

CIN : L93000DL2013PLC258273
GSTIN : 07AADC13472Q1Z2
PAN : AADC13472Q
PF No. : DLCPM-33296
ESI No. : 1100081251000101
MSME : UDYAM-DL-11-0006466

 **Icon Facilitators Limited**
(Formerly known as Icon Facilitators Private Limited)
C-28, 2nd Floor, C-Block, Community Center
Janak Puri New Delhi-110058
Tele No. 011-42603176
Email: iconfacilities@gmail.com

February 04, 2026

To,
BSE Limited
Phirozee Jeejeebhoy Tower
Dalal Street, Fort
Mumbai – 400001

BSE Scrip Code: 544426

Subject: Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”)

Dear Sir/ Madam,

Pursuant to Regulation 30 of the SEBI Listing Regulations read with Schedule III of the said regulations, we would like to inform you that the Icon Facilitators Limited has entered into a Memorandum of Understanding (MoU) with Radiance Power Solutions, Firm (GSTIN – 09ABGFR9913E1ZX).

This MoU has been executed for a strategic collaboration for providing Integrated Facilities Management Services.

A copy of the MoU is enclosed herewith for your information and records.

Thank you,

Yours Sincerely,

For **Icon Facilitators Limited**

Pooja
Company Secretary & Compliance Officer

Encl: As above

MEMORANDUM OF UNDERSTANDING (MOU)

This Memorandum of Understanding ("MOU") is executed on this 15TH day of January 2026 at Meerut.

BETWEEN

ICON FACILITATORS LIMITED, a company incorporated under the provisions of the Companies Act, 2013, having its Corporate Identification Number (CIN) U93000DL2013PLC258273, GSTIN 07AADCI3472Q1Z2, and having its registered office at New Delhi (hereinafter referred to as "Icon" or "First Party"), acting through its authorised signatory Mr. Dinesh Makhija, Director, duly authorised for the purpose.

AND

RADIANCE MANPOWER SOLUTIONS, a Firm, GSTIN 09ABGFR9913E1ZX, and having its registered office at 2ND Floor Siddhi Vinayak Complex, Baghpat Road, Near Delhi Public School, Rishi Nagar, Meerut, Uttar Pradesh, 250005 (hereinafter referred to as "Radiance" or "Second Party"), acting through its Partner Mr Shubham Garg, duly authorised for the purpose.

Icon and Radiance are hereinafter individually referred to as a "Party" and collectively as the "Parties".

1. PURPOSE OF THE MOU

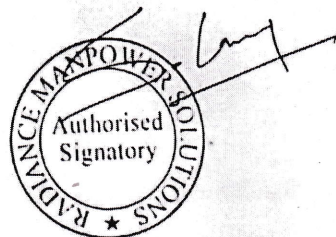
The purpose of this MOU is to record the mutual understanding between the Parties for entering into a strategic collaboration for providing Integrated Facilities Management (IFM) Services, including but not limited to soft services, hard services, technical services, housekeeping, security coordination, manpower supply, and allied facilities services.

The Parties mutually aim to generate a consolidated revenue of INR 50 Crores (Rupees Fifty Crores only) during the Financial Year 2026–27 through this collaboration in the states of Uttar Pradesh and Uttarakhand.

2. BACKGROUND AND CAPABILITIES

2.1 Icon Facilitators Limited

Icon Facilitators Limited is an established facilities management organisation with pan-India operational capability. Icon recorded an approximate turnover of INR 58 Crores in the last financial year (FY 2024–25) and possesses expertise in large-scale IFM



contracts, compliance management, audits, process governance, client acquisition, and contract administration.

2.2 Radiance Manpower Solutions

Radiance Manpower Solutions is a professionally managed manpower and services organisation with strong operational presence in Uttar Pradesh. Radiance recorded an approximate turnover of INR 16 Crores 48 Lakh in the last financial year (FY 2024–25) and possesses expertise in manpower mobilisation, local statutory compliance, workforce management, and site-level execution.

3. SCOPE OF COLLABORATION

The collaboration shall include, but not be limited to:

- Integrated Facilities Management (IFM) Services
- Soft Services (Housekeeping, Cleaning, Support Staff)
- Hard Services (Electrical, HVAC, Plumbing, Mechanical Maintenance)
- Technical & Engineering Services
- Manpower Supply and Workforce Management
- Client acquisition, bidding, and execution of IFM contracts

The geographical scope shall be Uttar Pradesh and Uttarakhand.

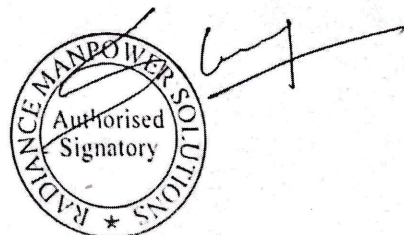
4. ROLES AND RESPONSIBILITIES

4.1 Responsibilities of Icon

- Lead business development, client acquisition, and key account management
- Overall contract governance and client interfacing
- Commercial structuring, pricing, and invoicing support
- Brand representation and corporate compliance

4.2 Responsibilities of Radiance

- Deployment and management of manpower
- Site-level operations and supervision



- Local statutory and labour law compliance
- Operational execution as per agreed Service Level Agreements (SLAs)

5. REVENUE MODEL AND SHARING

- The Parties agree to jointly pursue IFM contracts with a target revenue of INR 50 Crores in FY 2026–27.
- Revenue sharing shall be mutually decided on a project-to-project basis depending on scope, manpower, risk allocation, and client requirements, and shall be documented through written addendums or work orders.
- All statutory dues, taxes, and compliances shall be borne by the respective Party as per agreed responsibility.

6. TERM AND VALIDITY

This MOU shall be valid for a period of three (3) years from the date of execution, unless terminated earlier in accordance with this MOU.

7. CONFIDENTIALITY

Both Parties agree to maintain strict confidentiality of all commercial, technical, financial, and client-related information exchanged under this MOU, during and after the validity of this MOU.

8. NON-EXCLUSIVITY

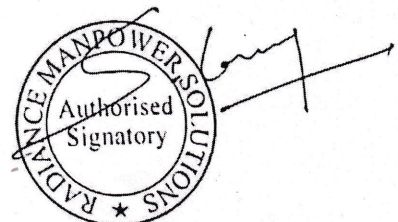
This MOU is non-exclusive in nature, and both Parties may engage in similar business activities with other entities, provided such activities do not conflict with the interests of this collaboration.

9. TERMINATION

Either Party may terminate this MOU by giving 90 (ninety) days' prior written notice to the other Party. Obligations accrued prior to termination shall survive.

10. DISPUTE RESOLUTION

Any dispute arising out of or in connection with this MOU shall be resolved amicably through mutual discussions. Failing such resolution, the dispute shall be subject to arbitration in accordance with the Arbitration and Conciliation Act, 1996, with the seat of arbitration at New Delhi.



11. GOVERNING LAW AND JURISDICTION

This MOU shall be governed by and construed in accordance with the laws of India, and courts at Meerut shall have jurisdiction.

12. NON-BINDING NATURE

This MOU represents a statement of mutual intent and understanding and does not constitute a legally binding contract for execution of projects, except for clauses relating to confidentiality, dispute resolution, and governing law.

13. MISCELLANEOUS

- Amendments to this MOU shall be made only in writing and signed by both Parties.
- This MOU is executed in two originals, each Party retaining one copy.

IN WITNESS WHEREOF, the Parties have executed this MOU on the date first written above.

For **ICON FACILITATORS LIMITED**

Signature: _____

Name: Mr. Dinesh Makhija

Designation: Authorised Signatory

Date: _____



For **RADIANCE MANPOWER SOLUTIONS**

Signature: _____

Name: Shubham Garg

Designation: Partner

Date: _____

