



NEWSLETTER

Quarter - IV 2025 ~ 2026

Strategic Growth and Market Momentum

Descon Secures Its Largest Contract to Date at SE Field, ADNOC Onshore

The EPC Division's Tie-ins BU has secured two additional scopes under ADNOC Onshore's Package 3 at SE Field, taking the overall contract value to the largest in Descon's history. The expanded scope reflects continued client confidence in our EPC delivery and consistent execution on the ground. The focus remains unchanged: delivering safely, reliably, and to standard.



Five-Year Tank Maintenance Contract from QatarEnergy LNG

ISD Qatar has secured a 5-year EPC contract for Barzan tank maintenance covering 31 storage tanks. The scope includes bottom and annular plate replacement, cathodic protection renewal, sand cushion replacement, and HDPE liner and coating works. The award, running through October 2030, establishes a long-term integrity platform within a critical LNG asset and deepens our position in multi-year tank maintenance.



First Project in Azerbaijan Delivered

ISD has completed the turnaround of the SOCAR Methanol Plant (TAR 2026), Descon's first project in Azerbaijan. Teams from Azerbaijan, Pakistan, UAE, Oman, and Qatar contributed across planning, execution, and close-out, delivering in line with client expectations and confirming our ability to mobilize into new markets.



OQ Awards Five-Year AMC for Static Equipment at AP Plant, Sohar

Descon Engineering Oman has secured a five-year Call-Off contract for static equipment maintenance at the AP Plant, Sohar. It is a first-of-its-kind model within OQ Refineries where a single contractor manages the full maintenance spectrum. Scope covers routine maintenance, emergency callouts, planned shutdowns, and the scheduled Q3 2027 Turnaround, positioning Descon for long-term growth within OQ's portfolio.



Five-Year Macchi Boiler Services Contract Across All OQ Plants

Industrial Services Oman has secured a five-year Call-Off for Technical Advisory Services covering inspection, combustion assessment, and tuning of Macchi boilers for the Sohar Refinery Improvement Project and all OQ plants in Oman. The repeat award extends our Aftersales strategy and the partnership with Sofinter Group (Macchi Boilers) in the Oman market.



MA'ADEN Awards General Engineering Services Contract in KSA

Descon Engineering Arabia has secured a 3-year General Engineering Services contract with MA'ADEN Aluminum Company, operator of one of the world's largest mine-to-metal integrated aluminum complexes (in partnership with Alcoa). The award adds momentum to our KSA growth and industrial sector presence.



Entry Point into Kuwait: Pre-Qualified by KPC and Subsidiaries

Descon has been pre-qualified by Kuwait Petroleum Corporation and its subsidiaries KIPIC, KNPC, and KOC under Category K 04.08 (Plant Maintenance incl. Civil, Mechanical, E&I Works), Tier E (KWD 1 to 10 million projects).

The approval opens the Kuwait market for ISD's brownfield services in maintenance, turnarounds, and retrofits, and extends our GCC footprint.


KUWAIT PETROLEUM CORPORATION AND SUBSIDIARIES
CENTRAL PRE-QUALIFICATION TEAM

M/s. DESCON ENGINEERING LIMITED
Account ID# 42279
Fax: 00924235401938
E-mail: descon.uae@descon.com
Country: PAKISTAN

Date: 17 May 2024
Ref: No. TLCPQ/SHH/MAK/26/536

SUBJECT: PRE-QUALIFICATION OF CONTRACTORS

REF.: PQ APPLICATION REFERENCE NUMBER: asm_66429

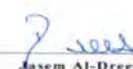
DEAR APPLICANT,

WE ARE PLEASED TO INFORM YOU THAT YOUR PRE-QUALIFICATION PQ APPLICATION - asm_66429 HAS BEEN REVIEWED AND APPROVED FOR TIER E - ABOVE 1M UPTO 10M, AND YOUR COMPANY HAS BEEN INCLUDED IN K-TENDERING APPROVED CONTRACTORS LIST FOR THE CATEGORY AS MENTIONED BELOW:

NAME OF THE CONTRACTOR	DESCON ENGINEERING LIMITED
CATEGORY OF WORK:	K 04.08 PLANT MAINTENANCE INCLUDING CIVIL, MECHANICAL, ELECTRICAL, & INSTRUMENT WORKS
MONEY CATEGORY:	TIER E - ABOVE 1M UPTO 10M

PLEASE ENSURE TO QUOTE THE ACCOUNT ID AND PQ REFERENCE NUMBER IN ALL FUTURE RELATED CORRESPONDENCE.

APPROVAL VALIDITY IS UPTO: 13th May 2029


Jassem Al-Drees
Team Leader, Central Prequalification


+965-32898811

PLEASE REFER OVERLEAF FOR INSTRUCTIONS
Page 1 of 2


SHH / MAK

DEST Renews Long-Term Design House Contract with UEPL

DEST has signed a Long-Term Engineering Design House Services contract with United Energy Pakistan Limited under a 2+1 year framework, renewing a relationship built over more than a decade. The agreement covers integrated design and technical support for UEPL's upstream assets in Sindh, including the Badin, MKK, Sawan, Kadanwari, and Mehar concessions.



Pak Suzuki Awards Expansion Project to ISD Pakistan

ISD Pakistan has been awarded an expansion project at Pak Suzuki Motor Company: manufacture of 32 PTED tanks plus fabrication and installation of catwalk and mezzanine structures, an estimated 1,034 tons, executed under live plant conditions within a 10-month window. The award extends our industrial services portfolio into the automotive sector.



DAC Wins Three Automation Contracts

Descon Automation & Control secured three wins this quarter: a turnkey DCS and ESD package from DEL Construction for the Mari Nodal Compression Project (nine compressor locations); the upgrade of obsolete PLC control and SCADA integration on two LP boilers at OGDCL UCH Gas Field; and new HRSG HMI systems at Pak Arab Fertilizers (Fatima Group), a breakthrough secured after two years of sustained pursuit.



DAC: Delivery and Partnerships in Action

The DAC team completed three Factory Acceptance Tests on schedule (Mari Nodal Compression, Mari Produced Water Treatment, and PPL HMI Upgradation), earning formal client appreciation.

Client and OEM engagements at PAPCO, SLM Nooriabad, Fatima Fertilizer, and Schneider Electric explored new opportunities, while the team completed MSA's two-day FGFD technical training in Abu Dhabi as a premium partner.



MSA Training Scheduled at Abu Dhabi



Client Visits of DAC Team at PAPCO (Muzaffargarh) & Fatima Fertilizer (Sadiqabad)



Factory Acceptance Test Conducted by DAC

Descon at Baku Energy Week 2026

Descon participated in Baku Energy Week 2026 (June 1–3, Baku, Azerbaijan), joining global energy leaders at one of the Caspian region's premier energy platforms. The visit marks a strategic milestone — Azerbaijan is the newest addition to Descon's growing geographic footprint, reflecting the company's continued expansion into high-growth energy markets.



Transformation and Future Readiness

Project Horizon: The SAP S/4HANA Journey Is Underway

Descon has formally launched its SAP S/4HANA transformation, now named Project Horizon, led by CFO Junaid Asghar with EY and SAP, and sponsored directly by CEO Taimur Saeed. Following the kick-off, a core-user alignment session set objectives, timelines, and direction for execution, with the CEO underlining that this is more than a system upgrade: it is a step change in how Descon operates, with greater discipline, ownership, and alignment.





Descon Engineering: SAP S/4HANA Transformation - Journey Underway



Project Horizon | Aligning on the transformation journey

D-Bid: Digitalizing the Bidding Cycle

ISD Pakistan ran the first training cohort on D-Bid, the newly developed bidding software. Sessions covered bid management, workflow automation, and cross-functional coordination, a practical step in the division's digital transformation of proposal development.



Governance, Sustainability and External Recognition

Abu Dhabi Operations Earn ADNOC Silver Supplier Accreditation

Descon Engineering Abu Dhabi achieved a Sustainability Score of 75 and a 4-Star rating, earning 'Accredited Silver Supplier' status. The accreditation confirms alignment with ADNOC's standards across environmental, social, governance, and financial areas, and strengthens our positioning within ADNOC's supplier ecosystem as its expectations continue to rise.



Advancing Our Commitment to the UN Global Compact

Following its UNGC signatory status, Descon held its inaugural session with the Global Compact Network Pakistan at DHQ, joined by colleagues across locations. The session covered the Ten Principles of human rights, labour, environment, and anti-corruption, and positioned sustainability as a shared responsibility across the organization.



Safety Leadership Recognized on the International Stage

Three leadership nominations reached the finalist stage at the British Safety Council Awards: CEO Taimur Saeed for the CEO Award, Chief HSE Officer Steven Platts for the James Tye Award, and Division President Construction for the Safety Ambassador Award. Descon was also shortlisted at the IIRSM Risk Excellence Awards 2026 under 'Leaders in Employee Safety and Wellbeing', and received the RoSPA Silver Award for health and safety performance.



Royal Oman Police Recognizes Descon's Road Safety Contribution

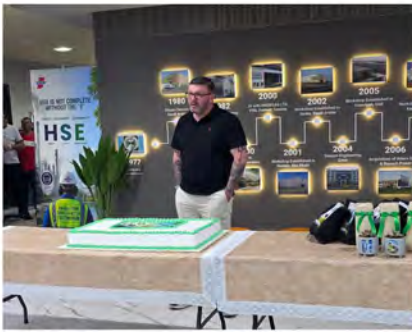
During GCC Traffic Week 2026, Descon Oman received recognition from the Royal Oman Police for its road safety awareness work and promotion of responsible driving.



World Environment Day Marked Across Descon

Offices and sites across the company observed World Environment Day through awareness sessions, plantation drives, and clean-up activities. At MDHPP, WAPDA, MDCG, and Descon held a joint session and tree plantation. ISD UAE, led by Chief HSEO Steven Platts and Division President Anwar Ul Haq, combined tree planting, site clean-ups, and a resource conservation quiz across locations.





Descon Celebrates World Environment Day Across Global Operations



World Environment Day Celebration at MDHPP - IP

Descon Oman at Oman Sustainability Week 2026

Descon Oman participated in ESG-focused sessions at Oman Sustainability Week 2026, engaging with emerging sustainability practices and supporting integration of ESG principles into operations.



Leadership Alignment and Engagement

CEO People Connect UAE

CEO Taimur Saeed, together with Division Presidents Muhammad Anwar UI Haq (ISD), Umair Mir (EPC), and Syed Abdul Moeed (Construction), held Connect sessions in Abu Dhabi with EPC, ISD, Construction, and UAE BU management.

The sessions provided open dialogue and reassurance during a challenging period, reinforcing trust and alignment across teams.



Engagement with the Pakistani Ambassador to the UAE

During a UAE visit, CEO Taimur Saeed and DP ISD met the Pakistani Ambassador to the UAE for a constructive exchange on Descon's regional presence and the growing opportunities for Pakistani companies contributing to the UAE's development.



Four Decades in the UAE: Standing with the Nation

Teams across UAE locations marked Descon's continued presence in the country, home to the company for over four decades, in a simple and considered way. In response to the call of UAE leadership, ISD UAE raised the UAE flag as a mark of unity and solidarity, reflecting shared values and our long-term role in the country's progress.





ADNOC Gas Recognizes Descon's Part in National Solidarity

Descon Engineering's Construction Division received a Certificate of Appreciation from ADNOC Gas, signed by CEO Fatema Mohamed Al Nuaimi, for its support to operations at Habshan and Habshan-5 during a critical period, reflecting true partnership, shared responsibility, and national solidarity. Backed by over four decades in the UAE, Descon remains committed to dependable delivery and to maintaining 100% of our capacity 100% of the time.



Retreats and Away Days Align Teams for the Year Ahead

Teams across the organization stepped away to align: the Strategy and BD community held a three-day retreat in Skardu under the theme Celebrate. Collaborate. Elevate.; the EPC Leadership Team completed the two-day 'Align, Elevate & Lead' journey; the EPC Tie-ins team held a two-day retreat built around leadership diagnostics plus an Away Day in Fujairah; and ISD Pakistan's BU leadership convened the 'Strategy Outbreak 2026' under the theme Thrive Together, Win Together.





Strategy Skardu Away Day 2026



Leadership Training - Align, Elevate & Lead - EPC



Tie-Ins Team Retreat - EPC



Tie-Ins Away Day - Fujairah - EPC



BU LT Strategy Outbreak - Industrial Services Pakistan

Future Leaders Connect with Leadership

Descon's Future Leaders joined a Connect session with CEO Taimur Saeed on leadership, ownership, and career growth, organized by the Corporate Talent Team.

In Qatar, ISD's Future Leaders held an interactive session with Head HR Jennifer Kusch on strengths, innovation, and their role in building high-performing teams.



Future Leaders: CEO Connect Session



Future Leaders Connect with Head HR - ISD-Qatar

Off-the-Desk with the Division President, ISD Qatar

An informal Off-the-Desk gathering gave ISD Qatar employees time with the Division President beyond the workplace, an open exchange that reinforced Descon's value of open communication.



Operational Discipline and Safety Excellence

Leadership Oversight and Assurance

Corporate HSE Audits Strengthen Assurance Across Sites

The Corporate HSE team completed audits at MDHPP, LMW, and the Mari Project to verify compliance and drive continual improvement. The IP Division President also led an HSE Steering Committee audit at MDHPP, with findings shared for corrective action. Appreciation certificates at Mari recognized strong safety performance.



HSE Steering Committee Audit by IP DP at MDHPP - IP



Corporate HSE Advances Safety Excellence at MDHPP



Strengthening the Zero Harm Journey at LMW



Strengthening Safety Performance at Mari Project

HSE Leaders Align Across Divisions

An HSE Team Engagement Session brought together HSE leaders from EPC, ISD, and CSD with Chief HSEO Steven Platts to exchange experiences and align on shared priorities under the Zero Harm vision.



Camp Welfare Under Leadership's Lens

Leadership visits across geographies kept workforce welfare in focus: Construction and EPC leadership visited the Borouge and Meraj (CRI/AUH) camps and walked through the AUH camp reviewing accommodation, food, hygiene, and recreation; Descon and QE LNG management jointly visited the Qatar labor camp; and ISD Oman's Well-Being Committee maintained regular camp visits and monthly engagement against OPAL standards.



Putting Workforce Well-Being at the Heart of Leadership



QE LNG Management Visits Labor Camp



Prioritizes Workforce Well-Being Through Camp Engagement- ISD Oman



Construction Divisional Leadership visited Meraj Camp, AUH

Strong Results in ADNOC HSE Assurance Programme 2025

BUHASA and BOROUGE scored 92.25% and 93% respectively in the ADNOC HSE Assurance Programme 2025, evidence of disciplined HSE execution across the EPC Division.

Ref : TC&P>P&C (BU)/OUT/2026/1323
Date : 20/01/2026

Descon Engineering
P.O. Box. 46821
Abu Dhabi, UAE.

Attention: Mr. Umer Mahmood – Project Manager,
Copy: VP P&C (BUH)/ SPM (MA)/ MC (BUH)/ TL HSE (BUH)/ SEC (GB)/ HSE (BUH)

Subject: AGREEMENT NO. 4700024662 – ADNOC ONSHORE ONE TIE-IN PROGRAM (P-12567B)

Contractor's HSE Performance Report- Half Yearly 2025 (H2-2025).

Please find attached Contractors HSE Performance Report for the second half of 2025 (H2-2025) for your information and records.

The Contractor's HSE performance for a period from July to December 2025 was evaluated by the Company and the Half Yearly (H2-2025) Score achieved is 84.50% with an Annual Average of **92.25%**.

The contractor is hereby advised to submit the acknowledgement of the achieved score by 26th January 2026.

Regards,

Abdulrahman Shames Alkhoori
VP, PROJECTS & CONSTRUCTION (BUH)

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adnoc.ae



أدنوك البرية
ADNOC Onshore

Quality Culture: First Time Right at Construction Division

The Construction Division embedded quality practice at the Mari Project through First Time Right training led by the QA/QC Manager and a COPQ & DIMS documents-transition awareness session. Material inspections at vendor premises verified compliance with specifications and codes before dispatch, and IMS Audit training combined classroom learning with role-play to build internal audit capability.



First Time Right QAQC Construction Division





Enhancing Internal Audit Competence Through IMS Training



COPQ & DIMS Awareness Construction Division



Vendor Inspections

Safety Milestones and Recognition

Safe Manhour Milestones Across the Portfolio

The quarter delivered a series of safety milestones: EPC Division reached 8 million safe manhours without LTI (celebrated on Package 3), BOROUGE crossed 1 million, the Mari Project (Construction Pakistan) achieved 1 million, and the Guddu Barrage Project reached 5 million safe man-hours with an HSE Incentive Ceremony recognizing contributors.

In Qatar, the BOP Project marked 600 Incident-and-Injury-Free days and the CO₂ Project 180, celebrated with QE LNG representatives.





Package 3 Safe Manhour Celebration - EPC



Mari Project Achieves 1 Million Safe Manhours



5 million safe man-hours at RGBP



Construction Division Celebrates Incident and Injury-Free Milestones Across Qatar Projects

Turnarounds Delivered Safely, Teams Recognized

The DASADNOC GAS Main Plant Turnaround closed with recognition of the project team's safe execution, while HSE Award Ceremonies for the QE LNG North and South TR-07 Shutdowns honored exemplary safety performance and proactive hazard identification.



Successful Turnaround Completion Reflects HSE Excellence at DASADNOC GAS Main Plant



Recognizing HSE Excellence During QE LNG TR-07 Shutdown

Clients Recognize Performance on the Ground

QE LNG presented certificates of appreciation to the Construction Division workforce for performance at the CO₂ Project in Qatar, while the Divisional President and BU leadership presented on-the-spot awards at the H₂ Extraction Borouge Project in recognition of individual contributions.



DP and BU Leadership Recognize Outstanding Performance at H₂ Extraction Borouge Project



QE LNG Recognizes Descon's Outstanding Performance at CO₂ Project

Safety Culture, Campaigns and Programs

Safety Ambassador Programme Extends Leadership Beyond Management

Descon launched the Safety Ambassador Program to develop safety leaders across the organization, built on five behaviors: Lead by Example, Engage & Empower, Activate & Influence, Develop Team Members, and Recognize Team Members. It is a further step in embedding the Zero Harm vision into everyday operations.



EPC Launches Behaviour Based Safety Programme

The EPC Division launched its BBS Programme under the Zero Harm vision, combining leadership and workforce workshops with a safety culture maturity survey.



World Day for Safety and Health Observed Across Operations

ISD Qatar and the Construction Division, including the Mari site, marked the day with awareness sessions, safety pledges, quizzes, walkdowns, and housekeeping campaigns.



Heat Stress Season: Prevention Across Sites

Heat stress prevention ran across offices and sites: a Grand Toolbox Talk at LMW, a mock drill at LNG, hydration assessments in ISD Qatar, and a leadership water-parade walkaround at the CO₂ Project. Habshan sites added campaigns on SWA, COMAH, and line-of-fire awareness, and ISD UAE hosted a SEHA-led session with Dr. Manal Mushtaq on recognizing and preventing heat illness.



Safeguarding the Workforce Through Heat Stress Prevention



Driving Safety Awareness Through HSE Campaigns at Habshan Zone



Health Awareness - Industrial Services UAE

Hand & Finger Injury Prevention at LNG

A Hand & Finger Injury Prevention Campaign, attended by ADNOC GAS leadership, highlighted common hazards

and practical prevention measures for employees and contractors.

Safety Extends to Families and to Readiness

HSE orientation sessions familiarized employees' families visiting DHQ with safety practices and emergency procedures, while ISD Qatar ran a camp awareness session on personal safety and emergency communication in light of the prevailing regional situation. ISD Oman delivered induction and awareness training on live plant hazards and isolation requirements at OQAP-AMC.



Extending the Culture of Safety to Descon Families



Strengthens Workforce Preparedness Amid the Prevailing Regional Situation - ISD Qatar



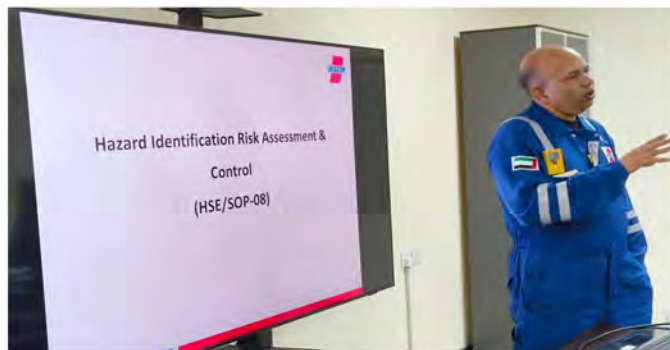
Safe Work in Live Plant Areas at OQ AP-AMC



Training and Emergency Preparedness

Building HSE Competence Through Targeted Training

Package 3 delivered training on Confined Space Entry, Dropped Objects, BBS, Risk Assessment & JSA, and HIRAC, while LMW ran specialized sessions on emergency response, adverse climate conditions, and third-party-led lifting, rigging, and equipment operations.



Building HSE Competence at Package 3



Strengthening Workforce Competence Through Specialized Training at LMW

Drills and Life-Saving Skills Keep Response Sharp

Emergency readiness was tested through evacuation drills at DHQ, fire and evacuation drills at LNG and under Package 3, and medical emergency drills at ISD Pakistan and LMW. Rescue 1122 delivered Fire Safety and Basic Life Support training, equipping employees with practical life-saving skills.



Prepared to Respond: Emergency Drills Strengthen Response Readiness



Strengthening Medical Emergency Preparedness Across Descon



Rescue 1122 Delivers Fire Safety and Basic Life Support Training

Health and Wellbeing

Employee Wellbeing Initiative Launched with SAAYA Health

More than 1,000 colleagues across geographies joined the launch of Descon's Employee Wellbeing Initiative with SAAYA Health, the first milestone of a two-year roadmap built on three pillars: emotional, physical, and nutritional wellbeing.



Preventive Healthcare Across Locations

ISD Pakistan conducted periodic health assessments, Construction AUH held a cardiovascular screening camp at the Pioneer Camp, DHQ organized medical screening for supporting staff, and ISD UAE ran a flu vaccination campaign with SEHA (Abu Dhabi). These are practical steps toward early risk identification and a healthy workforce.



Advancing Preventive Healthcare Across Descon

Flu Vaccination campaign - Industrial Services UAE

Health & Well-Being Campaigns and Support at Work

The IP Division hosted its Health & Well-Being Campaign at DHQ with awareness sessions and engagement activities; the EPC Division ran a UAE wellness program covering ergonomics, nutrition, and health screenings; and Package 3 introduced an Employee Assistance Programme to raise awareness of available support services.



IP Division Hosts Health & Well-Being Campaign at DHQ



Employee Health wellness Program - EPC



Package 3 Promotes Employee Well-Being Through Employee Assistance Programme

People, Culture and Employee Experience

Families at the Heart of Descon

ISD Qatar hosted its Family Fiesta under the crescent moon with games, a magic show, and dinner for employees and families; the EPC Division welcomed employees' children for Kids at the Office; and ISD UAE held its Annual Children's HSE Poster Gala on the theme of 'Environment', pairing creativity with safety awareness.





Family Fiesta 2026 Under the Crescent Moon - Industrial Services Qatar



Kids at the Office - EPC



Children poster Gala 26 - Industrial Services UAE

A Closer Look at Where We Work: Family Visits Begin at DHQ

The Campus Committee introduced a monthly open day at DHQ, inviting employees to bring their spouses, children, parents, and siblings to explore the campus on the first Saturday of every month. Nominations open by email each month, and the initiative has quickly found its rhythm, with families visiting every month to see the place that is part of our everyday journey.



Sports Gala UAE 2026

The DESCON Sports Gala UAE BU 2026 ran from 16 to 21 June at Abu Dhabi's Al Zafrana Centre, featuring cricket, badminton, volleyball, table tennis, tug of war, and board games, closing with finals, a ceremony, and prize distribution.



Celebrations That Connect Teams

Quarterly and monthly birthday celebrations continued across EPC, ISD UAE, ISD Qatar, ISD Oman, and ISD Pakistan (paired with a team breakfast), while an EPC employee breakfast brought staff and leadership together informally. These small, consistent rituals build appreciation and belonging.





Employees Birthdays - EPC



Breakfast - EPC



Employees Monthly Birthday Celebration - ISD UAE



Birthday Celebrations - ISD Qatar



Quarterly Employee Connect - ISD Pakistan

Birthday Celebration - ISD Oman

Recognizing Commitment and Milestones

ISD Oman honored long-serving employees at its Long Service Awards Ceremony; ISD Qatar named Farhan Anwar (In Charge Site) Employee of the Quarter (Q3); and returning mothers in Qatar were welcomed back with flowers and gifts.

Recognition this quarter spanned tenure, performance, and life's milestones.



Long Service Awards Ceremony - ISD Oman



Employee of the Quarter Recognition - ISD Qatar



Welcoming Back New Mothers - ISD Qatar

Team Building Across Divisions

The Borouge Project Team and the DAC team each held team-building events to strengthen collaboration, trust, and communication, investments that show up in project execution.



Borouge Team Building - EPC



DAC Team Building Activities

Leadership at the Workers' Table

The QA/QC Manager and HSE team shared lunch with the workforce in the workers' mess at the Mari Project, a simple gesture of open communication and management's commitment to worker welfare.



Building an Inclusive Descon

Descon launched its DEI Sensitization Training Program, externally facilitated, shaped by Employee Experience Survey insights, and anchored in four pillars: gender, generational, cultural, and geographical diversity. CHRO Arshia Ahmed Saqib led AccelerateHer sessions for women in the UAE on confidence, wellbeing, and ownership of growth; ISD Pakistan held a Diversity & Inclusion forum with female employees and leadership; and ISD Qatar hosted newly joined women for a connect with Head HR Jennifer Kusch.





DEI Sensitization Training Program



Accelerate Her with CHRO



Diversity & Inclusion Session - ISD Pakistan



New Hire Women Connect with Head HR - ISD Qatar



HR Where the Work Happens

ISD Pakistan brought HR to project sites through HR Clinics (one-on-one platforms for policies, benefits, and career guidance) and HR Walkabouts for first-hand insight into workplace dynamics. In the UAE, the HR team visited the Ruwais AMW Workshop to review facilities, meet Emirati employees, and run confidential HR Clinics.



HR Walkabouts at Project Sites - Pakistan



HR Clinic at Project Sites - ISD Pakistan



Ruwais Site Visit Employee wellbeing - ISD UAE

Expanding the Talent Network: Sri Lanka MOU

Building on last year's introduction of South African professionals, an MOU was signed with a Sri Lankan manpower agency, welcoming skilled employees from Sri Lanka and strengthening the nationality mix supporting the UAE workforce.



Capability Building and Future Leaders

Master Trainer Program: A Trainer-Led Learning Ecosystem Begins

The Pakistan cohort of the Descon Master Trainer Program concluded, building an internal pool of trainers through simulations, practice exercises, and presentations, with the CHRO and President Joint Ventures in attendance. Overseas cohorts follow in upcoming phases.



Functional Skill-Up Weeks Deliver 2,300+ Learning Hours

Two Functional Skill-Up Weeks at DHQ (20 to 30 April) delivered 12 sessions to 349 learners, generating 2,328 learning hours across nine functional areas, from business development and supply chain to QA/QC, design engineering, HSE, and ERM, all taught by internal subject matter experts.



Culture of Feedback: Reflect. Discuss. Commit.

The Culture of Feedback intervention reached LEADX participants in Pakistan and overseas, and employees in the UAE, using role plays and two-way learning to make feedback part of everyday leadership. The Descon Leadership Lens featured the CHRO, CFO, Chief RC&S, President Cluster, and Division Presidents EPC and Construction. Designed from Employee Experience Survey insights, the timing aligns with the annual appraisal cycle.





Building a Culture of Feedback at Descon

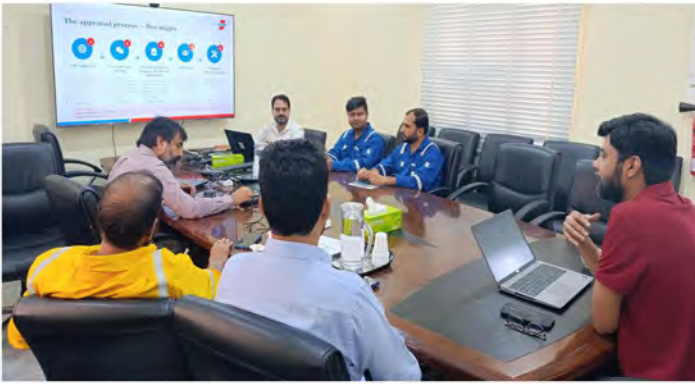
Performance Management: Clarity Before the Cycle

Ahead of the 2025-26 appraisal cycle, refresher sessions ran across Corporate, Construction, ISD, IP, EPC, and Cluster divisions, with dedicated sessions in ISD Pakistan and ISD Oman, covering the performance scale, calibration, and

rating definitions. EPC added Decibel HRIS refreshers in Pakistan and the UAE spanning performance review, leave, expense and travel management, and self-service.



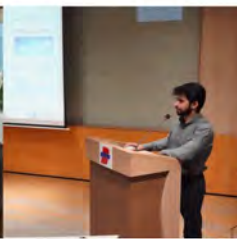
Performance Appraisal Cycle 2025–2026 Refresher Sessions



Performance Appraisal Refresher Session - ISD Oman



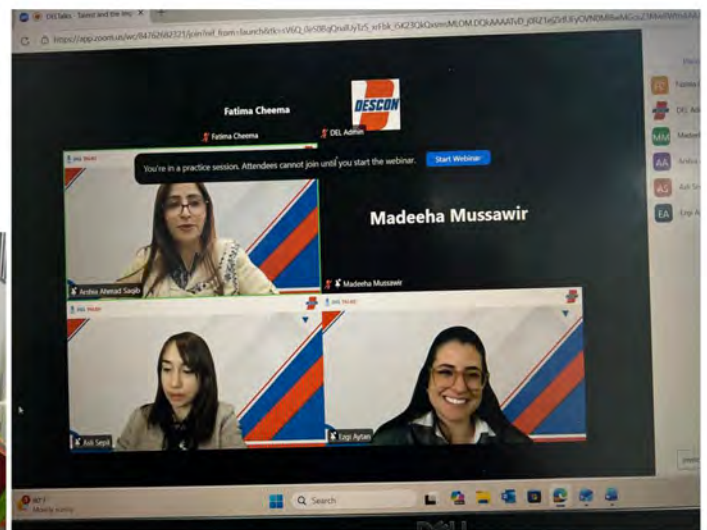
Performance Review Cycle Refresher - EPC



Decibel Refresher - EPC

DELTalks: Talent and the Impact of AI

Session 4 of DELTalks explored how AI is reshaping work, with Korn Ferry's Ezgi Aytan Serbetci and Asli Sepil sharing perspectives on AI readiness and workforce transformation, reinforcing the case for building future-ready capabilities.



Investing in National and Future Talent

The EPC Division continued its Emirati Development Program through structured learning and cross-departmental exposure, while the Summer Internship Program welcomed 56 interns from 17 institutions (35% women), sustaining the pipeline of future talent.



Emirati Development Program - EPC



Investing in Future Talent - Summer Internship Program 2025

Descon Oxychem Limited

Turnaround Delivered with Zero Harm

The DOL Turnaround achieved its Zero Harm target. Descon Engineering's Corporate HSE team, joined by the Chief RC&S, conducted a walkthrough and audit during execution to verify HSE implementation across ongoing activities.



Sustainability Week: Companywide Participation

Descon Oxychem closed its Sustainability Week with awareness sessions, a PwC team engagement, a plantation drive, and pledge wall signings, a visible signal that DOL's adopted SDGs are being built into how the company operates.



Descon Oxychem exhibited at the PACE Pakistan Chemical Expo 2026

Descon Oxychem exhibited at the PACE Pakistan Chemical Expo 2026, held on 05–06 June 2026 at the Lahore Expo Centre.

The event provided an excellent platform to engage with local and international stakeholders, exchange valuable industry insights, showcase our capabilities, and explore new avenues for collaboration within Pakistan's growing chemical sector.

