



TEXO TALK

2022 HIGHLIGHTS



Review of 2022

I'm surprised to find ourselves at the end of another exciting and productive year. And although we had a relatively slow start we find ourselves with a strong order book going into 2023.

What are the themes of the year for TEXO? We've established ourselves as a serious and reliable player across all our divisions, and cemented our reputation as a single supplier, where our divisions work together on complex projects to deliver specialist services. This gives our customers complete control over their project and allows us to build relationships that are based on our ability to deliver.

This has led to TEXO working across a wider range of sectors and with larger organisations in 2022 – something we will be further developing in 2023.



TEXO is a forward-thinking, ambitious business. This year, we've expanded our reach and demonstrated that we can be relied on to deliver multi-disciplinary projects in challenging environments.

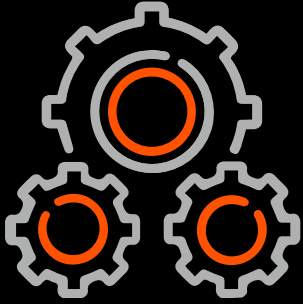
Our aim is to become the supplier of choice across our target sectors, and we have recently taken a majority shareholding in Airport Capacity Solutions Limited – a specialist modular turnkey business that we have worked with closely during this year. This deal expands the opportunities for our Workspace Solutions division across UK airports and also opens up potential new markets for the whole business.

We have also been working internationally this year, and plan to build on this during 2023, with a long-term plan to expand the geographical reach of the business across all divisions.

Last year, we began our programme to become carbon neutral, and are putting a variety of measures in place to reduce our environmental impact. This, along with our considerable support of sport, education and children's charities helps us to make a positive contribution to the communities where we work."

– **Chris Smith,**
Group Managing Director

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TEXO Engineering & Fabrication

Since its creation by merging the engineering and fabrication elements of TEXO's business, TEXO E&F has won substantial projects, increased its workforce and developed a reputation for quality design, engineering and precise, timely fabrication. The division is now expanding its work across a range of multi-disciplinary projects, both standalone and alongside TEXO's other divisions as it seeks to drive future growth.



"For 2023, we'll continue to focus on building a sustainable business that integrates TEXO into customer projects as part of their team," says Donny Marshall, E&F's Divisional Director. "2022 saw us prove our capabilities to a wide range of customers, establishing a reputation as a business that delivers on its promises. The coming year promises to be an exciting one, with increased opportunities from existing customers and work with new clients in the pipeline.

This year, the division has consolidated its team, focused on widening its sector appeal and made sure it delivers its core services to the highest standards. "This is a business with a lot of growth opportunity and the ambition to be the best we can be," says Donny. "We're looking forward to another year of growth and challenges, and helping our customers to deliver their own commitments by building strong partnerships."

TEXO TALK



TEXO DSI

Since its inception, TEXO's survey and inspection teams have been in high demand. With the latest equipment, the expert drone and traditional land-based survey team are able to collect precise data across almost any terrain.

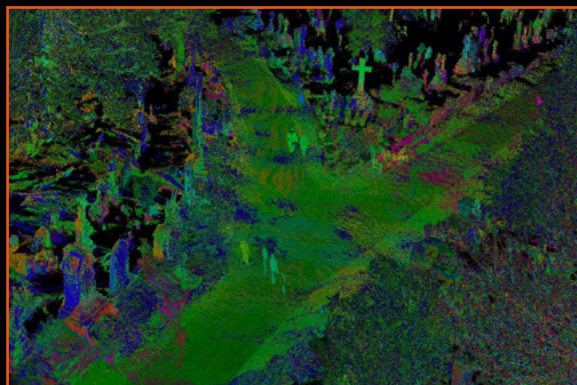
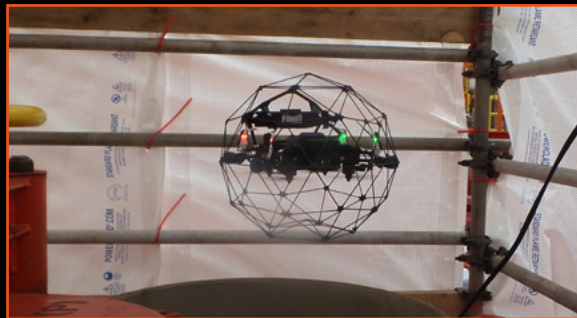
"This has been our best year yet, in terms of deliverables," says Lauren Arnott, Divisional Director. "Whilst there have been obvious challenges, including recruiting skilled and experienced operators, the team has worked incredibly hard this year, and it shows in the increase in the number of clients and projects we have delivered."

One of the benefits of professional drone surveys is the ability to access otherwise difficult or remote areas safely, minimising the length of time that people need to spend on the ground. This year, the division has worked on both overhead power line surveys and buried cable investigations.

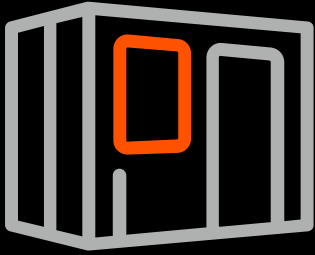
"These project types present particular problems," says Lauren. "Areas are often extremely remote – in the depths of the Scottish Highlands, for example – and we need to send a drone surveyor who can operate effectively and efficiently, keeping costs down for the client while providing all the data they need."

In these projects, faults or issues can be raised quickly, allowing the client to plan repairs exactly where they are needed. This reduces overall maintenance costs and keeps essential services running.

The Survey and Inspection team is looking forward to a strong 2023. "We have secured some exciting international business and we will be building on that during 2023," says Lauren. "Alongside maintaining the team's focus on skills and training, we will push the boundaries of data delivery through our portal so that we continue to give the most value to our clients."



TEXO TALK



TEXO Workspace Solutions

Workspace Solutions had a successful 2022 across all three areas of the division. We saw an increase in the number of clients looking for offshore accommodation upgrades both in the UK and overseas, demonstrating a confidence in our work in this area.

At the same time, we saw a significant growth in the modular buildings area of our work. So much so, in fact, that we have invested in larger premises at Inverurie, where we manufacture modular units for a wide range of uses, including airports, schools and colleges, marine, offshore and government/public sector work. This has really expanded our reach in the market and we are building a reputation for high standards of work and great customer service.



With TEXO Group taking a majority shareholding in Airport Capacity Solutions – one of our key partners this year, we are looking forward to working with the company and its broad range of clients to provide more buildings into the industry and developing opportunities for the Group's other divisions.

“The first half of 2022 was spent building the business,” says Richard Lamb, Divisional Director. “In the latter part of the year we spent time delivering on our promises and building quality relationships with our clients. From offshore accommodation to cutting-edge net zero modular buildings, we have shown our clients that we are innovative, reliable and cost-effective. This is all down to having a fantastic team in the division – everyone works hard for the customer and is committed to our success – and the success of the Group.”

TEXO Workspace Solutions starts 2023 with a strong order book and a wide range of exciting opportunities with new and existing customers.



TEXO TALK



TEXO Asset Integrity

2022 has been a year of change for the Asset Integrity division, with Colin Smith coming in as Divisional Director in late summer.



This is a fantastic business with a really skilled team. We took 2022 to focus on what we wanted our core business to be, and to build our relationships with customers in those areas. That has seen great results in both fabrication & maintenance, and inspection, and we expect this to continue throughout 2023."

– **Colin Smith**
Asset Integrity Divisional Director

Asset Integrity is often the entrance point for the Group's other divisions, and so Colin and his team are planning to widen the sectors they work in, targeting projects in the broader construction industry and transport infrastructure, where there are significant opportunities for the division.

"We have a great team here at TEXO Asset Integrity," says Colin. "Everyone is focused on making the most of the opportunities we have, building solid and long-term relationships with our clients, and working with other Group divisions to create the most value from our work."



TEXO TALK



TEXO Port Services

Port Services had a busy 2022, working from its dedicated facilities at the Port of Blyth and the Port of Dundee, as well as extending its reach to other UK ports.

“We have worked on some outstanding projects this year,” says Divisional Director, Alan Conway. “For example, our work at the Port of Blyth – which is a clean port – has focused on the renewables sector. We have been part of complex projects for subsea vehicles, demonstrating our ability to manage challenging timescales, state-of-the-art processes and innovative designs.”

The division’s focus in 2023 is to take on more work in the renewables sector, whilst also providing key services for other core customers. The business is also looking to expand to other ports around the country, offering its specialist services and building on its reputation for delivering excellence. With a flexible workforce based on project needs, the division can up-scale quickly to meet requirements, supported by the dedicated resources at TEXO Recruitment. 2023 will also see TEXO Port Services begin its apprenticeship scheme, taking two fabrication apprentices from Sunderland College.



TEXO TALK



TEXO Recruitment

When Debra Bruce was taken on to head up TEXO Recruitment in late 2020, she had big plans. In 2021, the division doubled its original turnover targets, and 2022 has seen further expansion in client numbers, geographical reach and the team itself. And those plans continue into 2023.

“It’s been a good year, with a strong start and consistent progress month-on-month,” says Debra. “Our focus has been on growing our external customer base while also providing our internal divisions with the talent they need to staff their projects – this was particularly successful in Q3 of 2022, where we were able to engage with large companies. These are businesses that often have very strong existing relationships with recruitment companies, so it has been all credit to our team that we have been able to pitch for and win business in this area.”

With a clear focus on energy, construction and industrial sectors, the division has been placing people across the UK, and is also exploring new international opportunities.

“I really want to see this growth continue,” says Debra. “We will focus on supporting the clients we have, growing our share of their businesses, and demonstrating how we can add measurable value to their recruitment process. We can work for anyone and source candidates for any vacancy, so we are a true recruitment partner.

And that new business means more people in the office. “Our plans mean we will be looking at increasing the headcount both at our Blyth and Aberdeen offices,” says Debra. “We have built a really good team here so far – they are focused, reliable and consistently do what is best for the business.”

MATCHING
YOU WITH
THE RIGHT
CANDIDATES

TEXO

NEW OPPORTUNITY

INTERESTED IN
WORKING IN THE
ENERGY INDUSTRY?

TEXO RECRUITMENT

TOGETHER WE ARE ONE

NEW CONTRACT?
WE HAVE THE TALENT
TO FILL YOUR NEW
POSITIONS.

TEXO

EQUIPPED TO
TAKE YOUR
BUSINESS TO
THE NEXT LEVEL

TEXO RECRUITMENT

TEXO TALK

2022 HIGHLIGHTS



TEXO Technologies

The past year has seen a refocusing of the original TEXO Livestream business. Having used the technology on our own projects and with customers, we saw that there was potential to shift the conversation around the technology so that we could provide better services and more value to clients.

So, in the second half of 2022, this was our focus. We created two new service options: Fuse and Connect. Fuse integrates live streaming into digital hardware and software solutions, allowing customers to enhance their own offerings with real-time image capability.



Connect brings teams together, delivering better collaboration without the need for expensive and climate-damaging travel. With immediate access to images and data, and the ability to annotate in real time, Connect helps customers to save considerable time and money – and get things done faster.

“We can see the significant commercial benefits that our technology offers to customers,” says Colin McHardy, the division’s Commercial Director. “So much so that we are now active in several sectors, including energy, automotive and wider manufacturing. We are seeing strong interest from customers who want to use the technology for inspections, safety assessments, asset management and risk audits, for example, or who want to be able to protect remote workers.”

The division sees 2023 as the year to embed these technologies into existing and new customers, continuing open discussions about how the division can support new and more cost-efficient ways of working.



TEXO TEAM PLAYER OF THE MONTH



OFFICE BASED

Steven Cowan

TEXO Technologies
Software Developer

"I joined Texo in July as a Software Developer. My primary role is to design, and build Connect with my colleague Johnny. Connect is a software solution for businesses looking for an effective way to manage data. Along the way, I have learned a vast amount in such a short period. Now part of my role is to assist in capturing the essence of what we've learned, build a framework around it, and take it to market as a stand-alone training course product. This is to solve an industry wide problem of bringing people who have either finished university or self-taught, to be industry ready."



Steven has been a Car mechanic, Sales person then bank manager for over 10 years. A great example of what can be achieved with a bit of imagination and a fair dose of courage."

- Pat



IN THE FIELD

Keith Hutton

Engineering & Fabrication
Construction Supervisor

Keith Hutton is a Snr. Construction Supervisor working for TEXO Engineering & Fabrication. Keith has been with us since 2018 and has brought his experience and knowledge to the offshore and onshore construction projects he has been working on through the years, this experience, quality and competence has allowed him to mentor the personnel within the teams that he has been supervising.

Keith's qualities are what you want in someone training the next level of construction supervisors, as he conducts all his duties with Health and safety, quality and delivery at the fore.

Keith is currently working offshore on a Jack-Up performing temporary tank steel replacement work, which requires all the above and more. He is executing these work scopes to the clients needs and to TEXO's as always, this is why he is our TEXO Team Player of the Month.

TEXO TALK

DECEMBER



November Results

Aberdeen **4 - 1** Hibernian

Friday 4 November, Pittodrie Stadium

Aberdeen **1 - 2** Livingston

Tuesday 8 November, Tony Macaroni Arena

Aberdeen **1 - 0** Dundee United

Saturday 12 November, Pittodrie Stadium



December Results

Aberdeen **0 - 1** Celtic

Saturday 17 December, Pittodrie Stadium



Fixtures in December

Tue 20	Home	v Rangers	20.00
Sat 24	Away	v St Mirren	12.30
Wed 28	Away	v Kilmarnock	19.45

TEXO TALK

DECEMBER

Cormack Park to emblazon the TEXO brand

In 2019, Aberdeen Football Club's new community sports hub, training facilities and football academy, Cormack Park, officially opened.

These facilities represent the first phase of AFC's ambitious vision for a dynamic and inclusive football and community facility which will positively inspire and touch the lives of everyone in the region and help the club achieve long-term success both on and off the pitch.

The facilities will host a variety of AFC Community Trust projects and has 2 floodlit 3G pitches available for public bookings.

We are delighted to announce that we have now finalised the TEXO site graphics for Cormack Park which is situated opposite our Westhill HQ.

It has been a complex process working with the Aberdeen Football Club in achieving the right balance, but I am sure you will agree that the TEXO brand will be very prominent.

The new graphics will be applied early 2023 and we will keep all updated on the progress.



TEXO TALK

TEXO FOUNDATION

The Archie Foundation have been delighted to work with The TEXO Foundation this year.

At the beginning of the year TEXO designed and installed a new nurses station in the recovery area of Royal Aberdeen Children's Hospital (RACH) which made a huge difference to the working environment of our staff.

The great thing was that the whole project was efficiently managed and delivered by TEXO.

Later in the year we were fortunate to benefit from the shirt sponsorship of AFC when TEXO gifted us tickets to each home match of the 22/23 season. The tickets are used by patients at RACH, NHS staff and children and families supported by our Child Bereavement service. The ticket holders get a VIP experience

which takes them away from the worries they currently face and allows them to create memories and fun with their families.

TEXO also supported a fun day for our Oncology team and the families they support when they gifted room hire of the function suite at Pittodrie.

We are really looking forward to working more closely with the TEXO Foundation next year to deliver a programme of events which will both fundraise and deliver improvement projects on some of our sites. We look forward to working together for the benefit of all our patients, families and staff. We thank you all for your support in 2022.

Thanks

Lynne Brooks
Archie Foundation Partnership Manager

TEXO support of the Archie Foundation on AFC RedTV...

Through our foundation, we are committed to giving back to our local community, and in particular to the Archie Foundation. Chris Smith, Group MD at Texo talks to RedTV about why the relationship with AFC is enabling Texo to make a difference to those families who need support.

TEXO TALK

Xmas spirit at it's best

As TEXO is the Main front-of-shirt sponsor of Aberdeen football club and the Archie foundation being the principal TEXO foundation recipient we were overwhelmed at the support provided when the Dons players led by captain Anthony Stewart made their annual trip to Royal Aberdeen Children's Hospital, as they helped to spread some festive cheer to the children ahead of the Christmas period.

Having missed out on the opportunity to meet the youngsters and their families at the hospital for two years during the pandemic there was much excitement as eight members of the first team toured the wards. The players were on hand to distribute toys and AFC merchandise donated by the players and the Club, spending time with the children and their families, as well as posing for photos and signing merchandise.

Speaking about this important visit Anthony said: "It was very humbling to spend time at the hospital, meeting the children and their families, especially at this time of year. It really puts things into perspective when you see how others may be suffering and the consequential impact it has on their families. It was also great to meet many of the hard-working staff at the hospital who work tirelessly to try and make what can be a very stressful and emotional time more pleasant for the patients.

Hopefully we've managed to give them something to cheer about, and they can enjoy their Christmas."

Lynne Brooks, Partnerships Manager at the Archie Foundation added: "The annual visit by Aberdeen Football Club is the highlight of the year for our families and our staff. There were lots of bragging rights being had, with many children straight on the phone with their friends and siblings after the visit.

It was such a special afternoon and we are very grateful to the players and staff who came along to spread some Christmas cheer."

Chris Smith, Group MD of TEXO added: "This was a much needed boost of moral for all involved. After our visit a few weeks ago the needs of the hospital were overwhelming and as a company we will be doubling our efforts to support. This visit by the Dons players was enjoyed by all and seeing those smiles was amazing to see."

Thanks once again to all the staff at the children's hospital and we hope you all have a Merry Christmas and healthy and happy 2023.

TEXO TALK



TEXO FOUNDATION

Initiatives we're proud to support in 2022:



TEXO TALK

Initiatives we're proud to support in 2022:



Dean Sutherland



Tommy Hodgson



Bree Wright



**Deeside
Caledonia
Pipe Band**



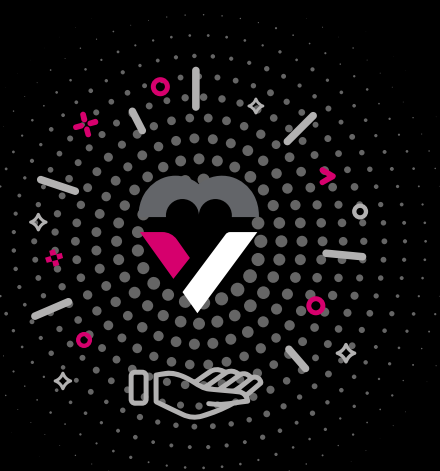
**West Dyke
Girls Football**



**Dale
Specialist
School**



**Witham
Cricket Club**

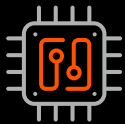


TEXO FOUNDATION





ENGINEERING
& FABRICATION



TECHNOLOGIES



WORKSPACE
SOLUTIONS

TEXO

TOGETHER WE ARE ONE



RECRUITMENT



ASSET
INTEGRITY



PORT
SERVICES



SURVEY &
INSPECTION
(DSI)