

Quarter - II 2025 ~ 2026

## Descon Celebrates 48th Founder's Day

Descon marked its 48th Founder's Day on December 15, celebrating nearly five decades of vision, perseverance and excellence. The occasion brought together colleagues from the head office and all locations across our global footprint, reflecting the true spirit of unity that defines Descon's culture.

Major celebrations were held at the headquarters and across all geographies, where teams gathered to honour the company's legacy, recognise contributions and share moments of pride and togetherness.



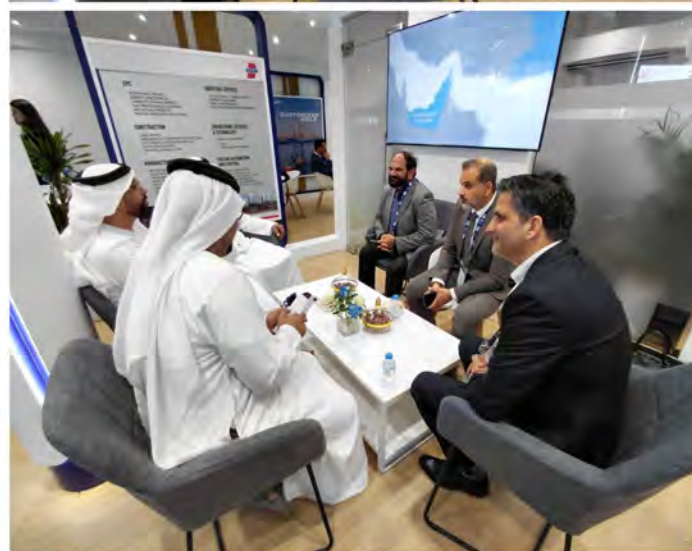


## Descon at ADIPEC 2025 - Insight to Impact

Descon Engineering showcased its commitment to collaboration, capability and delivery at ADIPEC 2025 in Abu Dhabi, one of the world's largest energy events that brought together leaders, innovators and industry professionals from across the energy sector.

As a regional engineering leader with a presence in the UAE, Qatar, KSA, Oman, Pakistan and beyond, Descon used the platform to reaffirm its focus on local value creation, safety and sustainability, and the role of partnerships and technology in advancing industrial progress. The event underscored the importance of turning dialogue into action and reinforced Descon's commitment to delivering excellence across EPC, industrial services, manufacturing and construction.

Looking ahead, Descon remains focused on strengthening local capacity, expanding collaboration and supporting the region's energy future with responsible, sustainable engineering solutions.



## Strategic Collaboration with Galfar Oman to Pursue PDO Opportunities

Descon Engineering has entered into Memorandum of Understandings (MoUs) with Galfar Engineering & Contracting SAOG, a leading Omani contractor, to jointly pursue upcoming opportunities with Petroleum Development Oman (PDO).

The collaboration brings together Descon's specialist Industrial Services including maintenance, retrofits, and turnaround expertise with Galfar's strong local presence, decades of relationship with PDO, and in-country value framework, creating a well-aligned platform to compete for PDO's long-term and high-value contracts.

The MoUs cover joint participation across multiple PDO scopes, including:

- Maintenance & Integrity services
- Turnaround & Shutdowns
- Tank overhauling & upgrade works.

This will potentially position us to target long term contracts with Petroleum Development Oman (PDO) Oman - leading oil and gas exploration and production company, delivering most of the nation's crude oil and natural gas, majority-owned by the Omani government, Shell, TotalEnergies, and Partex.



## Exploring New Horizons in Kuwait

Descon Engineering's leadership team visited EQUATE Petrochemical Company to explore potential areas of mutual collaboration.

This engagement underscores Descon's commitment to building lasting partnerships and driving growth across the GCC's industrial landscape.



## Descon Engineering Wins Largest EPC Retrofit Award in Qatar with QatarEnergy LNG

Descon Engineering Qatar – Industrial Services Division has secured its largest EPC Retrofit award from QatarEnergy LNG: "EPC Works for Barzan Slug Catcher Base and Optional Scope."

The project scope includes the replacement of 12 slug catcher fingers, detailed engineering, procurement and fabrication, installation of pipe supports, and replacement of fingers and S-bends.



## Descon Engineering Secures Lube I Refinery Turnaround 2025 Contract from NRL

Descon Engineering's Industrial Services Division – Pakistan BU has been awarded the Lube I Refinery Turnaround 2025 contract by National Refinery Limited (NRL), Karachi. The previous Lube I Turnaround was successfully executed by Descon in 2019, and this repeat award reflects NRL's continued confidence in our capabilities.

The scope of work includes all mechanical activities over an 18-day maintenance window, encompassing:

- 8 Fired Heaters
- 48 Air Coolers
- 105 Heat Exchangers
- 26 Columns
- 80 Pressure Vessels and Storage Tanks



## MoU Signed with Toyo Engineering Korea to Strengthen Descon Arabia's Engineering Design Presence in KSA

Descon Engineering Arabia has signed an MoU with Toyo Engineering Korea (Toyo-K), a subsidiary of Toyo Engineering Japan, to strengthen engineering design capabilities in the Kingdom of Saudi Arabia.

As we establish our presence in line with Vision 2030, partnerships that enhance credibility, technical depth, and market access are essential. Toyo-K's proven expertise across oil and gas, petrochemical, power, and industrial sectors positions us to pursue design-led opportunities with greater confidence.

The collaboration will focus on identifying and converting engineering prospects in the region, combining Toyo-K's global know-how with Descon Arabia's local access and delivery strengths. This marks a targeted step in shaping a sustainable, engineering-centered business in KSA.



## Descon Engineering Awarded FFC Goth Machhi Plant II Turnaround

Descon Engineering's Industrial Services Division has been awarded the Turnaround (TA-2025) contract for Fauji Fertilizer Company's Goth Machhi Plant II — the first-ever TA project by FFC.

This award reflects growing confidence in Descon's capabilities and positions us as a trusted partner to one of Pakistan's leading industrial organizations. The 20-day scope covers critical mechanical works, including overhauling of columns, heat exchangers, vessels, tanks, and related equipment.



## DEST Awarded Engineering Services Agreement by RENWA Group Iraq

DEST has signed a Long Term Engineering Services Agreement with RENWA Group achieving a key milestone in its commitment to delivering high-impact engineering solutions and continue expanding its footprints in new geographies.

With a validity until October 2027, this agreement signifies DEST's role as a trusted engineering services provider for Detailed Engineering Design Services, to support on a range of projects in Kurdistan Region of Iraq for end user Gulf Keystone Petroleum International Ltd.

It also marks Descon's re-entry into Iraq after five years, reaffirming our continued commitment to the region.



## Win for Descon Engineering: First APM Project Awarded by ADNOC Refining

Descon Engineering's Industrial Services Division in the UAE has secured its first Asset Performance Management (APM) project in the country. ADNOC Refining has awarded contract for the Maintenance of Critical Equipment for the Crude Flexibility Project.

This scope includes both critical and non-critical preventive and corrective maintenance across the newly commissioned Crude Flexibility Project plant. Securing this contract positions DEL strategically within the UAE market and sets a strong foundation for the growth and expansion of our APM services portfolio.

This achievement opens new horizons for APM, further strengthening Descon's position as a JV partner with KBR in the region.



## Descon Engineering Secures Important Automation Services Project in PFL

DAC has secured a significant Automation Services project with PFL. This achievement reinforces our role as a reliable provider of advanced industrial automation solutions.

The project scope includes complete engineering, development, and commissioning of new HMI systems for the HRSG (Heat Recovery Steam Generator) unit. HRSG systems capture high-temperature exhaust to produce steam-enhancing efficiency and reducing emissions.



## Descon Engineering Awarded AGRITECH Limited Turnaround (TA-2026)

DESCON Engineering's Industrial Services Division has secured the Turnaround (TA-2026) contract for Agritech Limited (AGL), marking the first AGL turnaround awarded to Descon.

The scope includes all mechanical works to be executed within a 19-day maintenance window, covering the overhauling of columns, heat exchangers, vessels, and tanks, along with furnace repairs, cleaning of boilers, and the critical replacement of a 121-ton Urea Stripper.



## Strengthening Operational Capability Through a Global Workforce

The Corporate Manpower Services (MPS) Department initiated a targeted international recruitment effort to reinforce Descon's execution capability across key operations. With on-ground execution led by ISD UAE, this initiative has successfully onboarded skilled workforce from East Africa into our UAE workforce.

This strategic manpower deployment enhances resource readiness for upcoming projects, and supports our commitment to delivering safe, high-quality, and timely outcomes for clients.

With new colleagues from Kenya and Uganda joining our teams, Descon now represents talent from over 20 nationalities, further strengthening our position as a globally capable engineering and industrial services company.



## Employee Engagement Session with CEO - Oman

ISD Oman hosted an Employee Engagement Session with the CEO, creating a valuable platform for open dialogue between leadership and team members. Held over an informal networking lunch, the session encouraged meaningful conversations, strengthened connections, and reinforced mutual commitment to collaboration and shared priorities. This initiative underscores Descon's focus on visible leadership, open communication, and deeper employee engagement across the organisation.



## Town Halls Across Descon

Descon recently held a series of Town Hall sessions that reinforced transparent communication, shared performance highlights, and celebrated team contributions across regions.

- **Industrial Services Pakistan** hosted a DP Town Hall where Mr. Muhammad Anwar UI Haq reviewed business progress, shared future direction, and engaged in a Q&A. The session included recognition through HSE Awards and concluded with a quiz and networking dinner.



- **Industrial Services Qatar** held its Townhall on 24 Nov 25 to reflect on the past year's achievements, outline strategic priorities, and appreciate employees for contributions aligned with Descon's Core Values, including Stop Work Authority awards for safety excellence.



- **Industrial Services UAE** hosted a DP Townhall featuring leadership insights on performance and priorities, followed by an Awards & Recognition segment for outstanding achievements and a networking dinner.



- **DEST, Manufacturing & DAC Business Units** gathered for Town Hall 2025, highlighting the strategic roadmap, interactive Q&A, recognition of successes, and connect sessions that strengthened collaboration and innovation.



- **EPC Pakistan** hosted DP Town Hall session led by Umair Mir, which provided a strong platform for transparent communication, leadership engagement, and organizational alignment. The sessions encouraged open dialogue, strategic clarity, and collaboration, reinforcing trust and strengthening the connection between leadership and teams.



## Descon Participation in Qatar Sustainability Week 2025

Descon actively participated in Qatar Sustainability Week 2025, highlighting its commitment to sustainable practices, environmental stewardship, and corporate social responsibility. Employees and leadership engaged in workshops, interactive sessions, and sustainability initiatives, promoting awareness and encouraging actionable steps toward a greener future.

This participation reinforced Descon's dedication to sustainable development, highlighted its role in supporting national sustainability goals, and encouraged the workforce to adopt eco-friendly practices in their daily operations.



## Oman National Day

ISD Oman proudly celebrated Oman National Day 2025 with a true spirit of unity and inclusivity. We shared joy and honoured this special occasion with great enthusiasm. The celebration emphasized our commitment to fostering a diverse and collaborative environment where every culture and tradition is respected and embraced. It further strengthened team cohesion, building a united workforce ready to face future challenges together.



## 54th UAE National Day Celebrate ISD and EPC

Descon UAE ISD, Construction, and EPC BU celebrated the 54th UAE National Day on November 26th with pride and enthusiasm. The office was decorated in national colours with flags, banners, and cultural displays, creating a festive atmosphere.

Employees gathered to honour the day with unity and patriotism. The ceremony began with the UAE National Anthem and a brief address from the leaders, followed by a cake-cutting and traditional Emirati food, celebrating the nation's rich culture.

The event provided a meaningful opportunity for colleagues to reflect, connect, and appreciate the UAE's remarkable journey and bright future.



## Qatar National Day

The Qatar team came together to celebrate Qatar National Day, embracing the true spirit of unity and brotherhood that defines Descon as a diversified organization. Colleagues from diverse backgrounds gathered under the proud Qatar flag, honoring the values of progress and togetherness.

Inspiring speeches reflected Qatar's vision for the future and the impactful work we deliver at Descon Engineering. The celebration concluded with lively moments and a memorable group photo, capturing our shared pride, solidarity, and strong team spirit.



## Descon Qatar BU Achieves ISO 22301 (BCMS) Certification

Descon Engineering Qatar Business Unit has successfully achieved **ISO 22301: Business Continuity Management System (BCMS)** certification, a globally recognised standard for organisational resilience and continuity.

This certification strengthens Descon's ability to anticipate, prepare for, and respond to disruptions, ensuring continuity of critical operations and consistent service delivery to clients and stakeholders.

**ISO 22301** further reinforces Descon's commitment to robust risk management, operational discipline, and long-term resilience, particularly as we continue to operate across complex projects and dynamic environments.

This milestone supports our broader objective of embedding business continuity and preparedness as an integral part of how we operate, while maintaining focus on continuous improvement and execution excellence.



## A First for Descon Engineering Arabia: Integrated ISO Certifications Achieved

Descon Engineering Arabia has successfully achieved its first formal Integrated Management System (IMS) certifications, covering:

- **ISO 9001:2015** – Quality Management System
- **ISO 14001:2015** – Environmental Management System
- **ISO 45001:2018** – Occupational Health & Safety Management System

The certifications were awarded following the successful completion of the Stage 1 Audit on 06 November 2025 and the Stage 2 Audit on 19–20 November 2025, with the entire certification process completed in just three (03) months.

This achievement is more than a compliance milestone. It formally establishes Descon Engineering Arabia's management systems on globally recognized standards and reinforces our commitment to quality execution, responsible environmental practices, and a safe and healthy workplace. It also strengthens our credibility with clients, partners, and regulators across the Kingdom.

As we move forward, these certifications will serve as a strong foundation for continual improvement and sustained operational excellence.



## Celebrating Resilience: IT Team Tribute

In a heartfelt session led by CEO Taimur Saeed, we honoured our IT team for their outstanding efforts in restoring Descon's IT systems. Their resilience, calm under pressure, and commitment to Descon's core values turned a difficult challenge into a proud success. Guided by CFO Junaid Asghar and IT Manager Syed Iqrar Hussain, the team worked tirelessly, often away from their families.



## Employee Experience Survey: Strong Participation, Strong Voice

Our recent Employee Experience Survey achieved an exceptional 96.8% response rate and an 81% experience score, reflecting high engagement, trust, and positive workforce sentiment. This strong participation demonstrates a shared commitment to shaping a better workplace through honest feedback. The insights will help us celebrate successes and guide future improvements. A big thank you to all colleagues who shared their perspectives — your voice matters and will directly inform our people priorities going forward.



## Off the Desk Sessions – Employee Engagement in ISD

Industrial Services teams in Pakistan and Qatar recently hosted “Off the Desk” sessions, creating informal platforms for open dialogue between employees and leadership. These relaxed engagements encouraged meaningful conversations about workplace experiences, collaboration, and shared ideas, while fostering trust, transparency, and stronger team relationships. The sessions also reinforced Descon's commitment to employee engagement, wellbeing, and a culture where voices are heard and valued.



# LEADERSHIP DEVELOPMENT & NEXT-GEN TALENT

## Leadership Development Program

As part of Descon's Leadership Development Program, two sessions were recently held in Abu Dhabi and Pakistan, focusing on strategic thinking, adaptability, and leadership effectiveness.

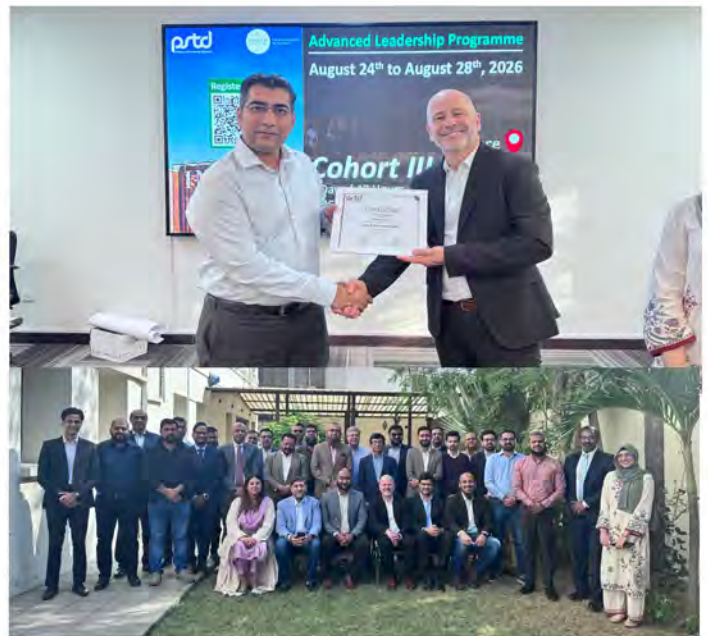
These sessions were conducted by Loic Sadoulet, Affiliated Professor of Economics at INSEAD where he shared practical insights on strategic agility and decision-making, sparking discussions on the leadership behaviours that will shape Descon's future.

Key takeaways included spotting change early, acting quickly, and building the skills our teams need for the future. We are excited to put these insights into practice and continue strengthening our leadership culture across the organization.



## Unlocking Strategic Agility

To strengthen strategic agility, Descon leaders participated in a program by Loic Sadoulet, Professor at INSEAD, focused on navigating uncertainty, anticipating shifts, and responding with speed and clarity. Participants have explored scenario planning, strategic experimentation, and techniques to challenge biases, gaining insights on how agile leadership drives organizational competitiveness in dynamic environments.



## LEADX Ignite Sessions

LEADX – a culture transformation journey was launched focused on strengthening leadership through everyday actions and influence, beyond roles and titles. Built on the idea of 1 Team 100 Leaders, LEADX aims to expand leadership reach by developing a shared mindset, values, and accountability across a growing circle of emerging leaders.

LEADX Ignite sessions have been conducted in Lahore and Abu Dhabi, connecting teams across geographies through meaningful leadership conversations. More LEADX interventions will continue as we strengthen leadership culture and organizational impact.



## Future Leaders FLUX Learning Circles

As part of FLUX program recently hosted multiple Learning Circles to strengthen our leadership pipeline and foster a culture of continuous learning.

- Construction. ISD and Corporate: Umar Farooq Khan, Cluster President, emphasized agility and adaptability as key leadership imperatives. Agility stems from confidence and courage, while adaptability is powered by continuous learning and ambition. Future-ready leaders stay curious, act boldly, and keep learning.
- Cluster, Division Session: Murtaza Ali, Chief Manpower and People Services, shared insightful perspectives that energized participants, reinforcing the importance of collaboration and innovation.
- IP Division Session: Led by Arshia Ahmad Saqib (CHRO) and Adnan Bakhtiar (Division President), this session encouraged candid reflections and future-focused discussions.

These sessions mark significant steps toward building stronger connections, enhancing leadership capabilities, and driving long-term growth. Learning Circles will continue as an ongoing initiative to learn, connect, and grow together.



## Leading People

MDC successfully conducted MDP-2 (Leading People) Training and Supervisory Skills Training at Mohmand Dam, focusing on key leadership aspects such as management, team dynamics, and conflict resolution. These sessions were designed to strengthen managerial capabilities, equipping supervisors with practical strategies for effective decision-making and team development. Over the two-day training, participants gained essential leadership skills to enhance their effectiveness and drive high-performance teams. At MDC, we remain committed to building strong, capable leaders who inspire growth, collaboration, and excellence. Here's to continuous learning and leadership success.



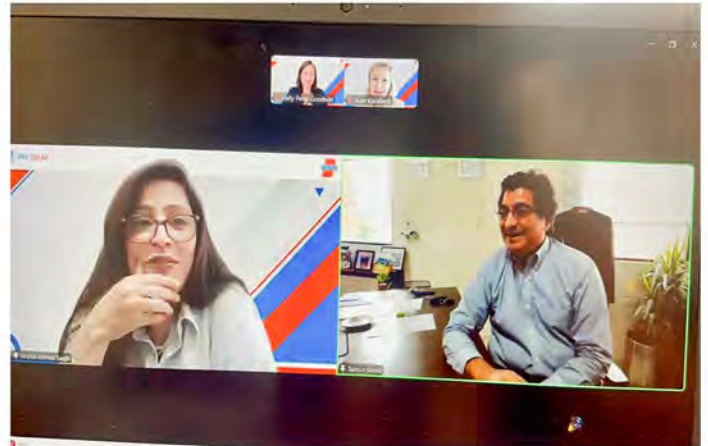
## Empowerment from Mindset to Skill set

To enable managers to build an empowering culture, a session was conducted by Azer Karabiyik, an international career transition coach, focusing on developing the mindset and practical skills needed to coach, mentor, and support their teams for growth and ownership. The session explored the foundations of empowerment and trust, introduced key coaching and mentoring frameworks, and provided guided practice in feedback, questioning, and active listening techniques.



## Del Talks – Cultural Intelligence – Session 3

A learning session on Cultural Intelligence (CQ) was conducted by Kelly Pinar Goodwin to help colleagues understand and adapt to cultural diversity - a key capability as Descon grows across geographies. The session explained that CQ enables people to work effectively in diverse environments by improving teamwork, communication and leadership. Participants explored the four main CQ components - CQ Drive (motivation to engage across cultures), CQ Knowledge (understanding cultural similarities and differences), CQ Strategy (being intentional in interpreting cultural cues), and CQ Action (adapting behaviour in diverse settings) - and practiced confirming understanding through clear dialogue.



## Power BI Sessions

To enhance the technical competency of our teams, multiple two-day Power BI Sessions were conducted both online and on ground, equipping participants with practical skills to transform data into interactive, insightful dashboards. The sessions covered data preparation, modelling, visualization, and report publishing-enabling participants to analyse trends and communicate insights effectively.



## RECOGNITION & MILESTONES

### Long Service Awards – Celebrating Dedication

- Industrial Services Pakistan proudly honoured employees for their longstanding commitment, presenting tokens of appreciation along with leadership acknowledgements. The event reflected Descon's strong culture of appreciation and respect for those who have contributed significantly over the years.
- Cluster Division recognised colleagues completing 5, 10, and 15+ years of service, highlighting loyalty and dedication as key drivers of our success and innovation. These milestones reinforced the value we place on long term commitment.



### Employee of the Quarter – Industrial Services Qatar

At Descon, we believe our people are our greatest strength, and recognising outstanding contributions is key to fostering engagement and a positive workplace culture. We are pleased to announce that Shoaib Nisar, Lead – Proposals, has been awarded Employee of the Quarter for QIII 2025 in recognition of his exceptional performance and dedication. His commitment and impact exemplify excellence and inspire others across the organisation.



## WELLBEING, HEALTH & AWARENESS

### PinkTober – Awareness Campaign

At Descon, safety and well-being are at the heart of our values. Breast cancer affects 1 in 9 women globally, and Pakistan has the highest incidence in Asia-making awareness and early detection critical.

This Pinktober, Descon organized impactful initiatives across regions to educate and empower individuals.

- DHQ: On October 31st, medical experts Dr. Zehra Rizvi and Dr. Yameena Nadeem shared insights on risk factors and early detection. Syeda Atiya Mazhar inspired colleagues with her courageous journey, reminding us that resilience and awareness save lives.
- UAE BU: In collaboration with NMC Hospital, Dr. Jiah Mulla led an engaging session on screenings and self-examinations, emphasizing: Early detection saves lives. Awareness is not just knowledge-it's action.
- Qatar BU: ISD Qatar observed PinkTober with an awareness session and interactive quiz on breast health, followed by a dinner to connect, share insights, and support female colleagues' wellbeing.



- Cluster Division: Cluster division joined the global Pinktober 2025 initiative under the theme “Every Journey Matters.”

Together, they raised awareness, spread positivity, and stood united in support. Because when we come together, we are stronger.

- DTI: Awareness sessions featured guidance from Shaukat Khanum Memorial Cancer Hospital, focusing on prevention, lifestyle, and proactive health checks. Participants wore pink to show solidarity.

These initiatives reinforced a powerful message: awareness is the first step toward prevention. Together, we support fighters, admire survivors, and spread hope.



## Employee Wellness and Vitality Drive – ISD Oman

Industrial Services Oman organized a Wellness and Vitality Drive at the Sohar office to promote employee health and well-being. The initiative included comprehensive medical checkups conducted by healthcare professionals, along with personalized counselling on nutrition, fitness, mental wellness, and preventive care. This effort reflects our commitment to fostering a healthier and more supportive workplace.



## HSE & ZERO HARM ACHIEVEMENTS

### Leadership Walkarounds & Site Visits

#### CEO & ISD Divisional President HSE Walkaround

Leadership conducted a comprehensive walkaround at the Descon Workshop, Sohar (OBU), engaging with the workforce, observing operations, and reinforcing proactive risk management and Zero Harm commitment.



#### HSE Walkthrough at DWRL & Umm Birka Camp

Corporate and Divisional HSE teams visited DWRL & Umm Birka Camp to assess safety practices, welfare standards, and promote continuous improvement across operations.



#### HSE Executive Site Visit to NRL Operations

The Chief HSE Officer, Corporate HSE Manager and BU leadership reviewed HSE compliance, engaged with site personnel, and strengthened safety performance at NRL operational areas.



**HSE Walkthrough at NRL Camp Facilities**

A structured walkthrough of camp facilities verified compliance with HSE standards, promoted hazard identification and encouraged workforce engagement.



**HSE Walkaround at LMW**

Leadership engaged with employees at LMW to discuss hazards, reinforce critical controls, and support continuous improvement of the safety culture.



**HSE Governance & Specialized Reviews**

**CHSEO Steering Committee Audit – KIV Project**

An HSE governance audit was completed at KIV Project, reaffirming system effectiveness and reinforcing accountability across work fronts. Recognition: Mr. Imran Manzoor.



## Camp & Welfare Engagements

### Chief HSE Visits CRI & SMG Camps – Habshan Well Being

Visits focused on employee health, living conditions and open dialogue to enhance overall welfare and wellbeing.

### HSE & Operations Leadership Visit – Habshan Zone Camps

Leadership reviewed welfare and living facilities, strengthening compliance and wellbeing support for personnel.



## Regional HSE Connect & KPI Sessions

### CHSEO Connect Session – Pakistan North Zone (Karachi)

An interactive session promoting open communication, strategic safety priorities, performance metrics and best practices.

### CHSEO KPI Session & Walkthrough – Qatar

KPI awareness session and walkthrough reinforced performance expectations and celebrated outstanding KPI achievers at BOP Qatar.

### CHSEO Connect Session – UAE

Crossproject engagement and dialogue to share best practices, strengthen safety alignment and enhance operational HSE collaboration. Recognition: Mr. Pankaj Ingale.



## Corporate HSE Outreach & Preparedness

### Corporate HSE Visit at FFC

Corporate HSE team reviewed onsite operations, engaged with personnel, and reinforced adherence to safety standards.



## Fire & Safety Training – DHQ

Civil Defense fire and safety training provided practical emergency response skills and reinforced proactive safety readiness.



## Safety Day Celebrated Across DEL

Safety Day events reinforced the Incident & InjuryFree (IIF) culture with team engagement activities and awareness campaigns.



## HSE Recognition & Milestones

### Descon Recognized for 8M Safe ManHours – RLPP Qatar

Award recognition by QCon & Chevron Phillips highlights safety performance and Zero Harm commitment at RLPP Qatar.



### Descon Won 3rd Place – QE LNG & TR Switch On Competition

The team achieved 3rd place for safety, planning and execution excellence among multiple contractors.



## WellBeing & Health Initiatives

### Mental Health & WellBeing: Healthy Heart Campaign

A multisite campaign focused on heart health awareness, emergency response training, toolbox talks and health engagement activities.



### HSE Leadership Visits to Reinforce Safety Culture

DHQ leadership visits emphasized hazard awareness, safe work practices, and personal accountability to strengthen the safety culture.



### Free Medical & WellBeing Camp – Descon HQ

Health talks, physiotherapy services, stress management and complimentary checkups promoted holistic workforce care.



## Milestones - Incident & Injury Performance

### Qatar Operations Achieved 365 IIF Days

A full year without recordable incidents, reflecting strong safety leadership and proactive risk management.



### Guddu Barrage Project – 3.5M Safe ManHours

Team commitment to safety protocols and risk management delivered 3.5 million safe manhours.



### EPC Tie-Ins Package 3 - 1M LTI Free ManHours

This milestone highlights operational discipline, compliance and proactive safety participation.



## Safe Completion of OQ Shutdown Activities

Shutdown operations completed with zero firstaid or recordable incidents through strong planning and execution.



## TR Recognizes 3M Safe ManHours

TR formally recognised Descon for achieving 3 million safe manhours, a testament to sustained safety leadership.



## Safety Campaigns & Awareness

### Fire Prevention Campaign

A comprehensive campaign to strengthen fire awareness, prevention strategies, emergency response planning and safety training.



### Awareness Session – “The Green Mindset” & Micro Habits (TNG School Qatar)

An environmental awareness session encouraged youth to adopt sustainability focused micro habits



### Emergency Preparedness Session – DHQ

A session on roles, coordination and emergency communication exercises boosted overall readiness.



## Environmental Compliance – DHQ

EPA approved thirdparty testing confirmed compliance with air, water and emissions standards, reinforcing environmental stewardship.



## Importance of Diversity in HSE – Walkthrough at Site & Campn

Female representatives conducted walkthroughs to assess safety compliance and promote a proactive, inclusive safety culture.



## Leadership Engagement through I Care Walkarounds

Weekly I Care walkarounds at OQ Polymer TA2025 reinforced LifeSaving Rules, visible leadership and open engagement with the workforce.



These HSE initiatives, visitations, campaigns, trainings, milestones and leadership engagements collectively reflect Descon's Zero Harm ambition, continuous improvement, safety culture, operational excellence and workforce well being.



## ENGAGEMENT, SOCIAL & CELEBRATIONS

### Team Building & Birthday Celebrations – Industrial Services Pakistan

The HR team organised a Team Building Activity for NRL Turnaround employees, featuring interactive games like Passing the Parcel and Cup Tower to boost teamwork, morale, and collaboration, followed by a shared dinner and a closing note on the value of strong interpersonal connections.



### Employee Engagement Dinner – Industrial Services Qatar

ISD Qatar recently hosted an elegant employee engagement dinner with President Muhammad Anwar Ul Haq, aiming to strengthen team spirit and foster meaningful connections beyond the workplace. The evening's warm ambiance, engaging conversations with leadership, and appreciation for individual and team contributions reflected Descon's commitment to collaboration, belonging and a culture where employees feel valued and inspired to excel.



### Birthday Celebrations Across Descon

Descon recently celebrated birthdays across multiple teams, bringing joy, appreciation and connection to our workplace culture.

- **Industrial Services Pakistan** marked birthdays under the theme "Descon Stars, Celebrating Our People," with a winter-themed cake and a fun "Unbox Your Star Moment" activity that sparked laughter and team bonding.
- **Industrial Services Qatar** continued its monthly celebrations with cakecutting and thoughtful tokens of appreciation, fostering team unity and creating cherished moments.
- **Industrial Services UAE** celebrated with cake, food and gift exchanges in a warm atmosphere, with "Happy



- Birthday” songs and special touches that made the day memorable for colleagues.
- **EPC Division** celebrated birthdays across UAE and Pakistan. The celebrations added a personal and joyful touch to the workplace, bringing teams together to appreciate our people. These moments strengthened camaraderie and reinforced a culture where individuals feel valued and celebrated.
- **DEST BU** launched a heartfelt initiative, sending cakes to employees’ homes to spread joy and let every team member know they truly matter.

These celebrations reinforce Descon’s peoplecentric culture, strengthen bonds, and create positive, lasting memories across the organisation.



## FESTIVALS, CULTURAL CELEBRATIONS & TOGETHERNESS

### Diwali Celebrations - Festival of Lights

Diwali - also known as the Festival of Lights - is a time to celebrate the triumph of light over darkness, knowledge over ignorance, and good over evil.

Across the Descon family, colleagues came together to share in the festive spirit:

- Oman joyfully celebrated Diwali, sharing moments of togetherness and cultural exchange that reflect the true spirit of unity.
- Qatar embraced the vibrant traditions with beautifully decorated spaces, festive sweets, and cultural elements that highlighted the festival's significance as one of light, positivity, and inclusivity.
- UAE marked the Festival of Lights with a vibrant rangoli display and traditional sweets, accompanied by inspiring messages about cultural inclusivity and mutual respect.

Our Diwali celebrations reinforced a powerful message of unity, togetherness, and cultural respect, showcasing how we embrace diversity and the joy of shared traditions across the Descon community.



### Christmas Celebrations at Descon

Christmas at Descon brought teams together to share cheer, foster unity, and end the year on a positive note.

- In Qatar, the ISD team gathered for a vibrant Christmas celebration with decorations and festive cheer that reflected inclusivity and camaraderie.
- In UAE, colleagues came together on 23rd December 2025 at the MBZ Office for the Christmas & New Year Celebration, featuring seasonal décor, a cakecutting ceremony, engaging games and joyful fellowship.

Across celebrations in Qatar and UAE, employees from diverse backgrounds shared moments of warmth and connection, underscoring Descon's inclusive culture and festive togetherness.



## TEAM BUILDING, SPORTS & CLUSTER CULTURE

### Away Day – DEST, Manufacturing & DAC BU

DEST, Manufacturing & DAC BU came together for an unforgettable Away Day at Descon Engineering Limited! A day of fun activities, team bonding and recognition awards celebrating our incredible talent and culture. From friendly competitions to creative challenges, every moment reflected the power of collaboration.



### Away Days – EPC

Away Days in UAE and Pakistan offered teams a well-deserved break from routine, fostering stronger bonds, collaboration, and team spirit. These engagements reinforced our belief that motivated, connected teams are key to sustained performance and organizational success.



### Sports Day - Descon Sports Day

Descon Sports Day -Where Energy Meets Excellence!

A day of team spirit, healthy competition, and unforgettable moments. From thrilling games to cheering crowds, we celebrated unity, passion, and resilience.



## DESCON OXYCHEM LIMITED

### Board Meeting held at Descon Oxychem with the Board of Directors

A Board Meeting was held at Descon Oxychem with the Board of Directors, where key organizational matters were reviewed. The session focused on strategic direction, operational performance, and upcoming initiatives, ensuring alignment with the company's long-term objectives.



### Descon Oxychem Limited | Sustainability Recognition

Descon Oxychem has been awarded the Supplier Sustainability Award 2025 by Packages Group for its Plastic Waste Recycling Project. This recognition underscores Descon Oxychem's structured approach to sustainability, supporting circular economy principles through the responsible recovery and reuse of plastic waste. The initiative contributes to reduced environmental impact while reinforcing long-term sustainable value creation.

The award reflects the dedicated efforts of the Descon Oxychem team, and appreciation is extended to Packages Group for the acknowledgment. This achievement reinforces the growing focus on sustainability and responsible operations across the Descon Group.



### Descon Oxychem Wins NFEH Fire Safety Award

Descon Oxychem Limited has received the 15th Annual Fire Safety Award from the National Forum for Environment and Health (NFEH). The award was presented on November 4, 2025. This recognition reflects our strong commitment to Health, Safety, and Environment (HSE) standards and the consistent efforts of our teams to maintain safe and reliable operations. It's the result of everyone's focus on prevention, preparedness, and continuous improvement in safety practices. Thank you to all who contribute daily to making safety a shared responsibility.



## Descon Oxychem Limited Participation in NDMA's Industrial Hazard Simulation Exercise (Sim Ex)

Descon Oxychem Limited participated in the NDMA's National Industrial Disaster Preparedness / Response Simulation Exercise (Sim Ex) at NEOC, Islamabad!

This collaborative initiative brought together key stakeholders from government, disaster management authorities, and leading industrial organizations to test and strengthen Pakistan's readiness for industrial emergencies involving hazardous materials.



## Pink October 2025

The Pink October session was held at Descon as part of our commitment to women's health and wellbeing. The session focused on raising awareness about breast cancer, highlighting the importance of early detection, preventive care, and regular screenings. It also served as a platform to educate and empower women by promoting open discussion, support, and proactive health practices.



## ESport Gaming 2025

An indoor esports gaming event featuring Tekken and FIFA was organized to promote employee engagement and team bonding. The event created a fun and interactive environment where employees enjoyed friendly competition, strengthened crossteam connections, and participated enthusiastically. Exciting giveaways were awarded to winners and participants to further enhance engagement and morale.



## Christmas Event Celebration 2025

Our Christmas celebration brought colleagues together in a festive atmosphere filled with joy, collaboration, and holiday spirit. The event featured cheerful décor, cake cutting, engaging activities, and thoughtful giveaways, making it a memorable occasion for all.



# DESCON POWER SOLUTIONS

## Employee Engagement Activities

Descon Power Solutions (Pvt.) Ltd. continues to promote a positive and engaging work environment by celebrating employee milestones and encouraging healthy activities across its various sites.

During this quarter, employee birthdays from different sites were acknowledged, recognising their dedication and valued contributions to the organization. In addition, sports activities were organized to foster teamwork, physical well being, and camaraderie among employees.

These initiatives reflect DPS's commitment to employee engagement, wellbeing, and a collaborative workplace culture across all operational locations.



## Training on E & I Control System – RYK Mills Site

Descon Power Solutions (Pvt.) Ltd. conducted a training session on the Electrical & Instrumentation (E & I) Control System for employees at the Rahim Yar Khan (RYK) Mills site.

The training aimed to enhance technical competence, operational understanding, and practical skills related to E & I control systems, ensuring improved system reliability and safe plant operations. Employees actively participated in the session, reflecting their commitment to continuous learning and professional development.

This initiative demonstrates DPS's continued focus on capacity building and operational excellence, enabling our workforce to meet evolving technical and operational challenges effectively.

