



ICON Plc

Global Tax Policy Statement

This statement applies to ICON plc and its subsidiary companies (referred to hereinafter as “ICON” “the Group” or “We”).

This document sets out ICON’s approach to tax and will be reviewed periodically as necessary.

Introduction

At ICON, we are committed to our core values of Integrity, Collaboration, Inclusion and Agility in everything we do. Meeting these values requires us all to work to the highest ethical standards and demonstrate a commitment to honesty, transparency and quality. In order to consistently maintain our core values, ICON employees are committed to abiding by all applicable laws, standards, rules and regulations, when carrying out our duties on behalf of ICON.

Our Global Code of Ethical Conduct addresses the core principles underpinning the behaviour required of each ICON employee globally in internal interactions with each other and our external dealings with patients, clients, health care professionals, regulators, investors, vendors, tax authorities and other third parties.

We pay a significant amount of tax worldwide, including corporate income tax, employment tax, stamp duty and other taxes. In addition, we collect and remit employment and social security taxes, as well as indirect taxes, such as VAT and excise taxes. We pay and collect tax in accordance with the relevant laws and regulations in the territories in which we operate and are committed to complying with relevant tax laws in a responsible manner on a global basis.

ICON founded and headquartered in Ireland has over 40,100 employees, in 97 locations in 55 countries. From molecule to medicine, we advance clinical research providing outsourced services to pharmaceutical, biotechnology, medical device and government and public health organisations. We drive new innovations, drive emerging therapies forward and improve patient lives.

ICON’s Global Tax Policy Statement is effective from 1 January 2025 to 31 December 2025.

Governance & Risk Management

The Group's risk management and internal control systems are overseen by the Board of Directors. Management has set and the Board has approved the culture and values of the organisation, which supports the overall risk management framework.

The Audit Committee is responsible for reviewing and assessing the adequacy and effectiveness of the internal controls in place over financial reporting. The specific internal controls over taxation are designed and operated by the ICON Tax Team. These controls are reviewed and tested periodically by the Group's Internal Audit function and the independent external auditors, the results of which are reported to the Audit Committee.

Responsibility for the Group's overall tax strategy sits with the Group Chief Financial Officer and is overseen by the Board of ICON plc. Implementation of the tax strategy on a day-to-day basis falls on the ICON Tax Team. The ICON Tax Team comprises of tax professionals with relevant qualifications, experience, training and understanding of the Group's operations to effectively monitor and manage the Group's tax positions.

The ICON Tax Team seeks to identify and manage tax risks on an ongoing basis. Where there is significant uncertainty or complexity in relation to a transaction or risk, the Group obtains necessary input from third party advisors as appropriate. The Group's appetite for tax risk is low.

The global nature of the Group means that it is subject to periodic audits and reviews by local tax authorities on a range of tax matters. The application of tax legislation to any set of circumstances may not always be clear cut and positions adopted by the Group may be subject to challenge by tax authorities during such audits or review. ICON understands that tax law is open to different interpretations and the tax treatment of many items can be uncertain. Amounts accrued in respect of such uncertainties are determined based on management's interpretation of the relevant tax laws and the likelihood of expected outcomes.

Tax Compliance

ICON is committed to observing all applicable laws, rules and regulations in meeting our tax compliance, reporting and payment obligations across all tax heads. These responsibilities are managed on a jurisdictional basis with appropriate internal and external resources with global oversight from the tax and finance teams across ICON. The finance teams with responsibility for ongoing tax compliance deliverables in each

jurisdiction work in collaboration with the ICON Tax Team and with third party advisors as appropriate in order to ensure we meet the Group's compliance obligations in an accurate and timely manner.

Responsible Tax Management

Tax incentives and reliefs are operated by governments in many countries in order to support investment and encourage economic development. ICON seeks to avail of such reliefs in the manner intended, where it is appropriate to do so, based on the Group's operations in such jurisdictions. ICON does not invest or participate in artificial tax schemes or arrangements.

ICON engages in operationally aligned tax management that supports our business and reflects our economic activities in each of the countries in which the Group operates. The Group's transfer pricing policies are guided by international standards and are regularly reviewed by the ICON Tax Team, by our external independent auditors, other leading advisory firms and local specialists in the jurisdictions in which the Group operates. The Group recognizes the importance of ensuring alignment of our tax strategy with the commercial substance of our business operations, and our transfer pricing policies reflect this.

Relationships with Tax Authorities

At the core of ICON's values is to build and develop collaborative relationships. ICON aims to maintain transparent and cooperative relationships with the tax authorities in each territory in which the Group operates.

ICON will not take an artificial tax position. However, we recognise that in a complex world there may be scope for alternative views or interpretations where perspectives or the availability of information differ.

Where any such difference in views occurs, the Group will seek to engage with tax authorities to resolve any such disputes in a collaborative manner as efficiently as possible. To date this approach has served the Group well. The Group has been subject to audit or review at some point by tax authorities in almost all jurisdictions it operates in without any material net tax liability having been assessed on the relevant company as a result of such audit and review activity.

While the past cannot be regarded as any indication of the result of any future audit or reviews, management believe this track record is both supportive of our approach to



working with tax authorities and indicative of the appropriateness of the Group's tax compliance policies and activities generally.

ICON plc considers this publication as complying with the requirements of Part 2 of Schedule 19 of the UK Finance Act 2016.