GRI 2-22



Letter from the CEO

To everyone who works at ICAM every day, to those who have recently joined us and to those who continue to choose to build a shared journey with us.

2025 was an important year. A year in which ICAM changed in many ways, opening up to new experiences, new skills and new people. Yet every evolution brings a fundamental question: how can we keep looking ahead without losing what makes us recognisable? In a rapidly changing world, doing business means taking on a responsibility that goes beyond results. It means leaving as small an environmental footprint as possible and an increasingly meaningful mark on society, culture and ethics. It means designing technologies that generate efficiency and lasting value, while continuing to care for people, local communities and the relationships we build every day.

Within this increasingly complex and necessary balance, at the moment of greatest change we chose to pause and look in the mirror. To understand who we have become, which values continue to guide us and what direction we want to give our future. Because true evolution requires strong roots, a shared vision and the ability to see the present clearly.

This Report stems from that reflection. It tells the story of our 2025 from an ESG perspective through data, results and practical projects, but above all through the way we approach our work every day: listening, designing, producing and supporting the companies that choose ICAM over time.

I invite you to read it as a concrete account of the path ICAM is building day after day.

Roberto Bianco
CEO ICAM S.p.A.