



2024 In Review & Look Ahead to 2025



We **ROCKED IT** in 2024 and are growing **FULL STEAM AHEAD** in 2025 thanks to strategic investments, deep expertise, amazing customers, true innovation, and a phenomenal team!

JoBeth Zimmerman, Chief Executive Officer

OUR VISION

To be the ultimate global resource for applications that require high quality exotic and refractory material, parts and assemblies in industries that are working to foster a cleaner, safer and more sustainable planet.

OUR MISSION

Our mission is to vertically integrate the supply chain to deliver high quality refractory and exotic materials, parts and assemblies more efficiently and effectively for critical applications in the aerospace, defense, clean energy, national laboratories, electronics and medical industries.

OUR CORE VALUES

Honesty

Leadership

Reliability

Knowledge

Teamwork

Integrity

Conscientiousness

Service Excellence

Manufacturing Headwinds in 2024

Purchasing Managers Index (PMI) was in contraction for the entire year.

Delays in new programs rolling out for the Department of Defense (DOD) decreased demand for material and parts in 2024.

Big Wins Despite Big Challenges

Customer Acquisition, Investment & Innovation

- Initiated work on nationally recognized fusion contract, including machining, inspecting, and managing traceability for 18,000+ complex tungsten parts
- Created internal/external processes for full traceability
- Added clean room with CMM Inspection capabilities, laser engraving, and sterile packaging

Talent Acquisition & Development

- 7 strategic new hires in Torrance HQ
- 12 new hires in Riverside Machine Shop

Capital Investments in Machine Shop Operations

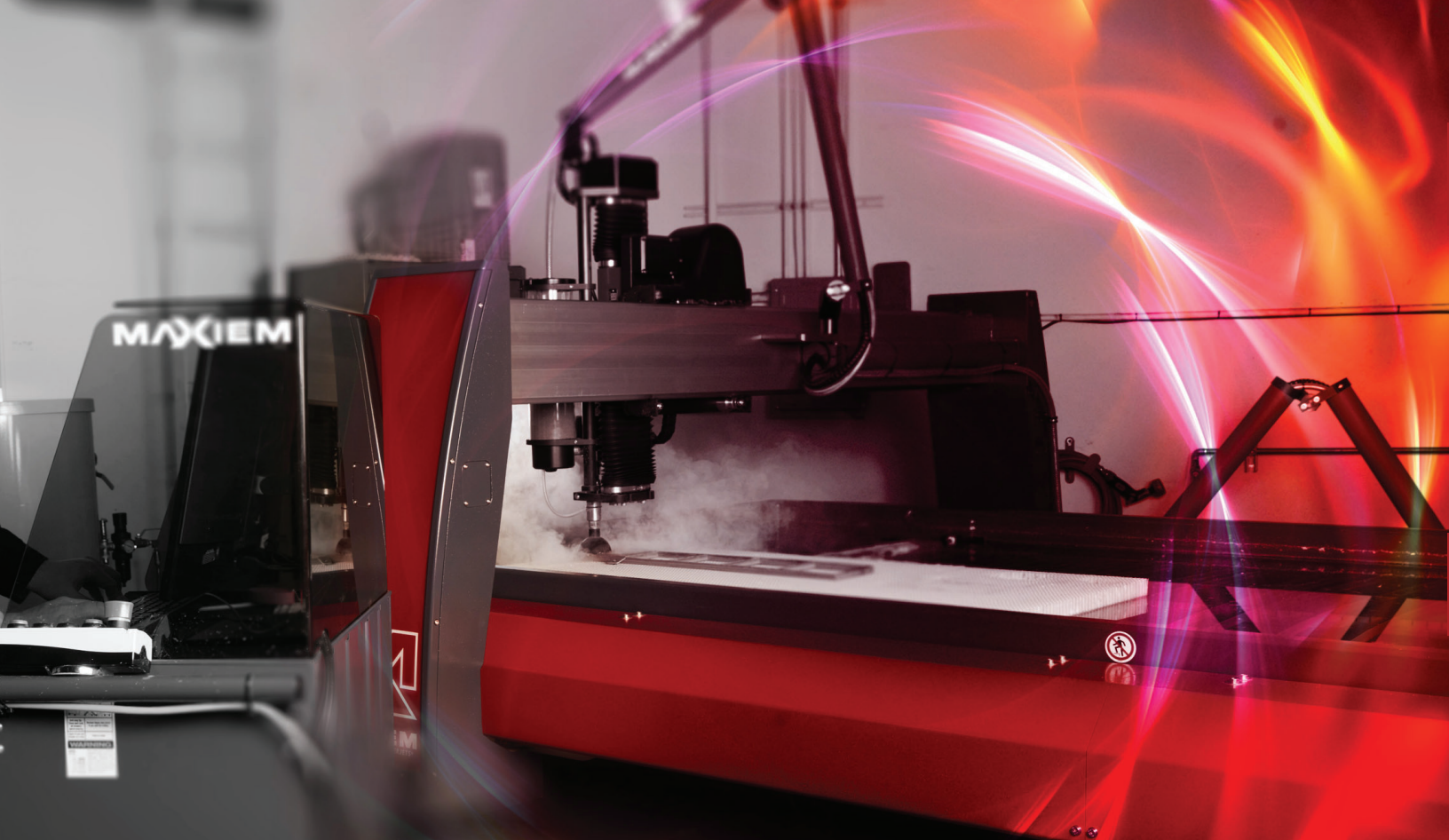
- Created new organization – Leading Edge Machining Solutions - through consolidation of two Southern California machine shops
- Integrated LEMS into LEMA

Quality & Certification

- AS9100 certification with new machining scope
- Early CMMC compliance

Brand Positioning

- Rebranded Leading Edge Metals & Alloys (LEMA)
- Strategic marketing investments



2024 RESULTS

- **Beat 25% Sales Growth Goal by 85%** with 46% Growth Year Over Year
- Achieved **30% Growth Year** Over Year Across Profit, Space, Equipment, and Talent KPIs
- Achieved Optimal Customer **On-Time Delivery Goals**

2024 Philanthropy

We donated more than **\$6,000** and **150+ pounds of goods** to families in need and animal shelters across our Los Angeles hometown.

Beneficiaries:

Children & Families

Needs Supported:

Fire devastation

Hunger, food shortage

Homelessness

2025 Philanthropy

We will continue to engage in monetary donations and acts of service to support local nonprofit organizations throughout 2025.

2025 Planned Strategic Investments

- > Quality & Certifications
- > Inventory, Sales & Marketing
- > Production/Quality Personnel
- > Customer Innovation & Satisfaction
- > Information Technology Refinement
- > Machining Equipment & Capabilities
- > Woman Owned Business Certification
- > Continued Support of First Fusion Energy Reactor in the US
- > South Bay Site Selection for 2026 Office + Warehouse Move
- > Continuous Operational/Production Processes Improvement

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