

٢٢٦١٧٩٤ منية مندوب
٣٥٢٧١٦ فاكس
٢٧٩٥٠٢٥ بلقاس
٢٧٩١٦٨٤ فاكس
٦٩٠٣٤٣٣ ميت غمر
٦٩٠٣٨٩٧ فاكس
٢٣٠٣٠٠٤ الزقازيق
٢٣٠٣٠٠٣ فاكس

السجل التجارى للمركز الرئيسى " ٢٨٢٧٤ " القاهرة
العنوان التلغرافى " معاصر "
تلكس / ٩٤١١٧ مصر
فاكس المركز الرئيسى / ٣٩١٨٢٨٦
فاكس الإدارة التجارية / ٥٧٧٨٢٣٧
كفر سعد / ٦٠٠٣٠٧ - فاكس ٦٠٠٦٦٩
مكتب الإسكندرية ٤٨٧٦٣٦٠ - فاكس ٤٨٧٦٣٤٠

٣٩٥٥٠١٩ رئيس مجلس الإدارة
٣٩١٨٢٨٦ رئيس قطاع الإنتاج
٥٧٧٩٤٣٣ رئيس قطاع الشؤون
٣٩٣٠٧١٠ التجارية
٥٧٥٥٤٩٧ رئيس قطاع الشؤون
٥٧٥٥٠١٠ المالية
٣٩١٦١٨٨
٣٩١٥٩٦٤ عمومى الإدارة
التجارية

عمومى المركز
الرئيسى

القاهرة في ٢٤ / ١٢ / ٢٠١٠

السادة / الهيئة العامة للرقابة المالية

تحية طيبة وبعد ،،،

نتشرف بأن نرفق لسيادتكم طيه قرارات مجلس إدارة
الشركة عن جلسته رقم ١٠٤٨ المنعقدة فى الساعة الحادية
عشرة ظهراً يوم الأربعاء الموافق ٢٤ / ١٢ / ٢٠١٠
وتفضلوا بقبول وافر الإحترام ...

رئيس مجلس الإدارة

اللواء / محمد على محمود الحروقى

أمين سر المجلس

أ. / محمد شحات أحمد محمد



٢٢٦١٧٩٤ منية مندوب
٣٥٢٧١٦ فاكس
٢٧٩٥٠٢٥ بلقاس
٢٧٩١٦٨٤ فاكس
٦٩٠٣٤٣٣ ميت غمر
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٢٣٠٣٠٠٣ فاكس

السجل التجارى للمركز الرئيسى " ٢٨٢٧٤ " القاهرة
العنوان التلغرافى " معاصر "
تلكس / ٩٤١١٧ مصر
فاكس المركز الرئيسى / ٣٩١٨٢٨٦
فاكس الإدارة التجارية / ٥٧٧٨٢٣٧
كفر سعد / ٦٠٠٣٠٧ - فاكس ٦٠٠٦٦٩
مكتب الإسكندرية ٤٨٧٦٦٦٠ - فاكس ٤٨٧٦٦٤٠

٣٩٥٥٠١٩ رئيس مجلس الإدارة
٣٩١٨٢٨٦ رئيس قطاع الإنتاج
٥٧٧٩٤٣٣ رئيس قطاع الشؤون
٣٩٣٠٧١٠ التجارية
٥٧٥٥٤٩٧ رئيس قطاع الشؤون
٥٧٥٥٠١٠ المالية
٣٩١٦١٨٨
٣٩١٥٩٦٤ عمومى الإدارة
التجارية

عمومى المركز
الرئيسى

القاهرة في ٢٤ / ١٢ / ٢٠٢٥

السادة / البورصة المصرية

تحية طيبة وبعد ،،،

نتشرف بأن نرفق لسيادتكم طيه قرارات مجلس إدارة
الشركة عن جلسته رقم ١٠٤٨ المنعقدة فى الساعة الحادية
عشرة ظهراً يوم الأربعاء الموافق ٢٤ / ١٢ / ٢٠٢٥
وتفضلوا بقبول وافر الإحترام ...

رئيس مجلس الإدارة

اللواء / محمد على محمود الحروقى

أمين سر المجلس

أ. / محمد شحات أحمد محمد



قرارات مجلس إدارة الشركة**عن جلسته رقم (١٠٤٨) بتاريخ ٢٠٢٥/١٢/٢٤**

أولاً : التصديق على محضر الجلسة السابقة : -

عرض السيد اللواء / رئيس مجلس الإدارة علي السادة الأعضاء محضر الجلسة السابقة
رقم ١٠٤٧ بتاريخ ٢٠٢٥/١٢/١ والقرارات الصادرة فيها وبيان بماتم بشأنها.

القرار : -

صدق المجلس علي ما جاء بهذا المحضر بعد تنفيذ القرارات الصادرة به طبقاً للموضح بالبيان المرفق

ثانياً : النظر في إرجاء البت في مشروع لائحة نظام العاملين بالشركة المعد وفقاً لقانون**العمل الجديد رقم (١٤) لسنة ٢٠٢٥**

وافق المجلس بالإجماع على إرجاء النظر في اعتماد مشروع لائحة نظام العاملين بالشركة
المعد وفقاً لقانون العمل الجديد رقم (١٤) لسنة ٢٠٢٥ إلا ما بعد إنتهاء أعمال الجمعية
العمومية غير العادية للشركة .

ثالثاً : النظر في إرجاء البت في شراء وحدة أو وحدات تمليك بمساحة كافية**لإستيعاب العاملين بالشركة بالمركز الرئيسى .**

وافق المجلس بالإجماع على إرجاء النظر في شراء وحدة أو وحدات تمليك بمساحة كافية
لإستيعاب العاملين بالشركة بالمركز الرئيسى لمزيد من البحث والتقصى للحصول على أفضل
الإختيارات من حيث الأسعار والموقع والمساحة والتشطيب وخلافه لمدة ثلاثة أشهر بعد
أقصى ٢٠٢٦/٣/٣١ .

رابعاً : إحاطة المجلس بشراء كميات من مستلزمات الإنتاج لحاجة العمل إليها**بمصانع الشركة بسندوب والزقازيق وبلقاس وميت غمر****القرار:**

أحيط المجلس علماً بشراء كميات مستلزمات الإنتاج الموضحة بعد لحاجة العمل إليها بمصانع الشركة
بسندوب والزقازيق وميت غمر وبلقاس وهى : -

١ - أحماض النخيل

- كمية ٤٤٧٠٠ طن بسعر الطن ٤٢٠٠٠ ر.٠٠ جنيهاً (إثنان وأربعون ألف جنيهاً) .
- من/ شركة البدارى لتجارة الزيوت ومشتقاتها .
- كمية ١٠ طن مكرونة صابون بسعر الطن ٦٥٥٠ ر.٠٠ جنيهاً (خمسة وستون ألف وخمسمائة جنيهاً)
- غير شامل من/ شركة رويال للكيماويات .



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٢- الصودا الكاوية

- كمية ٥١.٥٠ طن

- كمية ٤١.٥٠ طن

بسر الطن ١٤٩٠٢.٠٠ جنيهاً (أربعة عشر ألفاً وتسعمائة وإثنين جنيهاً)
من/ شركة مصر لصناعة الكيمايات .

يتم شراء أحماض النخيل والصودا الكاوية ومكرونة الصابون من الشركات المذكورة بكميات اقتصادية طبقاً لكميات طلب الصابون وطبقاً للسيولة المتاحة نظراً لعدم إمكانية طرح مناقصات عامة لها لاحتياجها إلى تمويل مالي لا تقدر عليه الشركة علاوة على أنه يتم شراء هذه المستلزمات من الشركة المذكورة وكل كمية طبقاً لأسعار البورصة في حينه .

٣- الأذرة الصفراء :

- كمية ٥٢٣٣٠ طن بسر الطن ١٢٠٥٠.٠٠ جنيهاً (اثني عشر ألفاً وخمسون جنيهاً)

من / نيو جرين للتجارة والتوريدات .

٤- كسب الجلوتوفيد

- كمية ٦٩٩٨٠ طن بسر الطن ١٢٤٠٠.٠٠ جنيهاً (اثني عشر ألفاً وأربعمئة جنيهاً) .

من / الشركة المصرية لصناعة النشا والجلوكوز .

- كمية ٥٩٧٣٠ طن بسر الطن ١٣٣٠٠.٠٠ جنيهاً (ثلاثة عشر ألفاً وثلاثمئة جنيهاً) .

من/ شركة الزمردة لمنتجات الذرة .

٥- كسب مستخلص بذرة قطن

- كمية ٩٩٧٠٥ طن بسر الطن ١٤٨٤٠.٠٠ جنيهاً (أربعة عشر ألفاً وثمانمئة وأربعون جنيهاً) .

من / شركة سامح عنتر .

٦- زيت صويا منزوع خام

- كمية ٢٠٠ طن بسر الطن ٥٧٢٥٠.٠٠ جنيهاً (سبعة وخمسون ألفاً ومائتان وخمسون جنيهاً) .

- كمية ٢٥٠ طن بسر الطن ٥٨٠٠٠.٠٠ جنيهاً (ثمانية وخمسون ألف جنيهاً)

- كمية ٩٧٨٥٠ طن بسر الطن ٥٧٢٥٠.٠٠ جنيهاً (سبعة وخمسون ألفاً ومائتان وخمسون جنيهاً)

من/ الشركة الوطنية للزيوت النباتية .

- كمية ٥٠ طن بسر الطن ٥٤٥٠٠.٠٠ جنيهاً (أربعة وخمسون ألفاً وخمسمائة جنيهاً)

من/ شركة المجيدى لمنتجات الصويا والأعلاف .

- كمية ١٠٠ طن بسر الطن ٥٧٥٠٠.٠٠ جنيهاً (سبعة وخمسون ألفاً وخمسمائة جنيهاً)

- كمية ١٠٠ طن بسر الطن ٥٦٥٠٠.٠٠ جنيهاً (ستة وخمسون ألفاً وخمسمائة جنيهاً)

- كمية ٢٠٠ طن بسر الطن ٥٧٠٠٠.٠٠ جنيهاً (سبعة وخمسون ألف جنيهاً)

- كمية ١٠٠ طن بسر الطن ٥٧٠٠٠.٠٠ جنيهاً (سبعة وخمسون ألف جنيهاً)

- كمية ١٠٠ طن بسر الطن ٥٥٥٠٠.٠٠ جنيهاً (خمسة وخمسون ألفاً وخمسمائة جنيهاً)

من/ الشرق الأوسط لاستخلاص الزيوت النباتية



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خامساً : ما يستجد من أعمال

إجراء حركة ترقية بالشركة للعاملين بالشركة المستوفين للمدد البيئية

اللازمة للترقية حتى ٢٠٢٥/١٢/٣١

وافق المجلس بالإجماع على إجراء حركة ترقية بالشركة للعاملين المستوفين للمدد البيئية اللازمة للترقية حتى ٢٠٢٥/١٢/٣١ وفقاً للضوابط المنصوص عليها بلائحة نظام العاملين بالشركة وكذا بالمذكرة المعروضة على المجلس وعلى أن تسرى الترقية لجميع العاملين اعتباراً من تاريخ صدور قرار السيد الكيميائي/ العضو المنتدب التنفيذي في هذا الشأن.

رئيس مجلس الإدارة



اللواء/ محمد على محمود الحرقى



أمين سر المجلس



أ. / محمد شحات أحمد محمد



Egypt Oils and Soap Company
| Egyptian Joint Stock Company
Adly Street / Cairo 6
Tel: 23955019

Meeting minutes
Board of Directors of Misr Oils and Soap Company
dated 24/12/2025 (1048 No. Session

This morning, at the company's It is on Wednesday, December 24, 2025, at eleven o'clock headquarters at 6 Adly Street, Cairo, the Board of Directors met under the chairmanship of Major General Mohamed Ali Mahmoud El-Mahrouky, Chairman of the Board (non-executive), and with the following members

Representative of the Holding Company for Food Industries	Chemist/ Mohamed Elsayed Mohamed Ibrahim	(1
Representative of the Holding Company for Food Industries	Accountant / Nabil Mohamed Azab Abdel Rahim	(2
On behalf of Al Ahli Investments Company	Professor/ Hassan El-Sayed Hussein Qanawi	(3
On behalf of Al Ahli Investments Company	Dr. Mohamed Abdel Moneim Ayad	(4
On behalf of Al Ahli Investments Company	Professor / Muhammad Hashim Othman	(5
On behalf of Al Ahli Investments Company	Professor/ Omar Ahmed Daa El-Din Ali Hussein	(6
Representative of the Workers' Shareholders Union	Engineer/ Muhammad Ahmad Abdul Majeed Hussein Abu Al-Ezz	(7
Representative of the Workers' Shareholders Union	Engineer/ Tariq Mohammed Mohammed Siddiq Al-Baghdadi	(8

The duties of the Council's secretariat were carried out by Mr. Abdel Moneim Mohamed Ramadan and Director General of Cases, Execution and Fatwas in the Legal Affairs Sector at the company's headquarters has authorized Mr. Mohamed Hashem Osman to attend this meeting on behalf of Ms. Yamen Ahmed Daa El-Din Ali Hussein. The Major General/Chairman of the Board of Directors has approved the authorization

opened the session after confirming that it was properly convened due to the presence of a quorum He began by praising and thanking God, and the agenda proceeded as follows

First topic : Approval of the minutes of the previous meeting

presented to the members the minutes of the previous of the Board Chairman / Major General .Mr meeting No. 1047 dated 1/12/2025 and the decisions issued therein and a statement of what was done regarding them

: Decision

The council approved the contents of this report after implementing the decisions issued therein, as detailed in the attached statement

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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the decision on the draft regulations for the company's The second topic : Consideration of postponing
.employees

According to the new Labor Law No. (14) of 2025
presented to the members the memorandum submitted ,of the Board , Major General The Chairman
:by the members of the committee, the text of which is as follows
.On 3/5/2025 The new Labor Law No. (14) of 2025 was issued as a replacement for the Labor Law
.Number (12) of 2003

Whereas the Board of Directors of the company had previously approved the employee regulations of
,Misr Oils and Soap Company in its session No. 10 (736) dated 22/7/2003, (740) dated 24/9/2003
.issuing the company's employee regulations to comply with Labor Law No. (12) of 2003
On the occasion of the issuance of the new Labor Law No. (14) of 2025, which will be effective –
.from 1/9/2025, by applying it to the employees of the company
previously stated that on 28/8/2025 the matter was presented to the company's board of It was –
.directors in its meeting No
It was unanimously agreed to postpone the decision on the draft regulations for the company's (1044)
.employees

According to the new Labor Law No. (14) of 2025, for further study, to be presented in
.Upcoming session
,And since the company is about to hold an extraordinary general meeting, God willing, on 31/12/2025
which includes
Its agenda includes changing the title of Managing Director to 'Chief Executive Officer,' and this
...entails

.The assembly approved making some amendments to the draft regulations for the employees' system
.The company will also adopt this name

Therefore , we should wait until the extraordinary general assembly concludes its work and its
.outcome is known

To avoid making amendments to the aforementioned draft regulation after its adoption by the
.esteemed council

Therefore, we would like to ask you to consider approving the postponement of consideration of the
adoption of the draft regulations of the company's employees system prepared in accordance with
the new Labor Law No. (14) of 2025 until after the conclusion of the extraordinary general
.assembly of the company

The matter is entrusted to you, Your Excellency

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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: Decision

agreed to postpone consideration of the adoption of the draft regulations for the company's employees system, prepared in accordance with the new Labor Law No. (14) of 2025, until after the conclusion of the extraordinary general assembly meeting of the company

Considering postponing the decision on purchasing a unit or units of ownership : Third topic

.With enough space to accommodate the company's employees at the main office

presented to the members the memorandum submitted ,of the Board , Major General The Chairman :by the members of the committee, the text of which is as follows

had previously approved, in its session No. 1043 dated 30/7/2025, unanimously, to authorize the

Executive Members of the Council to search for alternative locations for the company's headquarters located at 6 Adly Street, Cairo, within the Greater Cairo area and its suburbs, taking into consideration the number of employees currently in service, and to present what is done to the Council by a maximum of 31/12/2025

:The Council had previously approved, in its session No. 1045 dated 24/9/2025, unanimously as —

.Refraining from renting a new headquarters for the company – 1

Purchasing a unit or units of ownership with sufficient space to accommodate the company's – 2 .employees at the main center

After presenting a statement of offers and value of available units and their approval by the council .by the end of December 2025

The committee formed pursuant to Resolution No. 270 of 2025 issued by the Chemist/Managing Executive Director had searched for alternative locations for the company's headquarters located at

Adly Street in Cairo to rent within the Greater Cairo area and its suburbs, in light of a study of 6 the number of workers expected to be in service at the headquarters on 1/2/2027, which is .approximately 87 workers. This is due to the issuance of Law No. 10/2022

The committee has determined that the total cost of acquiring and utilizing the space, including rental value and finishing costs, is exorbitant and will be listed as non-refundable expenses, even though the cost of purchasing and owning an average space of around 300 square meters costs .the company double the rental value for approximately five years

However, the purchase costs will be listed as a company asset, the value of which may increase .when disposed of and sold, thus generating capital gains

The principle of leasing was then changed to purchase-ownership, and the same committee began searching for available places offered for sale that were licensed as administrative and then .residential and could be reconciled to be used as an administrative headquarters for the company It has become clear that the places licensed as administrative are of high value, and that the places licensed as residential can be reconciled to be used as headquarters, provided that the company

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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bears the value of this reconciliation in some offers, which requires patience to bring more offers to obtain the best available options.

Therefore We would appreciate it if you would consider postponing the decision to purchase a unit or units of ownership with sufficient space to accommodate the company's employees at the main center, in order to conduct further research and investigation to obtain the best options in terms of prices, location, space, finishing, etc.

The matter is entrusted to you

: Decision

The council unanimously agreed to postpone consideration of purchasing a unit or ownership units with sufficient space to accommodate the company's employees at the main center ,for further research and investigation to obtain the best options in terms of prices location, space, finishing, etc., for a period of three months, with a maximum deadline of .2026/31/3

Fourth topic : Informing the council about the purchase of quantities of production supplies for work .needs

To it: the company's factories in Sandoub, Zagazig, Belqas, and Mit Ghamr
presented to the members the two ,of the Board of Directors , Major General Ali The Chairman :memoranda submitted by the Accountant/Head of the Needs Sector, the text of which is as follows

With reference to your approval of the Needs Sector memoranda dated 8/12/2025 -1

To purchase the following quantities of palm acid, amounting to 44,700 tons, from Al-Badari Company

.For trading oils and their derivatives at a price of 42,000 Egyptian pounds per ton

A supply order for palm acids, No. 129, dated 8/12/2025, was issued to the company's factory in -2 Sandoub in exchange for receiving fatty acids

purchase of 10 tons of soap pasta at a price of 65,500 Egyptian pounds per ton ,2025/12/9 On - 3

Excluding Royal Chemicals Company, supply order 131 was issued on 9/12/2025 for Receipt of fatty acids for the benefit of the United Company for the Supply of Oils and Soaps at the Sandoub factory

,With reference to your approval of the Needs Sector Memorandum dated 8 -4

To purchase the following quantity of caustic soda: 51.050 tons 2025/12/16

And a quantity of 41.540 tons from / Misr Chemical Industries Company at a price of 14902 Egyptian pounds per ton

Supply orders for caustic soda 128, 140, dated 8 and 16/12/2025, were issued -5

.This is for the company's factories in Sandoub and Zagazig

.Palm acid, caustic soda, and soap paste are purchased from the aforementioned companies .6

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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In economical quantities according to soap demand and available liquidity, given the inability to offer Public tenders are required because the company needs funding that it cannot afford, in addition to the fact that purchases are made These supplies are from the aforementioned company, and each quantity is according to the stock .exchange prices at the time

With reference to your approval of the Needs Sector memoranda dated 7/12/2025 -7
To purchase the quantities shown below of yellow corn, amounting to 52,330 tons, from New Green Trading

.The supplies are priced at 12050 Egyptian pounds per ton
,With reference to your approval of the Needs Sector memoranda dated 5/11/2025 - 8
To purchase the quantities shown below of Glutafed from the Egyptian company 2025/12/1
For the production of starch and glucose, a quantity of 69,980 tons at a price of 12,400 Egyptian .pounds per ton

.tons at a price of 13300 pounds per ton from / Al-Zumurda Company for Corn Products 59.730

With reference to your approval of the Needs Sector memoranda dated 10/11/2025 -9
To purchase the specified quantity of 99.705 tons of cottonseed meal from Sameh Antar Company
.At a price of 14,840 Egyptian pounds per ton

With reference to your approval of the Needs Sector memoranda dated 11/23/2025 - 10
2025/12/14 ,2025/12/10 ,2025/11/27 ,2025/11/20 ,2025/12/7
to purchase quantities of 200 tons of crude defatted soybean oil from the National 2025/12/16
Company

,Vegetable oils at a price of 572,500 Egyptian pounds per ton, and a quantity of 250 tons of crude .defrosted soybean oil

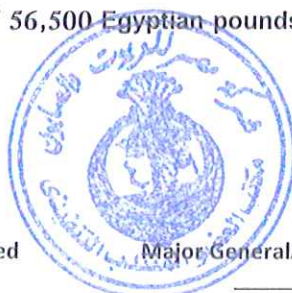
From the National Vegetable Oils Company, at a price of 58,000 Egyptian pounds per ton, for a .quantity of 97,850 tons
Crude defatted soybean oil from the National Oils Company, priced at 57250 Egyptian pounds per ton, and quantity
tons of crude soybean oil from Al-Majidi Company for Soda and Feed Products, price per ton 50
Egyptian pounds and a quantity of 100 tons of crude, blistered soybean oil from the 54,500
.Middle East

For the extraction of vegetable oils at a price of 57,500 Egyptian pounds per ton, and a quantity of .tons of crude soybean oil 100

From / Middle East Company, at a price of 56,500 Egyptian pounds per ton, and a quantity of 200 .tons of soybean oil

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



Egypt Oils and Soap Company
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Adly Street / Cairo 6

Tel: 23955019

Crude oil from the Middle East for vegetable oil extraction, priced at 57,000 Egyptian pounds per .ton

And a quantity of 100 tons of crude, blistered soybean oil from the Middle East for vegetable oil extraction

At a price of 57,000 per ton Egyptian pounds and a quantity of 100 tons of crude soybean oil from the Middle East

.To extract vegetable oils at a price of 5550 pounds per ton

Commitment orders and supply orders were issued for corn, gluten feed, and defatted soybean .oil

,Crude and cottonseed extract 411/15, 103, 118, 108, 125, 114

and dated 7/12/2025 and 139 ,138 ,137 ,134 ,135 ,117 ,115

2025/11/20 ,2025/12/7 ,2025/11/10 ,2025/12/1 ,2025/11/5

and 12/14/2025 2025/10/12 ,2025/10/12 ,2025/27/11 ,2025/23/11

for the company's factories in Zagazig, Sandoub, and Mit Ghamr ,2025/12/16 ,12/16

.And Bilqas

Paragraph (b) of Item (1) of Article (31) of the Company's Financial Regulations - 12

Which stipulates: (Urgent cases where delay would cause harm to the company)

Where the method of purchase by practice cannot be followed, in amounts not exceeding three hundred thousand pounds and

.Anything beyond that is presented to the Board of Directors for their information

Glutafed, yellow corn, cottonseed extract, and soybean oil are purchased from .13

,Traders are buying in economical quantities according to feed quantities and available liquidity

.given the inability to offer [unspecified items]

Public tenders are required because the company needs funding that it cannot afford, in addition to

the fact that purchases are made

These supplies are from the aforementioned company, and each quantity is according to the stock

.exchange prices at the time

The matter is presented to you for your kind approval and endorsement, and for the matter to be

.presented to the Board of Directors for your information

.The matter is entrusted to you

: Decision

Surrounded The council is aware of the purchase of the quantities of production supplies listed ,below, as required for the operation of the company's factories in Sandoub, Zagazig, Mit Ghamr

:and Belqas, namely

Palm acids -1

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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Quantity of 44,700 tons at a price of 42,000 Egyptian pounds per ton (forty-two thousand –
(Egyptian pounds
.From/ Al-Badari Company for Trading Oils and their Derivatives
.Order No. 129 for the supply of palm acids, dated 8/12/2025, was issued for the company's factory
.Sandoub versus fatty acids

Quantity of 10 tons of soap pasta at a price of 65,500 Egyptian pounds per ton (sixty-five thousand five –
(hundred Egyptian pounds
.Excludes from/Worial Chemicals Company
Caustic soda -2
Quantity: 51.050 tons
Quantity: 41.540 tons

At a price of 14,902 Egyptian pounds per ton (fourteen thousand nine hundred and two Egyptian
(pounds
.From/ Misr Chemical Industries Company

are purchased from the aforementioned companies in economical quantities according to the
quantities of soap ordered and according to the available liquidity, given that it is not possible to put
.out public tenders for them because they require financial funding that the company cannot afford
Moreover, these supplies are purchased from the aforementioned company, and each quantity is
.according to the stock exchange prices at the time

:Yellow corn -3
Quantity of 52.330 tons at a price of 12,050 Egyptian pounds per ton (twelve thousand and fifty –
(Egyptian pounds

. From / New Green Trading and Supplies
Gaining glutamate - 4
Quantity of 69.980 tons at a price of 12,400 pounds per ton (twelve thousand four hundred –
(pounds

.From / The Egyptian Company for Starch and Glucose Manufacturing
Quantity of 59.730 tons at a price of 13,300 pounds per ton (thirteen thousand three hundred –
(pounds

.From/ Al-Zumurda Corn Products Company
Cottonseed extract - 5
Quantity of 99.705 tons at a price of 14,840 pounds per ton (fourteen thousand eight hundred and forty –
(pounds

. from / Sameh Antar Company
Crude defatted soybean oil - 6

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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A quantity of 200 tons at a price of 57,250 Egyptian pounds per ton (fifty-seven thousand two hundred –
(and fifty Egyptian pounds

Quantity 250 tons at a price of 58,000 Egyptian pounds per ton (fifty-eight thousand Egyptian –
(pounds

Quantity of 97.850 tons at a price of 57250 pounds per ton (fifty-seven thousand two hundred and fifty –
(pounds

.From/ The National Company for Vegetable Oils

Quantity of 50 tons at a price of 54,500 Egyptian pounds per ton (fifty-four thousand five –
(hundred Egyptian pounds

.From/ Al-Majidi Company for Soybean and Animal Feed Products

Quantity of 100 tons at a price of 57,500 Egyptian pounds per ton (fifty-seven thousand five –
(hundred Egyptian pounds

Quantity of 100 tons at a price of 56,500 Egyptian pounds per ton (fifty-six thousand five –
(hundred Egyptian pounds

A quantity of 200 tons at a price of 57,000 Egyptian pounds per ton (fifty-seven thousand –
(Egyptian pounds

Quantity of 100 tons at a price of 57,000 Egyptian pounds per ton (fifty-seven thousand –
(Egyptian pounds

Quantity of 100 tons at a price of 55,500 Egyptian pounds per ton (fifty-five thousand five –
(hundred Egyptian pounds

.From/Middle East for vegetable oil extraction

Fifth topic : New business

Implementing a promotion process within the company for employees who have met the required service
periods

The required infrastructure for promotion until 31/12/2025

presented to the members the ,of the Board of Directors , Major General The Chairman
memorandum submitted by the Managing Director for Financial and Administrative Affairs, the text
:of which is as follows

We are pleased to present to you the regulations governing promotions for company employees who
have completed the required service periods for promotion up to 31/12/2025, from the fifth grade up
to the first grade. This is intended to motivate these employees to exert more effort to increase
production and its quality, which will benefit the company, in accordance with what is stated in
Chapter Four of the company's employee regulations and according to the job descriptions and
experience required of the promoted employee

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Chairman of the Board

Major General/ Mohamed Ali Mahmoud Al-Mahrouqi



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Therefore, the matter is presented to you for your kind consideration and approval of the following
:guidelines

.Promotions are made to vacant positions from the fifth grade up to the first grade -1

The day that completes the calculation of the interim periods required for promotion is -2
.2025/12/31

The minimum intervals required for promotion, from the date of the employee's seniority in -3
:the grade until the date of completion of the promotion process (31/12/2025), are as follows

.From the second grade to the first grade with a minimum of (6 years) -

.From the third grade to the second grade with a minimum of (8 years) -

.From the fourth grade to the third grade with a minimum of (5 years) -

.From the fifth grade to the fourth grade with a minimum of (5 years) -

.From the sixth grade to the fifth grade with a minimum of (5 years) -

Promotion to supervisory positions (first grade) by selection at a rate of 100% and -4
based on the candidate obtaining the rank of (excellent) in the last two years and
eligibility, and guided by what the superiors show about the candidates in terms of
.elements of excellence

:Promotion to other positions .5

.A - 25% seniority and 75% selection

.The candidate must pass the training courses offered by the company -6

:The employee may not be promoted in the following two cases .7

a) In the event that the worker takes unpaid leave or secondment for a period of not less than six
months and in

Upon his return, he may not be promoted until one year has passed from the date of his return to
.work

.Date of approval by the competent authority to carry out the promotions process (31/12/2025)

Secretary of the Council

A. / Mohamed Shehata Ahmed Mohamed



Major General/ Mohamed Ali Mahmoud Al-Mahrouqi

Chairman of the Board



B – The person referred to criminal trial and suspended from work during the period of referral or suspension. In this case, the worker's job is reserved for a period of one year. If the period is extended for more than that and it is proven that he is not guilty, or if he is given the penalty of warning or suspension from work for a period of five days or less, then when he is promoted, his seniority in the promoted position that would have been in it if he had not been referred to criminal trial must be taken into account, and he is given its salary from this date. The worker is considered to have been referred to trial .from the date of the request to refer him

An employee who has been subject to one of the disciplinary penalties listed below –8
:may not be considered for promotion until the following periods have elapsed

A – Three months in the case of a deduction from wages for a period not exceeding five to ten .days

.b) Six months in the case of a deduction from wages for a period of eleven to fifteen days

.C – Nine months in the case of a deduction from wages for a period of fifteen to thirty days

d) A full year in the event of a wage deduction for a period exceeding thirty days or in the event of being deprived of

Part of the periodic bonus or a pay reduction by the amount of the bonus at most, or a .demotion to a lower position

At the immediately lower grade. The deferral periods mentioned in the preceding clauses are calculated from

The date of the penalty, even if it overlaps with another period resulting from a previous .penalty, does not affect the opponent

The wages imposed on employees in accordance with the attendance and departure .system are considered penalties

Disciplinary action is taken for work-related violations unless the worker has already .received one of the aforementioned penalties

.In addition to this penalty

The matter is presented to you for your kind consideration and approval to present the matter to the company's board of directors for approval to conduct a promotion process for company employees who have met the necessary interim periods up to 12/31/2025, in .accordance with the regulations explained above





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Egyptian Joint Stock Company 9

Adly Street / Cairo 6

Tel: 23955019

: Decision

The council unanimously approved The company will conduct a promotion process for employees who have met the required interim periods for promotion up to 12/31/2025, in accordance with the regulations stipulated in the company's employee system regulations, as well as the memorandum presented to the board, and the promotion will apply to all employees as of the date of issuance of the decision of the Chemist/Managing Executive .Director in this regard

I delegated Misr Oils and Soap Company – an Egyptian joint–stock company – owned by
: the following gentlemen

Their names are still with the legal department – whether as a specific group or individually – in submitting the minutes of the company's board meeting No. 1048 dated and completing the procedures for its ratification by the Investment Services 2025/12/24

: Complex and receiving it after ratification. On him and his hum

Professor/Mohamed Shehat Ahmed Mohamed – Attorney at Law –1

Mr. Abdel Moneim Mohamed Ramadan Ibrahim – Attorney at Law –2

Mr. Ahmed Mohamed Mahmoud Ragab, Attorney at Law –3

Professor/ Ahmed El–Sayed Mostafa Ali El–Tantawy – Attorney at Law – Y –4

Chairman of the Board

i. The meeting ended on schedule at 2:00 PM

Secretary of the Council

Mohamed Ali Mahmoud El Mahrouki/ Major General

A/ Mohamed Shehata Ahmed Mohamed

Declaration

The Chairman of the meeting acknowledges his full legal responsibility for the accuracy of the statements, facts, and procedures contained in this record, in the presence of the shareholders, third parties, and the General Authority for Investment and Free Zones. He acknowledges keeping all documents and records supporting what was stated in the meeting at the company headquarters, in accordance with its agreement, the provisions of the law, the company's articles of association and its amendments, or the company's .contract and its amendments, and committing to providing them when requested



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Chairman of the Board

Mohamed Ali Mahmoud Al-Mahrouqi/ Major General

decisions council Company Management
on His sitting number (1048) dated 24/12/2025

: Previous session Firstly : Ratification of the minutes
presented the minutes ,of the Board , Major General The Chairman
.of the previous meeting to the members
Number 1047 dated 1/12/2025 and the decisions issued therein and
.a statement of what was done regarding it

: Decision

The council approved the contents of this report after implementing the
.decisions issued therein, as detailed in the attached statement

the decision on the draft secondly : Consideration of postponing
regulations for the company's employees: prepared in accordance with
.the law

New Work No. (14) of 2025

The council unanimously agreed to postpone consideration of the
adoption of the draft regulations for the company's employees
system, prepared in accordance with the new Labor Law No. (14)
of 2025, until after the conclusion of the extraordinary general
.assembly meeting of the company

Third : Consider postponing the decision to purchase a unit or units of
.sufficient size

. To accommodate the company's employees at the main office

The council unanimously agreed to postpone consideration of
purchasing a unit or ownership units with sufficient space to
accommodate the company's employees at the main center for



further research and investigation to obtain the best options in terms of prices, location, space, finishing, etc., for a period of three . months, with a maximum deadline of 3/31/2026

Fourth : The council was informed of the purchase of quantities of .production supplies needed for the work

The company's factories in Sandoub , Zagazig, Belqas and Mit

Ghamr

: Decision

Surrounded The council is aware of the purchase of the quantities of production supplies listed below, as required for the operation of the : company's factories in Sandoub, Zagazig, Mit Ghamr, and Belqas, namely

Palm acids -1

Quantity 44.700 tons at a price The ton costs 42,000 Egyptian pounds (forty . (. (two thousand Egyptian pounds-

.From/ Al-Badari Company for Trading Oils and their Derivatives

Quantity of 10 tons of soap pasta at a price of 65,500 Egyptian pounds - per ton (sixty -five thousand five hundred Egyptian pounds)

.Excludes Royal Chemicals Company

Caustic soda -2

Quantity : 51.050 tons

Quantity: 41.540 tons

At a price of 14,902 Egyptian pounds per ton (fourteen thousand nine (hundred and two Egyptian pounds

.From/ Misr Chemical Industries Company

are purchased from the aforementioned companies in economical quantities according to the quantities of soap ordered and according to the available liquidity, given that it is not possible to put out public tenders for them because they require financial funding that the company cannot



afford. Moreover, these supplies are purchased from the aforementioned company, and each quantity is according to the stock exchange prices at .the time

:Corn Yellow - 3

) Quantity 52.330 tons at a price The ton costs 12,050 Egyptian pounds
.(twelve thousand and fifty pounds
. From / New Green Trading and Supplies

Gaining glutamate - 4

Quantity of 69.980 tons at a price of 12,400 pounds per ton (twelve –
.(thousand four hundred pounds
.From / The Egyptian Company for Starch and Glucose Manufacturing

Quantity of 59.730 tons at a price of 13,300 pounds per ton (thirteen –
.(thousand three hundred pounds
.From/ Al-Zumurda Corn Products Company

Cottonseed extract - 5

Quantity of 99.705 tons at a price of 14,840 pounds per ton (fourteen –
.(thousand eight hundred and forty pounds
. from / Sameh Antar Company

Crude defatted soybean oil - 6

A quantity of 200 tons at a price of 57,250 Egyptian pounds per ton (fifty– –
.(seven thousand two hundred and fifty Egyptian pounds

Quantity of 250 tons at a price of 58,000 Egyptian pounds per ton (eight –
fifty thousand pounds

Quantity of 97.850 tons at a price of 57250 pounds per ton (fifty –seven –
(thousand two hundred and fifty pounds

.From/ The National Company for Vegetable Oils

Quantity of 50 tons at a price of 54,500 Egyptian pounds per ton (fifty – –
(four thousand five hundred Egyptian pounds



.From/ Al-Majidi Company for Soybean and Animal Feed Products

Quantity of 100 tons at a price of 57,500 Egyptian pounds per ton (fifty – –
(seven thousand five hundred Egyptian pounds

Quantity of 100 tons at a price of 56,500 Egyptian pounds per ton (fifty– –
(six thousand five hundred Egyptian pounds

Quantity of 200 tons at a price of 57,000 Egyptian pounds per ton (fifty – –
(seven thousand Egyptian pounds

Quantity of 100 tons at a price of 57,000 Egyptian pounds per ton (fifty – –
(seven thousand Egyptian pounds

Quantity of 100 tons at a price of 55,500 Egyptian pounds per ton (fifty – –
(five thousand five hundred Egyptian pounds

.From/Middle East for vegetable oil extraction

Fifth : New developments

Implementing a promotion process within the company for eligible

employees. For intervening periods

Required for promotion until 31/12/2025

The council unanimously approved The company will conduct a promotion process for employees who have met the required interim periods for promotion up to 12/31/2025, in accordance with the regulations stipulated in the company's employee system regulations, as well as the memorandum presented to the board, and the promotion will apply to all employees as of the date of issuance of the decision of the

.Chemist/Managing Executive Director in this regard



Egypt Oils and Soap Company, Secretariat of the Council

Adly Street / Cairo 6

secretary Council

Mr/ Mohamed Shehata Ahmed Mohamed.



Chairman of the Board

Major General // Mohamed Ali Mahmoud El-Mahrouki