

# EXCERPTS 2024

Volume 94

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**Evan Waldman**  
Chief Executive Officer

## THE WORD

As 2024 draws to a close, it's a natural time to take a moment to plan for the future and reflect on the year that has nearly passed. Top of mind for me is how grateful I am to work with an incredible team whose commitment to our values, our customers, and each other has enabled us to reach new heights and break various Essex records yet again.

Our key performance indicators including safety, quality, on-time delivery and financial metrics have been meeting or exceeding expectations and we're preparing to raise the bar for ourselves again in 2025. As a source of pride in his version of "The Word" more than 30 years ago, our founder worked out the math to demonstrate the frequency of aircraft flying overhead that contained Essex products. This team has continued to engineer and manufacture new designs and improved versions of enduring products to ensure we've expanded our portfolio on the world's most in-demand military and commercial aircraft in addition to innovating on new concept aircraft and ground vehicles.

Essex is an engineered products company, so it's natural to assume our proprietary and complex designs are what fuels success. Arguably, that's true. However, when I reflect on this, I conclude that the people across our business are what makes Essex a

renowned company and a great place to work.

With the divisive political backdrop that dominated this year, the team at Essex (perhaps as politically diverse as the rest of the country) constantly comes together to help one another with professional development and training at work, celebrating personal family milestones and accomplishments outside of work or being present to support a teammate who's grieving a loss.

This compassionate and tight-knit Essex group has donated loads of toys, household items and food items to those in need. Not only are they generous with their wallets, but they're generous with their time as they fan out into the communities in which we operate to volunteer at not-for-profit agencies.

With our ever-increasing product and process audits conducted by customers and regulatory bodies, I'm often the last stop an auditor makes to provide an out-brief and feedback. Regardless of the audit area, the auditor always makes a point to tell me how impressed they were with everyone at Essex they encountered and that our culture gives us a business advantage and makes Essex a great place to work. They're right!

I hope you enjoy the content within "The Excerpts." We at Essex appreciate your support.

# PRODUCTS ON PLATFORMS

Essex products are on board nearly every US fighter, trainer, bomber, and cargo aircraft currently in operation worldwide. An industry leader in military fighter aircraft HMI (human-machine interface) controls, Essex has also had several successful launches of ground combat vehicle and rotor-wing aircraft controls including collective and cyclic grips, tail rotor pedal assemblies, and cockpit control panels. Since 1947, the company has continued to work with leading Aerospace and Defense OEMs to serve advanced aircraft platforms.

Essex Aircraft Components meet stringent requirements within the aircraft subsystems including fuel, hydraulic, pneumatic, and oxygen. Our precision-machined products include valves, flame arrestors, dampeners, bulkheads, dash panels, struts, bell cranks, linkages, and hundreds of other mechanical and electromechanical components and assemblies.

This is only possible with the dedicated people supporting these product lines. The aerospace industry requires high precision with tight tolerances. Every piece that touches their hands directly impacts the safety of another human being. Whether that is the person piloting the air or ground vehicle, the person on a transport aircraft, or the mechanics who work on the systems, it all matters.



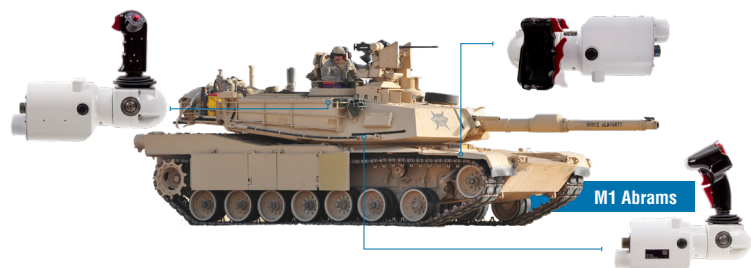
F-15



C-130J



UH-60



M1 Abrams

## REACTION ACE

Reaction Ace debuted this year. The arcade game is a reaction time challenge that allows people to experience actuating a real custom flight grip produced by Essex. This unique hands-on experience was created through a cross-departmental effort. Follow our social media to see where it will appear next!





## GROWING TOGETHER



Essex has facilities on each coast and in the midwest. Each location has specialized manufacturing knowledge and capabilities. We share expertise across Essex to enhance our output and keep our commitments to each other and our customers.

This year, we continually progressed through integration efforts. Our Milford, CT facility underwent a consolidation of an acquisition, an implementation of a new ERP system, and



training other locations on advanced technical inspection. Our St. Louis, MO team members flew out on-site to support these events and learn from training.

## MANUFACTURING DAY

Essex Industries celebrated Manufacturing Day in October by having a tour at our St. Louis, Chivvis location. Essex employees and over 80 students

(Parkway SPARKS, St. Louis CAPS, Bayless, and Rockwood schools) came to learn about the manufacturing process of our Emergency Breathing and Liquid Oxygen Equipment. In addition to supporting critical lifesaving equipment, Essex also works to inspire our future innovators in the aerospace industry.



## HANDS-ON TRAINING

Essex conducts several trainings yearly on our products such as the 50 and 500 Gallon LOX Trailers, NPTLOX, and LOX Converters. These lifesaving products help transport and deliver medical or aviation-grade oxygen to patients, pilots, and crew. The team is committed to ensuring users are familiar with the products so they can perform their missions effectively.



## NOTEWORTHY

### SUMMER INTERNS



Every year, Essex Industries runs a Summer Internship Program. This summer, our interns developed professionalism through goal setting, department projects, and performance evaluations. On the last day, the interns presented what they learned and their next steps. It is exciting to watch the next generation learn and grow.

### HONORING OUR VETERANS



Essex values the essential qualities embodied by those who serve in the military. Our veterans are instilled with character, dedication, leadership, and commitment qualities that contribute to providing quality service and products. We thank our vets for their service.

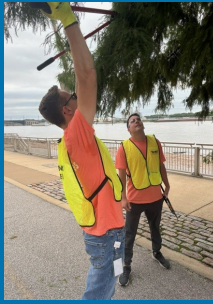
### 47 CLUB CLASS OF 2023



The club is named in honor of Essex's founding year, 1947, and celebrates our employees who go beyond the scope of regular daily expectations. 47 Club is a way to acknowledge the people who model great behaviors that help make Essex a great place to work.



# COMMUNITY INVOLVEMENT



## UPCOMING TRADE SHOWS 2025

**May**

14-16

**Quad A Army Aviation Mission Solutions Summit**  
Nashville, TN

Booth #652

**Jun.**

16-22

**International Paris Air Show**  
Paris, France

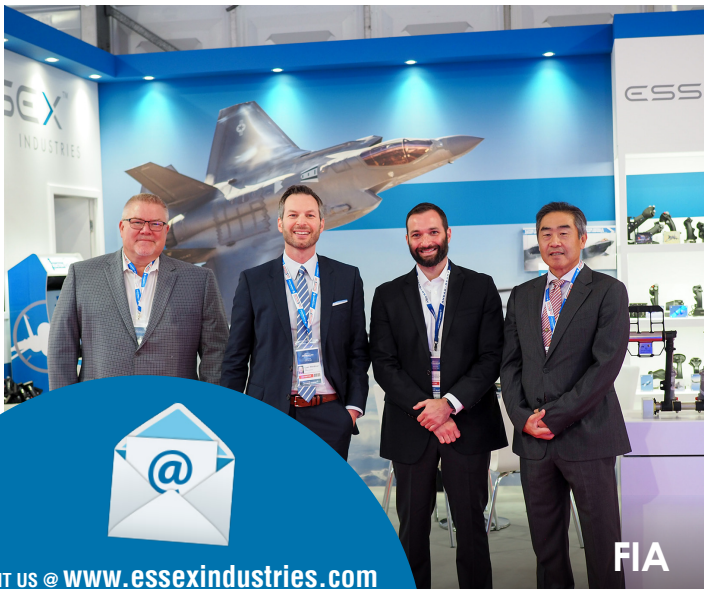
Hall 3-E158

**Aug.**

16-19

**ACPC Airline Networking Forum**  
Atlanta, GA

Booth TBD



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