

NEWSLETTER

Quarter - III | 2025 ~ 2026

Strategic Growth and Market Momentum

Descon Enters Azerbaijan, Marking a Key Expansion Milestone

Descon Engineering has secured its first project in Azerbaijan, following the recent establishment of its local office, marking an important step in the company's regional growth strategy and expanding operational footprint. Awarded by SDM Methanol, the contract covers the Maintenance of Static Equipment – TA 26 and represents Descon's entry into the Azerbaijani market. The win reflects early market confidence in Descon's technical capability, safety culture, and ability to deliver complex engineering and maintenance services.



DEST Signs Long Term Engineering Services Agreement with MOL Pakistan

DEST has signed a Long Term Engineering Services Agreement with MOL Pakistan, marking a key milestone in its commitment to delivering high impact engineering solutions.



DEL Secures EPC Retrofit Project from Mari Energies

DEL ISD Pakistan Business Unit has been awarded a pipe rack strengthening project at the SGPC facility by Mari Energies Limited, along with associated turnaround services.



Descon Showcases Capability at LNG2026 in Qatar

Descon Engineering participated in **LNG2026** in Doha, Qatar, a premier global forum for the LNG industry. The team engaged with industry stakeholders, showcased Descon's engineering and energy solutions, and held meaningful discussions with clients and partners, reinforcing the company's regional presence and technical strength in the energy sector.



Transformation and Future Readiness

Advancing the SAP Transformation Journey

Descon Engineering has signed an agreement with EY to advance its SAP journey through an intelligent transformation to SAP RISE S/4 HANA. Signed in the presence of Descon leadership, this step reflects a deliberate move toward a more integrated, advanced, and future ready digital platform, strengthening the company's ability to manage scale, complexity, and growth across its businesses.



Governance, Sustainability and External Recognition

PACRA Improves Descon's Outlook to Positive

PACRA has improved the credit rating outlook of Descon Engineering Limited from Stable to Positive. The improvement reflects growing external confidence in Descon's governance framework, transparency, disciplined management practices, prudent financial management, and ongoing efforts to strengthen oversight, operational controls, and core business processes.



Descon Engineering Advances in EcoVadis Evaluation

In its fourth year of EcoVadis evaluation, Descon Engineering improved its overall score to 61 from 44 last year and earned the "Committed" badge, following last year's Fast Mover recognition. The progress reflects sustained efforts across Corporate and Divisions to strengthen environmental impact, HSE and human rights practices, sustainable procurement, and governance standards.



Descon Wins Global DEI Benchmarks Awards

Descon Engineering Limited has won two awards at the Global Diversity, Equity and Inclusion Benchmarks Awards in the categories of Recruitment and DEI Learning and Development, reflecting tangible progress in fostering a more inclusive workplace.



QAPCO Recognizes Descon's Safety Management Excellence

Descon has received the Best Contractor Safety Management Award 2025 from QAPCO, recognizing its strong commitment to health, safety, and environmental responsibility, risk management, safe work practices, and continuous improvement through training and leadership involvement.



Leadership Alignment Across Geographies

Founder and Chairman Visit Reinforces Leadership Connection in Qatar

Descon Engineering Qatar hosted the Founder and Chairman at its Lusail office for a focused engagement aimed at reinforcing leadership visibility and employee alignment. Through interactions with emerging leaders, new joiners, and women colleagues, the visit emphasized future leadership, cultural integration, and inclusive growth, while reaffirming Descon's commitment to disciplined execution and people centric performance.



EPC Town Halls Strengthen Alignment and Transparency

The EPC Division engaged teams across the UAE and Pakistan through town halls led by Divisional President Umair Mir, providing direction on performance, priorities, and future outlook.

The sessions strengthened transparency and alignment by sharing business, financial, and HSE updates alongside open dialogue through Q&A.



DEST Leadership Connect Reinforces Global Alignment

The DEST Leadership Connect brought together teams across Pakistan, KSA and UAE to reinforce alignment under a unified, commercially driven structure. By connecting front end and back end capabilities, the organization is strengthening collaboration, agility, customer centric execution, and resource optimization across business units.



Operational Discipline and Safety Excellence

Leadership Oversight and Site Assurance

Leadership Reinforces Safety at MARI Project

The Divisional President, along with the Project Leadership Team, conducted a Visible Felt Leadership walkaround at the MARI Project site in Daharki, engaging directly with the workforce and reinforcing Descon's commitment to HSE as a core operational value. The visit emphasized personal accountability, Stop Work Authority, and the organization's Zero Harm philosophy.



Leadership and Cross Functional Visits Reinforce Standards at LMW

Leadership visits at the LMW facility brought together the CEO, Board members, Cluster leadership, and cross functional teams to review operations, compliance, and HSE performance. These engagements reinforced leadership visibility, encouraged knowledge sharing across divisions, and supported stronger alignment on operational discipline, safety standards, and continuous improvement.



CEO & Board of Directors Visit to LMW



Cluster President Visit to Production Shop at LMW



Cross Functional Division Visit at LMW



Leadership Team Site Visit

Leadership Visits Strengthen Oversight Across Sites

Leadership walkthroughs across project sites, camps, and office locations in Pakistan, UAE, Azerbaijan, and Oman reinforced visible leadership commitment to HSE, workforce welfare, and operational discipline. These visits supported stronger governance, encouraged proactive hazard identification, and highlighted continuous improvement across both site and office environments.



Leadership HSE Visits Strengthen Safety Oversight at AGL and FFC Sites



Descon Leadership Visit Reviews Progress at PKG-3 Site and Workforce Camp

Leadership Walkthrough Highlights Workplace Safety at DHQ Lahore



Leadership HSE Walkthroughs Review Safety Practices in Azerbaijan



Leadership Engagement Walkarounds Promote Safety Culture in Oman



Joint HSE and People Services Visit Promotes a Safer Office Environment

CHSEO, Division President and Project Leadership Visits Reinforce Welfare and Compliance in Abu Dhabi

In Abu Dhabi, leadership engagement at project and camp level reinforced both workforce welfare and site compliance. CHSEO Steven Platts reviewed camp living conditions and gathered worker feedback, while project leadership walkthroughs at the CRI and Borouge sites, including engagement with ADNOC management, focused on safety compliance, project progress, and areas for improvement.



CHSEO Visit Reviews Workforce Camp Welfare Standards



ADNOC Safety Compliance Visit Conducted at CRI Project



Divisional Leadership HSE Walkthrough Conducted at Borouge Project

CHSEO Open Forum Encourages Workforce Dialogue at LMW

An open forum led by the CHSEO at LMW created space for employees to discuss HSE concerns, operational challenges, and improvement opportunities. The session encouraged transparent communication and reinforced shared responsibility for a strong safety culture.



HSE Systems, Governance and Operational Assurance

HSE Systems and Compliance Strengthened Across Operations

Descon continued to strengthen HSE systems and compliance through inductions, contractor assurance mechanisms, operational audits, and environmental monitoring across facilities and project sites. These efforts reinforced consistent safety expectations, verified compliance with standards, and supported safe and responsible operations.



HSE Induction Program Prepares Visitors and Contractors for Safe Operations



Contractor Assurance Program Maintains High Safety Standards in Oman



HSE Compliance Audit by Head Operations & PM at RGBP & K-IV



Corporate HSE Audit Conducted at LMW



Quarterly Environmental Monitoring Ensures Regulatory Compliance

Safety Performance, Milestones and Recognition

External Recognition Reinforces Safety Credibility

External recognition from EPCL and commendation from QatarEnergy LNG underscored Descon's strong safety performance across projects. These acknowledgments reflect consistent compliance, workforce awareness of Life Saving Rules and Stop Work Authority, and a sustained commitment to maintaining high HSE standards.



EPCL Recognizes Descon as Safest Contractor of the Year



QatarEnergy LNG Commends Team for Strong Safety Performance



Project Safety Milestones Reflect Strong Execution Discipline

Descon continued to strengthen HSE systems and compliance through inductions, contractor assurance mechanisms, operational audits, and environmental monitoring across facilities and project sites. These efforts reinforced consistent safety expectations, verified compliance with standards, and supported safe and responsible operations.



Celebration of 450 Incident Injury Free (IIF) days at BOP Project site Construction Division Qatar



Turnaround Activities Successfully Completed with Strong Safety Performance





HSE Awards Distribution Ceremony – LBIT 3000 Meters Tunnelling Milestone at MDHPP



HSE Awards Ceremony at MDHPP



10 million safe manhours celebrated at CRI (CO2 Recovery and Injection) project in AUH Construction Division



Borouge H2 Extraction Project Achieves 1 Million Safe Manhours Milestone

Annual Safety Day Promotes Awareness and Team Engagement at BOP

Annual Safety Day at the BOP Project in Qatar combined safety awareness with workforce engagement through interactive activities, recognition, and sustainability themed participation. The event reinforced teamwork, environmental responsibility, and shared commitment to safe work practices.



Safety Culture, Campaigns and Workforce Engagement

HSE Talks and Toolbox Engagement Strengthen Everyday Safety Awareness

Regular HSE Talks across EPC offices and sites, along with a Grand Toolbox Talk at LMV, reinforced practical safety awareness, operational discipline, and individual responsibility. These engagements encouraged employee participation, knowledge sharing, and continuous reinforcement of safe work practices.



HSE Talks in EPC Division



Grand TBT Conducted by Head of Operations at LMW

Recognition Initiatives Reinforce Safety Ownership at MARI and MDHPP

Recognition initiatives at MARI and MDHPP highlighted the importance of rewarding safe behaviors and strengthening workforce ownership of HSE performance. Through incentive distribution, awards, and direct engagement by HSE leadership, these initiatives reinforced a culture where safe work practices are visibly valued and encouraged.



HSE Incentive Gift Distribution Ceremony MARI Project – Construction Division

Road Safety Campaigns Strengthen Driver Awareness

Road safety awareness sessions conducted with police authorities at CMS Sadiqabad strengthened driver awareness around traffic laws, safe driving behavior, seatbelt use, speed control, and the risks of distracted driving, extending safety focus beyond the workplace.



SWA and Life Saving Rules Campaigns Strengthen Safety Culture

Zero Harm - More than Commitment, SWA Policy and Life Saving Rules Campaigns at MDHPP, Guddu Barrage & K-IV Project Site

Stop Work Authority and Life Saving Rules were reinforced across MDHPP, Guddu Barrage, and K-IV through awareness sessions, huddles, toolbox talks, and on site interventions, while being integrated into inductions, training, audits, and leadership tours.



Targeted Campaigns Advance Workforce Awareness and Wellbeing

A range of targeted campaigns across projects focused on strengthening workforce awareness, leadership engagement, and wellbeing. From health awareness and incident prevention to emotionally resonant safety campaigns, targeted HSE training, injury prevention, and camp welfare initiatives, these efforts reinforced a more proactive and human centered safety culture.



Heart Health Awareness Campaign at MDHPP



Knowledge Transfer Sessions Advance Incident-Free Workplace Goals



Enhancing Leadership Impact Through Leader-Member Exchange (LMX)



"I Want to Live" Campaign Highlights the Human Value of Workplace Safety



Targeted HSE Training Programs Address Key Operational Risks

Hand and Finger Injury Prevention Campaign Promotes Worker Protection



Camp Audits and Well-Being Initiatives Prioritize Workforce Welfare

Strategic HSE Priorities Gain Momentum Through Digitalization and Leadership Alignment

Strategic HSE progress was advanced through leadership alignment, digital enablement, contractor engagement, site assurance, quality improvement, and environmental awareness initiatives. Together, these efforts reflect a broader shift toward more integrated, forward looking, and performance driven HSE practices across the business.



Transforming Safety Management Through the Descon Guardian Digital Platform



Strategic HSE Leadership Meeting Sets the Roadmap for Future Safety Excellence



Contractor Engagement Session Aligns HSE Expectations at MBZ Headquarters



Safety Assurance Program Strengthens Compliance at CO₂ Project



Quality Culture enhancement: "First Time Right Inspection" Initiative at MARI Project Construction Division



Beach Cleanup and Turtle Awareness Initiative Supports Environmental Protection

Emergency Preparedness and Technical Safety Capability

Training and Drills Strengthen Emergency Readiness and Technical Safety Capability

Across projects and facilities, technical training and emergency preparedness drills strengthened workforce capability in high risk areas including driving, scaffolding, evacuation, firefighting, and spill response. These initiatives reinforced readiness, competency, and resilience across operational environments.



Defensive Driving Training Enhances Road Safety Competence



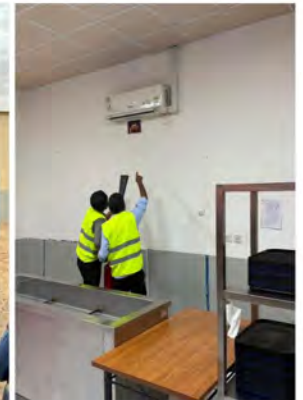
Specialized Scaffolding Training Strengthens Work-at-Height Safety



Emergency Preparedness Training Strengthens Response Readiness



Fire Emergency Drill Evaluates Response Preparedness



Fire and Evacuation Drill Tests Emergency Preparedness at TSF Facility



Fire and Evacuation Drill Tests Emergency Preparedness at TSF Facility

People, Culture and Employee Experience

Family Gala Brings Together Employees and Families

The Descon Family Gala 2026 brought together nearly 2,500 employees and their families for a day of connection, entertainment, and appreciation, reinforcing community, belonging, and recognition for the families behind Descon's workforce.



Cricket Gala Celebrates Team Spirit and Competitive Excellence

Cricket Gala 2026 brought together teams from across divisions in a high energy competition, culminating in Corporate retaining the championship for the third consecutive year.



Inclusion and Belonging Initiatives Reinforce People Centric Culture

Across geographies, initiatives tied to International Women's Day, cultural celebration, and diversity dialogue reinforced Descon's commitment to inclusion, respect, cultural appreciation, and a workplace where individuals feel heard, valued, and empowered to grow.





International Women's Day 2026: A Unified Commitment to "Give to Gain" Across DESCON



Emiratis Engagement: Celebrating Culture and Inclusion



Advancing Inclusion: Diversity & Inclusion Session at ISD Pakistan

Recognition Platforms Celebrate Commitment and Performance

Recognition initiatives across locations celebrated both long term commitment and outstanding performance, reinforcing a culture that values loyalty, contribution, and excellence.



Long Service Awards 2025–2026: Celebrating Commitment Across DESCON

Gatherings and Engagement Activities Strengthen Employee Connection

Employee engagement initiatives across locations created opportunities for connection, appreciation, creativity, and team cohesion. From Ramadan gatherings and birthday celebrations to workplace engagement activities, retreats, team building sessions, and the New Year kickoff in Oman, these moments strengthened morale, connection, and shared identity across teams.



Annual Iftar at Sites – Industrial Services Pakistan



Annual Family Iftar – Industrial Services Pakistan



Family Aftar - ISD OMAN



Iftar hosted by QE LNG - Qatar



EPC Iftar Party PK and UAE



EPC Pakistan - Birthdays





ISD Pakistan - Birthdays



ISD Qatar - Birthdays



ISD UAE - Birthdays



ISD Oman - Birthdays



Bring Your Desk to Life: Driving Creativity and Workplace Excellence



LT Retreat – ISD Qatar: Strengthening Team Cohesion



Team Building in Action – EPC Division (ME BU) LNG Project Tea



New Year Kick-off - Oman

People Services and Wellness Initiatives Support Employee Experience

People Services and wellness initiatives across sites and offices reinforced employee support, accessibility, and wellbeing. Through leadership interaction, HR clinics, welfare visits, wellness sessions, and driver health checkups, these efforts contributed to a more supportive and people focused workplace experience.



Off the Desk with CHRO – Industrial Services UAE



HR Clinic – AGL Site, Industrial Services Pakistan



Habshan Site & Camp Visit – Industrial Services UAE



Driver Health and Wellness Initiative



Employee Wellness Session



Capability Building and Future Leaders

Capability Development Weeks Build Momentum Across Descon

Capability Development Weeks engaged more than 900 participants across local and international locations, delivering over 3,400 learning hours. With high participation at DHQ and a strong focus on leadership, communication, emotional intelligence, and decision making, the initiative reflected a practical and future focused approach to capability building.



Learning and Functional Capability Initiatives Strengthen Future Readiness

Targeted learning initiatives across the business strengthened both functional and digital capability, from self development and contract understanding to data analysis and reporting, supporting more capable and future ready teams.



Driving Continuous Learning: LinkedIn Learning Initiative in ISD Oman





Capability Building: Key ADNOC Contract Clauses Training



Power BI Capability-Building Program

Leadership Development Platforms Prepare Emerging Talent

Leadership development platforms across DHQ and international operations focused on strengthening values based leadership, expanding everyday leadership influence, and helping emerging talent navigate change with greater confidence and clarity.



Session in UAE



LEADX Ignite Sessions



Session in Pakistan



Value-Driven Leadership Program for Graduate Trainees



Future Leaders: FLUX Learning Circle – UAE

Descon Oxychem Limited

Descon Oxychem Drives HSE Alignment and Zero Harm Excellence

Descon Oxychem hosted Mr. Steven Platts, Chief HSE Officer at Descon Engineering, to strengthen HSE alignment across Descon entities. The discussion focused on embedding best practices, enhancing operational safety, and reinforcing a consistent Zero Harm culture.

The session highlighted leadership commitment, collaboration, and continuous learning as key drivers of sustainable HSE excellence, reflecting Descon Oxychem's ongoing focus on safer workplaces and robust, aligned HSE systems.



Descon Oxychem – Defensive Driving Awareness Session

Descon Oxychem's DOL plant hosted a Defensive Driving Awareness session with the Motorway Police, aligning with SDG 3 (Good Health & Well-Being). Managers and leadership engaged in best practices for safe city and highway driving, vehicle checks, route planning, and strict traffic compliance.

The session reinforces DOL's commitment to employee well-being and road safety excellence.



Descon Oxychem - Update on Sustainability Performance

Descon Oxychem (DOL) has recorded a strong improvement in its sustainability performance this year, achieving a score of **65** in the **EcoVadis Sustainability Assessment**, compared to 39 last year. This places DOL above the current industry average of 62 and has resulted in a Bronze Medal rating.

The progress reflects the focused efforts across teams to strengthen their approach to environmental, social, and governance practices. It also indicates that the systems and discipline the organization is building are beginning to show results.

DOL's priority remains to embed sustainability more deeply into how the company operates, makes decisions, and delivers value to their stakeholders.



Celebrating Women Who Lead – Women's Day 2026

We honored the remarkable women across our teams, reaffirming our commitment to an inclusive, equitable workplace where everyone can grow and lead.



Driving Alignment – DOL Q2 Townhall (FY 2025–26)

The Townhall clarified performance goals, strategic priorities, and cultural foundations, reinforcing our focus on a resilient, future-ready organization.





Team Spirit in Action – Sports Gala 2026

Sports Week energized employees with friendly competition, collaboration, and fun, promoting well-being and strengthening workplace connections.





Ramadan Together – Iftar & Eid Celebrations

Inclusive Iftar events and Eid giveaways fostered appreciation, team cohesion, and celebration of Ramadan across all levels of the organization.



Descon Power Solutions

Fire Safety in Action

A firefighting activity at the Rahim Yar Khan site enhanced safety awareness and emergency preparedness, including fire prevention training, proper use of extinguishers, and practical drills, reinforcing the commitment to a safe workplace.



Clean and Safe Workspaces

A housekeeping activity promoted cleanliness, organization, and workplace safety, with employees actively participating to maintain a hygienic and organized environment.



Safety at Heights

Work at Height training equipped employees with skills in risk assessment, safety equipment use, and emergency procedures, supported by practical demonstrations, underscoring the site's focus on safe and compliant operations.

