and ESG disclosures and reporting.
- To review activities of the sustainability core team and monitor progress.
- To establish and maintain metrics, processes, and procedures to monitor and track ESG performance.
- To manage and report material ESG impacts and opportunities to the Leadership and Board of Directors as necessary.

Meetings and Meeting Frequency:

The Sustainability Steering Committee strives to meet at least bi-annually and report to the CEO and Board of Directors annually on material ESG impacts and opportunities. A sustainability core team meets at least monthly and maintains progress of the priorities set by the committee.

Revision History:

Revision	Effective Date	Corporate Sponsor	Reason for Revision
Original	October 1, 2022	ESG	ORIGINAL
Updated	January 1, 2023	ESG	Member Update
Updated	January 29, 2024	ESG	Member Update
Updated	May 22, 2024	ESG	Member Update
Updated	November 20, 2024	ESG	Member Update
Updated	January 20, 2026	Sustainability	Name change and updates