



CREATING A HUB OF OPEN COMMUNICATION

Descon Engineering Limited conducted its Half-Year Company Communication Session for the year 2021-2022, bringing together all the key stakeholders. The session was conducted online, connecting over 1500 participants from approximately 20 locations (offices and sites), both local and overseas. The session was led by the CEO Mr. Taimur Saeed, followed by business updates from the Leadership Team, including Presidents of various divisions. The management reinforced the importance of practicing company core values, giving a lot of emphasis to Safety and Employee Engagement. In-person sessions were also conducted later on at Mohmand Site and Abu Dhabi to further create and encourage open communication in the company.



DEL WINS PROJECT FROM GATRON INDUSTRIES LIMITED

Descon Lahore Manufacturing Works has won a Waste Heat Recovery Boiler & Thermal Oil Heater manufacturing project from Gatron Industries, Balochistan, the largest manufacturers of Polyester Filament Yarn & PET Preforms in Pakistan.

In addition to a 15tph HRSG, for the first time ever a 881TPH @310 °C 15 bar(a) oil heater will be manufactured in Pakistan, a matter of true pride for Descon. The engineering feat, to make the largest capacity oil heater in Pakistan, has been approved by Solar Gas Turbine and will prove to be a true testament to the skill of Descon Lahore Manufacturing Works.

The overall scope of work includes Engineering, Procurement, Installation & Commissioning works.



DEL COMPLETES ONE OF THE LARGEST TURNAROUNDS (IN PAKISTAN) FOR THE YEAR 2021-2022



Mobilizing over 3000 manpower, Descon Engineering recently completed turnaround for National Refinery Limited, Pakistan's second largest refinery in terms of crude oil processing facilities. The project was awarded to Descon Engineering in October 2021, and the execution began in end December 2021. With a total of 65,000 man-days, Descon delivered the project to the client within the agreed time-span.

Descon's and NRL's relationship dates back to 1981. The NRL turnaround 2021-2022 is one of the largest turnaround in Pakistan for the current fiscal year and Descon is proud to have been a part of it.

DEL COMPLETES 20 SHUTDOWNS IN 6 MONTHS ACROSS MIDDLE EAST & PAKISTAN

Descon Engineering is proud to be making an impact across various regions. It has successfully completed 20 shutdowns, combined, in the middle east and Pakistan region during the first half of the current fiscal year. The said projects were executed with 3 million man-hours, following strict HSE guidelines, ensuring business continuity for all clients in these difficult pandemic times.

There is a healthy pipeline of projects for the company, with 3 major shutdown jobs already in progress at the moment, and soon to be completed roughly by the end of quarter 3.



FERTIL SHOWS CONFIDENCE IN DESCON'S CAPABILITIES ONCE AGAIN; AWARDS TA 2022

After a successful completion of Fertil 1, Ruwais Fertilizer Industries LLC (FERTIL) has awarded Turnaround (TA) 2022 for Fertil 2 to Descon Engineering. The TA is scheduled to be executed in mid-October this year. The scope covers TA of Package 2, including equipment maintenance and catalyst replacement, valves maintenance, plant modifications, overhauling of motors, instrument jobs and supplementary manpower. Project execution spans over 5 months, including 1 month TA window with peak manpower requirement of 850.

OQ APPRECIATES DESCON FOR PERFORMANCE DURING TA

OQ, a national petroleum investment company of Oman, has commended Descon Engineering's Administration team in Oman, especially acknowledging Bahadar Khan, Site Lead for Admin, for his dedication.



BARZAN GAS PLANT INAUGURATION

Descon Engineering's (Qatar) Management was recently invited by QATARENERGY for the inauguration ceremony of Barzan Gas Plant. His Excellency Saad Sherida Al-Kaabi, Minister of State of Energy Affairs and President and CEO QatarEnergy delivered the inaugural speech and appreciated all the EPC Contractors and Construction Contractors for their contributions and tireless efforts for the successful delivery of the project and executing 130 Million Man-hours without Lost Time Injuries. After the speech HE called His Highness Sheikh Tamim bin Hamad Al-Thani, the Amir of the State of Qatar, for the formal inauguration of Barzan Gas Plant. This special ceremony was held on 15th March 2022 at Ras Laffan Industrial City.

Descon has been a proud Construction Contractor in the Barzan project, with scope of work comprising general construction works in the Common Process (South) and Off-sites area including Slug Catcher, Flare Stack, Cooling Water Lines. Descon initiated execution in 2011 and completed its scope in June 2015. A total of 10 million man-hours were put in by Descon, with a total manpower of 3,900.

CELEBRATING 500,000 SAFE MANHOURS AT ENOC

Appreciation certificates and recognition from Client on achieving 500,000 Safe & LTI free manhours was celebrated at ENOC. This remarkable achievement was also endorsed by Head Operations UAE and contributions of Manager HSE in ensuring the safe execution were recognized



DESCON'S MANAGEMENT VISITS PDPS, SOUTH AFRICA

Descon Engineering established its foothold in South Africa in 2018 by acquiring shareholding in a local company called PDPS. Taimur Dawood, Faisal Dawood, Taimur Saeed and Abdul Sohail recently visited South Africa to meet with the

management there to discuss company progress, on-going projects, and most importantly discuss plans to explore other industries. Right now, the company is providing Industrial Services to Oil & Gas market in South Africa.



MEET-UP WITH CHAIRMAN ARDECO



Mr. Anwar Ul Haq, President Industrial Services Division at Descon Engineering met with Mr. Yousef Al Nowais, Chairman and Managing Director of Arab Development (ARDECO). ARDECO is Descon Engineering's sponsor in the UAE. The discussion revolved around the Descon's progress and positive future outlook. Mr. Yousef assured ARDECO's continuous support to Descon in helping the company further strengthen its foothold in the region.

DAC TO WORK WITH SNGPL, THE LARGEST INTEGRATED GAS COMPANY IN PAKISTAN

Descon Automation & Control (DAC) has been awarded a project by SNGPL for the supply of Remote Terminal Units (RTU) for their SCADA system.

The scope includes Detailed Engineering, Integration, Assembly, Testing and Commissioning of Emerson RTUs, GE Remote Radios and configuration of new RTUs with existing AVEVA SCADA Host at different SNGPL sites. This is the second time that DAC will be working with SNGPL. Previous job was awarded and delivered successfully in September 2021. The project awarded now is three times in values compared to the last one.



INTEGRATION OF AFTER SALES IN ISD

A formal session on integration & induction of After Sales segment in ISD was presided by Division President to bring alignment in systems, implementation of operational controls and bringing synergy. In order to strengthen After Sales segment, role of Business Manager as well as Manager Project AS was explained in clarity by the DP.



LAUNCHING ProAACT

Considering the challenges of this era, digitalization of our core systems is vital for business sustainability. Living our core value of “continuous improvement” and to stand out in today’s competitive environment, Descon Engineering has launched ProAACT on 3rd Feb 2022. The solution is based on SAS® Governance and Compliance Manager specifically customized to meet Descon’s requirements pertaining to Enterprise Risk Management, Lessons Learnt, COPQ, HSE and Actions Management.

SAS® Institute Inc. USA is world class entity renowned for providing state-of-the-art solutions for Data Analytics and Decision Making. The customized solution includes Database, Notifications, Reports, Controls and approvals through workflows. The BoD and Leadership Team appreciated the efforts of project team for successful execution of the project.



KNOWLEDGE SHARING SESSIONS ON HSE & CONTRACTS MANAGEMENT

Internal sessions on both HSE & Contracts management were organized at the UAE office where staff, both at Head Office & Plant Sites were given insights on how to ensure making HSE our priority. Sessions on Observation & Investigations, TI Session & HSE Management were moderated by the HSE Manager.

A JOURNEY TOWARDS “INCIDENT & INJURY FREE” WORKPLACE

The drive to instil right HSE Culture is originated from our core value of Safety and right culture cannot be created without everyone taking ownership, showing commitment and being engaged. Bearing this in mind, several HSE focused activities and events like HSE workshops, celebrations, management walks and awareness sessions were arranged throughout the DEL's Industrial Services Division during Q3 2021-22.



SAFETY LEADERSHIP WORKSHOP



“Safety Leadership Workshop” was conducted on 18th Feb 2022 at PC Hotel Lahore for the DEL CEO, Leadership and Core HSE Team.

The course highlighted the steps towards forming a vision of “Leading Safety as a culture”, which allows to develop HSE Leadership ability, emphasize the need to put safety at the forefront of daily actions, and equip with the tools and techniques required to lead a safety culture.



HSE LEADERSHIP WORKSHOP IN QATAR

ISD Qatar organized an HSE Leadership Workshop as part of its efforts to promote HSE prioritization culture in the organization. The purpose of this event was to gather the leadership team from all departments and collectively set targets for improving the HSE awareness in and application of HSE measures in all areas.

HSE AWARDS

As part of our efforts to bolster HSE awareness and safe environment, Descon Qatar carried out an award program. The HSE awards were held at site and offices to encourage those who excel in this area and make recognizable efforts to establish safety first culture during the hectic shutdown activities.



COACHING & MENTORSHIP SESSIONS

As Employees are our key assets, their continuous development is essential to ensure a continued journey towards sustainable operations and growth. To achieve this, ISD's management convened various sessions with Key resources for their coaching and mentorship. Sessions like Coffee with Divisional President Mr. Anwar ul Haq & Industrial Services (UAE) Head Operations in Pakistan & UAE. The Management openly welcomed feedback from the resources & shared the ideas toward strengthening the department.

COLD EYE REVIEWS

Keeping up the legacy of excellence, commitment, and eminence, Descon team got together for Cold Eye Reviews, of multiple projects in the UAE, where all members of Senior Management including CEO Taimur Saeed, President Industrial Services Division Anwar ul Haq, Core team members, and Execution team participated to review and assess the preparation of the project.



CEO MEET & GREET SESSION – OMAN

ISD Oman BU recently completed the Aromatic Plan Shutdown for OQ 400,000 LTI free manhours. Mr, Taimur Saeed, CEO and Mr. Anwar UI Haq, President Industrial Services, visit the Oman Business Unit to celebrate this accomplishment and appreciate the team for their commitment and dedication.

LONG SERVICE AWARDS – OMAN

Descon has always valued and recognized its employees and their services towards making it a successful organization and part of this is a yearly celebration of the long services of its decades old growth partners. The employees completing 5, 10, 15, 20, 25 and 30 years of service life with Descon are awarded with gold coins and plaques as a token of



appreciation for their untiring efforts towards making Descon a success story.

ISD Oman recently held the annual long service awards ceremony. Division's top management team was present to recognize and appreciate the employees that were being awarded.

CORE VALUES' HUDDLES

Industrial Services Division (Qatar) organizes weekly core value huddles in which randomly nominated employee elaborates on their thoughts and knowledge regarding any of the Descon's core value. These weekly core values huddles help improve the overall understanding of the company's DNA.



QCHEM 6 FURNACE COMPLETION CELEBRATION

Shutdown Team working at QCHEM 6th Furnace EPC project of ISD Qatar completed the project mile stone with great dedication. The team comprised professionals who have consistently demonstrated outstanding performance over a long period of time. They are always ready to give their best for every challenging and difficult project that comes up even though the job routine at project sites is very hectic.

Head Operations addressed the audience and appreciated the team for their performance in the long-term job and expressed his confidence in their abilities for successfully achieving the targets ahead. Zonal Manager in his closing remarks also appreciated the team for completing the project successfully with safety and quality.

LAUNCHING 'BEYOND'

Staying true to our vision of Innovation and Descon's core value of Continuous Improvement, Descon Engineering launched BEYOND (powered by Decibel) on Feb 15'2022. BEYOND (powered by Decibel) is designed on 3S principles that enables people to experience Simple and leaner processes, via a digital platform that offers Swift delivery and empowers employee to have comprehensive control of their HR information via Self-Service.



IWD 2022

With our strong commitment to Diversity, Equity and Inclusion, this International Women's Day, Descon set up a strategic foundation for a more Diverse, Equitable and Inclusive workplace. The agenda does not only focus on Women but on a wider spectrum of diversity that includes generational, ethnic and most specifically People with Disabilities.

The occasion was celebrated with a lot of enthusiasm at the Descon Headquarters, Descon Oxychem Plant, and other Descon locations, comprising many interesting and engaging activities.



SUPPORTING AND PROMOTING DIVERSITY & INCLUSION

Being a diverse and inclusive multi-cultural organization, we respect all faiths and support and participate in their celebrations. Descon's UAE Office recently organized various events to celebrate different cultures and festivities. The events majorly included International Women's Day Celebrations, Kids Poster Competition & Family Get Togethers.



GTP CONNECT

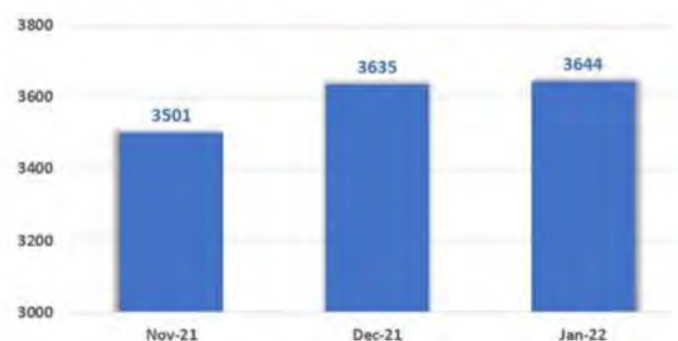
Living the "Continuous Improvement" and "Teamwork" values, MDC conducted the 1st Trainee Connect Session with the Graduate Trainees 21-22. This was a 2-day program where PHR, MDC and divisional HR connected with Future Leaders to ensure their learning and development meets the commitments that were promised.



SETTING NEW RECORDS; DESCON OXYCHEM ACHIEVES HIGHEST EVER MONTHLY PRODUCTION

Descon Oxychem Limited achieved a record production (in a month) of 3,644 MT in January 2022. This is an all-time record for the company since it started operations in 2008. The previous best was in December 2021 with an impressive figure of 3,635 MT.

Descon Oxychem enhanced its production capacity from 34,000 to 42,000 Tons in the 2020, which has led to better production performance of the company. The improvement in production numbers is an on-going process and the team hope to further out-perform itself in coming months.



DESCON OXYCHEM PLANT TURNAROUND

Descon Oxychem Limited performed its annual plant turnaround in February this year to ensure reliable plant operation and long-term asset integrity. This was the first turnaround post plant debottlenecking project in 2020 due to which representatives from Chematur Engineering AB were also called at site to oversee inspections and ensure smooth plant startup. Commissioning of new projects like uprated Hydrogen Recycle Compressor, SRU adsorber and addition of two new economizers was carried out which will help in bringing down gas and chemical consumption factors. Inspections of Concentration Unit equipment and Raw water tank were also carried out for the first time since plant commissioning back in 2008 which was very important to ensure long term asset health.



DPS CEO COMMUNICATION SESSION AT RAHIMYAR KHAN SITE

The session was led by the DPS CEO Mr. Toseef Ijaz Rana. Townhall Session was conducted to get all the employees on same page. Employee's participation was highly encouraged in order to enable the company's leadership to hear a variety of perspectives of employees at Plant site.



DPS DELEGATION VISITS OVERSEAS PARTNERS

The Descon Power Solutions' delegation comprising the CEO Mr. Toseef Ijaz Rana, Head of Operations Mr. Aftab Jehangir and Head of Business Development Mr. Kazi Fahim, recently visited its partners in Spain, Germany, and the United Arab Emirates. The partners are global key players in the wind and thermal power services' segments. The intent of the visit was to share competencies and find mutually beneficial areas for cooperation. Furthermore, strategy for working together was also finalized. The visit helped DPS establish good relations with important people in the respective organizations and also to witness the breadth of services, warehousing & logistics facilities, and training centers, available with the partners.





TEAM BUILDING ACTIVITIES BY DESCON POWER SOLUTIONS

'We Care' program ensures the well-being of all the employees at Descon Power Solutions. It aims to promote a positive work environment to enable employees to thrive and perform well.

Some team building activities were arranged under 'We Care' umbrella at the DPS-Rousch Power Limited site.



SPORTS GALA AT THE RPPL SITE

DPS-Rousch Power Limited concluded its Sports Gala which was organized for its employees. The sports categories included cricket, volleyball, tug of war and carom. Amidst enthusiastic cheering of the crowd, all the competitions were fiercely contested. The Sports Gala 2022 concluded on a positive note, where the senior management appreciated the spirit and passion with which the players participated in the competitions.



ORANGE DAY CELEBRATION AT WIND SITES

'Orange day' was something that was never celebrated



before by Descon Power Solutions. Since we were at peak season for oranges, therefore the Management team decided to organize an "Orange day" event. The event was organized to provide the employees a break from their work routine.



SAFETY WEEK OVERVIEW AT RPPL SITE

DPS-Rousch Power Plant celebrated Safety Week with a multitude of activities focusing on workplace safety, health and well-being. The initiative placed a focus on building knowledge, capabilities and raising awareness for what matters most: to be able to recognize and eliminate risks before they become accidents and to look out for each other.



BARD FOUNDATION TO ESTABLISH TWO DEANS' CHAIRS AT LUMS

Bilquis and Abdul Razak Dawood (BARD) Foundation has signed a MoU with Lahore University of Management Sciences (LUMS) to establish two Deans' chairs. These chairs will be funded through an endowment worth PKR 400 million; one at the Suleman Dawood School of Business (SDSB), and the other at the Mushtaq Ahmad Gurmani School of Humanities and Social Sciences (MGSHSS). The chairs are aptly named "Abdul Razak Dawood Chair" and

"Bilquis Dawood Chair" to honor the founding members of the foundation. These Chairs will provide LUMS the opportunity to offer PhD scholarships and faculty fellowships that would pave the way for research initiatives that can address national and regional issues. A speaker series will also be arranged to enhance linkages with academics, industry experts and leaders.



BARD FOUNDATION TO SUPPORT TENNIS PHENOMENON MAHIN AFTAB

Bilquis and Abdul Razak Dawood (BARD) Foundation will be supporting Pakistan's tennis phenomenon Mahin Aftab Qureshi with her Pro-Career at the world-renowned Barcelona Tennis Academy in Spain.

A special ceremony was recently held where BARD foundation's senior management signed the formal

contract to support the 20-year-old tennis player, who was accompanied by her father, Aftab Sadiq Qureshi. The ceremony was also graced by the honorable members of the Foundation's, Board of Governors including Taimur Dawood, Faisal Dawood, Farooq Nazir and Ijaz Ali Khan, along with senior staff from the BARD foundation.

