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*"This edition of the Hunting Review was written at a time when unprecedented weather conditions in the Northern Hemisphere, demonstrate the importance of establishing a diverse energy supply. We can expect more of the same in the future, further highlighting the need to remain agile to market and geopolitical circumstances.*

*In this issue, we take a look at some of the largest contracts that we've ever been awarded, take a deep dive into our Subsea Division, and look at the culture that embraces our people, change and growth – effectively our 150th anniversary mantra for 2030.*

*It is also good to look forward to the growth of our Middle East facilities as well as to look back to remind our community of our origins and the enduring values depicted in our iconic Hunting logo and Winged Horn.*

*As ever I am delighted to write of our community engagement, with a focus on customers and staff.*

*These are challenging times, but these are the tides with which our enduring legacy has taught us to navigate and prosper from".*



Jim Johnson, Chief Executive Officer

1874  
2024



# Subsea Technologies: championing engagement and accountability during change

A dive into the culture and processes in place at Hunting's Subsea Division



Born out of acquisitions, growth and innovation, Subsea represents the best of Hunting legacy culture, coupled with progress and change. Composed of three sites across two continents, with a focus on future expansion, Subsea culture showcases lessons in leadership, transparency, and a strong sense of accountability.

Subsea has had its share of challenges, opportunities, and transformations. Lean manufacturing culture demanded a focus on operational efficiency, but with an eye on strategic innovation and growth in an increasingly competitive market. Acquisitions directed radical operational and cultural change. Covid necessitated difficult decisions. Yet through patience and persistence, Subsea's spirit morphed into the accountable, engaged and communal culture of today.

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“leaders are ‘on the floor’ with their teams, guiding and mentoring from within, helping realise solutions or better processes while working alongside them”

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A deeper dive and discussions with Subsea employees uncovered certain cultural behaviours which contributed to its recent growth, employee engagement, and innovation. Lessons learned and key takeaways noted were:

**SUPPORT AN ENGAGED LEADERSHIP STYLE**

Engagement stems from employees given accountability to own the process, leading to pride in the work and ultimately, the development of quality products. Jennifer Waggoner, Group HR Manager at Subsea with a 20-year career at Hunting, observed that “leaders are ‘on the floor’ with their

*teams, guiding and mentoring from within, helping realise solutions or better processes while working alongside them”.*

Mentorship and coaching are familiar themes and a key to getting the best out of people in times of both change and ‘business as usual’. “I would describe the leadership style here at Hunting Subsea as a coaching leadership. They get the best out of each employee while developing them to better their skills and reach their goals” said Alfonso Vasquez, a Manufacturing Supervisor with 10 years at Hunting and six years with Subsea. →





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“When you communicate, everyone feels involved and not left out. And being friendly is one of the easiest things to do”

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**SUPPORT OPEN-DOOR POLICY AND FEEDBACK**

True to Hunting culture, Subsea exhibits a strong sense of communication and openness. Hector Padron, QA Inspector with eight years at Hunting, stated *“the leadership have an open-door policy. You can communicate and ask for help from anyone and because our leadership has been developed from within, they are very knowledgeable and that makes it easy for them to be helpful and give advice and feedback”*.

Dalene Reid, Executive Business Partner with a 16-year track record at Hunting mentioned, *“there is open collaboration between departments and leaders, allowing*






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“We respect our employees, valuing what contributions they bring to our success, along with immersing our company into our local communities, making positive impacts wherever possible”

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*for voices to be heard and considered. Collaboration among our teams, holds us accountable being able to identify areas for improvement and growth”.*

**ENCOURAGE TRANSPARENCY AND COMMUNICATION IN TIMES OF CHANGE**

Using change and uncertainty to its benefit, being transparent and communicative with employees has been a valuable lesson learned with time. “Leadership has consistently kept all employees informed of any changes that may influence operational setbacks and improvements. Lack of critical information is definitely a thing of the past. This transparency has become vital to our success and provides an opportunity for all employees to make an impact” recollected Anthony Davila, Production Supervisor with six years at Subsea.

*“When you communicate, everyone feels involved and not left out. And being friendly is one of the easiest things to do. A simple “thank you” or “great job” goes a long way and can give someone a sense of fulfillment,” said Hector.*

According to Anthony, “over the years I have learned to appreciate change management. I have also learned that there is a good reason for any change being implemented. Change is the time to not be shy about the concerns we may have. There are people hoping to get your opinions and they will value your feedback and candour. Lastly, the best type of change that happens is the kind of change you were part of. Everyone should challenge themselves to be vocal when they are asked and be willing to offer insight”.

**ESTABLISHED STRONG COMMUNITY AND SOCIAL TIES AND DON'T BECOME COMPLACENT**

Subsea puts great emphasis on communal outreach and social events. Partnerships with local schools and charities, as well as internal social communication practices such as ‘Well Wishes Wednesday’ where all birthdays and work anniversaries are celebrated, continue to evolve with a strong employee-satisfaction. Previously, Subsea won awards for the ‘Best Places to Work’ and ‘Top Workplace for Houston’. Jennifer, one of the leaders spearheading the social initiatives said “(we are) keeping the programmes and events ever-changing and exciting. We never want complacency and to lose the continuous improvement aspect. We want to be the best place our employees have worked”. →

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“Everyone should challenge themselves to be vocal when they are asked and be willing to offer insight”

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“Subsea embraces what Hunting has already demonstrated over the past 150 years. We respect our employees, valuing what contributions they bring to our success”

She added, “Subsea embraces what Hunting has already demonstrated over the past 150 years. We respect our employees, valuing what contributions they bring to our success, along with immersing our company into our local communities, making positive impacts wherever possible. Many times, we’ve looked to Hunting Asia for inspiration – they have a phenomenal community service culture”.

**PRODUCT QUALITY RESTS ON POSITIVE TEAM CULTURE AND COLLABORATION**

“We take in the employees’ feedback and come together as a team to continue to find ways to develop our processes to stay competitive in our industry,” said Alfonso.

Leadership is “keeping all employees’ mindset clear of negative thoughts... allowing employees to embrace innovative ideas, collaborate openly, and prioritise customer needs”, mentioned Henry Sierra, CNC Lead Technician with 10 years at Subsea. “When something goes wrong, instead of making a public

example of you, (management) are willing to sit privately and discuss what went wrong and find a way to move forward to accomplish the job better. They are willing to listen to your opinions and find easier way for you or your team to do a job or manage the workload,” stated Lupe Morales, Assembly Technician with a staggering 43 years with the company.

**EMPOWER IN-HOUSE SKILLS AND EFFICIENCY THROUGH TEAMWORK**

The spirit of continuous improvement and innovation has a deeply rooted collaborative streak. “Collaboration creates focal points that truly drive the overall quality of our product. This innovation is easily accepted because the idea was part of the thoughts and opinions provided by multiple employees.





*That sense of ownership from being part of the change of the process lets employees know that their ideas truly matter and have been heard,”* stated Anthony.

This collaboration stems further into finding continuous in-house opportunities. Henry continued, *“I am proud that 90% of the machine repairs can be performed inhouse compared to 50% when I first joined Hunting Subsea. I know for a fact that any other company would be envious of our maintenance crew, that we can maintain the amount of machinery in our plant, plant equipment and facility maintenance we can do in house”.*

**BE THE CHANGE YOU WANT TO SEE AND SPEAK UP**

True culture is observed when no one is watching. It’s also visible when employees feel free to speak up about matters important to them. *“Management encourages feedback to have a safer working environment. As for best practices, I lead by example. I do not have any maintenance technician perform any repair or specific job that I have not done myself,”* said Henry.

Anthony stated, *“I am also a huge believer in leading by example. The success of Hunting Subsea is important to me not just as a leader, but as an employee wanting to do the right thing. If my team and other coworkers witness me doing the right thing when nobody is around, then I would only hope that my actions would inspire them to do the same. Micromanagement is not a thing at Hunting Subsea. Everyone’s door is always open, literally. We are encouraged to voice our opinions and concerns. This leadership style allows everyone to truly focus on our daily tasks”.*

**“Everyone’s door is always open, literally. We are encouraged to voice our opinions and concerns. This leadership style allows everyone to truly focus on our daily tasks”**

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**“One of the things we hear often is that we as Subsea are a family. The company does feel that way”**

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To wrap up, it is best to reflect on words from Lupe, based on her four decades of Hunting experience: *“One of the things we hear often is that we as Subsea are a family. The company does feel that way. Yes, families have their moments and even distant relatives, but they are always there to help when you need them and that’s what the employees here are like”.* ■



# Expansion in Dubai

A substantial new facility in Dubai is under construction and will be home to the growing Surface Well Testing and process systems business, as well as existing regional product lines





Located in Dubai's manufacturing hub, the Jebel Ali Freezone (JAFZA), Hunting's new purpose-built 3700 square meter facility includes a large custom built warehouse, yard and offices for the manufacture of Well Intervention and Surface Well Testing (SWT) products on the 14,000 square meter plot. As part of the growth plan, the company is expanding its SWT product range for rental. It also continues to facilitate and support the OOR operations and existing regional product lines. →

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"... designed specifically with sustainability and carbon footprint in mind, providing a comfortable working environment for staff, while focusing on reducing water and electricity consumption"

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This position will allow Hunting to capitalise on the growing opportunities in the Middle East and deliver the company's 2030 growth vision for the region. It will bring additional capability to increase manufacturing, operational output and after sales support, ultimately providing an even greater level of service to customers and reducing lead times through local production.

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"Our new Dubai facility will open in Q1 2025, this milestone marks a significant step forward in our commitment to innovation and excellence"

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The modern and efficient facility is expected to be fully operational by Q1 2025 and further demonstrates the company's commitment to the MENA region. It has also been designed specifically with sustainability and carbon footprint in mind, providing a comfortable working environment for staff, while focusing on reducing water and electricity consumption. Solar panels are to be installed on the roof, returning electricity to the grid, while an atmospheric water generation system to be used and reused in the facility for air conditioning and water supply. There will also be a 'Grey Water Treatment Plant'.

Graham Goodall the regional General Manager commented "Our new Dubai facility will open in Q1 2025, this milestone marks a significant step forward in our commitment to innovation and excellence. The new facility will enhance

our production capabilities, allowing us to better serve our customers and meet the growing demand for our products. We look forward to the exciting opportunities this expansion brings and thank our dedicated team and partners for their unwavering support".

#### **TEAM BOOST**

The expansion means that the team numbers will be increased across many technical disciplines, with a plan to increase the headcount by some 50% at least over the next two years. ■

# Hunting delivers major orders to Kuwait Oil Company

The \$230 million agreements with Kuwait Oil Company (KOC) are among the largest contracts ever awarded to Hunting

Coinciding with its 150-year anniversary, Hunting celebrated a first contract milestone by securing its largest-ever OCTG order with KOC worth \$145 million in May. This record order is a reflection of the company's global reach, in this instance, spanning the Asia-Pacific, India and Middle East regions. It also demonstrates the Group's exemplary reputation as a leader in premium connection technology with variable and integrated supply chain options that span borders.

### **ACHIEVING EXCELLENCE ACROSS CONTINENTS**

As part of the order, a large quantity of premium OCTG product is being supplied by Hunting via its high end OCTG supply chain and valued suppliers in the Asia Pacific region. Enabled by the Group's extensive global operations, the casing is threaded with Hunting's proprietary SEAL-LOCK™ premium connection technology in its facility in China and then shipped directly to the customer in the Arabian Gulf.

The agreement continues to highlight the opportunities created by Hunting's ongoing capital investments in enhanced manufacturing capacity. It also supports continuing research and development in advanced connection technology, aligning with Hunting's broader goal of supporting international and offshore OCTG growth.





### **HUNTING'S PREMIUM PIPELINE**

The operation relied heavily on the efficiency of the Hunting supply chain, which utilised a unique model for service fulfilment. Delivering the highest quality OCTG products, on time, together with Hunting's unsurpassed QA service offering remains central to the Groups' winning formula of success.

Also crucial to the success, were the teams across the OCTG product delivery departments in Wuxi, Jiangsu Province, close to Shanghai, who were instrumental in qualifying the OCTG feedstock and connections technology with KOC.

The order reinforces Hunting's 2030 Strategy to drive revenue and profit growth across its OCTG product line, with particular focus on the offshore, deepwater environment and regions such as the Middle East, where drilling activity remains vital to the economic growth trajectory.

This evolution will allow Hunting to capitalise on the increasing opportunities in the region and deliver the company's own symbiotic growth plans. It will bring additional capability to increase manufacturing, operational output and after sales support, ultimately providing an even greater level of service to customers and reducing lead times through local production. →



## SECOND ORDER

Later in the year, a second tranche order was confirmed, equating to \$86 million. This second part demonstrates Hunting's developing relationship with KOC, and highlights how this delivery has supported key initiatives in increasing the country's hydrocarbon production aims, as well as developing regional natural gas output.



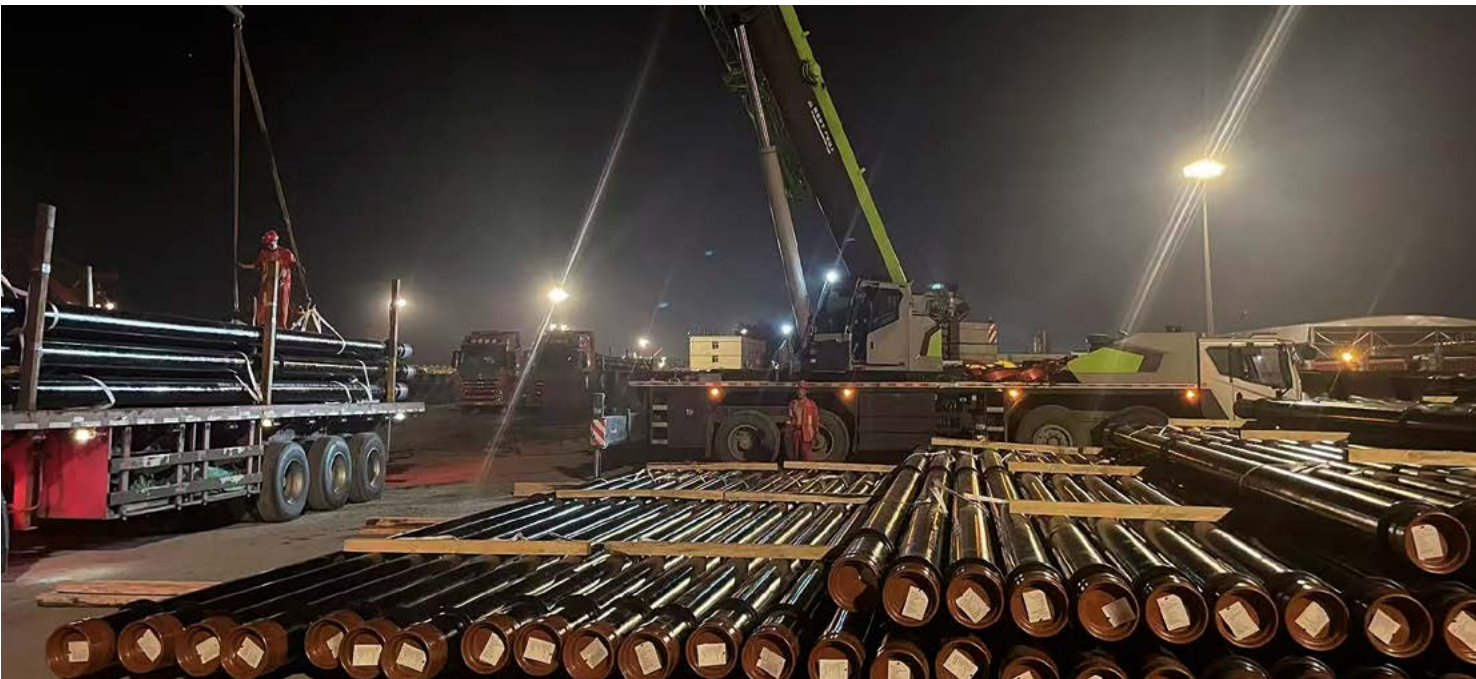




**LOOKING AHEAD**

With this additional order, the total value of the awarded KOC contracts is \$231 million for OCTG casing and premium connections. This year the Hunting Group is poised to deliver its proprietary, premium connection technologies and strategic OCTG supply chains model to global markets.

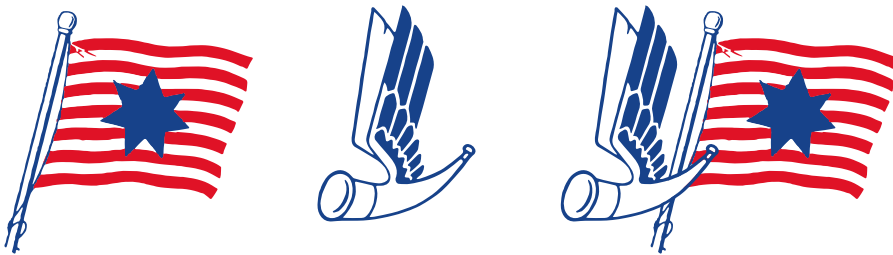
These additional orders as well as the Group's strong performance in other Subsea and Advanced Manufacturing orders, has led to a record sales order book, supporting a strong outlook for the company for the years ahead. ■



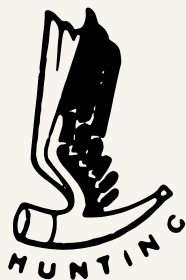
# Flying the Flag 2024

Tracing the history of the company's distinctive flying "Hunting Horn" logo and the values that remain strong in our 151<sup>st</sup> year





Various uses of the Horn from 1945 to 1965. The Fleet Flag, first used in the 1870s (left); the Flying Horn used by the Group's aviation companies, 1945-65 (centre); the combined Flag and Horn was the overall Group symbol, 1945-65 (right)



c. 1942



c. 1974



c. 1992



Today's logo

Built on a tradition of teamwork and trust, Hunting has undergone a remarkable evolution since founding father Charles Hunting first established a ship owning firm in 1874. It was his son, Charles Samuel Hunting, who took the business forward with a record shipbuilding programme that would eventually see one of the world's largest independent tanker fleets under Hunting flag. That early ship's flag had seven red stripes and a seven-pointed blue star, as folklore goes to represent the seven oceans of the world.

#### WINGING IT

A Hunting Horn soon began to appear on the ships' bows, probably as an adornment to the Fleet Flag but with more obvious reference to the Hunting name. It was not until more than half a century after the company's modest beginnings that the Winged Horn, Hunting's easily recognised company logo, was first designed and then adopted following the

relocation of the company headquarters to London from the Northeast of England. This followed the Hunting brothers, Percy and Lindsay's drive to diversify into other commercial and industrial spheres. Designed by 'Jack' Jones in 1940s as a symbol for the company's flourishing aircraft manufacturing business, the Winged Hunting Horn was gradually incorporated across the Group to become the company's main emblem.

The unique ensign was officially authorised by the College of Arms in 1954 and later, following the merger of all the Hunting companies to Hunting PLC in 1989, the Horn was adapted to fit inside a square box. Further down the line, the design was developed to picture the Winged Horn positioned immediately above and to one side of the Hunting name in what is today's logo. →



The Horn has only ever been allowed to fly from left to right on the tail fin of aircraft

To this day, the Hunting Horn is recognised around the world and carries with it the company's spirit and ethos. It has remained a constant throughout the company's many changes and will continue to herald Hunting values into the future. As the brand, it is internationally trademarked along with the Hunting name and when necessary, this is vigorously defended.

"To this day, the Hunting Horn is recognised around the world and carries with it the company's spirit and ethos"

**COMPANY VALUES THROUGH 150 YEARS**

The values of fellowship, integrity and cooperation to achieve shared aims are espoused across all Hunting communities and reflect back to the company's rich maritime heritage.

It is fitting to revisit the company's roots now, at a time when we have just celebrated Hunting's 150th year with special and widely attended events around the world. A unique commemorative design was created and widely used to underpin these celebrations. Hunting has also published a new chronology of its history, dating back to before the founding father Charles Hunting and spanning the company's many successes, diversification and evolution with technology through to the 2030 vision. ■



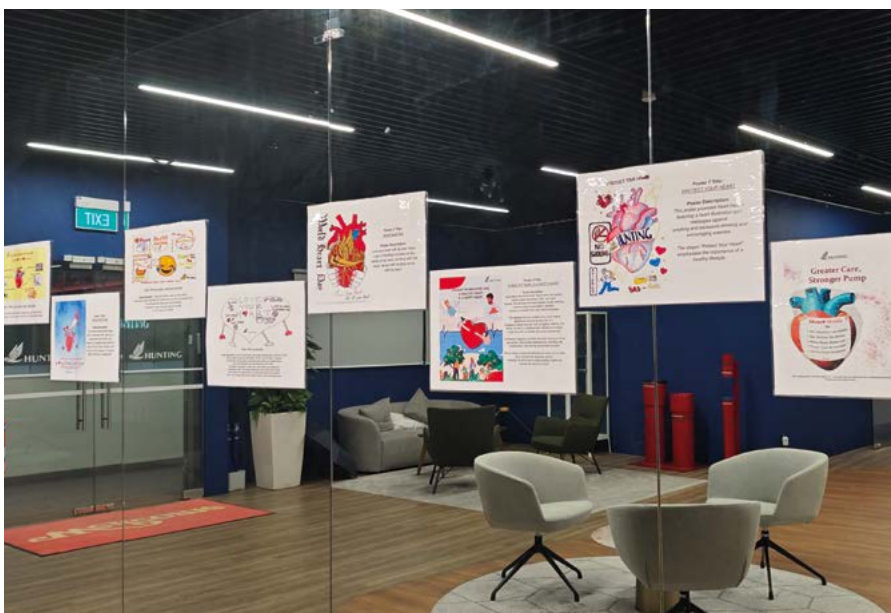


# Hunting team spreads heart health awareness for World Heart Day 2024

The Hunting Asia-Pacific teams marked Heart Health Day with campaigns dedicated to raising awareness about the symptoms of heart-related illness



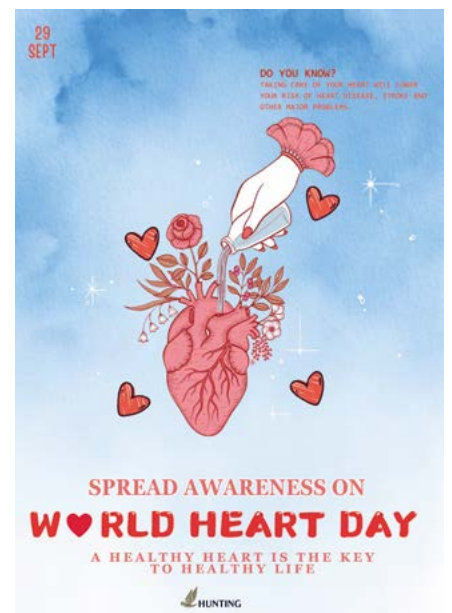
"The submissions demonstrated the Hunting team's collective commitment to heart health"



Cardiovascular diseases remain one of the leading causes of deaths globally, accounting for 17.8 million – approximately 1 in 3 - deaths per year, according to the World Health Organisation (WHO). Recognising the importance of employee health and wider awareness of this issue, the teams of Hunting Singapore, Indonesia, India and China launched campaigns to spread awareness of heart health as well as other ways to stay fit and healthy.

As part of the campaign leading up to World Heart Day on 29th September 2024, the Singapore team launched a competition to design an educational poster. Participants showcased their creativity through drawing, painting or graphic design to emphasise the importance of heart health. Each poster was accompanied by a brief description detailing its message and significance of heart health.

The submissions demonstrated the Hunting team's collective commitment to heart health, with some of the posters integrating the 150-year milestone with the company's alignment with health guidelines to improve physical and mental wellbeing. The second-place winner Shanelle Ng used visual elements such as the 150th year shirts, which were specially commissioned and given to every employee to represent Hunting's legacy of unity as well as how the approach to achieve and maintain heart health enhances overall physical condition but also contentment and mental wellbeing. The first-place prize was won by Amieas Foo (pictured) with Asia Pacific MD Daniel Tan.



Meanwhile, all the teams in Asia Pacific promoted the event in locally accessible form, by circulating educational flyers denoting the importance of diet, staying active as well as other ways to take care of your heart and general wellbeing. Alongside informative preventative measures, posters were circulated and training commissioned to help spread awareness of the symptoms of heart attacks and strokes which are crucial to saving lives. The initiative has become an annual event for many Hunting teams around the world. It continues to reflect our wider responsibility and commitment to fostering a culture of health awareness, as well as the emphasis the business places and equipping employees with potentially life-saving knowledge. ■



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"the teams of Hunting Singapore, Indonesia, India and China launched campaigns to spread awareness of heart health as well as other ways to stay fit and healthy"

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"The initiative has become an annual event for many Hunting teams around the world"

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"It continues to reflect our wider responsibility and commitment to fostering a culture of health awareness, as well as the emphasis the business places on equipping employees with potentially life-saving knowledge"

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# Milford Energetics plant serve up spice with chili challenge

In October 2024, the Hunting Titan Energetics Plant at Milford in Texas held a Chili Cook-Off, with members of the team impressing with closely guarded recipes



Chili is the home favourite for many Southern American households, bringing together a complex blend of flavours and spices. Yet, everyone has their own recipe for creating such a dish, something which the Hunting Milford Energetics Plant learned last year with its innovative Chili Cook-Off competition.

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"Chili is the home favourite for many Southern American households, bringing together a complex blend of flavours and spices"

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With nine participants all producing their unique and delicious versions of chili – the competition was tight. However, Mikaela Muniz clinched the victory with thirteen votes to Mark Pederson's twelve and Bobby Ramos securing third place. The winners were awarded baskets filled with cooking-related prizes, but the true winners were the judging team who got to enjoy the tasting process. ■

# Our Hunting Community

## APPOINTMENTS AND PROMOTIONS

### NORTH AMERICA – 2023

Maria Day was promoted to Group Payroll and Benefits Manager to support North America operations.

Nancy Mahone joined Hunting as the Payroll and Human Resource Administrator for the Connections and Central groups.

Adam Grace was appointed General Manager of Hunting Dearborn, following 12 years at Hunting.

Johnny Lirette became the new Customer Service Manager for Hunting 311 – US

Manufacturing after first joining the Hunting team in 1997.

Jeff Rickard became the Customer Service Manager for Rankin Road in the US Manufacturing section.

Corey Savoie became the Customer Service Manager for Sam Houston PKWY – US Manufacturing having first joined Hunting in 2005.

Chris Bullitt became the Manufacturing Technology Continuous Improvement Manager, working in Houston. In his role Chris will identify and report

improvement projects in Hunting's quality and manufacturing operations.

### NORTH AMERICA – 2024

After 35 years at Hunting, Mike Mock retired as General Manager in mid-2024, having begun his Hunting career after the acquisition of ThreadMasters in 1995.

Travis Kelley has been appointed the General Manager of Connection Technology in the North America region.

Jason Mai stepped down as Managing director of the

Titan Division at Hunting in October 2024.

Adam Dyess became the Managing Director of the Hunting Titan division, after 14 years with Hunting Titan.

### LONDON – 2025

Greg Wall joins the head office in London in the role of D365 Financial Functional Consultant, where he will be responsible for supporting and optimising the Dynamics 365 ERP system, to meet the business needs effectively. He brings a wealth of experience to the role.



## LONG SERVICE AWARD

Phil Waite, Group Head of Management Reporting receiving his silver (20th year) long service award from FD Bruce Ferguson in London.

## NEW INDIAN JV

Powering AatmaNirbhar Bharat of Tomorrow (the Indian government's vision to make in India), Jindal Hunting Energy Services Ltd. (JHESL), proudly unveiled a new State-of-the-Art Facility in Nashik/New Delhi/Mumbai, on September 18.

JHESL plant is the only facility in India to manufacture and supply pipes & tubes with premium connections to OCTG market in the oil & gas sector in India.

Annual threading capacity of the facility is 70,000 metric tons of OCTG.

Jindal Hunting Energy Services Ltd., a Joint Venture between global giants Jindal SAW Ltd. & Hunting Energy Services Ltd. proudly announced the grand opening of their facility collocated at the seamless tube facility of Jindal SAW Ltd. at Nashik, Maharashtra.





## HUNTING TITAN PARTNERS WITH STIMSTIXX TECHNOLOGIES

### The new agreement aims to revolutionise well perforation and acidising.

Hunting Titan Inc. announced a collaboration with StimStixx Technologies Inc. which will see the development of integrated acidising and perforating

technologies. This will set a new standard in the completions sector, enable more annual well treatment as well as extend StimStixx Technologies' global distribution network.

A core aspect of this partnership is both companies'

shared commitment to sustainability. By optimising well treatment processes, this collaboration will play a crucial role in reducing CO2 emissions, aligning with global efforts to mitigate environmental impact in energy extraction.

Looking forward, the partnership marks a pivotal advancement in the completions sector, setting the industry standard for well perforation and acidising, enhancing efficiency and scalability.



## HUNTING DRIVES ENERGY TRANSITION WITH CAMPAIGN TO ADVANCE GEOTHERMAL AND CARBON CAPTURE

### The Energy Transition (ET) campaign aims to highlight the company's commitment to advancing sustainable energy solutions and aligns with the 2030 growth strategy for long-term resilience.

The importance of recognising the global shift towards sustainable energy was recognised and positively encouraged with the launch of Hunting's ET campaign in 2024. Since then, the Group has engaged in several

projects utilising its diverse technology portfolio and supply chain to expand into energy sectors beyond oil and gas.

While the ET campaign also encompasses other sustainable initiatives, there is a particular focus on Geothermal energy as well as Carbon Capture, Utilisation and Storage (CCUS), given the Group's robust technology solutions which can be customised to suit these niche challenges. This campaign not only promises sustainable growth and long-

term resilience over the next decade but also leverages Hunting's core competencies. Pictured here are the famous Biomes of the Eden Project in the UK, that with Hunting expertise, are now powered by Geothermal energy.

The campaign reinforces the Group's position of being at the forefront of the energy transition, with numerous projects set to be launched across North America, Europe and Asia Pacific. According to Energy Transition

and CCUS is set to experience robust growth to 2050, reflecting the wider shift the global economy is witnessing towards sustainable energy initiatives. Moving forward, Hunting will look to capitalise on its robust proprietary Oil Country Tubular Goods (OCTG) Connection Technology solutions, Subsea Technology, Advanced Manufacturing and well completion Perforating Systems to expand its operations well beyond oil and gas, across the next decade and well into the future.



## SPONSORED RUN

The J.P. Morgan Corporate Challenge is the world's largest annual corporate running event, held at locations around the world and in London's case, in Battersea Park. For July 2024, the London office fielded a team to take part in the 5.6-kilometre race and to spend time together outside of the workplace, with a common purpose.

Being the 150th celebration, Team Hunting set out in their

specially designed Polo-shirts and caps with the finishers being awarded new shirts from the Challenge organisers. Sponsorship and funds raised were donated to Centrepont, a London based homeless charity for young people.

Later in the year, before Christmas, the company was able to donate a further sum to The Connection at St Martin's, another homeless charity, close to the office.



## BIKES AND BAKING: HUNTING TEAM RIDES TO SUPPORT CANCER CHARITIES

**Last year, the Hunting Team participated in numerous events to raise funds for cancer charities.**

Among these efforts, the Enpro team hosted a bake sale to raise funds for Breast Cancer Now, a leading

organisation dedicated to supporting individuals affected by breast cancer and advancing life-saving research. The bake sale provided an invaluable opportunity for the team to rise to the challenge and create an array of delicious sweet treats,

raising considerable funds to support the charity.

In addition, a virtual cycle was organised at the Badentoy site in aid of OddBalls, a charity focused on raising awareness about testicular cancer. This event celebrated

the Company's 150th anniversary by challenging 18 staff members to collectively cycle 150km. The race not only raised significant funds for the charity and fostered team spirit but also drew attention to the importance of men's health awareness.



## 2024 COMMUNITY FOCUS

**In one of Hunting's most successful years of charity fundraising, staff teams united to raise substantial funds for a number of worthy causes.**

### HUNTING TEAM SUPPORTED MENTAL HEALTH CHARITIES

In 2024, the Aberdeen Charity Committee focussed on raising money for mental health, supporting a number of charities across the region, in both cash and in kind.

Donations were made to Mental Health Aberdeen and other deserving organisations providing a full range of support across the spectrum of groups with specific needs, from counselling services to the elderly experiencing isolation and loneliness.

The team's efforts also went toward purchasing essential pieces of equine equipment for organisations dedicated to supporting wounded veterans and individuals with PTSD, along with other animal service charities.

Men's mental health charities such as Men in Mind Charity and Manchat were also helped. Hunting sponsored t-shirts and invited the founder of Manchat for a session during the company's contribution to mental health week in October.

### PHYSICAL HEALTH WAS ALSO A FOCUS FOR LOCAL SPORTS TEAMS...

Reflecting Hunting's efforts to promote physical health and wellbeing, sports clubs were also the recipients of the fundraising efforts. Generally aimed to support youth teams, the fundraising events raised both cash and special equipment purchases for the likes of Under 13's Football and Netball teams.

### COMMUNITY ENGAGEMENT...

Hunting has always had a history of supporting local community efforts, and this last year has been no different. In what has become a Hunting tradition, the EMEA team participated in the annual Kiltwalk in June, walking 18 miles from Aberdeen to Banchory. The teams' efforts resulted in a considerable



amount being raised for Mental Health Aberdeen. Once again through long association, the RNLI and Stonehaven lifeboat was a particular focus.

The Group's 150-year celebration efforts also went towards charity, with 150 Easter eggs being donated to local care homes.

Fear of heights were also challenged with a team abseil at the Northern Lights Tower in Aberdeen raising significant funds for the Mental Health Foundation.

Rounding off what was a fruitful fundraising year, in which the EMEA teams supported many diverse causes, they also

raised money for Cyrenians, the community homeless charity which culminated in warm clothing, bedding, and non-perishable food being delivered, alongside funds raised by an office Christmas jumper day, in time for the holidays.

Children's charities were also supported with funds being directed toward the supply of food for a residential trip for foster children in the local area.

Further donations were made to Cash for Kids and the company also sponsored a space at a theatre group on behalf of Befriend a Child Charity.



### CHARITY EFFORTS IN ASIA PACIFIC HIT NEW HEIGHTS...

Hunting's efforts across the other side of the globe were also commendable with a range of charities and communities in their sights, often in keeping with the 150th celebrations.

The team in Singapore organised a donation drive with "Food from the Heart," surpassing their initial goal by donating 150 rice packs along with additional items such as biscuits, coffee, Milo, sardines, cooking oil, and vermicelli to combat hunger and food insecurity. They also participated in the Run for Hope event in November which raised awareness for cancer research. The team collectively covered 150 kilometres through walking and running – a truly commendable achievement.

In Batam, Indonesia, a hydroponics scheme with 150 plant pots was installed at a local orphanage to promote sustainability and provide fresh produce for the children. A 150-hour sewing training program was also launched to teach sewing, overlocking, and embroidery skills to orphanage staff and local volunteers, addressing the orphanage's clothing needs and creating future income opportunities. Additionally, the team upgraded a chicken coop and donated 150 live chickens to provide fresh eggs, impart farming skills, and promote self-sufficiency, with plans to sell surplus produce for extra revenue.

In China, 150 sets of essential toiletries were donated to support members of the local community, in line with Hunting's other efforts during the year to promote health and well-being from the Wuxi facility.



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