



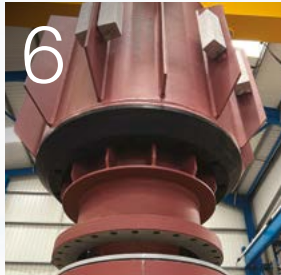
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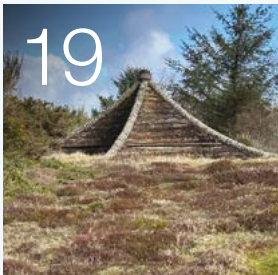
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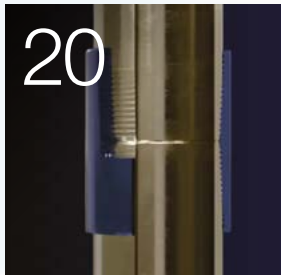
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**OUR HUNTING
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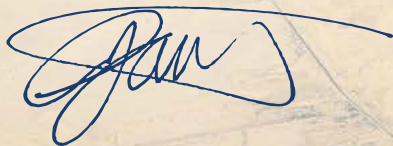
"In this 204th edition of the Hunting Review we again look in a little more depth at some of our ongoing activities and strategic moves as we march forwards in an increasingly febrile, international geopolitical scene. Two of these probing the anticipated demand are the result of restructuring our Middle East, Africa and European operations with a firm emphasis on building presence and capability with further investment in the UAE and Kingdom of Saudi Arabia. We also concentrate on the further development of our chosen Hunting Subsea Technology Division, especially the integration of our FES acquisition, reported in the last issue.

As always this is a vehicle to showcase just some of our community engagement and focus on staff, the very life-blood that carries us forward.

It is also something of a personal message as I recently announced my intention to retire from the company.

Please indulge me in what was said in that announcement:

"It has been a huge privilege to play a part in the Hunting story and to have led the business over the last nine years. I am very proud of how Hunting has navigated a period of almost unprecedented change to emerge as one of the leading businesses in our sector and would like to thank all my Hunting colleagues for their hard work, dedication and commitment in making the business what it is today. I look forward to working with the Board and my eventual successor in the months ahead".



Jim Johnson, Chief Executive Officer



Expanding Hunting Energy in Saudi Arabia

Hunting's Saudi Arabia operations are entering an exciting new phase following a significant investment programme to expand manufacturing capability, enhance operational capacity, and support growing customer demand across the region



Over the last year, approximately \$1.5 million USD has been invested in upgrading Hunting's Saudi Arabia facility, including the development of a dedicated OCTG shop, improvements to the yard, and the expansion of machining capability. The facility is increasing its CNC capacity from six machines to eleven, enabling greater flexibility, efficiency, and responsiveness for customers.

The expansion also supports planned workforce growth, with headcount expected to increase from 35 to 55 employees. Saudi Nationals currently represent 50% of the workforce, reflecting Hunting's ongoing commitment to developing local talent and supporting the Kingdom's industrial growth objectives.

The facility expansion programme has faced challenges due to regional circumstances, including delays to machinery shipments from Europe. Equipment was re-

routed through Jeddah Port and the Red Sea before successfully arriving on site. Installation is now underway, with operations in the expanded facility expected to commence in mid-June.

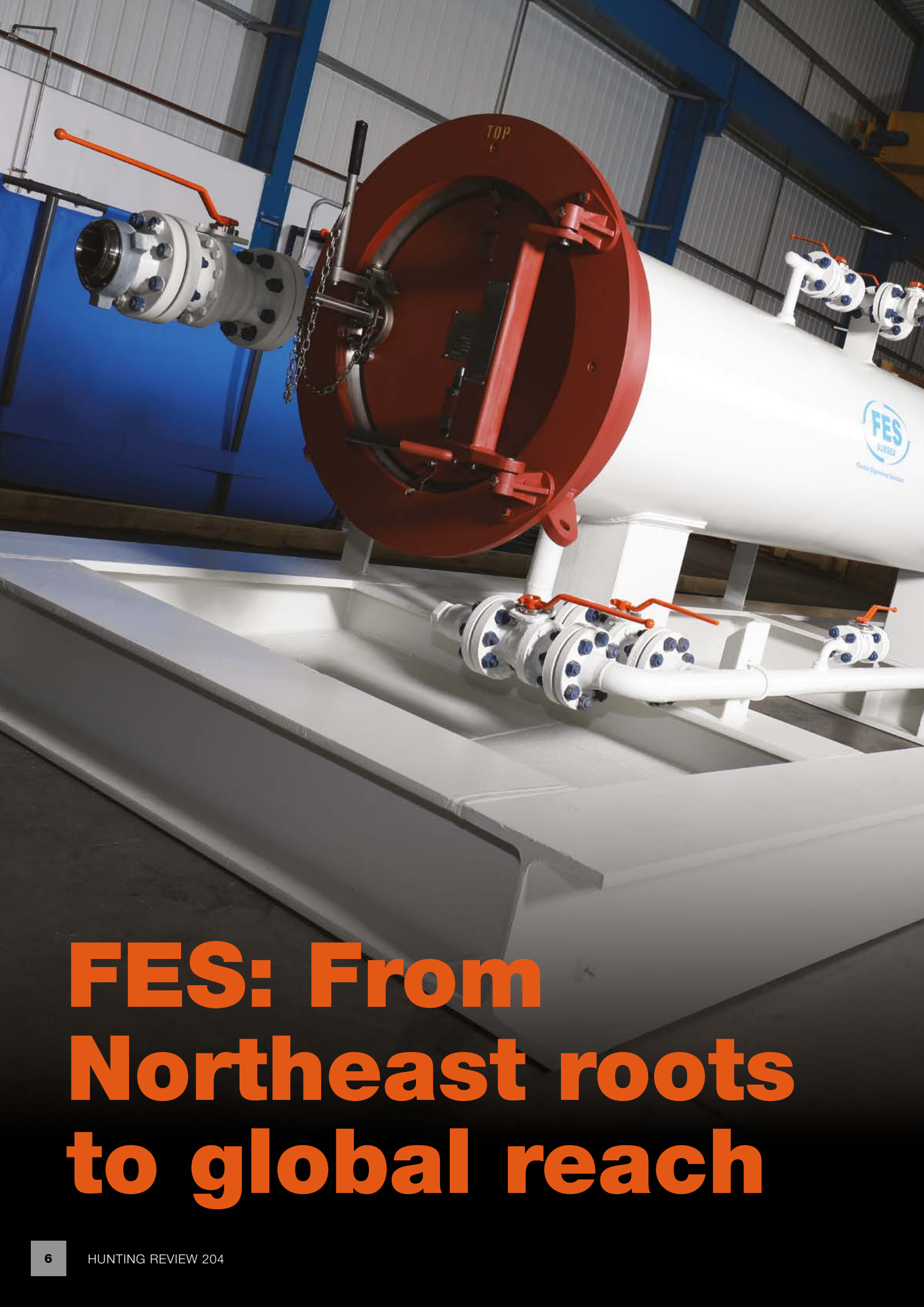
Once complete, the upgraded facility will provide enhanced pipe handling, threading, and manufacturing capabilities, strengthening Hunting's ability to support customers operating in Saudi Arabia's energy sector.

Despite regional security challenges, operations have continued with minimal disruption. During recent periods of heightened tension, there were several drone and missile incidents in the region; however, the majority were intercepted by the Saudi Arabian military. The facility team has maintained a strong focus on safety, security, and business continuity throughout.

The investment comes at a time of strong commercial momentum for Hunting in Saudi Arabia. Following the achievement of Saudi Aramco Plant Approval for OCTG Accessories, the business has been able to capture new opportunities and increase market presence. In March 2026 alone, OCTG Accessory sales exceeded \$600,000, delivering significant margins.

The Saudi Arabia expansion represents a significant step forward for Hunting's regional capabilities. By combining investment in technology, infrastructure, and people, the team is positioned to provide enhanced support to customers while contributing to the Kingdom's long-term industrial resilience and development goals. ■





FES: From Northeast roots to global reach



Formed in 1997, Flexible Engineered Solutions ("FES") combines decades of engineering heritage with a global outlook, providing specialist fluid transfer to the offshore energy industry



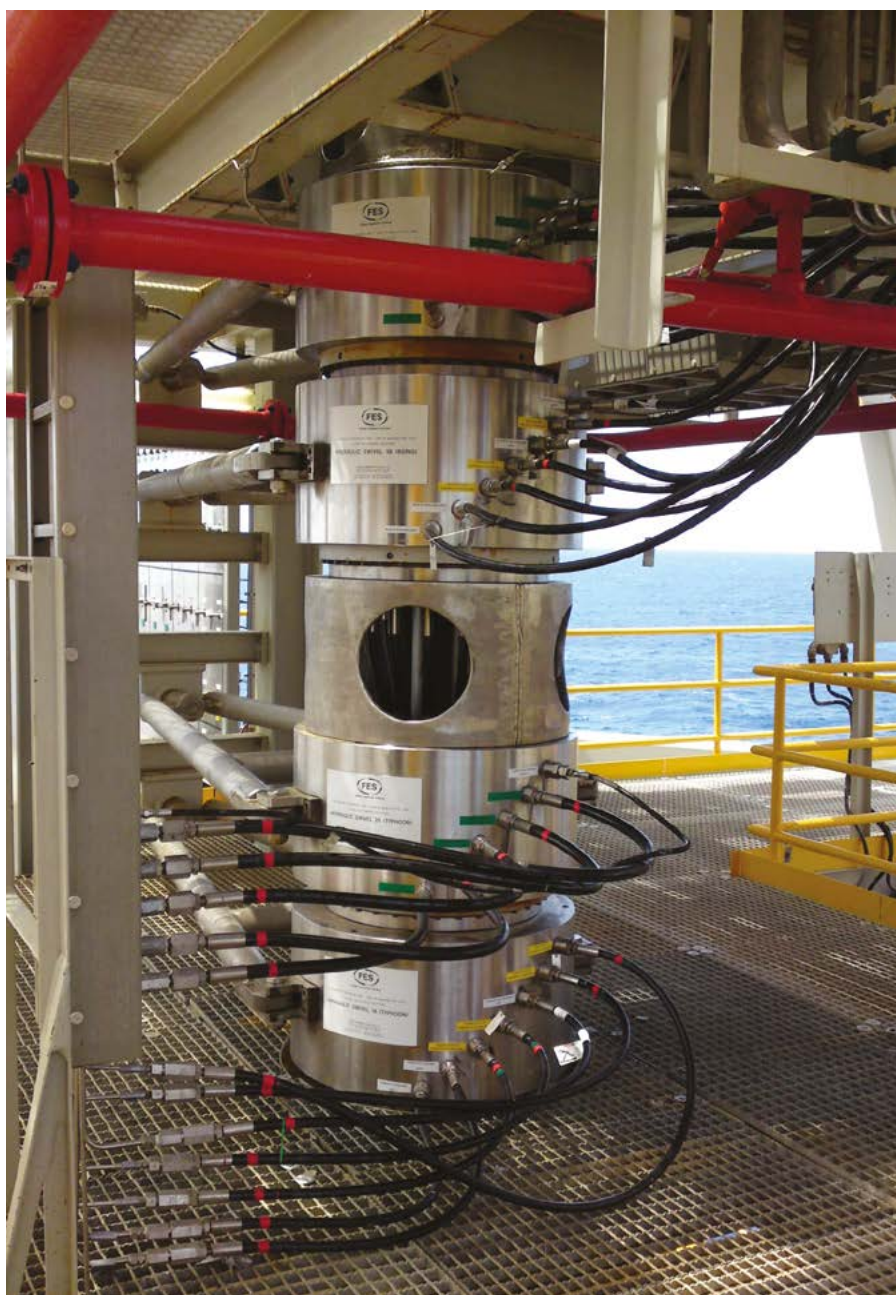
Against a backdrop of sustained growth in the subsea sector, Hunting's acquisition of FES in June 2025 not only marked a significant milestone for Hunting's operations in the UK, but also for Hunting operations across the globe. By uniting decades of specialist engineering expertise with Hunting's expanding offshore and subsea operations, the FES acquisition reinforced the foundations of its Hunting's Subsea Technologies Division and its capability to support future growth. Mark Stokes is the General Manager, based in Ashington Northumberland who has ably taken on the lead role with the support of the previous owners, Rob Anderson and Ian Latimer.

As Mark introduces the operation he describes the two sites in Northumberland, England, around 20 minutes from Newcastle and close to the North Sea ports of Blyth and Tyne. Although 5 acres in total, the main headquarters encompass a facility of 44,000 sq. ft, where the Design team, Project Management, QHSE, Sales, Assembly and Testing are based. Also in Ashington is a further 35,000 sq. ft facility for Fabrication, Welding, NDE, Assembly and Testing.

With plans for expansion of Hunting's Subsea Technologies Division, organisational changes have been implemented to better align the diverse product lines with the overarching subsea strategy, streamline operations and foster greater communication, collaboration and productivity across Hunting teams. →

The integration between FES and Hunting broadens the Hunting's Group's product range for deepwater and ultra deepwater markets. Over the years, FES has built long-term relationships with a wide variety of blue-chip customers, including super majors, independent oil and gas companies, and international energy service companies, working on large, multi-year projects, that provide high levels of earnings visibility. Recognised as a leader in fluid handling and subsea intervention technology, FES has supplied products and services to major offshore projects worldwide, with the majority of its revenue generated from international markets.





"Recognised as a leader in fluid handling and subsea intervention technology, FES has supplied products and services to major offshore projects worldwide"



A shared culture provides a strong foundation for the integration of FES and Hunting. FES' project focused, engineering-led team complements Hunting's values of safety, innovation and customer focus. As Hunting looks to the future, FES' broad product range will help broaden the company capabilities and strengthen its offering in support of Hunting's 2030 growth strategy. ■

One year in our Dubai facility

Alan Morrison, Regional Manager MENA reflects on Hunting's new Dubai facility and how the expansion has impacted Hunting's activities across the region

Situated within the manufacturing zone of Jebel Ali Freezone (JAFZA) sits Hunting's new Dubai facility. The 5500 SQM custom built warehouse is strategically located, enabling Hunting to expand on its Well Intervention and Surface Well Testing Products, while also supporting other product lines in the region.

The new facility is about more than additional space for Hunting's growing operations.

"The Middle East is a key strategic growth area for Hunting, and this development demonstrates our long-term commitment to the region and the opportunities ahead"

Not only have Well Testing and Well Intervention capabilities been expanded, but the new facility has also started an expansion project to incorporate an Organic Oil Recovery laboratory, as opportunities in this area accelerate across the region.

Now fully operational, the facility is boosting manufacturing capacity, strengthening operational delivery and enhancing support for customers, while local production is helping improve responsiveness and reducing lead times.





"Hunting regards the Middle East as an important part of the company's future growth, and all product lines have objectives to increase activity in the region"

Designed with efficiency and sustainability in mind, the site is set to be fitted with solar panels feeding power back into the grid and an atmospheric water generation system for reuse in cooling and supply. These features support a reduced environmental footprint while creating a modern working environment for employees – especially as the team continues to grow.



"By investing in state-of-the-art infrastructure and local capability, we're able to deliver faster, more efficient service and support the evolving needs of our customers"

It represents a significant step forward in strengthening innovation and service capability, while also ensuring that the business is equipped to meet the growing customer demand for the long term. →

"The facility provides a strong platform for growth, particularly as we focus on expanding our operations across the UAE and wider Middle East, which continues to be one of the most dynamic markets for our business"



The new facility will allow the team to introduce new-wave technologies which will enable Hunting to grow, and crucially, sustain operations across the EMEA region.

As the instability in the region continues our priority throughout the current regional tensions has been to preserve operational stability while ensuring the safety and confidence of our workforce. We have successfully maintained a healthy and resilient order book by relying on long-standing client relationships, diversified project pipelines, and disciplined supply chain planning, allowing us to continue meeting commitments. At the same time, we have taken a measured and proactive approach to risk management in response to government issued alerts and guidelines we also enlisted in the

support of a company dedicated to Global Security risks to ensure we were as best informed and advised. Clear protocols, regular safety drills and hybrid work from home models ensure that all staff can respond calmly and effectively when required, with minimal impact on ongoing operations. By aligning closely with local authorities, security partners and emphasising preparedness rather than alarm, we have created a working environment that remains secure, focused, and fully capable of supporting our clients.

Looking ahead to the future, *"adaptability remains key"* and that *"the ability"* -for Hunting- *"to pivot and evolve with the market changes is central to ensuring Hunting's long-term success"*. ■



Hunting celebrates International Women's Day across the globe





BATAM, INDONESIA

In celebration of International Women's Day (IWD) 2026, HEA's Srikandi community ventured to Bake it Studio in Batam. The Srikandi initiative takes the name from ancient lore, widely recognised as a symbol of Indonesian women who are independent, intelligent, courageous, and accomplished across various fields.

United by the theme of Give to Gain, participants' culinary skills were put to the test, practicing patience, precision and teamwork. The end result was an assortment of colourful cakes as well as a stronger sense of connection, confidence and collaboration among the team. →





SINGAPORE

Hunting Singapore's IWD was held in collaboration with WINGS – a local charitable organisation. The WING initiative is dedicated to empowering women aged 40 and above to strengthen health, financial security and social engagement. Female members of the Hunting team participated in a workshop to craft handmade tulips (pictured).

A total of 150 handmade tulips were produced during the workshop. These tulips will be gifted to seniors at Lions Home for the Elders, a non-profit nursing home operator in Singapore with whom WINGS regularly collaborates by organising visits and engagement activities to support ageing communities. A testament to the Hunting Team's dedication to the cause, the ladies continued to make tulips during their lunch hours and after work to raise money for the community.





"The day's activities reinforced Hunting's unwavering commitment to fostering a culture of giving"

The internal sale of the handmade tulips generated a total of SGD 1,023 – including a light-hearted auction of a tulip crafted by a male colleague which sold for SGD 100! Hunting pledged a matching contribution, doubling the teams' efforts.

The day's activities reinforced Hunting's unwavering commitment to fostering a culture of giving, supporting community initiatives that uplift and senior members of the local community. →





WUXI, CHINA

For Hunting's Wuxi division, the team celebrated IWD by holding a relaxing afternoon tea event for all employees, allowing all to enjoy a moment of reflection amid a busy production week.

Participants were welcomed by a carefully curated collection of refreshments, surrounded by spectacular floral arrangements which complemented the vitality of spring. This event offered the opportunity for team members to bond – with some playing cards, sharing stories or simply chatting about daily life. ■



A natural development of Ladycross Quarry Nature Reserve

Visitors and local school groups will benefit from a new and improved education space, after Hunting funded roof repairs, in time for summer 2026



A space in the heart of Ladycross Quarry and Nature Reserve, long used as a community asset for local schools, groups and visitors has been revitalised after Hunting funded a replacement roof.

The converted shipping container plays a key role in supporting environmental education, providing a base for learning about local wildlife, conservation and the natural landscape. With the new roof in place, the space will also serve as an improved meeting and information point.

Ladycross has a rich industrial and geological heritage. Stone has been quarried there by hand for more than 300 years, and it remains one of the few places in the country where traditional hammer-and-wedge methods are still used. The local

"It is surrounded by Slaley Forest and once formed part of the Hunting family's estate"

sandstone is renowned for its durability and is widely used for the repair of historic and listed buildings. For the last thirty years it has been managed by a community organisation, the Friends of Ladycross. Close to Hexham, Northumberland, It borders on the North Pennines Area of Outstanding Natural Beauty, at a height of about 350m above sea level, with extensive views over the Tyne Valley to the north and Blanchland Moor to the south. It is surrounded by Slaley Forest and once formed part of the Hunting family's estate when Slaley Hall was built by Charles Samuel Hunting shortly before the Great War.

Hunting's support ensures the site office remains a welcoming and functional space for local schools, community groups and visitors who visit the reserve by appointment.

Completed in time for summer, the upgrade helps secure the long-term future of a key learning hub at Ladycross Quarry and Nature Reserve, supporting continued access to outdoor education and conservation activity. ■

New product developments reinforce Hunting's commitment to continuous evolution

Hunting expands HYPER-LOCK™ HELIX2 for Faster Makeup in Extended Reach Wells. In conjunction with Tenax Energy solution, the company has also expanded the Opti-TEK™ Portfolio with HydraShock™ and HydraCut™ Coiled Tubing Recovery Technologies



As part of Hunting's commitment to its customers a range of new products have been introduced to improve efficiency across its global operations.

Hunting continues to expand its technology portfolio with the launch of the HYPER-LOCK HELIX2 connection, designed to improve efficiency and reliability. The new connection reduces installation time through a simplified locking mechanism, requiring only four to five turns to fully engage while reducing the risk of cross-threading. With negative load flanks providing enhanced structural integrity and availability across sizes from 4.5" to 7.625", HYPER-LOCK HELIX2 further strengthens Hunting's ability to deliver connection solutions tailored to a wide range of well designs.

Travis Kelley, General Manager of Hunting's Connection Technology group, commented: **"In today's extended-reach wells, connection performance is more critical than ever. Increasing well complexity is driving higher operational and commercial expectations, making continuous innovation essential."**

Hunting and Tenax Energy Solutions have also introduced HydraShock and HydraCut, two coiled tubing recovery technologies designed to improve operational efficiency, enhance safety, and reduce intervention costs. HydraShock uses controlled downhole shock events to help release stuck coiled tubing at the point of restriction, reducing the need for more complex recovery methods. Working alongside HydraShock, HydraCut enables precise cutting of the tubing string above the stuck point, allowing recovery without the need for surface cutting. The Opti-TEK combination were winners of the 2025 ICoTA Innovation award.

The emergence of these technologies helps minimise operational risk, improve surface safety, and maximise the recovery and reuse potential of coiled tubing assets.

Allan Gill, Product Line Director for Well Intervention at Hunting, commented: **"Intervention programs continue moving into increasingly demanding operating environments where recovery efficiency, operational control, and risk reduction are critical to success."** ■

Our Hunting Community

APPOINTMENTS AND PROMOTIONS

October 2025 saw the appointment of **Steven Aitken** as the new QHSE General Manager for the EMEA Region, bringing a wealth of industry experience.

As of June 1st 2026, **Dane Tipton** has been appointed to the role of Chief Operating Officer of Hunting PLC.

Aaron Walsh has been appointed General Manager of the US Connection Technology Division from June 2026.

William Shrader has joined Hunting as a Technical Sales and Marketing Manager – Connection Technology succeeding Aaron Walsh.

Reflecting the wider growth initiative to unify Hunting's portfolio of subsea products, **Justin Vaughan** has assumed the role of Director – Global Integration. This will help expedite expansion into new markets such as Asia and Brazil.

Ryan Vaughan has also had a promotion to Country Manager – Brazil and will look to expand Hunting operations in the region.



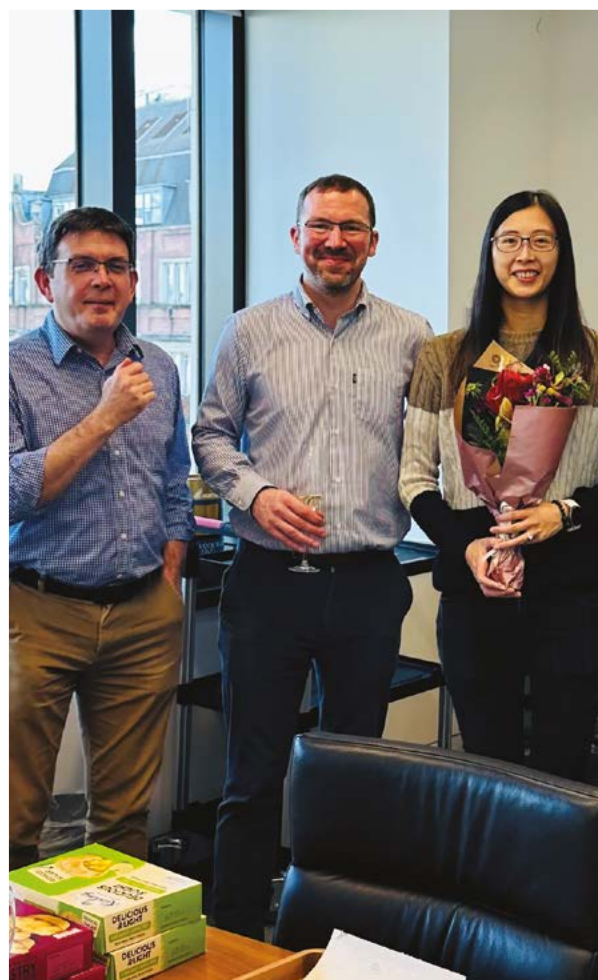
After many years at Hunting, **Scott George** and **Greg Farmer** have retired.

Travis Kelly has been appointed the ExCo group's Managing Director of North America responsible for Premium Connections, AMG and Trenchless Operations.

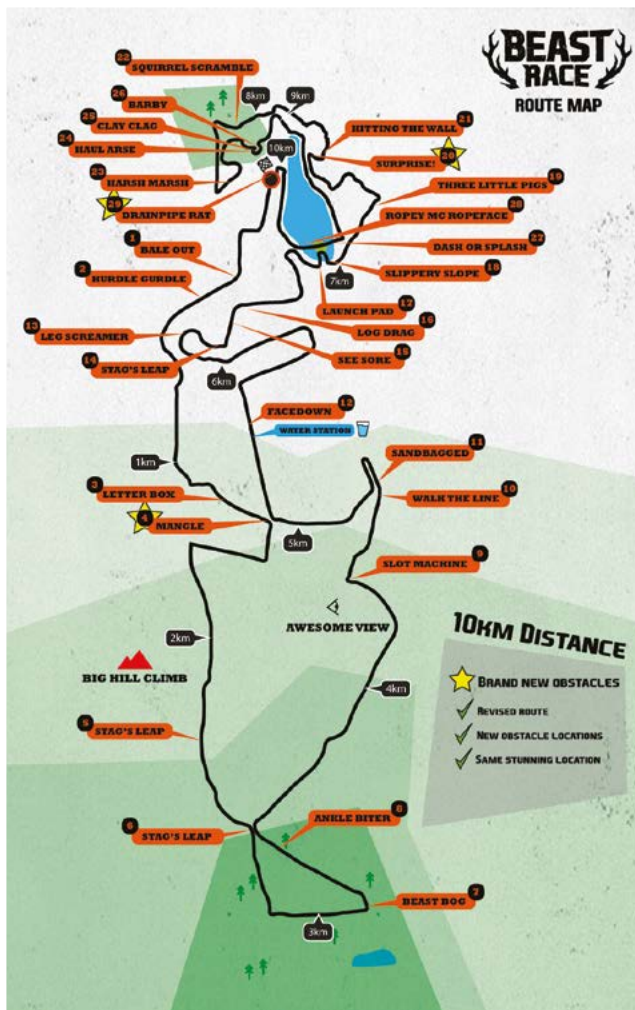
Landon Price will similarly join the ExCo group as Global Director, QAHSE/ Compliance/ESG.

LONG SERVICE AWARD

Bruce Fergeson and **David Hunting** at a London office reception marking David's 40 years of service and Long Service Award.



A champagne reception and flower presentation were held in the London office to celebrate **Kitty Lo's** engagement, attended by most London office staff and her senior Shared Services IT Manager, **James Mills**, from Scotland.



HUNTING TEAM TAKES ON THE BANCHORY BEAST RACE

Always keen for a challenge, two Badentoy based Hunting teams took part in the challenging 2025 Banchory Beast Race, with each team raising over £1000 for chosen

charities including The UK Sepsis Trust and Barnados – well exceeding the target of £500! The 10km gruelling course in Scotland featured steep inclines, bogs, a log

drag as well as a 'dash or splash' dip in a lake.

Needless to say, the teams ended the day totally exhausted, but with renewed

sense of achievement and teamwork – as well as an eagerness to take on the 2026 challenge.

DEVELOPING FUTURE HUNTING LEADERS

In 2025, Hunting launched its Leadership Development Programme which combines executive training, professional development, mentorship, and on-the-job learning to support colleagues in progressing into senior leadership, including those pictured here in Aberdeen.



HEARTS AND MINDS

Recognising the success of previous iterations of World Heart Day, Hunting's AP HR team coordinated events to raise awareness once again on the importance of heart health throughout the month of September.

To mark the day, the Wuxi team participated in an

Exercise Zumba and Fun Walk before sharing a healthy meal together in the afternoon. The Batam team held a 'Be your Own Heart Hero' Challenge, with the centerpiece of the event being the 'Tree of Heartfulness' where employees wrote a post on heart health and hung it on a tree.



RETIREMENT OF CHIEF EXECUTIVE JIM JOHNSON



replacement has begun. Jim has held senior management roles since 1992, becoming COO in 2011 and CEO in 2017. He has guided the company through a period of significant change, development, and success.

In June 2026 it was announced that Jim Johnson, Chief Executive, has given notice of his intention to retire as a Director of Hunting PLC by mid 2027.

As part of the succession plan, the search for his

Commenting on this decision, Stu Brightman, Hunting PLC Chair, "I want to place on record my heartfelt thanks for all his hard work on behalf of the wider Hunting team. I look forward to continuing to work with him to ensure an orderly hand over to his successor in due course."



PINK FOR A PURPOSE

As part of Breast Cancer Awareness Month, the Aberdeen branch of Hunting wore bright pink colours on 29th October. The day saw fantastic support from everyone involved, with fundraising activities taking place throughout the day and staff enjoying a selection of pink sweet treats for donations.



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