

**In accordance with Article 30 of the Listing Rules,  
Disclosure report form regarding the composition of the board of directors and shareholders**

Company Name	Industrial Engineering Co. for Construction & Development (ICON)		Year	2025
Period	31/03 <input type="checkbox"/>	30/06 <input type="checkbox"/>	30/09 <input type="checkbox"/>	31/12 <input checked="" type="checkbox"/>

**Company's Contacts**

**Investor Relations**

Name	Tarek Mohamed Gonna
Email	<a href="mailto:tarek.gonna@iconegypt.com">tarek.gonna@iconegypt.com</a>
Telephone	23671327
Mobile	01275578113

**Company Info**

Head Office address	Plot 39, Industrial Zone, Wadi Houf, Helwan, Cairo
Telephone	23671327
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Web site	<a href="http://www.iconegypt.com">www.iconegypt.com</a>



**Share Holder Structure**

**Shareholder of 5% and above**

Name	Title	Current position		Previous position	
		Shares	%	Shares	%
<b>AIF HOLDING LIMITED</b>	--	<b>90,529,758</b>	<b>62.22</b>	<b>90,529,758</b>	<b>62.22</b>
<b>Related parties (1)</b>		<b>90,529,758</b>	<b>62.22</b>	<b>90,529,758</b>	<b>62.22</b>
<b>Ahmed Mohamed Nabil Abdel Samad Sakr</b>	<b>Board member</b>	<b>8 096 588</b>	<b>5.56</b>	<b>8 096 588</b>	<b>5.56</b>
<b>Hoda Abdel Moneim Ghannam</b>	--	<b>412 524</b>	<b>0.28</b>	<b>412 524</b>	<b>0.28</b>
<b>Adam Ahmed Mohamed Nabil Abdel Samad Sakr</b>	--	<b>795</b>	<b>0.00</b>	<b>795</b>	<b>0.00</b>

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Industrial Engineering Co. for Construction & Development

Head Office

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Alex. Office

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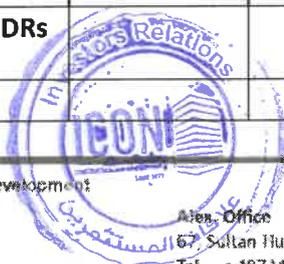
Email : [info@iconegypt.com](mailto:info@iconegypt.com)

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Related parties (2)		8 509 907	5.85	8 509 907	5.85
<b>Total</b>		<b>99,039,665</b>	<b>68.07</b>	<b>99,039,665</b>	<b>68.07</b>

	Current position			Previous position		
	Shares number	%	Shareholder number	Shares number	%	Shareholder number
The total shares Listed in MCDR (1)	145 500 000	100		145 500 000	100	
(-)Un deposited shares at MCDR (2)	1 963 486	1.349		1 968 431	1.353	
Deposited Shares at MCDR(1-2) (3)	143 536 514	98.651	4893	143 531 569	98.647	5179
Stocks blocked to retain board membership(4)						
100% of blocked shares to be held through the main shareholders as per listing rules (5)	90 529 758	62.22	1			
97% of shares owned to main shareholders in case conducting trading activities on its shares during reporting period(6)				87 813 865	60.353	1
-founders' shares under the legal lock-up period as per law 159/1981, (7) -Number of founders' shares complementary to confirm with the blocking requirements of listing rules(7)						
In kind shares under the legal lock-up period (8)						
Treasury stocks (9)						
Blocked shares as per ESOP(10)						
Blocked shares as per the shareholder agreements (11)						
Shares owned to public owned holding company (12)						
Blocked shares owned to employee union (13)						
Blocked shares corresponding to GDRs (14)						
Pledged shares (15)						



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Blocked shares for other reason not mention above (16)	21 383	0.015	18	16840	0.012	16
Total blocked (withheld) shares (add from 4 to 16) (17)	90 551 141	62.234	19	87 830 705	60.365	17
Free float shares (3-17) (18)	52 985 373	36.416	4874	55 700 864	38.282	5162

Detailed statement of the treasury stock balance

Date of purchase	Current balance		Date of purchase	Current balance	
	number	%		number	%
None					

Board of directors

Changes in the Board of Directors of the company

Current structure		Previous structure	
Name	Title	Name	Title
Arafat Mohamed Maged Abdel Samad Sakr	Chairman	Arafat Mohamed Maged Abdel Samad Sakr	Chairman
Ahmed Al Sayed Ahmed Enaba	CEO	Ahmed Al Sayed Ahmed Enaba	CEO
Hesham Mohamed Medhat Youssef El Far	Board member	Hesham Mohamed Medhat Youssef El Far	Board member
Mona Mohamed Maged Abdel Samad Sakr	Board member	Mona Mohamed Maged Abdel Samad Sakr	Board member
Ahmed Mohamed Nabil Abdel Samad Sakr	Board member	Ahmed Mohamed Nabil Abdel Samad Sakr	Board member
Ahmed Lotfy Ali Mohamed Soliman	Board member	Ahmed Lotfy Ali Mohamed Soliman	Board member
Omar Ahmed Refaat Ahmed	Board member	Omar Ahmed Refaat Ahmed	Board member
Maha Salem Eid Maalouf	Board member	Maha Salem Eid Maalouf	Board member
Hatem Abdel Moneim Mohamed Montasser	Board member	Hatem Abdel Moneim Mohamed Montasser	Board member

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**Board members:**

Name	Title	Entity Represented	Ownership of				Executive / Non Executive
			Entity Represented	%	Board member	%	
Arafat Mohamed Maged Abdel Samad Sakr	Chairman	--	--	--	--	--	Executive
Ahmed Al Sayed Ahmed Enaba	CEO	--	--	--	--	--	Executive
Hesham Mohamed Medhat Youssef El Far	Board member	--	--	--	--	--	Non Executive
Mona Mohamed Maged Abdel Samad Sakr	Board member	--	--	--	--	--	Non Executive
Ahmed Mohamed Nabil Abdel Samad Sakr	Board member	--	--	--	8 096 588	5.56%	Non Executive
Ahmed Lotfy Ali Mohamed Soliman	Board member	--	--	--	--	--	Independent
Omar Ahmed Refaat Ahmed	Board member	--	--	--	--	--	Independent
Maha Salem Eid Maalouf	Board member	--	--	--	--	--	Independent
Hatem Abdel Moneim Mohamed Montasser	Board member	--	--	--	--	--	Independent

**Board of directors Expiry date:**

March 31, 2026

**General Assably meeting that elect the board of directors date:**

June 20, 2023

I, the undersigned, as Chairman / Managing Director, acknowledge the validity of these data and that it is the responsibility of the company.

**Certified by:**

**Name: Ahmed Al Sayed Ahmed Enaba**

**Signature:** 

**Date: 11/01/2026**



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