

Form
The organizational structure of the Company

Company Name: Industrial Engineering Company for Construction & Development "ICON"

IR Executive: Tarek Mohamed Gonna

Telephone: 23671327

Mobile: 01275578113

Organizational structure data

1. Board of Directors:

#	Name	Occupation
1.	Arafat Mohamed Maged Abdel Samad Sakr	Chairman Executive – AIF Holding LTD
2.	Ahmed Al Sayed Ahmed Enaba	CEO Executive – AIF Holding LTD
3.	Hesham Mohamed Medhat Youssef El Far	Board member Non-executive – AIF Holding LTD
4.	Mona Mohamed Maged Abdel Samad Sakr	Board member Non-executive – AIF Holding LTD
5.	Ahmed Lotfy Ali Mohamed Soliman	Board member Non-executive – AIF Holding LTD
6.	Ahmed Mohamed Nabil Abdel Samad Sakr	Board member Non-executive
7.	Omar Ahmed Refaat Ahmed	Board member Independent
8.	Maha Salem Eid Maalouf	Board member Independent
9.	Hatem Abdel Moneim Mohamed Montasser	Board member Independent

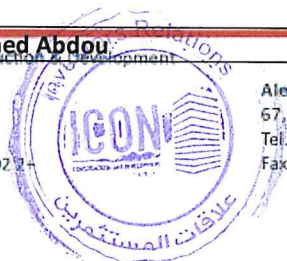
2. the company's internal executive managers:

Name	Occupation
Ahmed Mohamed Mohamed Abdel Ghani Elhadidy	CEO Acrow Misr
Sayed Salam Salam Rayan	CEO Acrow Misr
Mohamed Farag Mostafa Ibrahim	Board member Acrow Misr
Heba Ahmed Aboelala Abdel Hamid	Board member Acrow Misr
Hatem Abdel Moneim Mohamed Montasser	Board member Acrow Misr
Yasser Ismaiel Abdellatif Zaazou	Board member Acrow Misr
Mohamed Lotfy Ali Mohamed Soliman	Board member Acrow Misr
Sherief Rashad Khatab Mohamed Omara	Board member ICON Panels and ICON Prefabricated
Ahmed Mohamed Ramadan Tawfik Mohamed Abdel Halim	Head of Internal Audit Department for the group
Omar Mahmoud Sadek Fouda	Group CFO
Hany Mohamed Bahey El Din Abdel Aziz Bassiouny	Finance Manager
Wael Mohamed Abdel Kadar Hanafy	CFO Acrow Misr
Ahmed Elsayed Salah	Finance Manager Acrow Misr
Ahmed Omar Neyaz Farghaly	Financial Consolidated Manager
Walid Mohamed Nabil Ahmed Abdou	Chief Strategy Officer Acrow Misr

Head Office
Wady Hoof - Helwan - Cairo- Egypt .
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Website : www.lconeegypt.com



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Moatez Mahmoud Hassan Abdel Razik	ICON Panels manufacturing manager
Ashraf Metwally Ahmed Elsaied	Acrow Misr manufacturing manager
Mohamed Talaat Mohamed EL Henawy	ICON Panels Strategy and Project Planning manager
Mahmoud Serry Ibrahim Shahata	ICON Panels Commercial manager
Moustafa Mohamed Abdelfatah Mohamed Ahmed Dabour	Tatweer Prefabricated Sales Manager
Mohamed Ahmed Hassan Idris Salam	ICON Prefabricated construction manager
Ahmed Mohamed Elsayed Ahmed Waked	ICON Prefabricated engineering manager
Hazem Sabry Mohamed Abdel Razik	ICON Prefabricated supply chain manager
Wael Abbas Khadr Badawy	Acrow Misr supply chain manager
Mahmoud Abdel Rasool Abdel Razik Mohamed	Acrow Misr engineering manager
Nedaa Mostafa Hassan Abdel Shafi	Group HR Manager
Mohamed Shahat Rezk Abdou	Acrow Misr HR Business Partner
Ahmed Said Anwar Attia El-Sharkawy	Group IT Manager
Mostafa Hafez Ahmed Shawky Hassan	Acrow Misr IT Manager
Mohamed Ahmed Abdel Hafaz ElMekawe	Acrow Misr Legal affairs manager
Shereif Elsayed Abdel Motalb Abdou	Acrow Misr Treasury manager
Adel Ali Yahia Hikail	Acrow Misr Budget manager
Tarek Mohamed Abdel Hamid Gonna	ICON IR manager

The mentioned data has been prepared under the responsibility of the company's management and this is according to listing rules and executive procedures and their amendments.

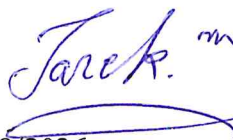
The company acknowledges its responsibility for the correctness of this notification as well as the EGX notification in case of any amendments thereto.

All data disclosed are correct and prepared under the responsibility of the company.

Investor Relations Manager

Name: Tarek Mohamed Gonna

Signature:



Date: 30/08/2026



Model
Amendments form

Company : Industrial Engineering Co. for Construction & Development (ICON)
Address : Plot 39, Industrial Zone, Wadi Houf, Helwan, Cairo
Investor Relations officer : Tarek Mohamed Gonna
The phone : 23671327 - 01275578113
Fax : 23671334
Email address : tarek.gonna@iconegypt.com , i.r@iconegypt.com
Listing Date : 2/3/1982
Statement before amendment :

1. The company's internal executive managers:

Name	Occupation	C
Ahmed Mohamed Mohamed Abdel Ghani Elhadidy	CEO Acrow Misr	
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Mohamed Lotfy Ali Mohamed Soliman	Board member Acrow Misr	
Sherief Rashad Khatab Mohamed Omara	Board member ICON Panels and ICON Prefabricated	
Ahmed Mohamed Ramadan Tawfik Mohamed Abdel Halim	Head of Internal Audit Department for the group	
Hany Mohamed Bahey El Din Abdel Aziz Bassiouny	CFO	
Wael Mohamed Abdel Kadar Hanafy	CFO Acrow Misr	
Ahmed Elsayed Salah	Finance Manager Acrow Misr	
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Wael Abbas Khadr Badawy	Acrow Misr supply chain manager	
Mahmoud Abdel Rasool Abdel Razik Mohamed	Acrow Misr engineering manager	
Nedaa Mostafa Hassan Abdel Shafi	Group HR Manager	
Mohamed Shahat Rezk Abdou	Acrow Misr HR Business Partner	
Ahmed Gamal El Din Ahmed Salman	ICON HR Business Partner	
Ahmed Said Anwar Attia EL-Sharkawy	Group IT Manager	

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Mostafa Hafez Ahmed Shawky Hassan	Acrow Misr IT Manager
Mohamed Ahmed Abdel Hafaz ElMekawe	Acrow Misr Legal affairs manager
Shereif Elsayed Abdel Motalb Abdou	Acrow Misr Treasury manager
Adel Ali Yahia Hikal	Acrow Misr Budget manager
Tarek Mohamed Abdel Hamid Gonna	ICON IR manager

Statement after amendment :

1. The company's internal executive managers:

Name	Occupation
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Sayed Salam Salam Rayan	CEO Acrow Misr
Mohamed Farag Mostafa Ibrahim	Board member Acrow Misr
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	Legal affairs manager
Shereif Elsayed Abdel Motalb Abdou	Acrow Misr Treasury manager
Adel Ali Yahia Hikal	Acrow Misr Budget manager
Tarek Mohamed Abdel Hamid Gonna	ICON IR manager

Reason for amendment :

The changes that occurred in the formation of the company's internal executive managers as follows:

- The appointment of Mr. Omar Mahmoud Sadek Fouda — CFO at the Group's Companies.
- The resignation of Mr. Ahmed Gamal El Din Ahmed Salman — HR Business Partner

Has this statement been amended before?

Yes mention the date (✓) 16/04/2026 no ()

The amended statement was approved by:

(✓) BOD's held on 26/08/2026 () Date AGM (✓) another date 26/08/2026

The aforementioned data has been prepared under the responsibility of the company's management in accordance with the listing rules and executive procedures and their amendments.

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Investor Relations Manager

The name: Tarek Mohamed Gonna

Signature:

Tarek. n

Date : 30/08/2026.



Legal representative of the company

The name: Arafat Sakr

Signature:

ONB/ Tarek. n

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