

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	Ownership %	Unified code/ National ID
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		
Hany Mohamed Bahey El Din Abdel Aziz Bassiouny	CFO		
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		
Moatez Mahmoud Hassan Abdel Razik	ICON Panels		

Industrial Engineering Co. for Construction & Development

Head Office

Wady Hoof - Helwan - Cairo- Egypt .

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Website : www.iconegypt.com

	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 Gamal El Din Ahmed Salman	ICON 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 Hikal	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:

Tarek. m

Date: 16/04/2026



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	Ownership %	Unified code/ National ID
Amr Samir Ahmed Hassan	Board member ICON Panels and ICON Prefabricated		8000000000000000
Sherief Rashad Khatab Mohamed Omara	Board member ICON Panels and ICON Prefabricated		
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		
Mariam Mohamed Kassem Ahmed Elsamny	Board member Acrow Misr		
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		
Ahmed Omar Neyaz Farghaly	Financial Consolidated Manager		
Walid Mohamed Nabil Ahmed Abdou	Chief Strategy Officer Acrow Misr		
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		
Mohamed Rashad Fouad Yamany	ICON Prefabricated Sales 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		

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	Business Partner	
Ahmed Gamal El Din Ahmed Salman	ICON HR Business Partner	--
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	Ownership %	Unified code/ National ID
Ahmed Mohamed Mohamed Abdel Ghani Elhadidy	CEO Acrow Misr		2221222
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		
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Ahmed Gamal El Din Ahmed Salman	ICON HR Business Partner		
Ahmed Said Anwar Attia El-Sharkawy	Group IT Manager	--	1723110

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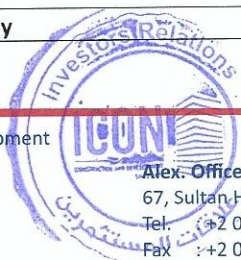
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Mohamed Ahmed Abdel Hafaz ElMekawe	Acrow Misr Legal affairs manager
Shereif Elsayed Abdel Motalb Abdou	Acrow Misr Treasury manager
Adel Ali Yahia Hikal	Acrow Misr Budget manager
Tarek Mohamed Abdel Hamid Gonna	ICON IR manager

Reason for amendment :

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

- Reconstitution of the Boards of Directors of Subsidiary Companies.
- The resignation of Eng. Mohamed Rashad Fouad Yamany — Sales Manager at Icon for Prefabricated Buildings Company (Subsidiary).
- The appointment of Eng. Ahmed Said Anwar Attia El-Sharkawy — Information Technology Department Manager at the Group's Companies.

Has this statement been amended before?

Yes mention the date (✓) 26/02/2026 no ()

The amended statement was approved by:

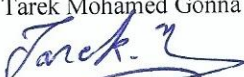
() BOD's held on _____ () Date AGM (✓) another date 16/04/2026

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.

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

The name: Tarek Mohamed Gonna

Signature: 

Date : 16/04/2026.



Legal representative of the company

The name: Arafat Sakr

Signature: 