



GROUPE ICM

Horizon





GRUPE ICM

Horizon

"Entrepreneurship with ambition and independence, creating shared victories" : This is the mainspring of the ICM Group, led by a desire to "do".

A multidisciplinary, family-ruled, and independent group, the Groupe ICM Group operates in a wide range of markets. Its diverse business activities are led by men and women with strong convictions. The ICM Group is organized around the sectors of engineering, industry, real estate, commerce, and services, in addition to its strategic investments.

This multi-faceted organization is at the service of our clients, to whom we provide stability, expertise, and a long-term vision. This diversity is our strength and has made the ICM Group a leading player for over 50 years.

Beyond the diversity of our expertise, we guide the ICM Group by its purpose and core values. We offer the strength of a group and a structured organisation to a network of companies with strong roots in their local areas and industries. Trust, Simplicity, Engagement, Ambition, and Independence are the five core values that drive the ICM Group and each of its subsidiaries.

Looking to the future, we are also uniting the Group around key cross-functional initiatives, such as the Oxygène project, a three-year program that commits the ICM Group to a comprehensive and sustainable CSR approach.

Here's an overview of the ICM Group...

50 Years of Entrepreneurship

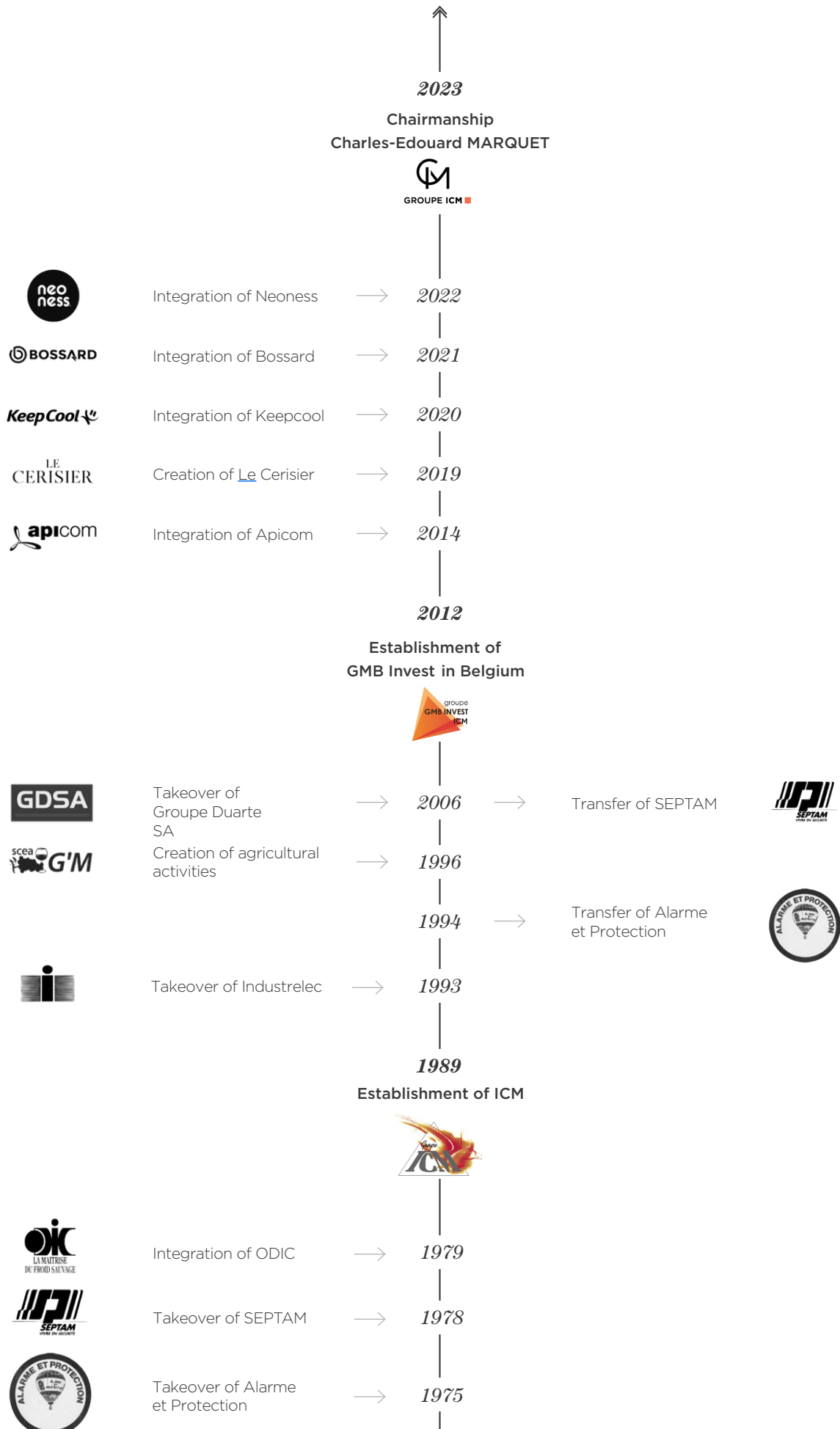
The ICM Group was founded in 1975. Over the past fifty years, its founder, Claude Marquet, has consistently demonstrated hard work, conviction, dedication, and achievement. He passed on the chairmanship of the Group in 2023.

Over the years, the Group's growth has been driven by a wide range of diversification initiatives, organized around six business divisions: GMB Invest, ICM Ingénierie, ICM Production, ICM Wellness, ICM Patrimoine and ICM Terre et Saveurs.

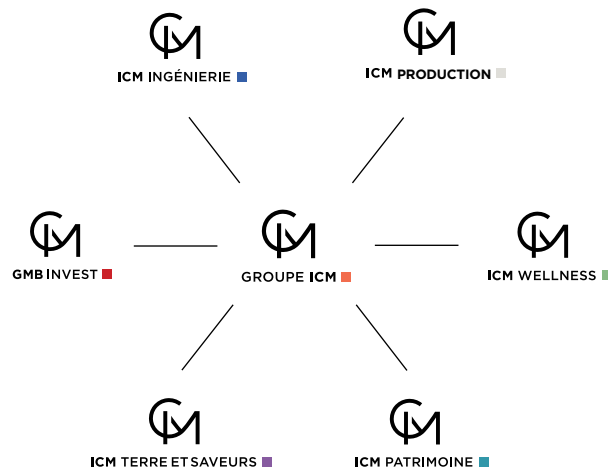
Now managed by Charles-Edouard Marquet and Rodolphe Marquet, the ICM Group remains a family-run and independent company.

Our objective is to continue to develop the Group's structure and build on our strengths.





A multidisciplinary group



Three economic pillars

A value-creating diversification strategy

The diversity of the ICM Group’s activities is a fundamental strategic choice that has ensured its financial stability, resilience and long-term viability for the past 50 years. Beyond its organisation into six divisions, the ICM Group’s strategy is based on three complementary pillars, designed to deliver controlled, sustainable and value-creating growth:

Operational, commercial, industrial and service activities that drive performance.

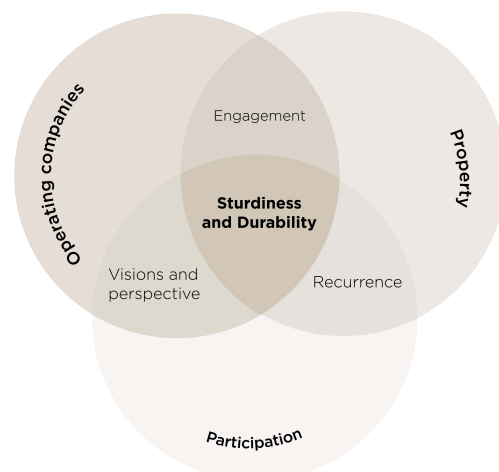
The ICM Group has its roots in entrepreneurship, having developed its business through commercial, industrial and service activities. Organised into divisions, we manage the day-to-day operations of the Group’s five operational divisions: ICM Ingénierie, ICM Production, ICM Wellness, ICM Patrimoine and ICM Terre et Saveurs. These high-value-added companies drive growth and generate cash flow.

Targeted and committed investments.

The sixth division of the ICM Group is dedicated to investment and is led by GMB Invest. The Group has significant holdings in its operating subsidiaries and property assets, ensuring strategic consistency and the creation of synergies. In addition, GMB Invest pursues a policy of selective minority shareholdings, enabling controlled risk diversification and broadening the Group’s horizons.

A rental property portfolio : a key to financial stability.

The result of a long-term vision, the ICM Group’s rental property portfolio has grown in parallel with its entrepreneurial activities. Managed by ICM Patrimoine, this long-standing strategic focus provides the Group with strong recurring revenue, a solid balance sheet and enhanced financial capacity, helping to secure and finance the Group’s growth.

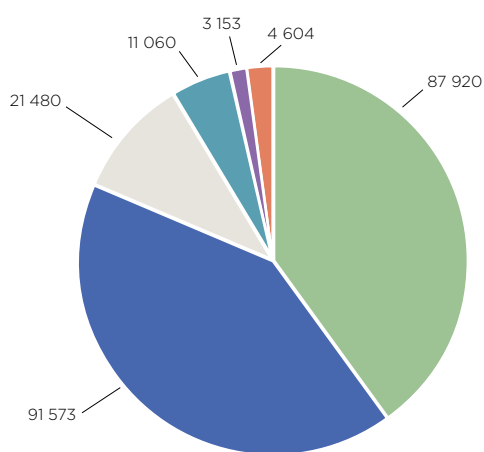


In 2024, the ICM Group reported consolidated revenue of €220 million, up 21.6% on 2022, reflecting strong growth dynamics across its business activities. Over the same period, EBITDA rose by 35.5% to €26.2 million in 2024, thanks to effective management of margins and costs. This financial performance enables the Group to make significant investments across its various divisions, supported by an active policy of reinvesting all profits generated.

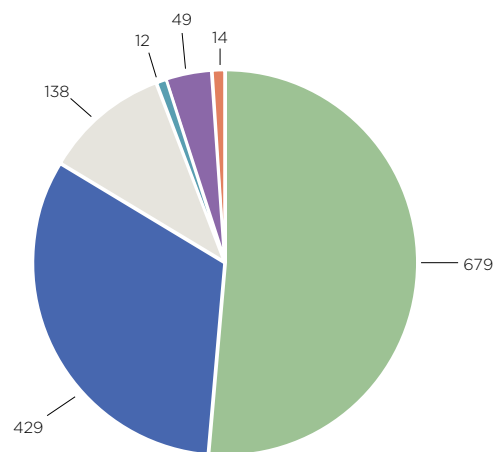
ICM Group	2022	2023	2024
Turnover	182 M	221 M	220 M
EBITDA	19 M	33 M	26 M
Investment	42 M	19 M	23 M

M = Million euros

The Engineering division and the Wellness division (accounting for 42% and 40% of the Group's total turnover respectively) are the Group's two main operational pillars. Other activities account for 18% of revenue. This diversity of activities, combined with the size of the property portfolio and investments outside the Group, is a major asset for the resilience of the ICM Group.



Revenue for 2024 by division
in thousands of €



Headcount for 2024 by division
ETP

- ICM Ingénierie
- ICM Wellness
- ICM Terre et Saveurs
- ICM Production
- ICM Patrimoine
- Groupe ICM and GMB Invest

Key figures

220

Millions of euros
in sales

1321

**Committed and
supported collaborators**

50

Years of
entrepreneurial history

66%
Men

34%
Women

25%
Senior rate

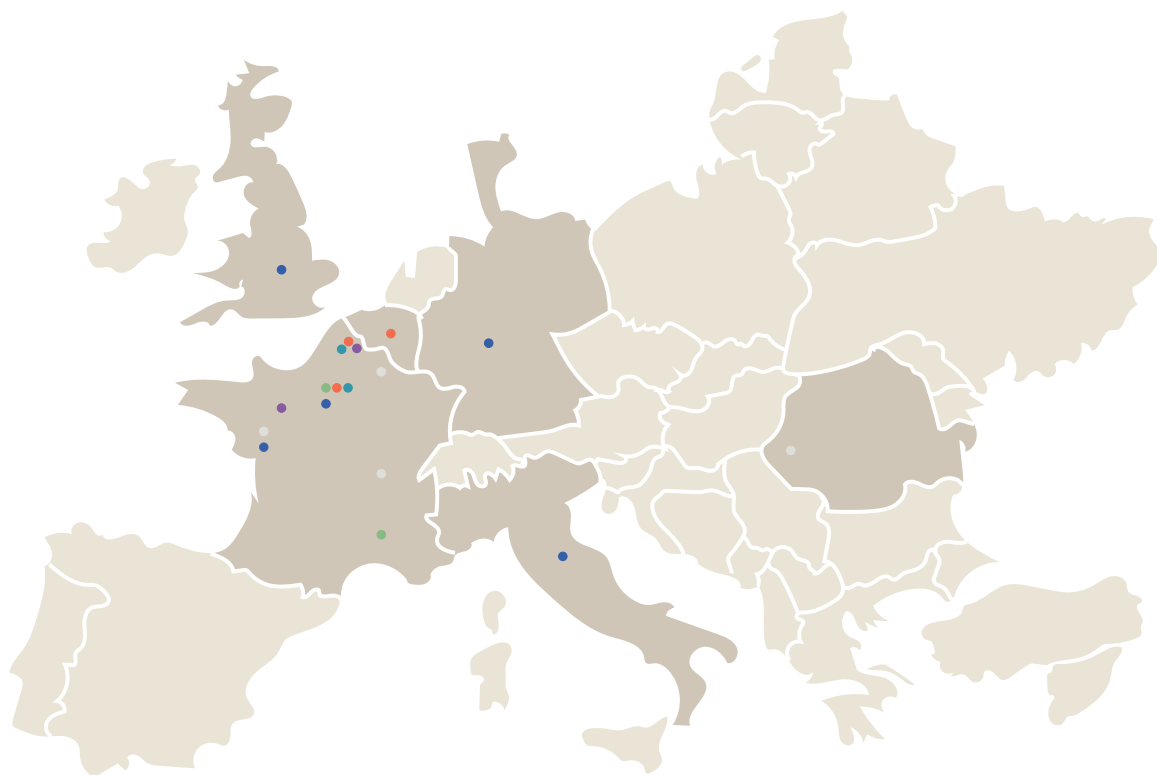
1,5%
people
with disabilities

36 years
Average age

+500k€
Amount invested
in training

A European group

The ICM Group operates in six European countries, notably through its ICM Engineering division, which also has a presence in China and India.



■ ICM Ingénierie
■ ICM Production

■ ICM Wellness
■ ICM Patrimoine

■ ICM Terre et Saveurs
■ Groupe ICM and GMB Invest

Corporate Governance

The ICM Group is organized around a parent holding company that oversees the governance, strategic direction and coordination of all the Group's entities. Founded in 1989, ICM SA centralises key support functions to ensure consistency, operational efficiency and risk management.

Our governance is part of the entrepreneurial DNA that has shaped the history of the ICM Group. Keeping our promises, managing with discipline and the ability to get projects off the ground are its key pillars, alongside our ambition to secure, develop and "make it possible".

Finally, the ICM Group's governance mission is to ensure a delicate balance between a long-term vision and day-to-day financial performance.



Charles-Édouard Marquet



Rodolphe Marquet



Stefano Borghi

Charles-Édouard Marquet

Charles-Édouard Marquet is a qualified engineer and has been with the ICM Group for over fifteen years. He initially joined the Group, setting up and developing the property development business within ICM Patrimoine. He is now CEO of the holding company ICM SA, as well as Chairman and Director of the holding company GMB Invest SRL.

Rodolphe Marquet

For over twenty years, Rodolphe Marquet has developed and consolidated the property business, a strategic and core activity of the ICM Patrimoine division. Thanks to his drive and personal commitment, this key business for the ICM Group has experienced strong growth. He is currently Deputy Chief Executive Officer of the holding company ICM SA and a director of the holding company GMB Invest SRL.

Stefano Borghi

Stefano Borghi is an Italian entrepreneur and business executive. He has been a state-registered chartered accountant and auditor since 1982. He joined the ICM Group in 2014 as CEO of the Italian subsidiary Apicom, within the ICM Engineering division. With recognized expertise, developed through numerous mandates on the boards of directors of Italian family-owned groups, he makes a strategic contribution to the Group's governance. Stefano Borghi is a director of the holding company GMB Invest SRL.



ICM Group
5 business divisions

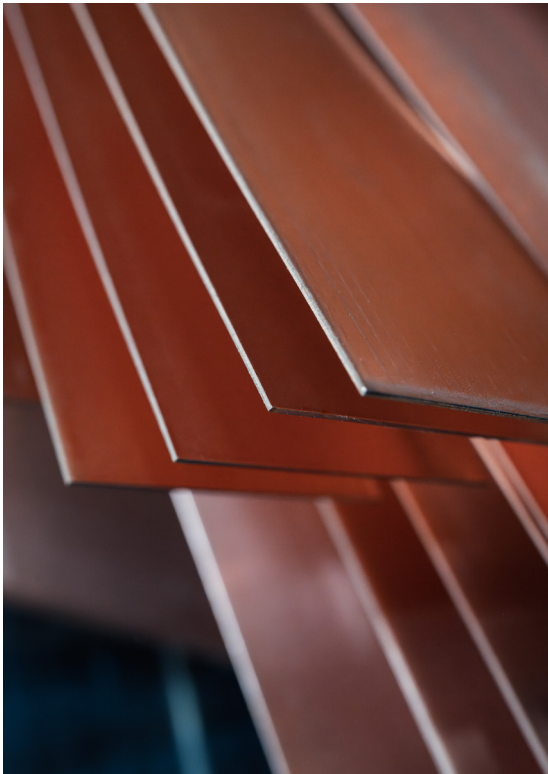




ICM ENGINEERING ■

Industrial solutions and services

SINCE 1993, THE ICM GROUP HAS BEEN DEVELOPING ITS EXPERTISE IN INDUSTRIAL ENGINEERING IN THE FIELDS OF DESIGN, INSTALLATION AND MAINTENANCE OF INDUSTRIAL EQUIPMENT.





Operating in France and internationally, ICM Engineering specialises in the following fields: electrical engineering, automation, industrial IT, instrumentation, test benches and test equipment, and maintenance.

ICM Engineering operates in France through its subsidiaries **INDUSTRELEC**, **AMBER TECHNOLOGIES**, **P2M** and **BOSSARD**. For over 60 years, these companies have been proud to support leading industrial clients by providing them with multi-disciplinary technical solutions and maintenance services in these sectors.

ICM Engineering has an international presence through its subsidiary **APICOM**: in Italy, in the UK, Germany, India and China. APICOM is an innovative company that develops and supplies testing solutions for manufacturers of motorcycles, cars, lorries, internal combustion engines, transmissions, gearboxes, batteries and electric motors. It offers a comprehensive range of test equipment and automation solutions for all testing applications.

In 2023, ICM Engineering (together with APICOM and INDUSTRELEC) and AVL established the joint venture 'EASE'. This new company provides complex testing solutions and global operational maintenance services to the ever-evolving automotive industry.

92

Millions of euros
in sales

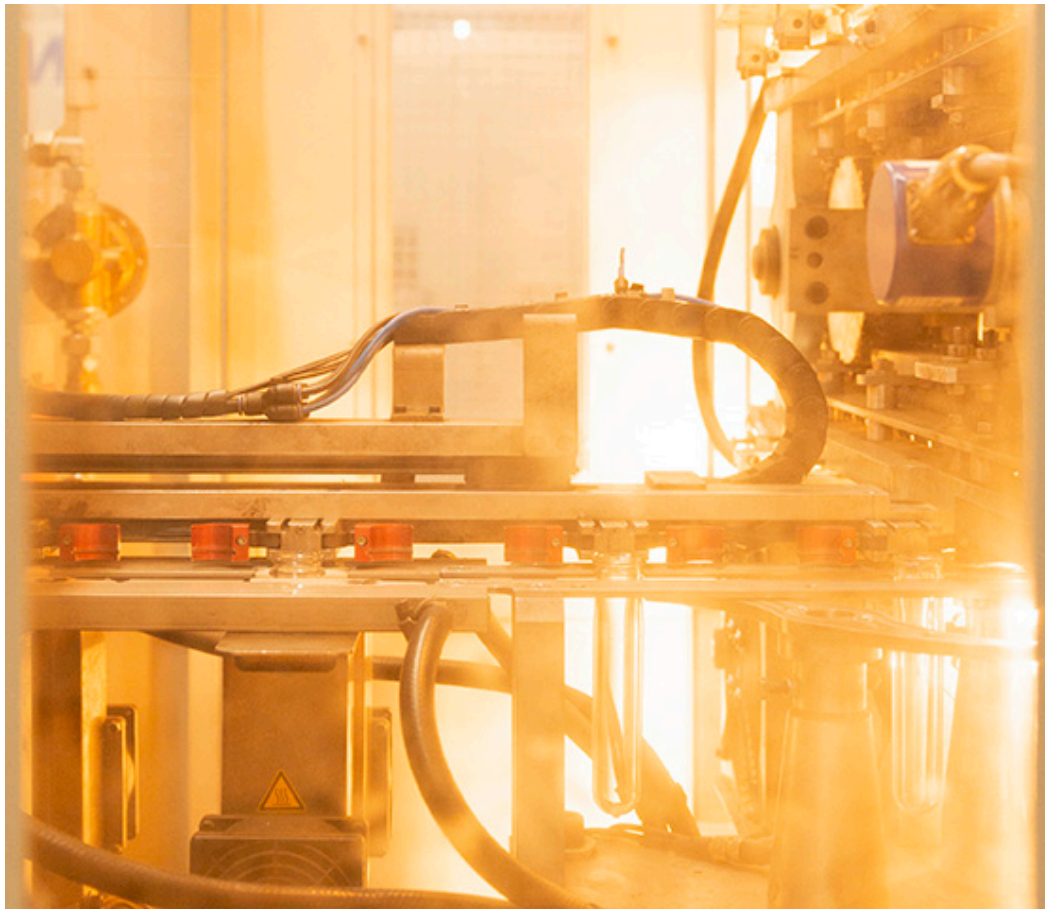
430

Collaborators



ICM PRODUCTION ■

Refrigeration – Molds – Injection – Blow molding



ICM PRODUCTION BRINGS TOGETHER THE ICM GROUP'S INDUSTRIAL ACTIVITIES. AS A KEY PLAYER IN THE PLASTICS AND REFRIGERATION MARKETS, THIS DIVISION IS KNOWN FOR THE ACTIVITIES AND SPECIALIZATION OF ITS VARIOUS COMPANIES.



21

Millions of euros
in sales

138

Collaborators

In the refrigeration sector, **ODIC** specializes in the research, design, manufacture, and sale of refrigeration equipment. For over 40 years, its products have been designed for institutional and commercial food service, the food processing industry, bakeries and pastry shops, and industrial settings.

The ICM Group operates across the plastics industry through four distinct entities: **ADI**, a company specializing in mold design and manufacturing. Based in Clisson (44), it offers a laboratory for the development and small-batch production of injection-molded parts.

PFR, a Romanian company, designs and manufactures moulds for a wide range of plastics processing methods and produces injection-moulded parts in both small and large batches.

BCGE and Flaconnages de l'Artois specialized in extrusion and extrusion blow-moulding for the food and drink, medical, petrochemical, automotive and nuclear industries. We design and manufacture plastic packaging (jerry cans, vials, bottles) and technical bags.





ICM WELLNESS ■

Everyday well-being



SPORT AND WELL-BEING ARE NOW ONE OF THE ICM GROUP'S KEY AREAS OF ACTIVITY.
SPORT IS A MAJOR FACTOR IN GOOD HEALTH AND WELL-BEING, AND WE ARE FULLY
COMMITTED TO THIS CAUSE.



288

Gym centers

88

Millions of euros
in sales

680

Collaborators

483 000

active members

The **Keep Cool** and **Neoness** brands are expanding rapidly, with a network that now includes nearly 300 sports centres.

The Group places at the center of its vision a genuine commitment to making sports accessible to all and promoting everyone's well-being, notably by offering digital services available 24 hours a day. With a strong presence throughout France (including its overseas territories) and Belgium, the Group places people at the heart of its concept by having state-certified coaches at every club. The goal is to ensure a comprehensive fitness experience by offering members personalized support and guidance. All of this takes place in exceptional facilities that combine modernity with a friendly atmosphere.

With the acquisition in 2022 of **Neoness**, a leading gym operator in the Paris region, the Group has firmly consolidated its position in the fitness market.





ICM PATRIMOINE ■

Thoughtful real estate

ICM PATRIMOINE BRINGS TOGETHER THE ICM GROUP'S REAL ESTATE ACTIVITIES: PROPERTY MANAGEMENT AND DEVELOPMENT.

The ICM Group's real estate development division offers a selection of new-construction projects across France and Belgium. These projects offer a variety of high-quality, custom-designed features. ICM Patrimoine is committed to delivering projects that are thoughtful and socially responsible, aesthetic and sustainable. For over ten years, we have been active in urban redevelopment. In addition to being a real estate developer, the ICM Group is also an investor through its real estate holding company. Since the late 1980s, we have pursued a real estate investment strategy that ensures our financial stability. Today, ICM Patrimoine has a large and diverse real estate portfolio serving its tenant clients.



Property Development

15

Collaborators

+500

Housing units delivered

+50

Managed projects



Real Estate

30

Years of expertise

+700

Properties

+140 000

m² of assets



ICM TERRE ET SAVEURS ■

A passion for taste

WITHIN THE ICM GROUP, THE “TERRE ET SAVEURS” DIVISION EMBODIES GASTRONOMIC EXCELLENCE AND THE AUTHENTICITY OF THE LOCAL TERROIR. IT INCLUDES ICONIC PLACES SUCH AS LA FERME DU PIN, LA MAISON DU PIN, LE CERISIER WITH ITS MICHELIN-STARRED RESTAURANT AND BRASSERIE IN LILLE, AND MORE RECENTLY, L'ATELIER DU LOUVRE-LENS. THIS HUB OFFERS A UNIQUE EXPERIENCE, BLENDING TRADITION AND MODERNITY.





La Ferme du Pin : Deep roots, outstanding quality

At the heart of 'Terre & Saveurs', Ferme du Pin is the start of our commitment to responsible farming. Here, farming traditions blend harmoniously with modern technologies to guarantee exceptional products, from field to table.

La Maison du Pin : The Higher the Better

La Maison du Pin, is a beautiful and generous winery offering a refined range of still and sparkling wines. It was here that Claude Marquet found the inspiration and determination to replant historic vines on his native land in the Mayenne region: an initial 53 rows of vines covering 0.6 hectares in 1997, followed by a new 2.5-hectare plot in 2024.

Le Cerisier : A shining star in Lille

Le Restaurant du Cerisier offers gourmet cuisine. This magnificent place has been awarded a Michelin star for its outstanding cuisine since January 2021. It embodies the ambition of Terre & Saveurs. Each dish is a work of gastronomic art, highlighting quality ingredients, including those from Maison du Pin. An unforgettable sensory experience in a remarkable architectural setting built by the ICM Patrimoine. At the same address in Lille, Le Cerisier offers an elegant and refined brasserie in the tradition of the great French brasseries, combining tradition and modernity.

Le Cerisier Louvre-Lens : A new gourmet and artistic chapter

The opening of Le Cerisier at the Musée du Louvre-Lens marks a new chapter for ICM Terre & Saveurs. With its two dining areas, L'Atelier du Cerisier and La Pause, Le Cerisier offers a unique culinary experience at the heart of a world-renowned artistic setting. This project is fully in keeping with the commitment to excellence championed by Terre & Saveurs. More broadly, art and culture have always played a central role in Claude Marquet's vision. La Pause, situated within the Louvre-Lens Museum itself, offers visitors high-quality fast food. In the museum's grounds, L'Atelier du Cerisier welcomes guests into a friendly setting, serving generous and flavourful bistronomic cuisine.

1

Michelin star

4

Restaurants

55

Collaborators

80ha

Sustainable agriculture

3ha

of vines



*ICM Group
Values and Reason for being*



Values & Reason for being

**"Entrepreneurship with ambition and independence,
creating shared victories"**

This purpose gives meaning to our collective efforts and reflects what has always driven the ICM Group. It guides us and answers the question of why the ICM Group exists. With this vision in mind, we draw on our values to move forward. Five values guide us in our daily work: they serve as our guiding principles and answer the question of how we act. Trust, Simplicity, Engagement, Ambition and Independence unite us and drive us forward, through both the strength of the collective and the freedom to innovate.

Trust

Trust in people, and in the future.

Simplicity

Simplicity in relationships and processes.

Engagement

Engagement to what we do and the importance of keeping our word.

Engagement to our collaborators and partners.

Ambition

A taste for a challenge, ambition and the satisfaction of achieving success as a team.

Independance

Ability to come up with solutions independently.

Independence from a family group.

And that is how, every day, we are building the future of the ICM Group.

43

GROUPE ICM



M'APPRENDRE

Claude Marquet Endowment Fund

M'APPRENDRE SCHOLARSHIP FUND AIMS TO GIVE YOUNG PEOPLE
ACCESS TO EDUCATION, CULTURE AND THE ARTS.



The ICM Group contributes directly to funding social and educational support for more than five hundred disadvantaged and deserving children:

"Girls and boys to whom we give the ability to have an education and the conditions to live free and with dignity. Our generosity is our reward".

Claude Marquet.

MAKE A DONATION

By sending an email directly to the following address

don@m-apprendre.org

www.groupe-icm.com

THE ABUSE OF ALCOHOL CAN HARM YOUR HEALTH, CONSUME IN MODERATION

This document is printed using bio-based vegetable-based inks on paper sourced from sustainably managed forests.



