Since 1923

RoyOMartin®

2022 YEAR IN REVIEW

Rooted in Excellence

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SAFETY & ENVIRONMENTAL

2022 Accomplishments

- .42 TIR across all manufacturing facilities.
- Land and Timber achieved 15 years recordable free, a first in company history.
- Safest year in the history of RoyOMartin-Plywood.
- *I Believe in Zero NOW* safety campaign focusing on safety in every moment was rolled-out throughout the organization.
- Zero environmental violations across all manufacturing operations.
- 9,515 safety audits completed, a 21% increase from prior year.
- 5,865 near misses reported, a 57% increase from prior year.

PLYWOOD

2022 Accomplishments

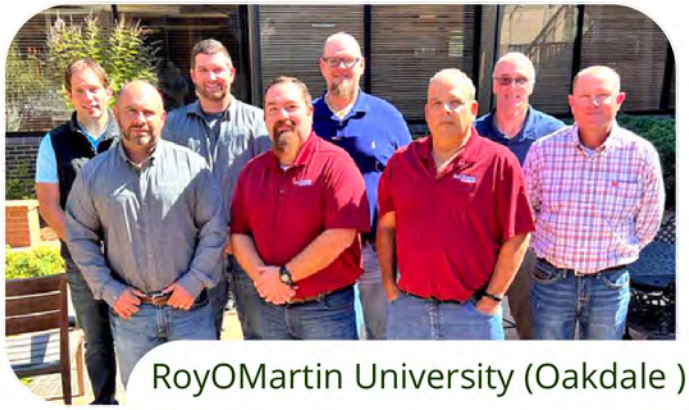
- A record 7% increase in EBITDA at RoyOMartin-Plywood and a record 1% increase at Timber Mill.
- A 4% increase in sales average, a record for RoyOMartin-Plywood.
- Manhours worked was reduced for the 3rd consecutive year. The 4% reduction yielded higher production and cash flow than prior year.
- All production leadership positions were filled for the first time since RoyOMartin-Plywood's expansion in 2006.
- Purchased automated patchline to boost production.
- Timber exports increased by 7.4%.
- Improved hiring process and reduced open positions by 112%.
- Increased production at the canter by 4.9% and planer by 3.6%.

RoyOMartin University (Plywood)

OAKDALE - OSB

2022 Accomplishments

- 99.7% A-grade which is a 52-week record.
- SmartPress technology implemented, maximizing press cycle time.
- A record weekly and monthly EBITDA set (March 2022).
- Expanded the shipping department PKS program to allow for additional development of team members.
- Paint Booth #2 was replaced and upgraded.
- Foil line upgraded increasing production capability 40% from prior year.



RoyOMartin University (Oakdale)

CORRIGAN - OSB

2022 Accomplishments

- Set new weekly production record of 17,040/MMSF.
- Set monthly record of safety audits performed at 353.
- 19/32 sanded flooring qualified for distribution.
- Set record daily piece count for T&G flooring.
- New RTO procedure implemented saving $230,000 in annual frac tank expenditures.
- Record low wood recovery.
- Improved hiring process to yield a 1-week turnaround for candidates.
- 20-minute turnaround time for log trucks.
- Set monthly safety near-miss reporting record of 253.

LAND AND TIMBER

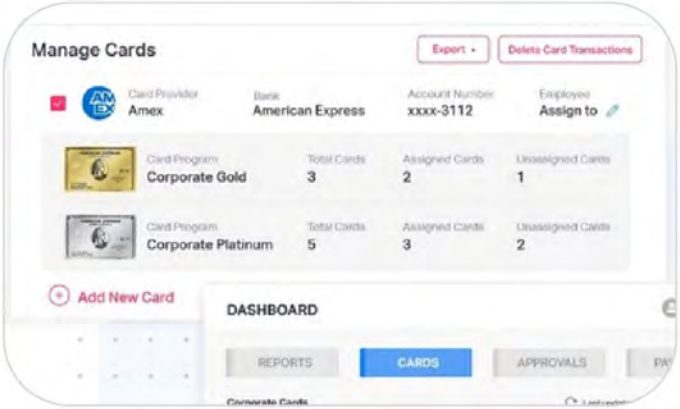
2022 Accomplishments

- Carbon footprint report completed and published.
- Mineral tracking management system implemented.
- Supplied 3.5 million tons of raw materials to manufacturing facilities.
- Increased fee-timber harvest by 17% and fee-timber harvest revenue by 22%.
- 4,800,000 seedlings planted.
- FSC®recertification completed marking 20 years of certification under the Forest Stewardship Council.®
- Painted 843 miles of boundary lines, a 79% increase from prior year.
- Executed geologic storage of carbon agreement, a first in company history.

ACCOUNTING

2022 Accomplishments

- Processed 107,210 invoices, an increase of 10% from prior year.
- Filed 526 regulatory reports with 23 agencies.
- Implemented FYLE, a web-based credit card management system.
- Automated 6 accounting processes, including Amazon payables, shareholder investments, ACH approvals, business plan versus budget comparisons, database queries, and credit card expense reporting.
- Successful annual financial statement audit conducted by an external agency and deemed in compliance with generally accepted accounting principles (GAAP).
- 0% error rate on 3-year Texas sales tax audit.
- 460 financial statements published internally.



INFORMATION TECHNOLOGY

2022 Accomplishments

- Timekeeping systems at all manufacturing locations upgraded to UKG.
- Implementation process started for an upgraded payroll system and accounting system, JD Edwards.
- Implemented dual-factor authentication (DUO) and upgraded all firewalls for enhanced security.
- Created and implemented systems to track AT&T invoices, software renewals, and software license counts.
- All camera software upgraded, and new camera servers installed.
- Supported more than 250 cameras throughout the organization.

SUPPLY CHAIN

2022 Accomplishments

- Averaged 1.2 days from ready-at-mill to shipment to customers on truck orders.
- Cost savings of $4,400,000 throughout the organization, an increase of 340% from prior year.
- Managed $125,000,000 purchasing spend through Maximo, an increase of 31% from prior year.
- Shipped 29,500 orders, a 9% increase from prior year containing 1.75 billion feet of product despite transportation shortages.
- 144,000,000 additional feet of product from the prior year shipped by truck for a total of 4,000 additional trucks.

HUMAN RESOURCES

2022 Accomplishments

- 14% increase in individual professional growth plans for leaders across the organization leading to a 25% increase in internal promotions.
- 423 employees hired and onboarded, a 63% increase from prior year.
- 48 videos produced, a 14% increase from prior year.
- Developed and implemented mentorship program (*Girls Can Too!*) for girls at local junior high/high schools.
- Implemented web-based applicant tracking system including employability resources for recruitment and outreach resulting in career page monthly traffic increase of 22%.
- New branch of RoyOMartin University created and implemented at manufacturing facilities focused on development of potential leaders. 55 enrolled in 2022.
- Attended 100 K-12 schools throughout Louisiana and Texas to educate students on manufacturing and Otis the Black Bear.
- Attended 30 college and community job fairs.

Workforce Development

100%

increase in WoodWorks hires from the prior year.

Redesigned WoodWorks hiring process. Created and implemented an apprenticeship program to ensure success of hires.

125% increase in maintenance training credits obtained.

218% increase in leadership development credits obtained.

189% increase in team member participation in individual coaching for development and performance.

100% increase in HiSET program enrollment to assist current employees wanting to obtain high school equivalency.

4 certifications completed:

- Certified Fraud Examiner
- Certified International Trade Professional
- Certified Professional Purchasing Manager

33% increase in the internship program resulting in one full-time hire.

Caps Off to You, Graduate!

9 team members obtained college degrees:

- 3 Master's degrees
- 1 Bachelor's degree
- 5 Associates degrees

Martin Foundation provided **$500K** in scholarships for

120 students

Tara Mosley - MBA

A.J. Thompson - MBA

John Smith - MBA

Brittany Ray - B.S.

John Budnick - A.A.S.

Jenna Foster - A.A.S.

Crystal Hoover - A.A.S.

Cale Parker - A.A.S.

Robyn Smith - A.A.S.

Wellness

87 First Responders certified across the organization.

9% increase in wellness encounters.

1,059 audiograms completed.

182 onsite cancer screenings.

7% increase in health fair participation.

Legacy

8,663 total encounters (11% increase)

24,772 prescriptions filled at Legacy Pharmacy (5% increase)

161 new patients

96% overall satisfaction score on patient surveys

Benefits

14.7% decrease in medical and pharmacy costs

Medical claims decreased **16.6%**

13% increase in FSA enrollment

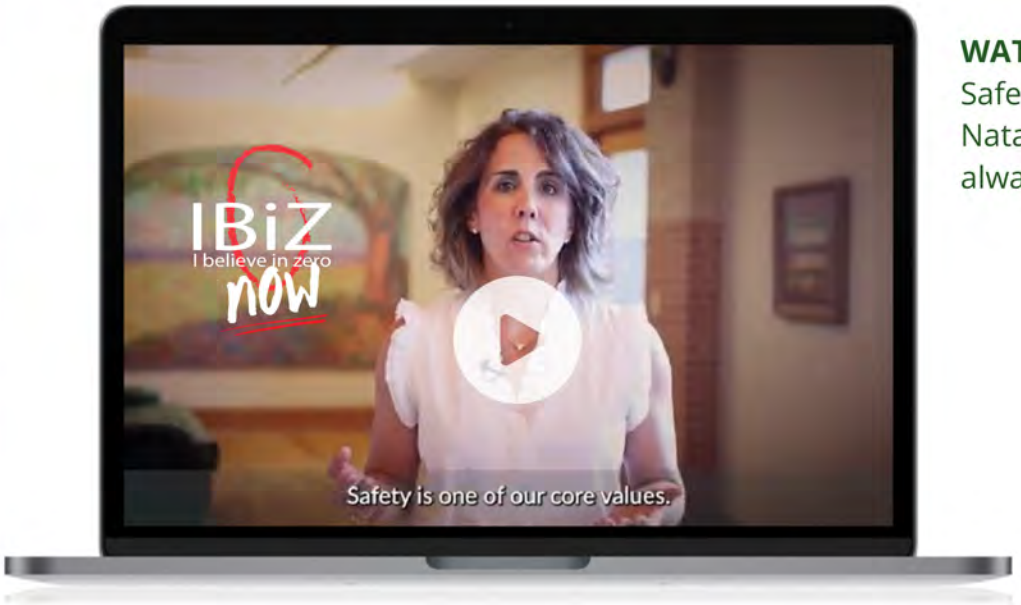
Supplemental life insurance added to include dependent coverage.

Retirees moved from EBT to Blue Cross with an anticipated cost savings of more than $200,000. This change reduces retirees' medical out-of-pocket and deductible to zero.

5% decrease in pharmacy costs

I Believe in Zero *NOW*

What does IBiZ NOW mean? It means that it's time to reevaluate our safety practices by eliminating the hundreds of distractions that take our focus away from the present moment – the NOW. It means being aware of the task at hand and focusing on how we can all work smarter and safer at what we're doing NOW.



WATCH: Vice President of Environmental, Safety, and Sustainability Operations Natalie Monroe explains why safety is always a core value at RoyOMartin.

Plywood Proud

The Plywood Proud campaign's primary purpose is to instill pride in RoyOMartin-Plywood team members while increasing attendance and accountability. It emphasizes four simple actions: Stay safe; show up; work hard; and be proud.

Why should you be Plywood Proud?

- You matter
- Your work matters
- You make a difference
- Your contributions are important

RoyOMartin PLYWOOD PROUD

STAY SAFE | SHOW UP | WORK HARD | BE PROUD

WATCH: Vice President of Plywood Jeremy Burford tells us why he is Plywood Proud:

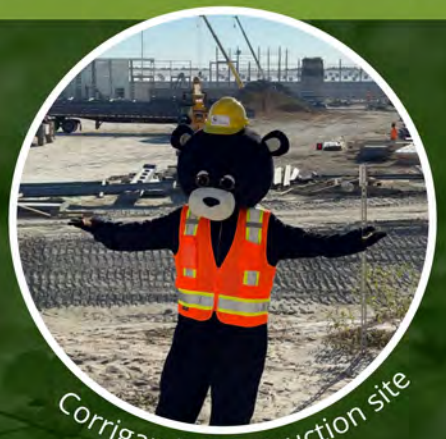
SCAN ME

Girls Can Too!

Girls Can Too mentorship program is offered to middle and high school female students. The goal of the program is to empower, inform, and encourage the next generation to be anything they choose to be.

You Never Know Where Otis Will Go!

Oberlin Elementary


Corrigan II Construction site

Glenmora Elementary

Weaver Elementary

Corrigan-Camden Elementary

Lake Charles Police

Elizabeth High School

L. S. Rugg Elementary

Schools visited in 2022

- Hamilton Christian Academy
- Caroline Dorman Elementary
- L. S. Rugg Elementary
- Glenmora Elementary
- Oberlin Elementary
- Oakdale Elementary
- Elizabeth Elementary
- Weaver Elementary
- Martin Park Elementary
- Acadian Elementary
- Ruby Wise Elementary
- Fairview Alpha
- Corrigan-Camden ISD

Awards & Recognitions

20-Year FSC® Certification

Best of Natchitoches Award

Corrigan Safety Recognitions

Women in Manufacturing

Land and Timber Awards

Land and Timber 15 Years Working Safely

HS&E Chairman's Award

Awards & Recognitions

RoyOMartin University - Leadership Essentials

APA Safety Award - Plywood

Leadership Cenla

APA Safety Award - Oakdale

Students Exploring Career Opportunities

Cenla 4Ward - 4 Under 40

Alexandria Human Relations Commission

Innovation Award

Leading with Love

Relay for Life

Alexandria Zoo

Truck Drivers

The Martin Foundation supports approximately
35 non-profit organizations:
19 social - 11 cultural - 5 educational

St. Jude's Children's Hospital

Rapides Parish Schools

RoyOMartin Gives Back

MBA Program at LCU

American Cancer Society

LSUA Foundation

Louisiana Tech Forest Products Innovation Center

Allen Council on Aging

Oak Hill High School

Dr. Maggie Martin Marketplace Leadership Summit

Salvation Army

Promotions

Clint McKinney
Oakdale Production
Team Leader

Paul Pfingsten
OSB Sales Manager

Randy Cedars
Chopin Maintenance
Team Leader

Travis King
Corrigan Production Manager

Jennifer Forest
Controller

Robert Ryder
Corrigan Safety
Manager

Dewayne Ingo
Oakdale Mechanical
Maintenance Leadman

Jeff Johnson
Oakdale Shipping
Team Leader

Josh Marcantel
Corrigan Mechanical Team Leader

Denerick Baker
Corrigan Production
Manager

Chad Clifton
Chopin Log Processing Lead

Paul Pusateri
Chopin Health
Services Manager

Brandon Lessing
Oakdale Construction
Mechanical Supervisor

Natalie Monroe
VP of Environment,
Safety, and Sustainability
Operations

Donald Drake
Oakdale Production
Team Leader

Claudia Smith
Chopin Purchasing
Coordinator

Scott Blood
Oakdale Safety Manager

Gilmer Davis
Corrigan Electrical
Team Leader

Jack Nolen
Chopin Production
Team Leader

Alonso Aguilar
Corrigan Production
Team Leader

John Hall
Director of
Clinical Services

Aimee Vincent
AP Lead

Promotions

Louis Gordon
Oakdale Electrical Maintenance Team Leader

Amy Sonnier
Corporate Wellness Manager

Donna Crooks
Controller

Karan Bostock
Corrigan Assistant HR Manager

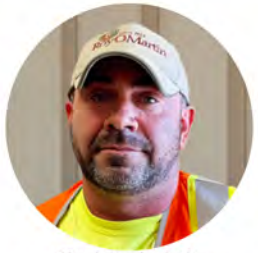
Jacob Matthews
Chopin Production Team Leader

Joel Byram
Chopin HR Manager

Bryce Richard
Timber Mill Supervisor

Tyson Wells
Corrigan Production Team Leader

Eric Jones
Chopin Purchasing Specialist



Chad Duplechain
Oakdale Production Team Leader

Robyn Smith
Associate Internal Auditor

Landon Lohman
Corrigan Technical Manager

Michael Kirkes
Corrigan Production Team Leader

Colin Miller
Corrigan Production Team Leader

Stephen Upton
Oakdale Procurement Manager

Cole Bryant
Corporate Safety Manager

Caleb Hussong
Oakdale Green End Specialist

Sidney Goodman II
Chopin Log Processing Lead

Harley Dunn
Chopin Production Team Leader

Jon Lacount
Corrigan Day Team Leader

Patrick Laborde
Oakdale Day Team Leader

Melissa Landry
Oakdale Health Services Manager

Bobby Byrd
VP of ROMEX

Corrigan II

2022 Progress

January: Warehouse foundation

April: Equipment arrives

May: Warehouse construction

July-August: Press installed

September: Forming building

November: Debarker drums

December: Dryers installed

Work Hard and Have Fun

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