

RoyO Martin®
2024
**YEAR IN
REVIEW**



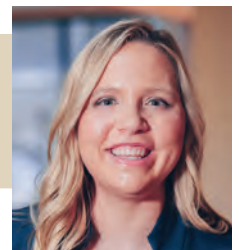


RoyO Martin's Strategic Action Leadership Team (S.A.L.T.): left to right – Vice President of Land and Timber Cade Young; Chief Financial Officer Jennifer Forest; Vice President of Information Systems Spencer Martin; President and Chief Operating Officer E. Scott Poole; Vice President of Human Resources Donna Bailey; Chairman and Chief Executive Officer Roy O. Martin III; Vice President of Plywood Jeremy Burford; General Counsel Martha Crenshaw; Vice President of Environmental, Safety, and Sustainability Operations Natalie Monroe; and Executive Vice President of Manufacturing and Product Sales Terry Secret.

EXECUTIVE



Transition of Chief Financial Officer role to Jennifer Forest



- Completion of the Jonathan E. Martin Memorial Grove at Compton Park (top left), and completion of the Salvation Army's Center of Hope women's, men's, and family homeless shelter (below), both in Alexandria, La.



INFORMATION TECHNOLOGY

3.6M emails processed with 1.7 million malicious or spam captured before distribution



Supported:

545 desktop computers

158 servers

307 cameras

- Processed largest payroll in company history
- Performed bi-weekly meetings with a Cybersecurity vendor to analyze vulnerabilities
- Upgraded the Email Security Platform to include periodic training and conducted more frequent phishing testing
- Upgraded all facilities with wireless warehouse network systems

SAFETY and SUSTAINABILITY

Received the first place Process-Based Innovation in Safety Award from APA for the “IBiZ NOW Safety Show”



2.53% Year Over Year (YOY)* decrease in total Incident rate (TIR) of 0.55, much below the industry average of 1.0

17 years safe marked by the land and timber department

500+ days completed at Oakdale–OSB without a recordable injury

0 environmental violations across all facilities

- RoyOMartin–Plywod was recognized by APA for the 3-Year Safety & Health Award in the Division I Plywood category
- Received the Silver Risk Control Award from Raffles Insurance in recognition of our dedication to safety excellence

*Year Over Year: 2024 change over 2023

PLYWOOD and TIMBER MILL



Record timber mill production and sales volume

Recognized as the safest plywood mill in North America by the APA for the third consecutive year



3% combined retention rate increase YOY

3 consecutive years safe achieved at the timber mill

0 product-related claims for all timber mill products

42% decrease in the combined total incidence rate (TIR)

HEALTH SERVICES

7% increase in Legacy Health & Wellness clinic encounters

20% YOY increase in manufacturing on-site health-related encounters

91% Overall Satisfaction Score of Excellent

25,730 prescriptions filled at Legacy Pharmacy



OAKDALE – OSB

80% record health fair participation

19 completed capital projects throughout the facility

■ Completed dust hazard analysis



Corrigan II Open House with an onsite visit from statewide officials, including Texas Governor Greg Abbott

CORRIGAN – OSB

575 contractors on site during largest-ever annual outage

18 team member appreciation events held in 2024

■ Set weekly and daily production records



Inaugural Girls Can Too! program at Corrigan-Camden Junior High



48
job fairs

HUMAN RESOURCES

23% YOY increase
in resume submissions

9% YOY increase in internal
promotions

■ Companywide turnover decreased YOY

TALENT and ENGAGEMENT

24% YOY increase in
maintenance training

15 WoodWorks program
graduates hired



75 educational K-12
school visits made in
Louisiana and Texas



**OVER
100%** increase in Girls Can Too!
program, school, mentor,
and student participation

- Leadership development and training increased YOY
- Hosted largest-ever in-person Women in Manufacturing event
- ROMU-Leadership Essentials and ROMU-Management YOY participation increase, with the largest cohort in ROMU-M history

LAND and TIMBER

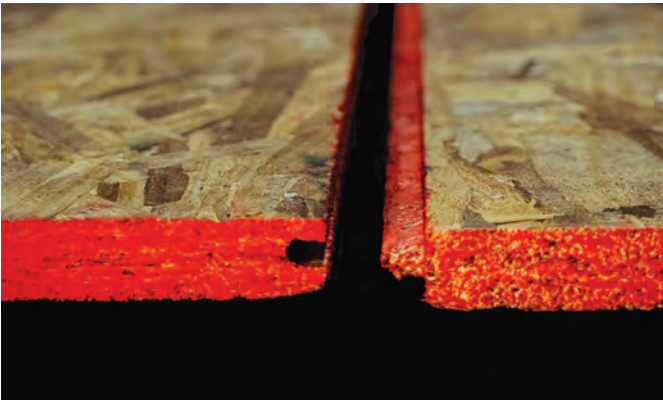
4.8 Million seedlings planted,
representing a 41% increase YOY



22 consecutive years of Forest Stewardship Council® (FSC®) certification

18 new clients added to our Forestry Services Management program

- Obtained Sustainable Forestry Initiative® (SFI®) certificates for woodlands, fiber supply, and chain of custody (CoC)
- Conducted Forestry Awareness education in 5 parishes, reaching more than 2,500 students



RESEARCH and DEVELOPMENT

5 unique and individual patents in process

- Instrumental in eliminating flexible sheathing from Louisiana and South Texas building codes

BENEFITS

- Moved benefits enrollment to an online platform
- Added Spring Health, a new mental health benefit
- Paid bereavement benefit added for hourly employees
- Company contributed a percentage of eligible wages to team members' retirement accounts



4% company match on pretax/Roth contributions

LOGISTICS and PURCHASING

2 Billion square feet of products shipped

30K orders from increased shipments while maintaining customer ship times

\$975K saved by the implementing a purchasing system module

3% YOY reduction in departmental costs



- Implemented a Traffic Management System for efficient truck shipment management.

LEGAL

- Favorably resolved multiple potential and pending litigation matters
- Instrumental in the revision of the MSR Operating Agreement and Employee Handbook



75 contracts reviewed for legal input and revision

Southern Public Relations Federation (SPRF) awards: Award of Merit, three Lantern Awards, and a Best of Tier award.



MARKETING and COMMUNICATIONS

515 finished minutes of video filmed by in-house talent

1,353 assets designed and posted for social media

5.5% increase in social media followers

5.5M product ad impressions

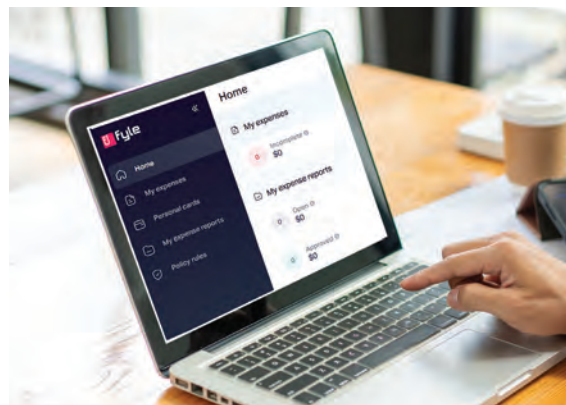
- Recognized at a nationwide conference as a top performing team with the American Cancer Society Relay for Life campaign
- Public Relations Association of Louisiana awards: Certificate of Merit, Award of Excellence, two Torche Awards, and a Best of Tier

ACCOUNTING

530 reports filed with 24 state, federal, and industry agencies

460 published internal financial statements

96 consecutive years of passing internal audits with a third-party firm



Successfully transitioned expense reports to paperless submissions.

THE YEAR IN GIVING

Philanthropy



Oak Hill High School



Centerville High School



Salvation Army



Natchitoches Central High School



Family Crisis Center



Buckeye High School

Volunteering



Elizabeth High School



New Hope Ministries



Manna House



United Way of Central Louisiana



Food Bank of Central Louisiana



THE YEAR IN GIVING

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Community



American Cancer Society's Relay for Life



Louisiana Dragon Boat Races



Texas Forestry Festival



Cystic Fibrosis Foundation's Great Strides Walk



Angelina County Heart Alliance Color Run



YWCA - Central Louisiana Bowling for Buddies



Earth Day at the Zoo

Education



Girls Can Too!



Together Tuesdays



Book Readings



College Interns Program



WoodWorks Plant Tours



Students Exploring Career Opportunities

2024 YEAR IN REVIEW



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This publication highlights key accomplishments, milestones, and service achieved by RoyOMartin in 2024. All year-over-year (YOY) comparisons reflect data measured against 2023 figures.

This would not have been possible without the contributors who recorded, compiled, and analyzed data, including the S.A.L.T. members, departmental leaders, and the Communications and Marketing team. Their collaboration, insights, and continued commitment to excellence have helped showcase the progress made across the organization this year.

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