



Since 1923

Roy O Martin®

2021

*Year in Review*



# Who WE ARE

**2 BILLION** SQ. FT.

of panels produced in 2021 – enough to go around the circumference of the earth approximately **4 TIMES**.



**83%** INCREASE in sales revenue



Sold enough **Eclipse OSB Radiant Barrier** to deck **58,000 HOMES**

**30%** INCREASE in value-added product sales



2021 was the **SAFEST YEAR** in company history

**58%**

reduction in accidents compared to 2020.



**4.66 MILLION** pine seedlings planted



Continued **FULL-TIME** operations during a global pandemic.

**FIRST PLACE** Plywood received **APA's 2020 3-Year Safety Award** (2018-2020)



**4.5 MILLION TONS** of carbon dioxide isolated from finished goods and Martin Timberlands and family timberlands, directly impacting global warming.

# Development PROGRAMS



## INTERNAL

### ROYOMARTIN UNIVERSITY

LEADERSHIP ESSENTIALS  
MANAGEMENT  
EXECUTIVE

### INDIVIDUAL COACHING

### PERSONAL GROWTH PLANS

### PAY FOR KNOWLEDGE AND SKILLS

### LEADERSHIP

### MENTORSHIP

### I BELIEVE



## EDUCATION

### MARTIN FOUNDATION SCHOLARSHIPS

GED/  
HIGH-SCHOOL EQUIVELANCY



## RECOGNITION

### WOMEN IN MANUFACTURING

### INNOVATION AWARD

### SERVICE AWARD



## RECRUITMENT

### WOODWORKS

### INTERNSHIPS

"PLANTING THE SEED"  
YOUTH OUTREACH

# Benefits HIGHLIGHTS

**SHORT AND LONG-TERM** disability coverage added for all employees.



**\$8 MILLION**

paid in medical claims in 2021

**37**

Average number of patients seen daily at Legacy Health & Wellness

Legacy Pharmacy filled

**61%**

of prescriptions for employees who participate in the company's benefits program.



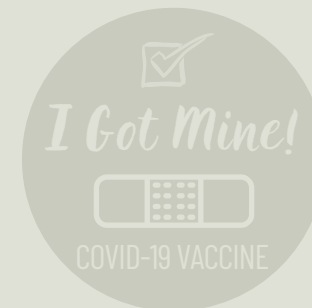
**900,000**

number of encounters by on-site health services in 2021



**797**

COVID-19 vaccinations administered to employees and dependents at Legacy Health & Wellness in 2021





# A MESSAGE FROM THE CHAIRMAN, CEO, AND CFO

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## ROY O. MARTIN III

“The demonstration of “Martin Cares” was our greatest accomplishment last year. It is one thing to have a slogan. It is a far greater thing to show the love of Christ through action.

The unexpected discretionary surprise cash gift (length-of-service bonuses) in November, the best safety record in company history, and our largest company discretionary profit-sharing contribution showed every team member that the leadership team, the Board of Directors, and shareholders care about our employees and their families. We want them to succeed for decades through our business, in every economic circumstance.

RoyOMartin strives to be world class in all we do, including living up to the command: *From those to whom much is given, much is expected.* (Luke 12:48)





# OUR People MAKE US WHO WE ARE

*"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary." – Margaret Cousins*





# PAYING IT *Forward*

Several of the non-profit organizations that receive support through the Martin Foundation



# WORLD-CLASS STRATEGY

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## E. SCOTT POOLE

PRESIDENT AND COO

“As we look back over this past year, the keys to our successes were the extraordinary individual efforts of our people. I have never seen a higher sense of community or a more intense commitment to persevere by any group anywhere. We saw these same employees who loved their company be rewarded with the profits of their work through our owners' passion to give back. We saw that same owners' trust and desire to reinvest in our people and our company as we began our second manufacturing facility in Texas.

We had the safest year ever in the history of RoyOMartin, and we were recognized as the leader in North America by our industry peers.

Our commitment never faltered in the face of bad weather or bad viruses, we simply got stronger and more resilient. That paid dividends as we celebrate 2021 and prepare for an exciting future to come.

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# MANUFACTURING

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## TERRY SECREST

EXECUTIVE VICE PRESIDENT  
OF MANUFACTURING AND SALES

“The past year was memorable in many ways! Our teams trudged through two spikes of COVID-19 and the related issues but still finished strong in safety, production, and shipments. Due to our committed leaders at all levels of the organization and a strong market, we experienced the most profitable year in company history.

Our manufacturing and sales teams are committed to making 2022 just as memorable.”





# 98 YEARS OLD AND STILL *growing*

"There are no great limits to growth because there are no limits of human intelligence, imagination, and wonder." – Ronald Reagan





# LEADING WITH *love*

Let us not grow weary of doing good – Galatians 6:9



American Cancer Society Fundraiser



Manufacturing Month Activities



United Way Day of Action



Volunteering at Foster Care Closet



School lunch donations



Volunteering at Foster Care Closet



4-H Camp Forestry Activities



United Way Day of Action



Elementary School Book Reading



Building a Playground at Corrigan Elementary School



# PAYING IT FORWARD *in Action*

Don't forget to do good and to share what you have because God is pleased with these kinds of sacrifices – Hebrews 13:16



Habitat for Humanity



Operation Finally Home



Donation to LSUA's Capital Projects



American Cancer Society



United Way Pledge Drive



# WORKING WITH *Honor*

And whatsoever ye do, do it heartily, as to the Lord, and not unto men – Colossians 3:23-24



5th Annual Women in Manufacturing Honorees



Plywood Team Received the APA's 3-Year Safety Award



Land and Timber 14 Years Safe



Land and Timber Awards



Innovation Award Winner Jeff Greene



2020 Chairman's Award: Plywood Team



25-Year Plywood Employees





# INFORMATION TECHNOLOGY

## JESSE BOLTON

CHIEF INFORMATION OFFICER

“Cyber Security continues to be a top concern for our department, and it requires round-the-clock vigilance from everyone on our team. Because of their dedication in 2021, we made significant advancements in our ability to keep our data and information safe and keep our digital infrastructure running. Every team member can help by being diligent about what you open and where you surf on the web.”

## 2021 ACCOMPLISHMENTS

- Paid out more than \$100 million in payroll for the first time in company history.
- Developed and implemented an electronic capital expense request and approval system.
- Upgraded Structured Query Language (SQL) servers at all locations.
- Installed new Sales-I software, a system for sales contact information.
- Created a partnership with Ingalls Cyber Security Group as our security operations center.
- Implemented multi-factor authentication security protocols.
- Updated disaster recovery systems.



# PROFIT-SHARING AND ACCOUNTING

## DARRYL MONROE

SECRETARY-TREASURER

Real success rarely comes from one or two big moments. Instead, it is most often the result of the accumulation of thousands of small, seemingly insignificant tasks. I'm incredibly proud of the work our accounting, profit-sharing, benefits, and Legacy Health & Wellness teams accomplished in 2021. Consistent, persistent, and diligent efforts make our people stand out. However, the big moments can never happen without the dedication required for these thousands of small tasks.



## 2021 ACCOMPLISHMENTS

- PLANSPONSOR Magazine nominee for Plan Sponsor of the Year – Total Retirement Offering.
- Marked the 11th year with zero bad debt and processed more than 36,000 invoices.
- Upgraded JD Edwards accounting system.

# HUMAN RESOURCES

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## DONNA BAILEY

### VICE PRESIDENT OF HUMAN RESOURCES

Human Resources had a great year despite COVID-19 issues and the national talent war. We streamlined our hiring processes to meet operational needs, introduced non-traditional hiring practices, and focused on employee engagement and growth opportunities. As a result, we made considerable headway in our workforce development and employee engagement programs, all of which create a talent pipeline for our organization. In addition, employee recognition and appreciation activities continue to grow and center around our “I Believe” philosophy. Our people are our purpose, and our mission is to prepare them to sustain the organization for generations to come.

## 2021 ACCOMPLISHMENTS

- Hired and onboarded 259 new team members.
- Increased Personal Growth Plans by 14%, which involved offering one-on-one coaching sessions to more than 195 current and potential leaders.
- Managed 179 leadership-development courses through to completion.
- Conducted the 5th Annual RoyOMartin Believes in Women in Manufacturing event.
- RoyOMartin WoodWorks industry-based curriculum marked its 14th anniversary, with 20 schools across Louisiana and Texas participating and 42 alumni employed.
- Through the Pay for Knowledge and Skills (PKS) career-development program, production and maintenance team members earned 392 skills.



# LAND AND TIMBER

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## CADE YOUNG

VICE PRESIDENT OF LAND AND TIMBER

While reaching our fourteenth anniversary since our last recordable accident was the land and timber department's most significant accomplishment in 2021, many other goals were achieved and exceeded in many cases. For instance, harvest acres were nearly 8% over plan, and raw material procurement costs to manufacturing facilities were 3% below plan. We are well-positioned to take advantage of the many opportunities on the horizon, including carbon, solar, and new fiber consumers within our region.



## 2021 ACCOMPLISHMENTS

- Completed 14 years accident-free.
- Regenerated 9,497 acres of land and planted 4,795,985 trees.
- Harvested and delivered nearly 1.5 tons of products to all destinations combined.
- Acquired 21,593 acres of strategic timberland, including two large acquisitions.
- Successfully completed the annual Forest Stewardship Council® audit maintaining certification since 2002.
- Increased forestry services clients by 40%.



# PLYWOOD AND TIMBERS

## JEREMY BURFORD

VICE PRESIDENT OF PLYWOOD

The challenges and hardships of 2021 were plenty and will not easily be forgotten. Our team adopted a saying in 2021: "Bend but don't break." There were numerous weeks that we were forced to bend, but we were never broken. Instead, as a team, we became stronger and more successful. The resilience and compassion of the people throughout the organization were critical to our success. Bring on 2022. We're ready.

## 2021 ACCOMPLISHMENTS

- Celebrated 25 years of continuous operation.
- Marked an incident rate of .35%, the lowest total in 25 years, and was recognized for the third year running as the safety plywood mill in North America.
- Set a record high for yearly EBITDA for plywood and timbers.
- Pressed and shipped nearly 500 MMSF more than previous year with 60,000 less production man hours worked.
- Increased plywood and timbers export volume by nearly 400%.

*"2021 has definitely been a year for the record books. An abundance of accomplishments from a creative leadership team has led us through a successful, memorable year."*

**TODD BURTON** PLYWOOD PLANT MANAGER





# OSB MANUFACTURING

## 2021 ACCOMPLISHMENTS – OAKDALE

- Finished the year with a record EBITDA and sales price.
- Achieved a 365 safe day record.
- Produced a record 10.4MM pieces of Eclipse Radiant Barrier.
- Completed repairs on the press in a 10-day project.
- Reduced phenolic resin application rate by 16%.

*"Our talented team remains Oakdale OSB's competitive advantage, and in 2021 we achieved success in many areas of our business. More notably, our team worked 365 days accident-free and everyone returned home safely each day. IBiZ!"*

**SCOTT TOWNSEND** OAKDALE-OSB PLANT MANAGER



## 2021 ACCOMPLISHMENTS – CORRIGAN

- Obtained and completed all major contracts for Corrigan II equipment and initial construction.
- Began the warehouse expansion.
- Finished the year with a record EBITDA and sales price.
- Achieved a new weekly production record.
- Started up the foil and T&G line and produced 1MM pieces of Eclipse OSB Radiant Barrier and 117,000 pieces of tongue-and-groove.

*"When faced with adversity in 2021, the Corrigan team stepped up to our challenges, overcame obstacles, and proved we are stronger when we work together."*

**JIM MOTES** CORRIGAN-OSB PLANT MANAGER





# CORPORATE

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## 2021 ACCOMPLISHMENTS

- Achieved the safest year in company history.
- Initiated Corrigan II expansion project.
- Included short-term disability as a benefit for all hourly employees.
- Paid the first-ever length-of-service bonus to team members totaling \$10.8 million.
- Paid the largest profit-sharing company contribution in company history.





# 2021 EMPLOYEE Promotions



Derrick Anthony  
Production Team Leader



Chad Chandler  
Production Team Leader



Chris Petit  
Log Processing Lead



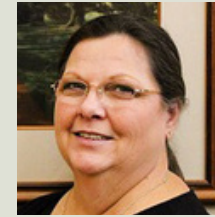
Luke Briley  
Department Manager



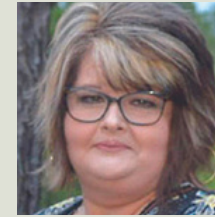
Todd Burton  
Plant Manager



Joel Byram  
Assistant HR Manager



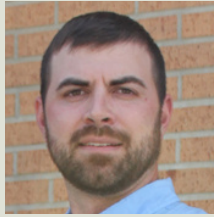
Karen Bostock  
Assistant HR Manager



Terri Salard  
Security Lead



Patrick Johnson  
Maintenance Manager



Will Seaman  
Senior Project Manager



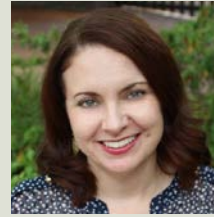
Sherry Hughes  
Director of HR



Micah White  
Harvesting Forester



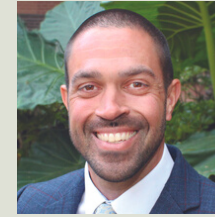
Lori Byrd  
Director of Sales



Amanda Guillot  
Creative Designer



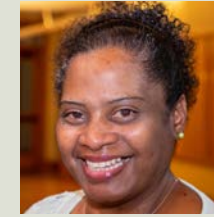
Brooke Taylor  
Director of Talent &  
Communications



Paul Pflugsten  
Sales Supervisor



Dirk Margheim  
Creative Production  
Manager



Norma Nash  
Manager of  
First Impressions



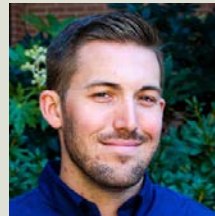
Ryan Traczewitz  
Business Development  
Manager



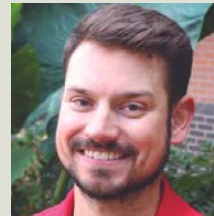
Jermaine Davis  
Purchasing Coordinator



John Smith  
Director of Supply Chain  
Manager



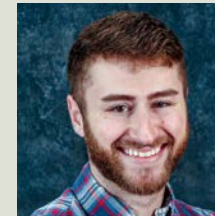
Jacob Stockton  
Corporate Logistics  
Manager



Justin Whitcher  
Corporate Purchasing  
Manager



Melanie Chapman  
Talent & Engagement  
Manager



Taylor Moreau  
Electrical Team Leader



Scott Townsend  
Plant Manager



Erin Armstrong Williams  
Logistics Specialist



Shane Atwood  
Purchasing & Storeroom  
Team Leader



Eric Jones  
Procurement Specialist



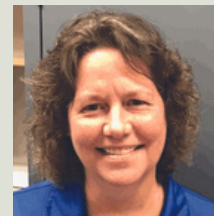
Justin Borland  
Department Manager



Bryce Richard  
Production Team Leader



Jay Govender  
Corporate Reliability  
Engineer



Claudia Smith  
Purchasing Coordinator



Tara Mosley  
Purchasing Manager



Marty Neiswender  
Director of Project  
Engineering

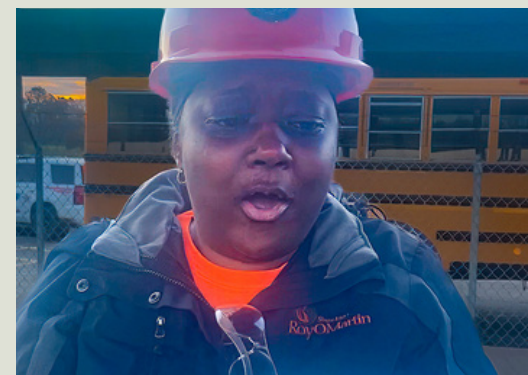


Jim Motes  
Plant Manager



# OH *Happy* DAY!

## Length-of-Service Bonuses





# Corrigan II



**UNDER  
CONSTRUCTION**







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