



# FAQ'S - ABOUT THE COMPANY



## WHO IS ALEC HOLDINGS?

ALEC Holdings ("ALEC") is a diversified construction group focused on large-scale, complex and iconic projects. ALEC is one of the only regional players offering a complete and integrated suite of services through two core offerings, ALEC Construction (building and construction) and Target Engineering (energy) and nine business units that complement its core construction business, including: ALEC Fitout, ALEMCO, ALEC Lite, ALEC Data Center Solutions, ALEC Technologies, ALEC Facades, LINQ, ALEC Energy, and AJI Rentals.

## WHO OWNS ALEC?

ALEC is wholly owned by the Investment Corporation of Dubai ("ICD"), the principal investment arm of the Government of Dubai. As of 31 December 2024, ICD had AED 1,468 billion in assets under management.

## WHAT PROJECTS HAS ALEC DELIVERED?

ALEC has delivered some of the most complex, large-scale and iconic projects, including One Za'abeel, SeaWorld Abu Dhabi and Dubai Hills Mall.

## HOW MANY COUNTRIES DOES ALEC OPERATE IN?

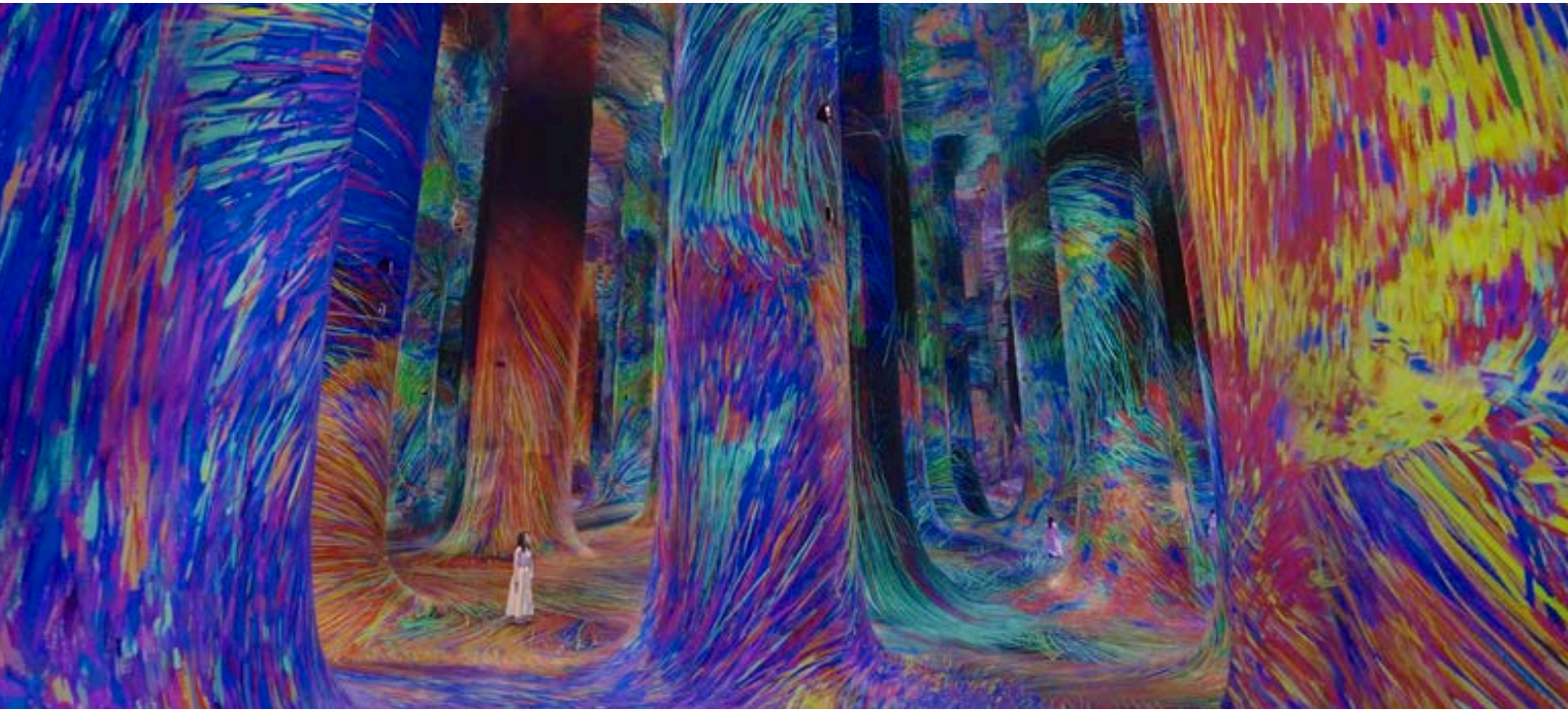
ALEC is headquartered in Dubai and has operations across the Emirates, and it also has a presence and extensive operations in KSA.

## WHAT SECTORS DOES IT FOCUS ON?

ALEC focuses on projects in the commercial, hospitality, retail, energy, airports, data centres, and themed entertainment sectors. The company is very selective about the residential projects it tenders for, focusing on high-rise, ultra-luxury, complex projects.



# CONTINUED



## **WHAT PROJECTS IS IT CURRENTLY DELIVERING?**

With a project backlog of AED 35.4 billion as of 30 June 2025, the company is working on various major, high-value projects, including:

- Stargate UAE (Abu Dhabi)
- Natural History Museum (Abu Dhabi)
- Como Residences (Dubai)
- Aquarabia Waterpark, Qiddiya (Riyadh)
- Qiddiya Speedpark (Riyadh)
- Wynn Al Marjan (Ras Al Khaimah)
- Ilmi – Science Discovery Innovation Center MISK (Riyadh)
- Multiple projects for ADNOC and Saudi Aramco (Abu Dhabi and Riyadh)

## **HAS ALEC ACQUIRED ITS OTHER BUSINESSES?**

Apart from the acquisition of Target Engineering in September 2022, ALEC has primarily relied on organic growth to expand its business.

## **WHEN DID ALEC ENTER KSA AND WHY?**

ALEC was awarded the construction of Aquarabia Waterpark, Qiddiya, its first construction project in KSA in 2022. The contract was awarded to a 50/50 joint venture between El Seif and ALEC. ALEC believes that the KSA market is an attractive market, where it can utilise the expertise gained in the UAE to deliver complex, landmark projects aligned with Vision 2030.

## **HOW MANY EMPLOYEES DOES ALEC GROUP HAVE?**

As of 30 June 2025, ALEC had a total of 47,500 employees across its businesses. In the UAE, ALEC has approximately 32,000 labourers and 9,400 staff members. The workforce in KSA consists of approximately 4,900 labourers and 1,200 staff members.



# CONTINUED



## **WHAT IS ALEC'S DIVIDEND POLICY?**

ALEC has adopted a dividend policy to ensure it is rewarding shareholders balanced with ongoing capital needs to support growth and operations. ALEC is committed to distributing a cash dividend of AED 200 million in April 2026 for FY-2025, despite being publicly listed for less than three months of that financial year. It also intends to distribute a cash dividend of AED 500 million for FY-2026 (payable in October 2026 and April 2027). Thereafter, ALEC will adopt a semi-annual policy with a minimum payout ratio of 50% of net profit for the relevant financial year, subject to Board of Directors' recommendation and shareholders' approval.

## **HOW HAS ALEC'S FINANCIAL PERFORMANCE BEEN OVER THE LAST 2 YEARS?**

ALEC has delivered strong financial performance in FY-2023 and FY-2024. For FY-2023 and FY-2024, the revenue was AED 6.3 billion and AED 8.1 billion, respectively. ALEC also saw a significant increase in EBITDA<sup>2</sup> from AED 433 million in FY-2023 to AED 646 million in FY-2024, with EBITDA margins<sup>3</sup> expanding to 8.0% in FY-2024 from 6.9% in FY-2023.

ALEC achieved net income growth, with profit for the year FY-2023 of AED 238 million reaching AED 363 million in FY-2024. So far in 2025, the Company has sustained robust financial performance with revenue reaching AED 5,362 million in H1-2025 (compared to AED 3,436 million in H1-2024), EBITDA<sup>1</sup> of AED 437 million in H1-2025 (compared to AED 245 million in H1-2024), and profit of AED 239 million in H1-2025 (compared to AED 129 million in H1-2024).

## **WHAT'S ALEC'S NET DEBT POSITION?**

ALEC maintains a solid balance sheet with a net cash<sup>10</sup> position of AED 334 million as of 30 June 2025, setting ALEC apart within the industry and reflecting its strong financial discipline.



# CONTINUED



## WHAT'S ALEC'S FREE CASH FLOW POSITION?

In FY-2024, ALEC's free cash flow to firm<sup>4</sup> (FCF) was AED 636 million. For the first six months ended 30 June 2025, free cash flow to firm<sup>4</sup> was AED 241 million.

## IS THIS A PRIMARY OR SECONDARY OFFERING?

The Global Offering is considered a 100% secondary offering, meaning that the net proceeds will be directed to ICD, the selling shareholder. ALEC's robust balance sheet, including a net cash position of AED 334 million as of 30 June 2025, reflects its strong financial position and eliminates the need for primary capital raising.

## WHY IS ICD SELLING ITS SHARES?

The initial public offering of ALEC represents a strategic step to support the ALEC's continued growth and long-term development. Listing ALEC on the public market enhances its visibility and reinforces its commitment to transparency, strong governance, exceptional performance, and ESG principles, all of which are important to its clients and stakeholders. Additionally, as a listed company on the DFM ALEC will have added flexibility to access new sources of capital to support its growth, as and when needed in the future.

ICD will remain a majority shareholder of the company following the Global Offering, reaffirming its long-term commitment to ALEC.

## WHERE WILL THE SHARES BE TRADED?

The shares will be traded on the DFM.



# CONTINUED



## **HOW MANY SHARES ARE ON OFFER?**

1,000,000,000 ordinary shares will be on offer through the Global Offering.

## **HOW MANY SHARES ARE BEING ALLOCATED TO RETAIL INVESTORS?**

62,500,000 ordinary shares are being allocated to retail investors, which is 5% of the Global Offering.

## **IS THIS CONSIDERED A SHARIAH INVESTMENT?**

Yes, this is considered a Shariah compliant investment. The Internal Shariah Supervision Committee of Emirates NBD Bank PJSC has issued a fatwa confirming that, in its view, the Offering is compliant with Shariah principles.

## **AS AN INDIVIDUAL INVESTOR, HOW CAN I SUBSCRIBE TO THE IPO?**

Individual investors can subscribe through participating receiving banks or DFM's digital platforms. A valid DFM Investor Number (NIN) is required. Subscription for the IPO will commence on 23 September and will close at 6pm on 30 September 2025.





## FOOTNOTES

*1) Excludes revenues from the corporate activities and eliminations segments.*

*(2) EBITDA is calculated as profit for the period before income tax, finance costs, depreciation of property, plant and equipment and right-of-use assets and amortisation of intangible assets.*

*(3) EBITDA divided by revenue*

*(4) Cash from operations minus capital expenditures (payment for purchases of property, plant and equipment, and purchase of property, plant and equipment which is right-of-use asset with corresponding lease liability)*