



Since 1923

Roy O Martin[®]
BUILDING TOMORROW
Together

2025 YEAR IN REVIEW

EXECUTIVE



Martin



Poole



Burford



Young

- Dr. Roy O. Martin III** (left) announced he would step back from his role as CEO at the end of 2025. He continues to serve as Chairman of the Board of Directors and assumed additional responsibilities as chief investment officer. **E. Scott Poole** (center) was appointed Chief Executive Officer, beginning January 1, 2026, marking the first time a non-Martin family member will lead the organization in its century-long history.
- Jeremy Burford** (top right) named Executive Vice President of Manufacturing and Product Sales. **Cade Young** (bottom right) named Executive Vice President of Land, Timber, and Supply Chain.



- Teamed with Petron to create a new playground for the children of Hope House of Central Louisiana, local nonprofit organization that provides transitional housing and supportive services to homeless women and their children, empowering them to independence.

MARTIN FOUNDATION

BY THE NUMBERS

- 130** scholarship recipients (employee and employee dependents, in Louisiana and Texas).
- 23** social program grants.
- 12** educational program grants.
- 11** cultural program grants.
- 1** disaster relief grant.

INFORMATION TECHNOLOGY



BY THE NUMBERS

3,250 Help Desk tickets processed.

Supported:

640 desktop computers

125 servers

347 cameras

- Processed largest payroll in company history.
- Performed bi-weekly meetings with a Cybersecurity vendor to analyze vulnerabilities.
- Evaluated and selected a new Payroll/HR/Benefits package from Workday.
- Held first IT department offsite retreat to discuss goals for the year.

SAFETY and SUSTAINABILITY

- Presented in 2025, RoyOMartin–Plywood received the APA – The Engineered Wood Association’s first-place 2024 Annual Safety & Health Award in Division I (Plywood) and the 3-Year Safety Award (2022-2024) in Division I (Plywood) category.
- Received the Raffles Risk Control Gold Award in the large manufacturing division for our commitment to safety and risk management.
- Continued short, specific, educational, relevant and personal safety training through “The Zero Zone” and “The In Between” videos.



BY THE NUMBERS

82% below the industry average, our total incident rate (TIR) is 0.75 compared to the average TIR of 4.2.*

18 years safe marked by the land and timber department.

*Year over year (2025 compared to 2024)

PLYWOOD and TIMBER MILL


BY THE NUMBERS

4 consecutive years safe achieved at the timber mill.

7 departments completed 10+ years without injuries.

13 internal innovation projects completed.

328 PKS skills gained by 224 team members.

2.7% increase in production.* 

19.5% increase in shipments of plywood and timber products.*

- Recognized as the safest plywood mill in North America by the APA – The Engineered Wood Association for the fourth consecutive year.
- Green Composer purchased. (Installed during February 2026 Outage)
- Largest-ever volume of plywood and timber mill shipments in a calendar year.



HEALTH SERVICES



- Hosted Air Evac Staff onsite visit at Oakdale-OSB. 

- Held onsite mammogram screenings at Corrigan-OSB.

BY THE NUMBERS

27,897 prescriptions filled at Legacy Pharmacy.

1,367 Audiograms performed with no recordable hearing loss and 100% OSHA compliance.

133 team members screened for skin cancer.

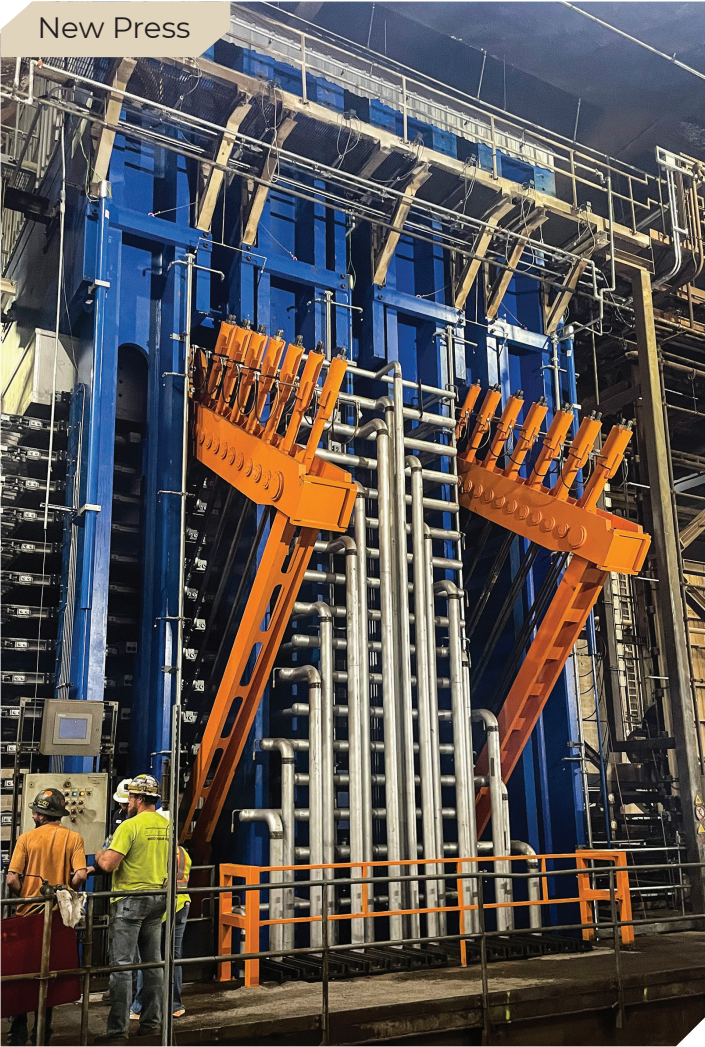
5% increase in new patients at Legacy Health & Wellness.*

94% Overall Satisfaction Score of Excellent, a 3% increase.*

*Year over year (2025 compared to 2024)

OAKDALE – OSB

New Press



- Safely completed a 90-day mill-wide outage on schedule to replace the press, blenders and several additional integral pieces of equipment.
- Converted from a paper hiring process to a digital process (HRIS).
- Arc Flash training implemented for all team members onsite.
- Reduced wood usage by installing a mat trim saw on the forming line.

BY THE NUMBERS

4 team members mastered all skills in their assigned work system, a 100% increase.*

50 *I Believe* activities completed.

194% increase in core skills earned.*

99.6% panel production on-grade achievement.*

CORRIGAN – OSB

- Set weekly and daily production and shipping records.
- Hosted shareholder meeting, chamber after hours event, and two teacher externs.

BY THE NUMBERS

10% increase in production PKS earned.*

24% increase in core skills earned.*



*Year over year (2025 compared to 2024)

HUMAN RESOURCES



BY THE NUMBERS

39 new positions added to support growth and operational needs.

← **58** job fairs and recruiting events held, a 21% increase.*

42% increase in internal promotions.*

24% increase in *I Believe* employee engagement activities.*

20% increase in recruiting event participation.*

↓ Decrease in company-wide turnover.*

TALENT and ENGAGEMENT

BY THE NUMBERS

12 WoodWorks program graduates hired.

13% increase in leadership training credits.*

15% increase in K-12 school engagement (Louisiana and Texas).*

44% increase in coaching sessions.*

21% increase in Personal Growth Plans (PGPs).*

23% increase in RoyOMartin University – Leadership Essentials participation.* →



Girls Can Too! Program

25% increase in school participation.*

18% increase in RoyOMartin team member mentors.*

21% increase in student participation.*



*Year over year (2025 compared to 2024)

LAND and TIMBER

4.15 Million

tons of raw materials
supplied to Martco
manufacturing locations



BY THE NUMBERS

5.9 Million seedlings planted, a 23% increase.*

96% survival on previous years' planting.

29 land transactions completed, including acquisition of more than **8,500** acres.

23 consecutive years of Forest Stewardship Council® (FSC®) certification.

2 consecutive years of Sustainable Forestry Initiative® (SFI®) certificates for woodlands, fiber supply, and chain of custody (CoC).



2,500

students in 5
parishes educated
on forestry awareness.

*Year over year (2025 compared to 2024)

RESEARCH and DEVELOPMENT

- Successfully launched TuffStrand-WRB™, our tape-and-panel system, to the market.



ACCOUNTING

BY THE NUMBERS

165 hours of continuing education completed.

588 published internal financial statements, representing a **28% increase.***

- Implemented new software (BILL) for credit card reporting and expense reimbursement requests.
- Implemented JPMorgan check printing for offsite printing and distribution of checks.
- Restructured SG&A accounting codes for improved visibility of spend by department.

BENEFITS

- Implemented RxValet, a pharmacy cost-containment service that provides low-cost options for many common, chronic, and specialty medications, with expected annual savings of more than \$500,000 to the plan.



BY THE NUMBERS

4% company match on pretax/Roth contributions.*

1.2% company contribution to eligible wages of team members' retirement accounts.*

*Year over year (2025 compared to 2024)

MARKETING and COMMUNICATIONS

BY THE NUMBERS

405 finished minutes of video filmed by in-house talent.

12% increase in social media followers.*

69% increase in digital signage messaging.*



- Recognized at a nationwide conference as a **top 15** national performing team with the American Cancer Society Relay for Life campaign, raising more than **\$118,000** for cancer research, treatment, and patient support.
- Successful product marketing launch of TuffStrand-WRB™.
- Illustrated and printed children's book *Otis the Bear Plants a Tree*.

LOGISTICS and PURCHASING

- Automation of invoicing and delivery communications with truck carriers.

BY THE NUMBERS

24,000 annual invoices processed.

\$450K increase in asset recovery activity.

50K cycle counts conducted, a **42% increase**.*

58% increase in savings captures.*

2.3 Billion sq. feet of products shipped.



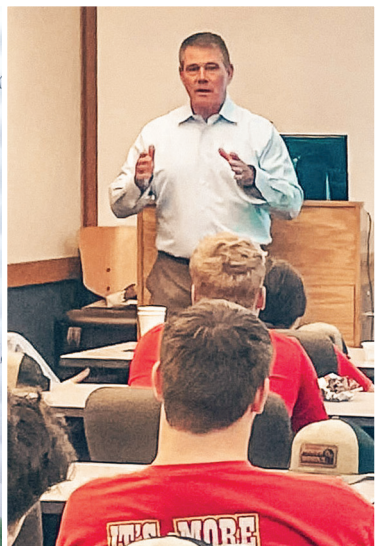
*Year over year (2025 compared to 2024)

Living Our R.I.C.H.E.S. Values

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2025 YEAR IN REVIEW





**BUILDING
TOMORROW**
Together

