

TEXO TALK

2025 HIGHLIGHTS

**TEXO EXHIBITS AT A
DECADE OF OFFSHORE
WIND NORTH EAST**

**TEXO DELIVERS A
SLEIGH-LOAD OF SUPPORT
TO PORT OF BLYTH'S
COMMUNITY APPEAL!**

**SANTA'S SPECIAL DELIVERY:
TEXO TEAM ABSEILS FOR THE
ARCHIE FOUNDATION!**



**TEXO PROJECT
HIGHLIGHTS 2025**

TEXO FOUNDATION

TEXO'S 5TH ANNIVERSARY: A YEAR OF UNWAVERING COMMUNITY IMPACT

As we close the year and celebrate TEXO's fifth anniversary, we look beyond our project successes to the heart of what we do: supporting the communities where our teams live and work. Since the TEXO Foundation launched in 2020, our mission has transformed into a powerful, community-wide movement powered by the passion and generosity of every single employee.

1. INVESTING IN THE NEXT GENERATION: STEM & EDUCATION

Our commitment to local talent reached new heights this year. Our dedicated staff engaged with more than 2,000 students across Scotland and England, building pathways to future careers through:

- **STEM Workshops:** Delivering hands-on engineering and technology activities in schools.
- **Career Support:** Providing vital interview and CV-writing practice.
- **Work Experience:** Offering invaluable placements across multiple departments.
- **Real Ambitions:** Hosting site visits and career days designed to inspire.

Impact Spotlight: A standout moment was supporting T-Level student **Amber Legeway**, whose seven-week work placement across our divisions propelled her to secure her dream opportunity in the United States. This is the impact of opening doors and building confidence!



2. PARTNERSHIP SPOTLIGHT: THE ARCHIE FOUNDATION

Our long-standing relationship with The Archie Foundation remains a source of immense pride. Our role as headline sponsors for the Variety Show and the 2025 Disco Ball helped raise an incredible **£36,000** for children and families across the North of Scotland.

Beyond fundraising, our team had the privilege of joining AFC coaches and players to visit the **Royal Aberdeen Children's Hospital**, sharing games, laughter, and brightness with children undergoing treatment – a moment we will never forget.



3. 'TEAM UP WITH TEXO': COLLABORATION IN ACTION

Our renewed partnership with Aberdeen FC launched a new, high-impact initiative: **Team Up with TEXO**. This program unites businesses and community leaders to drive change across Aberdeenshire and beyond.

Recent fundraising successes showcase the power of this collaboration:

- **Subsea 7:** Raised **£9,391** for Archway, supporting individuals with learning disabilities.
- **Ithaca Energy:** Raised **£1,400** for Combat Stress, providing specialist mental health care for veterans.
- **Paul Cooper:** Darts player raised **£2,496** for The Archie Foundation with support from TEXO.

**TEAM
UP WITH
TEXO**
FOUNDATION

Together we can



4. COMMUNITY ACTION: HIGHLIGHTS OF THE YEAR

The Glenlaw House Sensory Garden Transformation

To mark our 5th anniversary, nearly **40 TEXO volunteers** devoted an entire weekend to completely redesign and repair the sensory garden at Glenlaw House in Dundee, a respite home for children with complex needs. The result is a safe, stimulating, and inspiring space built on pure teamwork and determination.

The Importance of Giving Back

This year, the **Team Up with TEXO Blood Donation Drive** – hosted at Pittodrie Stadium with Aberdeen FC and Subsea 7 – was a vital success. This initiative holds a particularly close place in our hearts, as a life-saving transfusion has directly impacted one of our senior team members. Every donation truly makes a difference.

Deeside Caledonia Pipe Band

We proudly sponsored the Deeside Caledonia Pipe Band, who delivered a **phenomenal** season by winning a Championship hat-trick across the UK, Scottish, and European Grade 3A competitions.

Supporting Heritage & Skill

We stepped in to support Blyth Tall Ship, fabricating specialist metal brackets and a cradle to safely continue their community-driven project of building a 40ft traditional oak fishing vessel.

Wellbeing and Festive Cheer

- We supported **Men in Mind** (Cove Rangers Community Foundation) to break the stigma around men's mental health by donating kits for a charity competition.
- Team TEXO walked the **2025 Aberdeen Kiltwalk**, raising funds for AberNecessities to support vulnerable families.
- This Christmas, two brave team members will deliver festive sparkle by **abseiling down the Royal Aberdeen Children's Hospital** dressed as Santa and his elf!



"I go to sleep and wake with pride every single day working for TEXO. Not just because of the incredible projects we deliver across so many sectors, but because of the heart, passion, and generosity our people show in everything we do. We support communities, uplift families, create opportunities, and help those less fortunate than ourselves – often quietly, but always with purpose. To be part of a company that cares this deeply is something truly special. Thank you, TEXO."

Alan Conway, TEXO Brand Executive

SANTA'S SPECIAL DELIVERY: TEXO TEAM ABSEILS FOR THE ARCHIE FOUNDATION!

Last week, the TEXO team once again brought an unforgettable dose of festive magic to the Royal Aberdeen Children's Hospital (RACH), continuing a new Christmas tradition.

On December 10th, two brave members of the TEXO team donned their red suit and green tunic to take on the thrilling Santa Abseil down the side of the hospital. This daring descent was all in support of The Archie Foundation, raising vital funds and delivering festive cheer to the young patients and their families spending Christmas at the hospital.

Raising Funds, Spreading Joy

The incredible effort of the TEXO team and the generosity of our supporters helped us surpass our fundraising goal! We are thrilled to announce that the Santa Abseil raised a grand total of £3,737!

This substantial amount has been split to maximize its impact for the children:

- £2,423.61 was donated directly to The Archie Foundation via cheque to support their critical year-round work.
- The balance was used to purchase an extensive range of gifts for the wards, including Christmas crafts, activity books, story books, Tonies boxes & characters, board games, sensory toys, and other gifts for all ages.



A Thrilling and Meaningful Tradition

The sight of Santa and his Elf rappelling down the building provided a moment of pure magic and festive joy for the children watching from their windows.

"The energy and support last year was incredible. Seeing the smiles on the children's faces when we hit the ground was the best feeling. We're thrilled to be back for the second year to support The Archie Foundation and continue this fantastic tradition, which allows us to provide both a significant donation and a tangible way to spread Christmas cheer to these incredible young patients and their families."

TEXO is proud to continue this mission, ensuring a Christmas that is extra special for those who need it most.



TEXO DELIVERS A SLEIGH-LOAD OF SUPPORT TO PORT OF BLYTH'S COMMUNITY APPEAL!

This holiday season, TEXO is incredibly proud to support the Port of Blyth's annual **2025 Christmas Appeal**, which is raising vital aid for **Blyth Foodbank** and **Operation Elf**. We believe in channeling the same energy we use in the offshore wind sector into giving back to the community that supports us.

The appeal, launched as the Port celebrates 25 years at the forefront of offshore wind, aims to bring essential support and festive cheer to families and individuals across the Blyth area.

TEXO's Generosity Lights Up Operation Elf

We are delighted to confirm that TEXO has made a generous donation of presents to Operation Elf, the local initiative dedicated to collecting Christmas gifts for children in need across Blyth. This effort ensures that the magic of Christmas reaches as many families as possible.

Our contribution helps the Port, which is serving as a central donation hub, meet its goal of delivering carefully matched gifts to local children.

A Wave of Generosity Continues

Alongside the gift collection, the appeal is helping Blyth Foodbank, which has supported over 3,100 people in 2025 alone – a figure expected to rise this winter.

By collaborating with our Energy Central partners, TEXO is proud to contribute to this "wave of generosity," helping to meet the sharp rise in demand at the foodbank and ensuring our local community feels supported during the festive season.



INSPIRING THE NEXT GENERATION: TEXO CONNECTS WITH BEDE ACADEMY T-LEVEL ENGINEERS

At TEXO, we are driven by a commitment to **empowering the next generation**, helping young people discover real-world opportunities and inspiring exciting careers in the industries that need them most.

We recently had a fantastic and highly productive afternoon at the Energy Central Campus, hosting the new T-Level Engineering students from Bede Academy. The students, looking incredibly smart in their new uniforms, brought immense enthusiasm, curiosity, and posed some of the most insightful questions we've heard.

Working closely with local educational institutions like Bede Academy gives us the essential chance to inspire future engineers – the very talent our sectors need to continue growing, innovating, and strengthening their teams. We are extremely proud to support these aspiring professionals and eagerly anticipate welcoming some of these talented students for interviews in the years ahead!



"Nothing Short of Inspirational"

Mark Davies, Assistant Vice Principal and T Level course lead at Bede Academy, praised the session, highlighting its significant impact:

"The presentation that Alan gave this afternoon to my year 12 T level Engineering students was nothing short of inspirational. The seminar that usually lasts 60 minutes, staggeringly lasted 120 this afternoon. Students were as engaged at the end of the two hours as they had been from the start. This afternoon has given the students a real buzz and energy for the course they have embarked on and what the future might look like for them individually. I am incredibly grateful for Alan's time, energy and humour! A brilliant afternoon."

Student Voices: Gaining Insight and Inspiration

The impact of the session was clearly felt by the students, who shared their excitement:

- **Lucas Jopling:** *"Alan Conway presented to us an exciting, very interesting, and detailed insight to TEXO, I thoroughly enjoyed the talk. Following the talk on his career path, I now have a firm understanding of the company and hope to have a future within a great company like TEXO, as they play a very important role in the Engineering Industry."*
- **Ashton Birch:** *"The insight we received of what activities and projects TEXO are involved in was mind-blowing. I was impressed by how such a young company has high credibility, global locations, and a wide range of specialties. The talk was extremely insightful and has intensified my dreams of becoming an engineer. I very much appreciate the time and effort taken."*
- **Alfie Lazenby:** *"I enjoyed the talk we had from Alan Conway... he provided a detailed but engaging insight into how modern engineering challenges are being revolutionised with innovative solutions. Alan presented real-world projects that I found fascinating and his passion for TEXO inspired a genuine attraction towards the company... I left with a better understanding of the engineering industry and a definite newfound interest in the use of drones and modern technology."*



Lucas Jopling



Ashton Birch



Alfie Lazenby

UTILITIES DIVISION - POWERING CRITICAL WATER INFRASTRUCTURE

The final quarter of the year marked a standout period for TEXO's Utilities Division, reinforcing its position as a trusted delivery partner across critical water infrastructure in Yorkshire and Scotland. Working with Yorkshire Water and Scottish Water, the division achieved exceptional results across safety, growth and operational performance.

Maintaining a zero LTI safety record, the team successfully delivered planned maintenance, capital works and emergency reactive support on high-risk assets including pumping stations and treatment facilities. This safety-first culture has underpinned strong client confidence and continued growth, with the Utilities order book now standing at £1.1m.

The division has also played a key role in driving inter-divisional collaboration, generating significant work for Fabric Maintenance, NDT, Drone Surveys and Topographical Survey teams – demonstrating the strength of TEXO's integrated group model.

With new mechanical fitters recruited, a Glasgow depot opening in early 2026, and increasing workloads secured, the Utilities Division enters the new year well-positioned for continued expansion and long-term success.



OVER 1,000 VESSEL OPERATIONS SUCCESSFULLY COMPLETED

2025 marked a significant milestone for TEXO as we proudly completed more than **1,000 complex vessel operations**. This achievement showcases our leading expertise across diverse and critical sectors, including **renewables, oil and gas, decommissioning, and geoscience**.

Our integrated solutions supported the full spectrum of marine assets – from pipe lay and cable lay vessels to FPSOs and semi-submersibles.

TEXO's End-to-End Service Covered Every Critical Aspect:

- Complex mobilisations and de-mobilisations.
- Asset integrity inspections and rope access services.
- Surveys, including the production of digital twins.
- Accommodation solutions, HVAC maintenance, and repairs.

By leveraging our **Asset Lifecycle Management** and **Workspace Solutions**, we delivered a seamless, end-to-end experience for every client:

One Business.
One Contract.
One Point of Contact.



INNOVATION HIGHLIGHT: INTRODUCING AIR-X

A major highlight of the year for TEXO has been the launch of **AIR-X**, our new **24 kW Packaged Air Conditioning Unit** engineered specifically for hazardous and explosive environments.

Designed, manufactured and third-party certified for operation up to Zone 1, the Air X-PACU-24 is a robust, one-piece air-conditioning solution developed to meet the demanding requirements of industrial and offshore operations. The unit delivers 24 kW of cooling capacity and incorporates dual-certified ATEX and IECEx components, ensuring compliance, reliability and peace of mind in safety-critical locations.

AIR-X has been developed with operational simplicity in mind, featuring an integral control panel with a straightforward start/stop function, protected from direct sunlight to ensure durability in harsh environments. A range of optional extras – including antistatic ducting, gas detection, fan spigots and power connection enhancements – allows the unit to be configured to suit specific site requirements.

Suitable for use across LNG refineries, offshore platforms, chemical plants, and shutdowns and turnarounds, AIR-X represents TEXO's continued investment in innovative, compliant and practical solutions for hazardous environments.

AIR-X is a clear demonstration of TEXO's commitment to engineering excellence, safety and innovation.



V248 QUAYSIDE REFURBISHMENT

TEXO successfully delivered a complex refurbishment project on the V248 vessel, compressing a substantial scope of work to meet critical operational deadlines.

Our multi-disciplinary team completed a wide-ranging upgrade programme, including 10 wetroom refurbishments, 125 sqm of new flooring across multiple decks (with temporary galley flooring), full replacement of hot and cold pipework, and associated ceiling removal and reinstatement works.

A key challenge was the replacement of safety-critical windows, particularly within the Control Room. Due to operational constraints preventing removal of jack-up controls, all window removal and installation had to be carried out externally. This required precise crane rigging to handle glass units approximately 90 mm thick and 250 kg, alongside careful frame preparation and welding of new units.

Despite the programme being reduced from 50 days to 24 days, the project was delivered on time and on budget, achieving a highly successful outcome for both TEXO and the client.



PROJECT HIGHLIGHTS 2025

EUROPEAN CONTROL ROOM

- 800sqm footprint
- 6no modules
- Combined size of 16.5m x 48.6m x 5m
- Manufactured in TEXO Blyth and Dundee, with final fit out in Blyth
- Transported by sea to Germany for installation.





TEXO EXHIBITS AT A DECADE OF OFFSHORE WIND NORTH EAST

TEXO is thrilled to have been a part of the **Offshore Wind North East (OWNE) 2025** event, celebrating a major milestone – a decade of driving the offshore wind sector forward! A huge well done to the NOF Team for seamlessly organising this landmark event.

OWNE 2025 truly captured the spirit of collaboration, reinforcing that every connection – from the supply chain to the customer – plays a vital role in the industry's success. It was a pleasure to reconnect with familiar faces and meet new contacts across this dynamic and fast-growing sector.

Integrated Solutions for a Dynamic Sector

At TEXO, we are proud to support the renewable energy sector with our fully integrated solutions across our three key pillars:

- Asset Lifecycle Management
- Workspace Solutions
- Specialist Recruitment

Our comprehensive Individual Services, including Engineering, Fabrication, HVAC, Survey & Inspection, and Asset Integrity, ensure our clients benefit from a streamlined approach: One contact. One proposal. One business.

A Commitment to Partnership

As we look toward the future, we are guided by our saying: "We're large enough to handle, but small enough to care." This commitment ensures that we maintain personal, strong relationships with both our supply chain and our customers.

OWNE 2025 was a great experience, providing invaluable networking and hearing about the inspiring, pivotal role Offshore Wind plays in creating infrastructure that benefits both local communities and the nation as a whole.



TEAM PLAYERS OF THE MONTH

OFFICE BASED



Susan Mitchell

Susan is highly professional, consistently going above and beyond what is expected of her, with no job too big to take on and always bending over backwards to support both the team and clients. Susan upholds our values and acts with integrity at all times, while remaining extremely collaborative constantly looking out for others, offering help whenever needed. Susan is a credible, positive person who is always keen to get involved. She will always give her best to help and support the wider team.

IN THE FIELD



Jamie Kinghorn

Jamie has consistently demonstrated outstanding professionalism, dedication, and commitment, working hard to deliver underground utility drawings of the highest quality for key clients. His approach and willingness to put in long hours without complaint have raised the overall standard of output and set a benchmark within the team. Beyond his technical contribution, Jamie is highly collaborative, working closely with colleagues, sharing knowledge, and supporting others to achieve their best. His efforts have strengthened team morale and enhanced TEXO's credibility in the utilities market, directly contributing to securing significant new clients.

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