NEWSLETTER

Quarter - I 2026 ~ 2027

DESCON ENGINEERING

Strategic Growth and Market Momentum

Descon Secures Critical LNG Recovery Work in Qatar

Descon's Industrial Services Division in Qatar has been awarded the project "Support Works for Recovery of QatarEnergy LNG's South Facility Train 4 & 6" by Chiyoda Corporation. The scope covers assessment, isolation and demolition support to enable critical recovery works, and the project is tentatively scheduled for completion by December 2026.



Turnaround Wins Strengthen UAE and Qatar Footprint

Descon's Industrial Services Division in the UAE has been awarded ENOC Turnaround Packages 3 and 4, its first shutdown project of FY 2026–27, covering more than 300 major equipment items and 200 valves within a 28-day window. In Qatar, QAFCO has extended Descon's short-term call-off contract for shutdown support services scheduled in 2027, with completion targeted for July 2028.



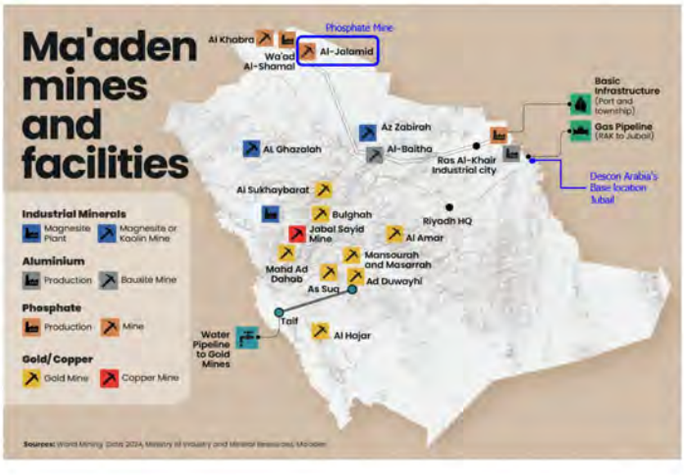
Descon Engineering Secures ENOC Turnaround Packages 3 & 4



Descon Engineering Secures Contract Extension from QAFCO for 2027 Shutdown Maintenance Services

Ma'aden Awards Descon Arabia Al-Jalamid Engineering Project

Descon Arabia has been awarded a multidisciplinary engineering project by Ma'aden for its Al-Jalamid Phosphate Facility. The scope covers FEED, detailed engineering and procurement support for Advanced Process Control, extending Descon Arabia's capabilities as an approved Ma'aden consultant to processing facilities.



Construction Division Wins in UAE and Pakistan

Descon's Construction Division has won the Habshan Complex Restoration Works contract from Petrofac in the UAE, covering civil, structural, piping, mechanical, electrical, telecom and instrumentation works. It has also been awarded the construction of a new 1,800 MT ammonia storage tank for Agritech Fertilizers in Mianwali, Punjab, secured through competitive bidding against leading international contractors.



Descon Engineering Awarded Ammonia Storage Project for Agritech Fertilizers



Descon Engineering Awarded Habshan Complex Restoration Works - Petrofac, UAE

DAC Secures UCH Power PLC Migration

Descon Automation & Control has secured a PLC life cycle migration project at UCH Power, replacing the Water Treatment Plant's existing PLC platform with a Rockwell ControlLogix based system while maintaining plant continuity.

The award highlights DAC's growing capability in brownfield automation modernization.



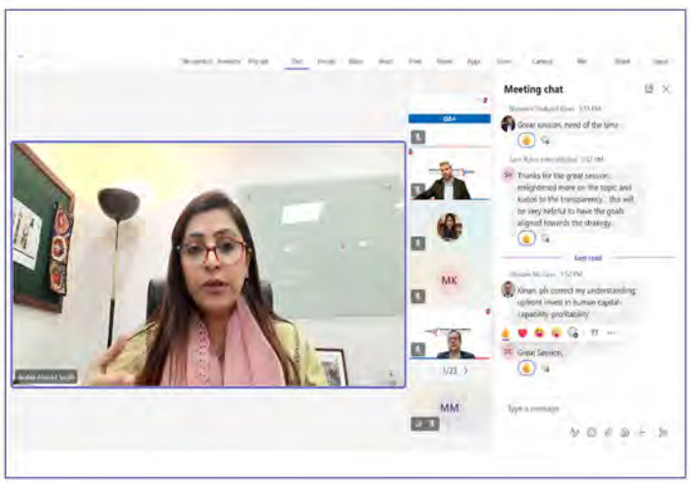
Transformation and Future Readiness

LEADX: The Journey of Leadership Transformation

The LEADX community continues to grow and transform leadership at Descon, moving from awareness to empowerment through upskilling and action. Circle members have been trained as coaches, DE&I sessions have been conducted across Pakistan and overseas, and Circle Connects on business challenges and Community Connects on goal setting with the CHRO, CFO and CSO have kept leaders engaged. The launch of TRANSFORM, in alliance with LUMS, strengthens the journey further, with LEADX Circle members contributing to the program's development through focus group discussions. LEADX remains an ongoing journey to empower Descon's extended leaders and embed leadership into everyday actions.

Specifically, the first cohort of internal coaches was trained through the Leadership Coaching Workshop in Pakistan and the UAE. The virtual LEADX Connect brought the CFO, the Chief Strategy Officer and the CHRO together to cascade FY 2026–27 priorities and quality objectives.

The Leadership Team completed DE&I Leadership Training led by an external expert, reaffirming the four pillars of Gender, Generational, Cultural and Geographical Diversity. A DEI Sensitization Program followed for employees in the UAE, with an online session for Qatar and Oman, and MDC facilitated eight DE&I sessions across DEL in local and overseas locations.



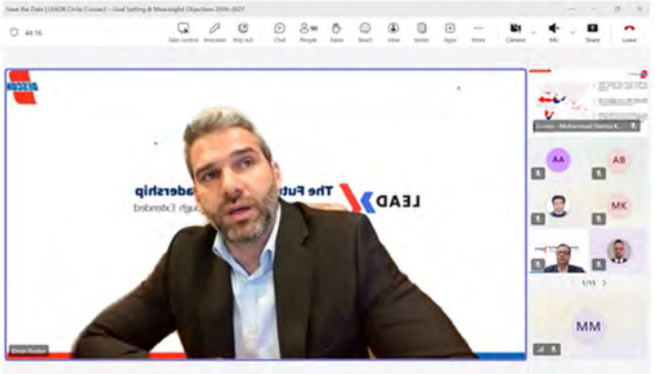






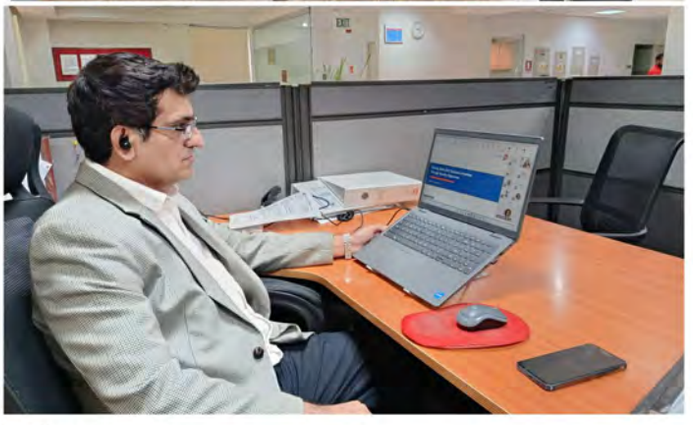


LEADX: The Journey of Leadership Transformation









Driving 2026–27 Business Priorities Through Quality Objectives





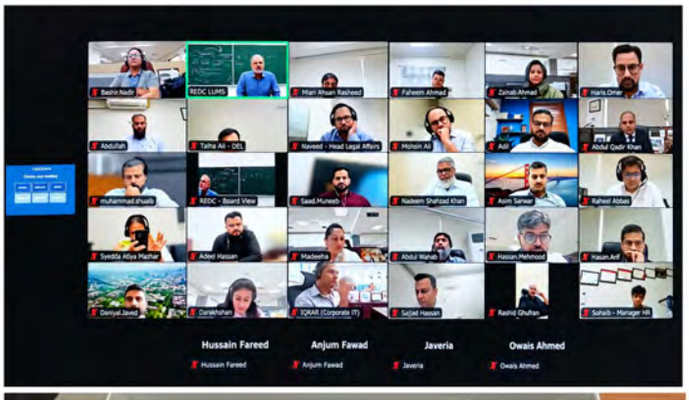








Leadership Coaching Workshop – Conversations that Accelerate Growth







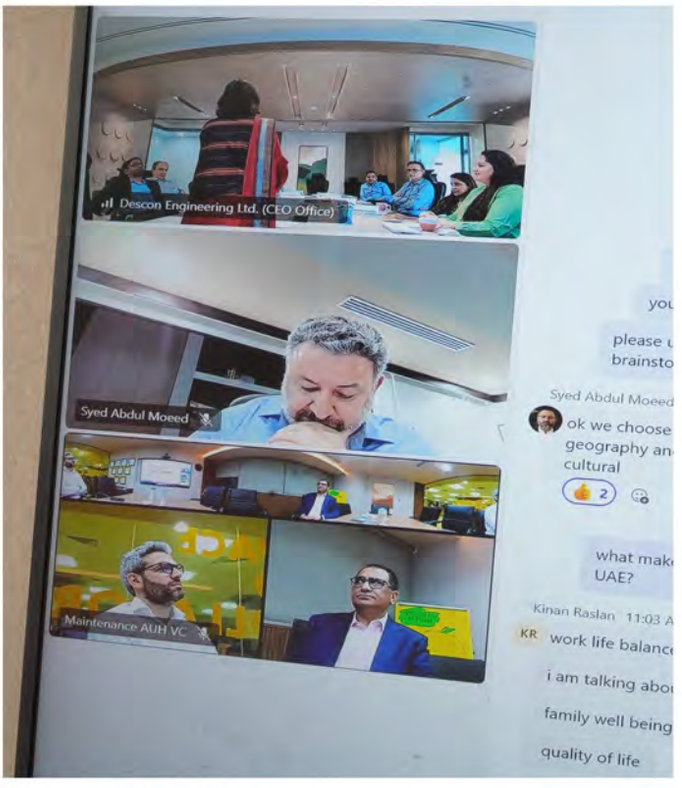
Transform – An Exponential Leadership Experience











DE&I Sensitization | Leadership Team Session – Driving Inclusion from the Top







DEI Sensitization Training Program | Strengthening Inclusion Across Our Overseas Operations

Objective Setting Workshops Align Teams with FY26–27 Priorities

ISD Oman and ISD Pakistan held objective-setting workshops in which employees applied the SMART framework to align individual objectives with business priorities, project goals and team deliverables. The ISD Pakistan workshops were held across project sites including Port Qasim, NRL, PRL and MARI Energies, and at Descon Headquarters.





Objective Setting workshop 2026 – Industrial Services Oman







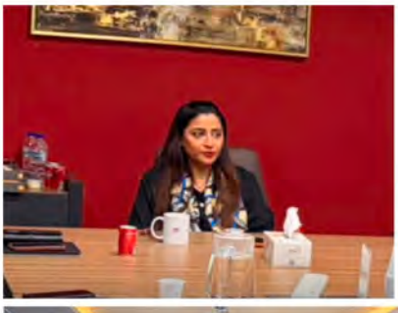
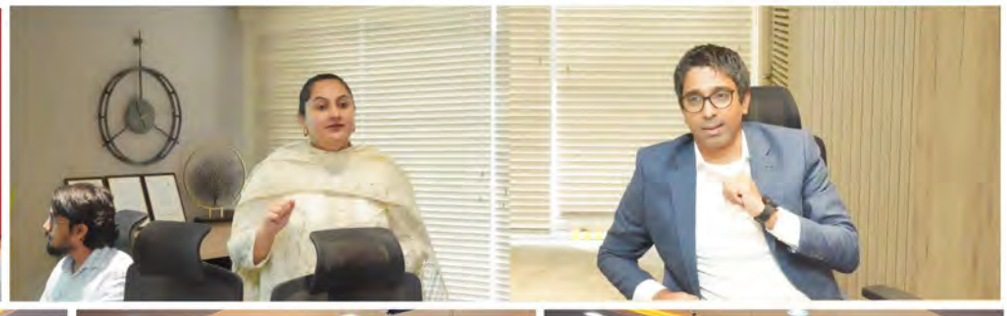




Objective Setting Workshop – Industrial Services Pakistan

Capability Building for Future Leaders and Teams

The FLUX Reflection Circle for Future Leaders ran across Pakistan and the UAE, and the Master Trainer Program has been extended to overseas teams, creating a pool of 50 aspiring internal trainers. ISD Pakistan delivered Contract Management training and, together with Oman, an AI at Work session on effective prompting and responsible use, while ISD Oman continued LinkedIn Learning with Arabic subtitles. ISD Pakistan's graduate trainees also presented their learnings in the GT Presentation Showcase.




Future Leaders: FLUX Learning Circle | Learn. Unlearn. Relearn









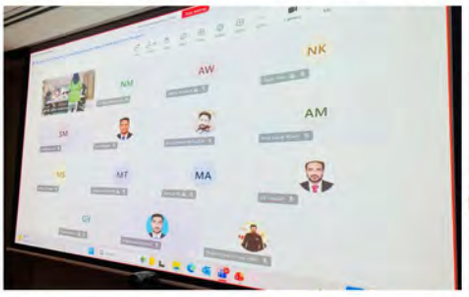

Descon Master Trainer Program – Overseas Cohort





Fundamentals of Contract Management Training – Industrial Services Pakistan










Effective Utilization of AI at Work Training – Industrial Services Pakistan




LinkedIn Learning – Industrial Services Oman







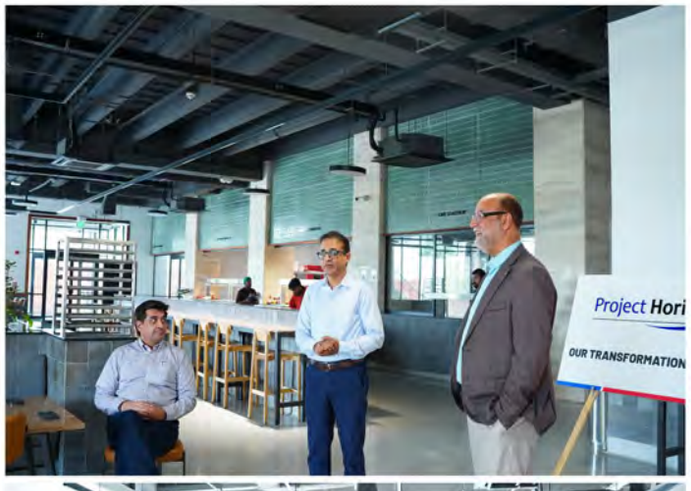



GT Presentation Showcase – Industrial Services Pakistan

Project Horizon Completes Signavio Milestone

Project Horizon has completed the Signavio milestone, establishing the process foundation for the organization's SAP S/4HANA transformation. The SAP PMO celebrated the teams behind the achievement, which will enable greater standardization, transparency and agility across the business.

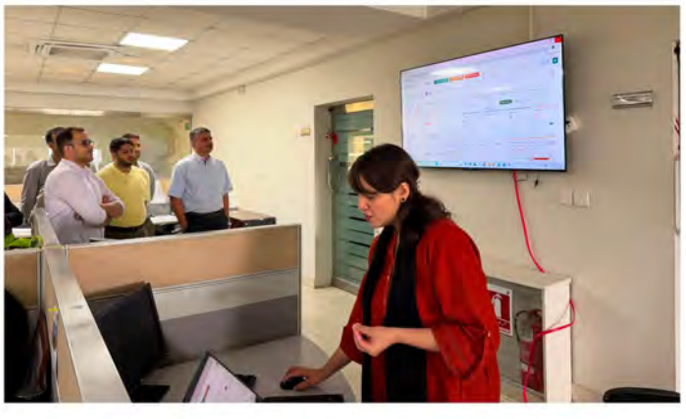







Descon Guardian Goes Live Across DEL

Descon Guardian, the organization's digital HSE platform, has gone live across DEL with more than 3,000 users onboarded and 30 core users trained on key modules. Training and awareness sessions across DHQ, LMW and ISD have since supported adoption, covering HSE reporting, KPI monitoring, SOP access and AI-enabled features.







Governance, Sustainability and External Recognition

ESG Agenda Gains Global Alignment

Descon has released its 2nd ESG Report for FY2024–25 with expanded coverage and stronger KPI disclosures, and outlined a roadmap for ESG reporting, governance and capability building at the ESG Team Spotlight session. It has also submitted its inaugural UN Global Compact Communication on Progress for 2026, strengthening its credibility with international clients, partners and investors.















Advancing Descon's ESG Agenda | Strengthened Global Alignment, 2nd ESG Report & the Road Ahead

HUMAN RIGHTS | LABOUR | ENVIRONMENT | ANTI-CORRUPTION

UN GLOBAL COMPACT
2026 PARTICIPANT

Descon Reinforces Global Standing with Inaugural UNGC Communication on Progress

Management Systems Certified

Descon Engineering Azerbaijan has been certified against ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 within its initial period of operation, which is expected to improve its prequalification and tendering position in the region. Separately, SGS Pakistan conducted the ISO recertification audit at LMW, reflecting Descon's continued focus on governance, compliance and continual improvement.



Descon Engineering Azerbaijan Attains Triple IMS Certification







Advancing ISO Excellence at Descon

External Recognition and Industry Standing

Descon secured third place at the Asia Pacific Safety Professional Challenge in Singapore on 10 September 2026, among participants from 16 countries. An ISD employee in the UAE received ADNOC appreciation for contributing to 100% HSE performance, and Descon was shortlisted in the Inclusive Value Chain category at the IFC–PBC Employer of Choice Gender Diversity Awards 2026. The CHSEO and the EPC HSE Manager also represented Descon at the 5th Contractor Safety Management Leaders' Meet & Awards from 21 to 23 September.





Descon earns International recognition at the Asia Pacific Safety Professional Challenge



ADNOC Recognizes Descon's Commitment to HSE Excellence









Another Proud Milestone: Descon Recognized for IFC PBC "Employer of Choice" Gender Diversity Awards 2026



Descon's Leadership at Contractor Safety Management Leaders' Meet 2026

Safety Performance and Milestones

Safety Milestones Across Divisions

The EPC Division achieved 10 million man-hours without a Lost Time Injury, ISD-UAE celebrated 16 million safe man-hours, and the Guddu Barrage Project reached 5 million safe man-hours. At MARI, the CEO and the Construction Division President marked 2.7 million safe man-hours with appreciation shields, and the Descon HSE team received appreciation and HSE awards from the MARI team. The safe completion of the MACHHI Boiler job was also celebrated with a recognition ceremony.



EPC Division Achieves 10 Million LTI-Free Man-Hours











ISD-UAE Celebrates 16 Million Safe Man-Hours







RGBP Celebrates 5 Million Safe Man-Hours






Leadership on Site: Celebrating 2.7 Million Safe Man-Hours at MARI






Celebrating the Safe Completion of MACHHI Boiler Job



Descon HSE Team Earns Recognition at MARI Project

Leadership Alignment and Visibility

Senior Leadership Visible on Site

The CEO, President JV and the Construction Division President visited CMS Sadiqabad to review developments at the workshop, and top management took part in Switch-On Training to set the tone for HSE awareness. Descon and QELNG management jointly visited the labour camp to review living conditions, while the EPC Divisional President and BU leadership visited PKG 3 and the BUHASA TSF area to review HSE performance and recognize employees. The Construction Division President also conducted a Visible Felt Leadership visit at CRI Habshan and presented safety rewards.



Senior Leadership Visits CMS Sadiqabad




Descon & QELNG Leadership Engage with the Workforce



Leadership Takes the Lead in Switch-On Training





Leadership in Action at PKG 3





Leadership HSE Engagement & Recognition





Visible Felt Leadership in Action at CRI Habshan

HSE Leadership Engagement and Workforce Welfare

The CRCSO visited the MARI Project with the project management team to review safety compliance and progress, and separately engaged directly with employees on key HSE priorities. The CHSEO visited BUHASA with the BU HSE Manager to review HSE performance, and visited Meeraj Camp in Abu Dhabi with the Head HR – Construction Division to review hygiene and kitchen and dining facilities. The EPC Division also visited LMW to exchange best practices and review HSE and operational standards.



CRCSO Drives HSE Excellence on the Ground at MARI




CRCSO Brings Leadership Closer to the Workforce



CHSEO Strengthens HSE Leadership at BUHASA



CHSEO Reinforces Workforce Welfare at Meeraj Camp



Connecting Divisions, Sharing HSE Excellence

Leaders Connect with Employees

The ISD Qatar DP Townhall reviewed the previous year's achievements and aligned employees on FY 2026–27 priorities, recognizing project excellence teams and employees who exercised Stop Work Authority. The Division President and Head HR of ISD UAE held an "Off the Desk" session on 29 July 2026 on leadership, growth and diversity, and the CHRO met young overseas professionals to discuss navigating the corporate journey, emphasizing corporate values and earning trust through consistent delivery.



DP Townhall – Industrial Services Qatar







Off the Desk with DP & Head HR – Industrial Services UAE





Navigating Your Corporate Journey with CHRO

Emergency Preparedness and HSE Capability

Emergency Readiness and HSE Skills Strengthened

A scenario-based MEDEVAC drill at PKG 3 tested emergency communication, first aid, casualty handling and evacuation, and a drill at LNG assessed the response to a heat stress medical emergency. EPC also ran a fire drill at PKG 3 and awareness campaigns at LNG, while Rescue 1122 delivered fire safety and emergency training at DHQ. LMW held training on Behavior-Based Safety, machining risk management and fire prevention, and ISD Oman conducted a CPR and first aid session for Omani employees.



Strengthening Emergency Readiness at PKG 3



Strengthening Heat Stress Emergency Preparedness at LNG



Advancing HSE Awareness Across EPC





Rescue 1122 Strengthens Emergency Preparedness at DHQ




Building HSE Competence at LMW




Building Life-Saving Skills at ISD Oman

Safety Culture and Environment

Safety Culture Extends Beyond the Workplace

HSE orientation sessions were held during staff family visits to DHQ to share essential safety practices with visitors. The ISD Annual Children HSE Poster Gala also brought employees and their children together to express HSE themes through art.



Extending Safety Beyond the Workplace







Safety Through Every Generation: ISD Annual HSE Poster Gala

Environmental Stewardship in Action

The K-IV Project planted 25 trees during Independence Day celebrations, and the CHSEO led a tree plantation drive at KMW in support of Descon's ESG objectives. At the CRI Project in the UAE, discarded wood and used tyres were repurposed into fencing around the site office to reduce waste.



Growing a Greener Future at K-IV





CHSEO Champions Green Action at KMW





Turning Waste into Value at CRI

Employee Experience and Wellbeing

Recognition Celebrates Performance and Team Spirit

The Cluster HR team introduced quarterly appreciation awards for the DAC team to recognize contributions to business unit growth, KPI improvement and Descon's core values, with Team Spirit and Performance Excellence awards presented to shortlisted team members. The initiative will continue every quarter. ISD Qatar named Dulal Hossain, Incharge Mechanical, its Employee of the Quarter for Quarter IV in recognition of his exemplary contributions, leadership and commitment to excellence.



Quarterly Appreciation Awards – DAC Team



Employee of the Quarter – Industrial Services Qatar

Wellbeing Initiatives

The 5-Day Hydration Challenge concluded with three winners: Maria Asghar (Engineering & Design, IP Division – PAK), Bilal Ahmed Khan (Lead Design – I&C, DEST) and Muhammad Annus (Executive BD, Construction Division – PAK). A Nutritional Wellbeing Webinar covered nutrition and lifestyle choices for long-term health, and ISD UAE held a blood donation drive with SEHA Blood Bank Services on 4 August 2026.



5-Day Hydration Challenge – Building Healthier Lives, Together









Nutritional Wellbeing Webinar – Building Healthier Lives, Together





Blood Donation Drive – Industrial Services UAE

One Descon: National Day Celebrations

Descon Headquarters in Lahore also celebrated Pakistan's Independence Day. ISD UAE, Qatar and Oman celebrated the Independence Days of Pakistan and India with cake cutting, games and cultural activities, and the Oman celebration at the Sohar office and project sites included all nationalities. ISD UAE also marked Emirati Women's Day at the Ruwais Site Office, honouring the contributions of Emirati women.





















Pakistan Independence Day – Lahore Head Office





Independence Days of Pakistan and India – Industrial Services UAE






Independence Day Celebration – Industrial Services Qatar

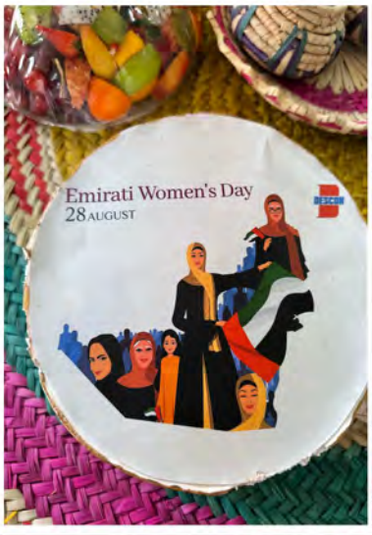








Independence Day Celebration – Industrial Services Oman

















Emirati Women's Day – Industrial Services UAE

Team Engagement Across ISD

ISD UAE, Qatar and Pakistan hosted mango-themed events, with ISD Pakistan's Mango Fest also recognizing monthly achievements and the Employee of the Quarter. ISD UAE, Qatar and Oman celebrated colleagues' birthdays, and ISD Oman held a team outing to Salalah.








Mango Mania – Industrial Services UAE






Mango Mania – Industrial Services Qatar










Mango Fest 2026 – Industrial Services Pakistan



Birthday Bash – Industrial Services UAE



Monthly Birthday Celebrations – Industrial Services Qatar



Birthday Celebrations – Industrial Services Oman



Team Outbreak 2026 – Industrial Services Oman

DAC: Three FATs Delivered on Schedule

DAC completed three Factory Acceptance Tests on time: Mari Nodal Compression (Packages 02 and 03) in Bahrain, its first international FAT on ICSS with OEM Yokogawa, Boiler POF, and OGDCL UCH LP1 and LP2 Boilers Upgradation.

The team also held an away day in Skardu from 2 to 5 September 2026.







Factory Acceptance Test Conducted by DAC







DAC Team Away Day at SKARDU

Manpower: Team Alignment and Engagement

The MPS team held a post-appraisal meeting to maintain engagement and alignment with departmental objectives, and a Box Talk reinforced workplace safety and team accountability. An away day after the appraisal meetings strengthened team bonding and collaboration.



MPS Team Meeting: Strengthening Engagement and Alignment







Box Talk: Reinforcing Safety and Team Accountability







MPS Away Day: Building Team Spirit and Collaboration

Descon Oxychem | CEO Communication Sessions

Descon Oxychem Limited hosted its 4th CEO Communication Session FY 26, providing an opportunity for employees to connect with leadership and gain insights into the company's strategic direction and key priorities.

The session featured meaningful discussions on business performance, organizational goals, and the way forward, while encouraging employees to share their perspectives and engage openly with leadership.The CEO emphasized the importance of collaboration, ownership, and a shared commitment to excellence.













DOL Brings Safe Drinking Water to 450+ Households in Kasur

Descon Oxychem Limited has commissioned three community drinking water facilities in Kot Siddique, Basti Mewati and Masjid Farooqia in Kasur, providing safe drinking water to more than 450 households. The initiative advances its CSR agenda and supports UN Sustainable Development Goal 6.









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