



ICON

Q4 and Full Year Results Ended December 31st, 2018

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Accountability & Delivery | Collaboration | Partnership | Integrity

Forward Looking Statement

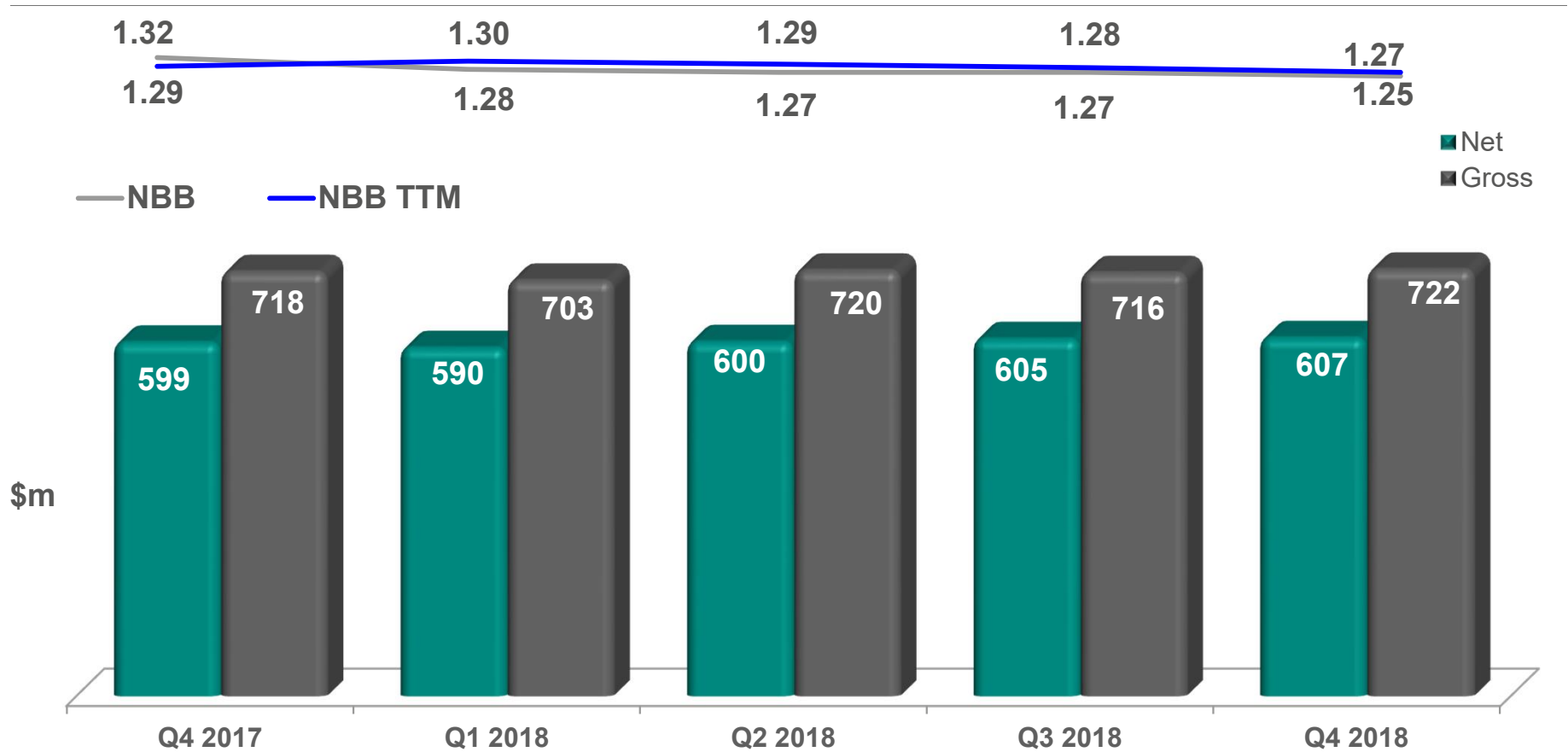
Certain statements in today's call will be forward looking statements. Actual results may differ materially from those stated or implied by forward looking statements due to risks and uncertainties associated with the company's business and listeners are cautioned that forward looking statements are not guarantees of future performance. The company's filings with the Securities and Exchange Commission discuss the risks and uncertainties associated with the company's business.

This presentation includes selected non-GAAP financial measures. For a presentation of the most directly comparable GAAP financial measures, please refer to the press release statement headed Condensed Consolidated Statements of Operations (US GAAP) (Unaudited). While non-GAAP financial measures are not superior to or a substitute for the comparable GAAP measures, we believe certain non-GAAP information is more useful to investors for historical comparison purposes.



Q4 and Full Year 2018 Financial Update

Net Business Wins & Net Book to Bill Ratios (excluding the impact of ASC 606)



Backlog Metrics (excluding the impact of ASC 606)

Closing Backlog

9.7%

\$bn



Q4 2017

Q1 2018

Q2 2018

Q3 2018

Q4 2018

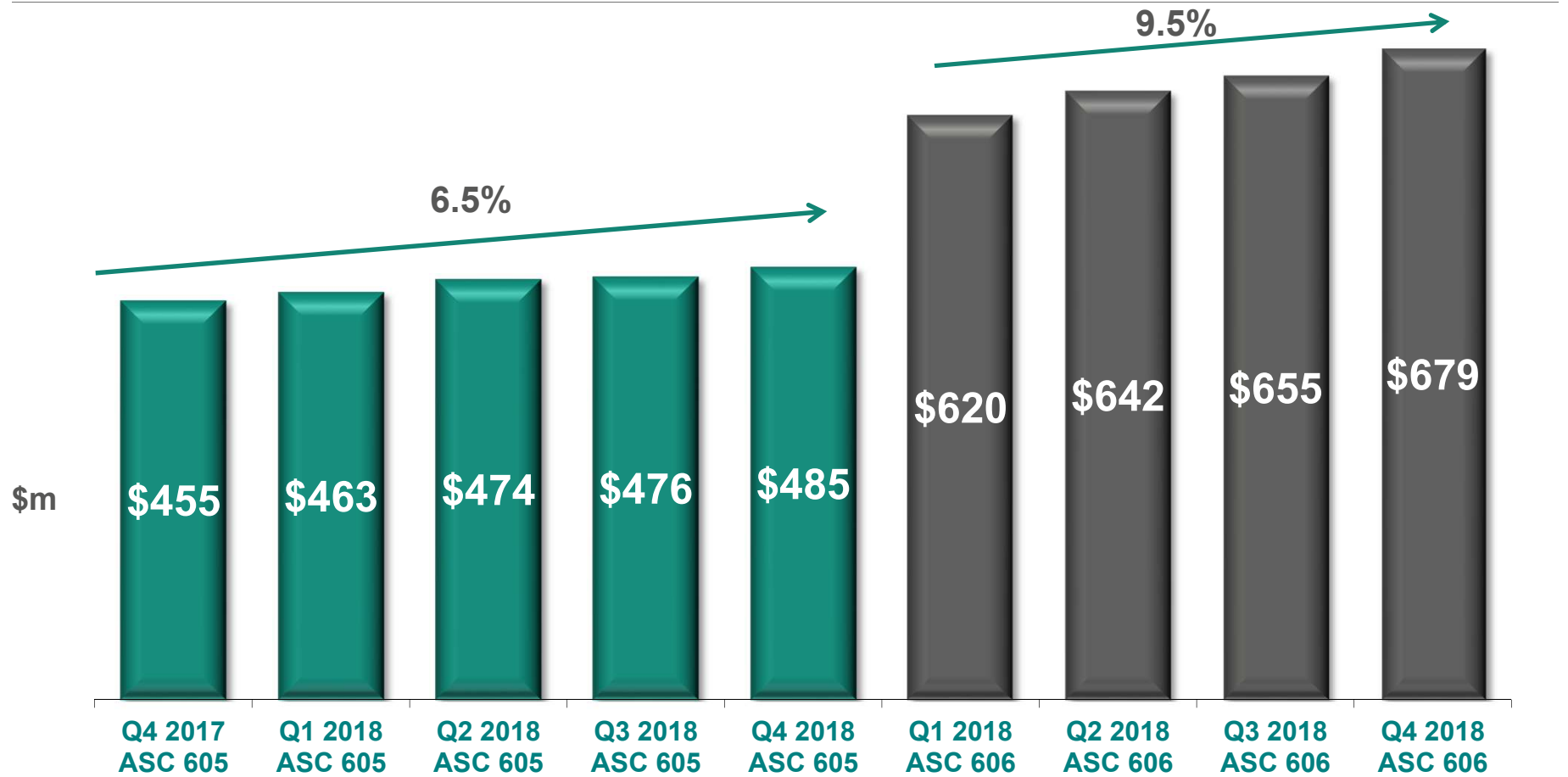
Q4 2018 Revenue – impact of adoption of ASC 606

USD \$000	Q4 2018 As Reported	ASC 606 Adjustments	Q4 2018 Balance without adoption of ASC 606	Q4 2017 As reported
Revenue:				
Revenue	679,025	790	679,815	636,305
Reimbursable expenses	-	(195,105)	(195,105)	(181,166)
Total Revenue	679,025	(194,315)	484,710	455,139

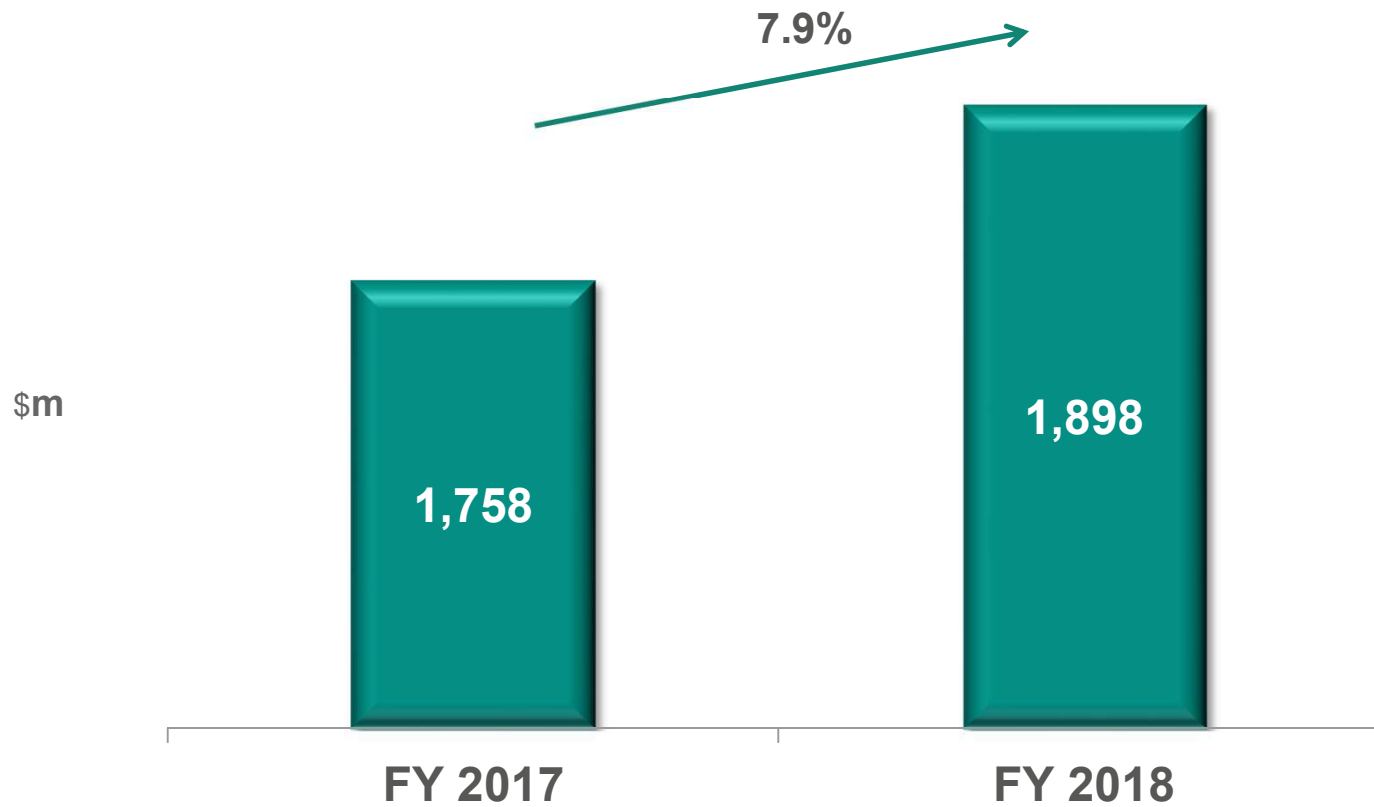
Full Year 2018 Revenue – impact of adoption of ASC 606

USD \$000	Full Year 2018 As Reported	ASC 606 Adjustments	Full Year 2018 Balance without adoption of ASC 606	Full Year 2017 As reported
Revenue:				
Revenue	2,595,777	4,657	2,600,434	2,402,321
Reimbursable expenses	-	(702,812)	(702,812)	(643,882)
Total Revenue	2,595,777	(698,155)	1,897,622	1,758,439

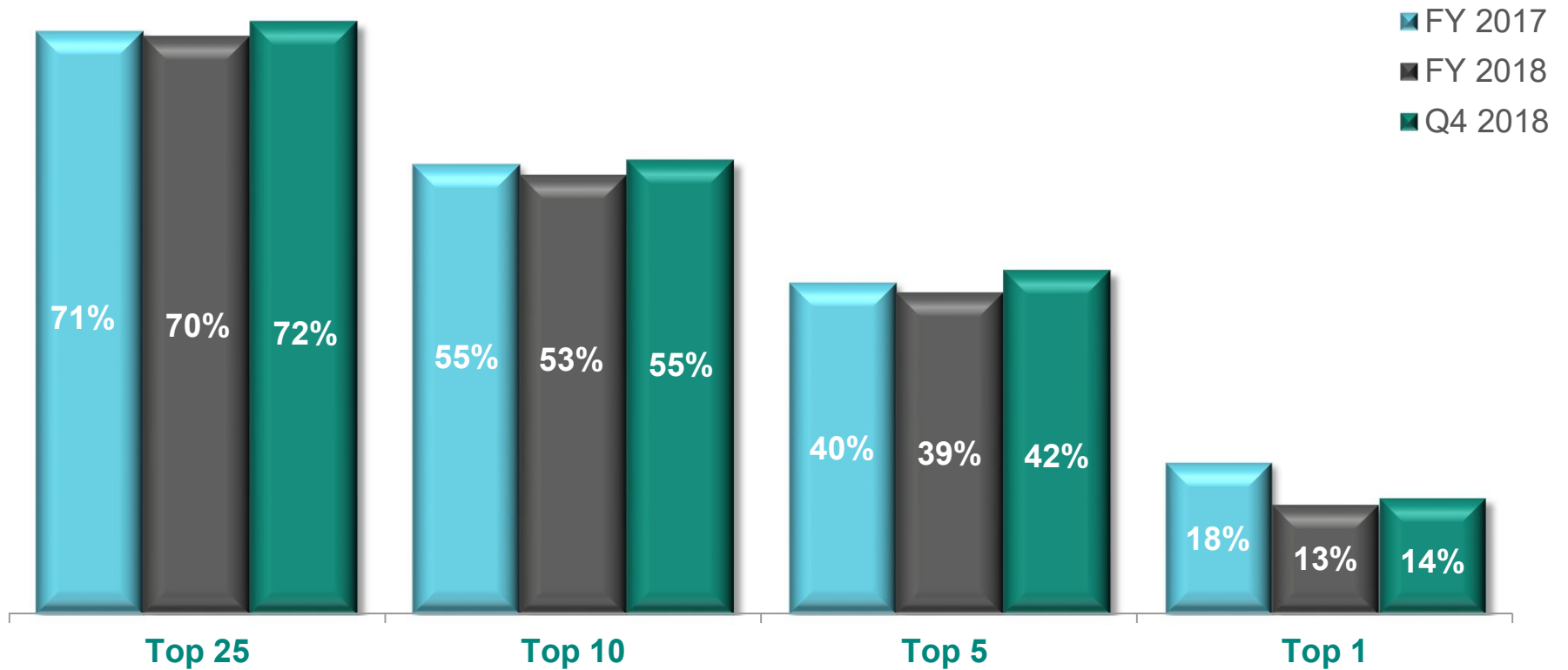
Quarterly Revenue



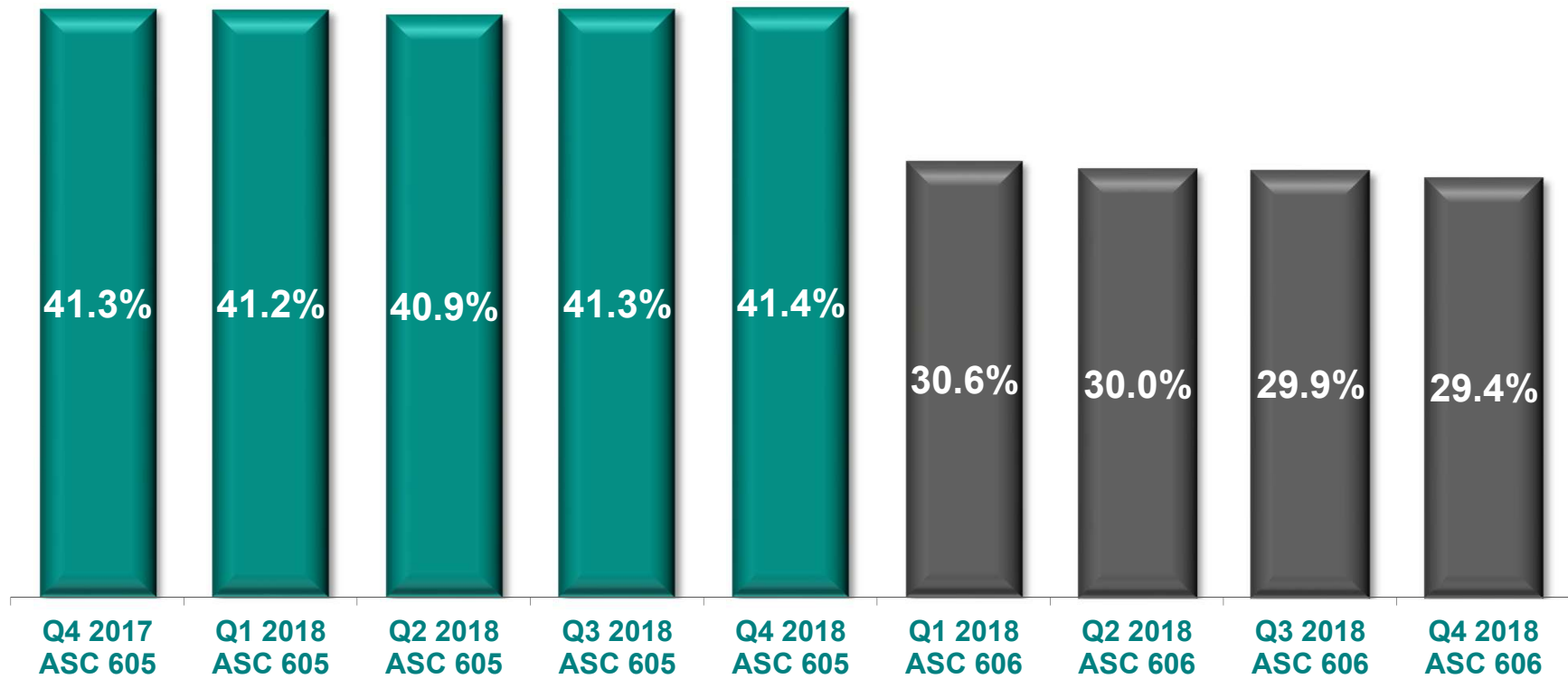
Net Revenue (ASC 605): FY 2018 v FY 2017



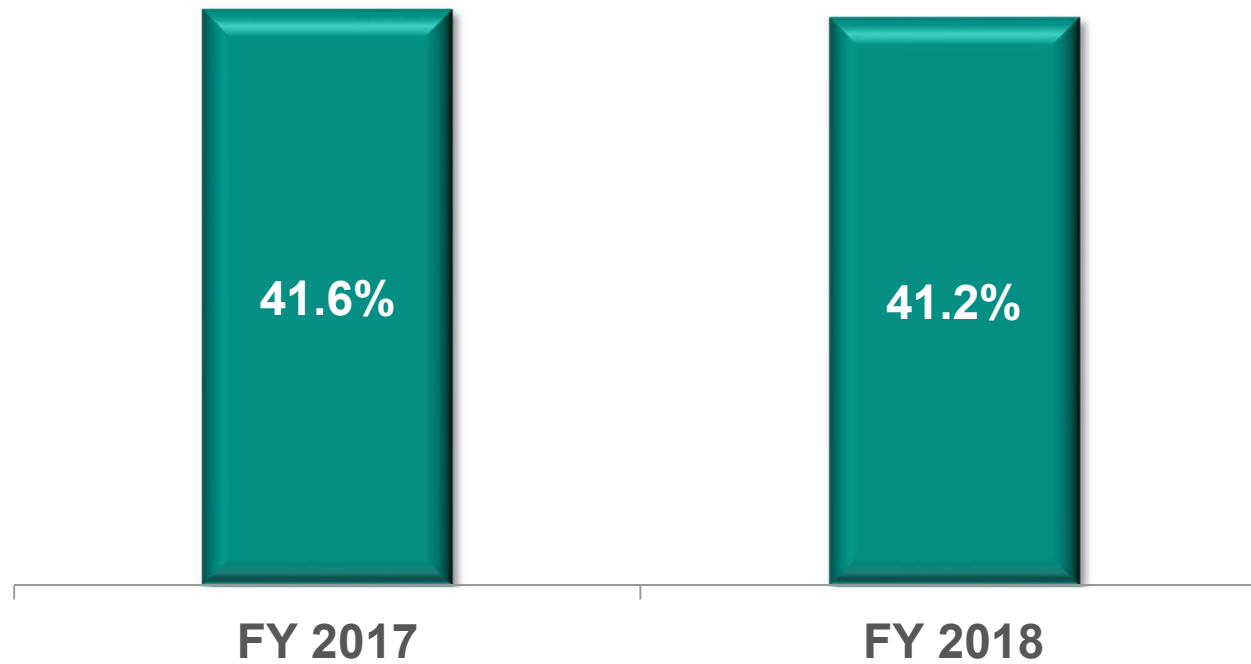
Client Concentration: % Revenue (excluding impact of ASC 606)



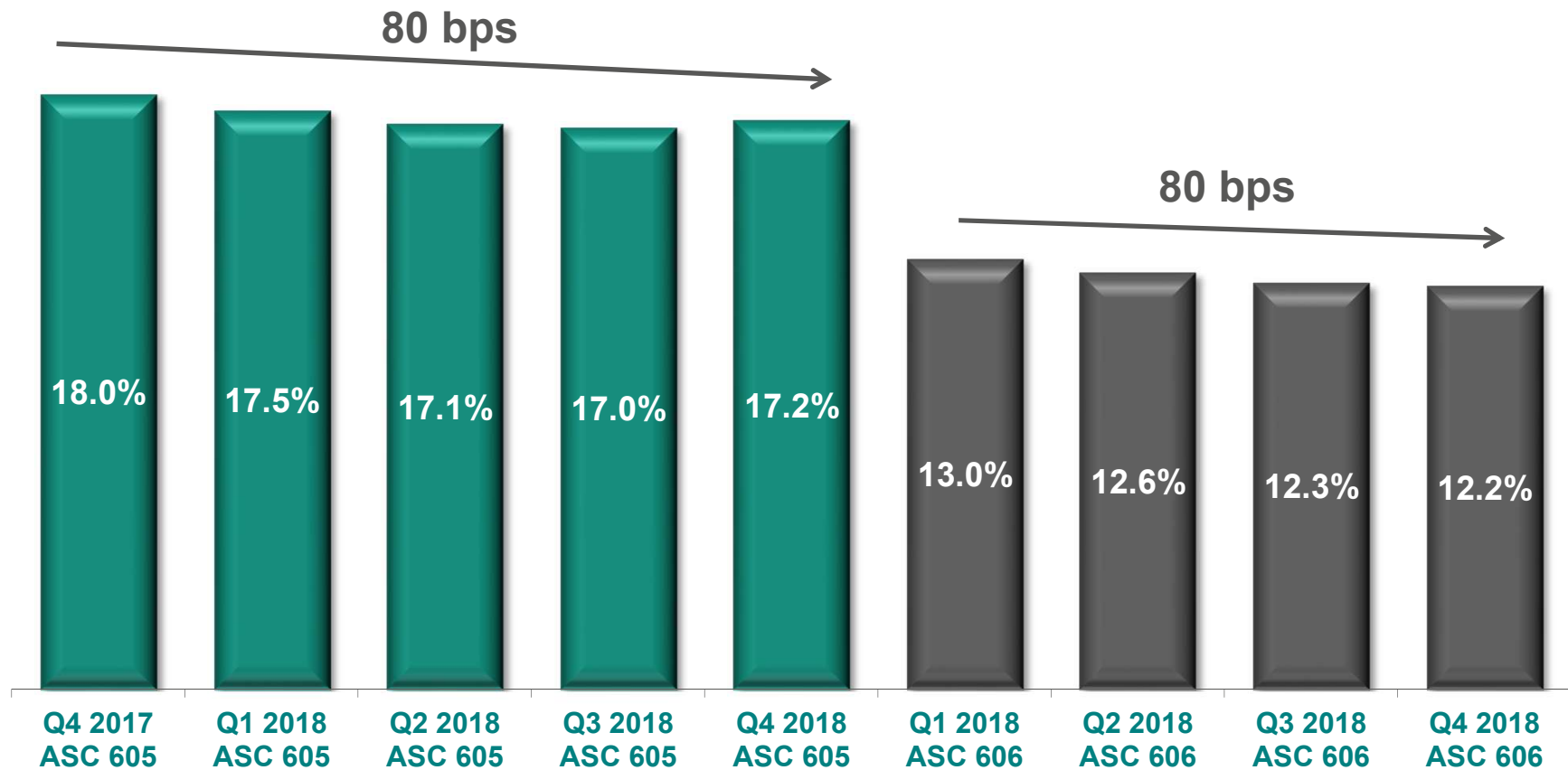
Quarterly Gross Margin



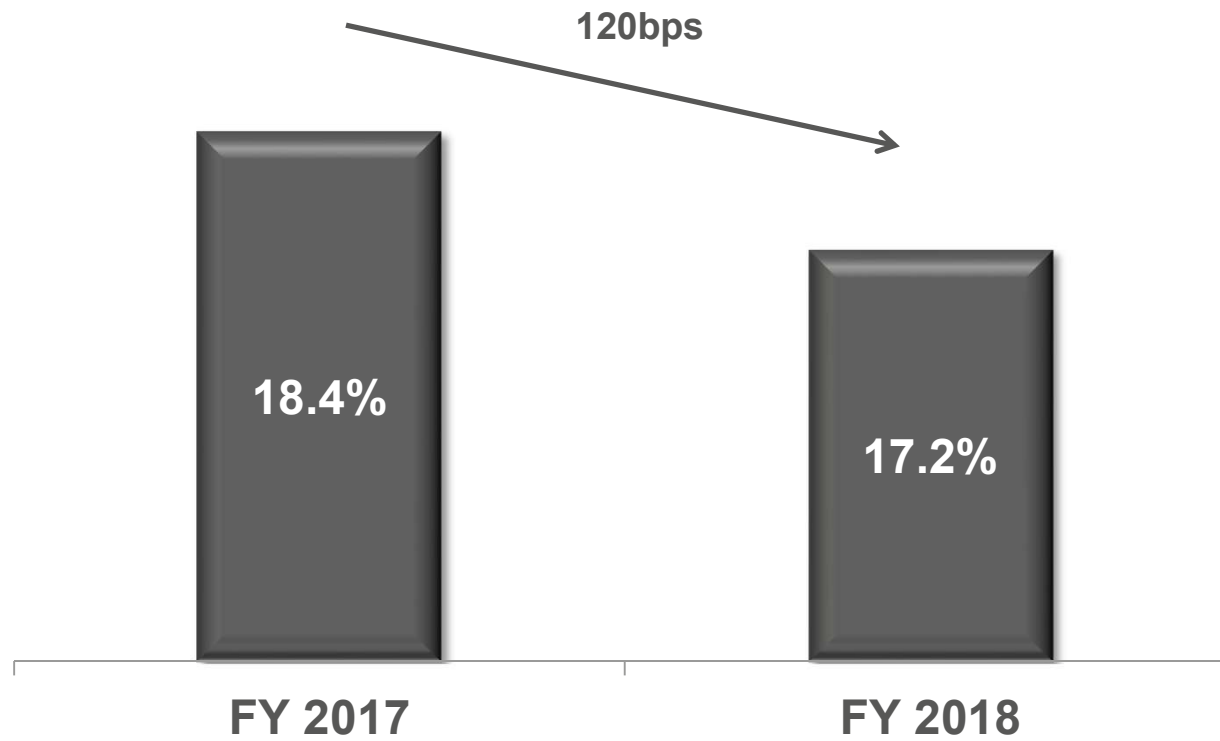
Gross Margin (ASC 605): FY 2018 v FY 2017



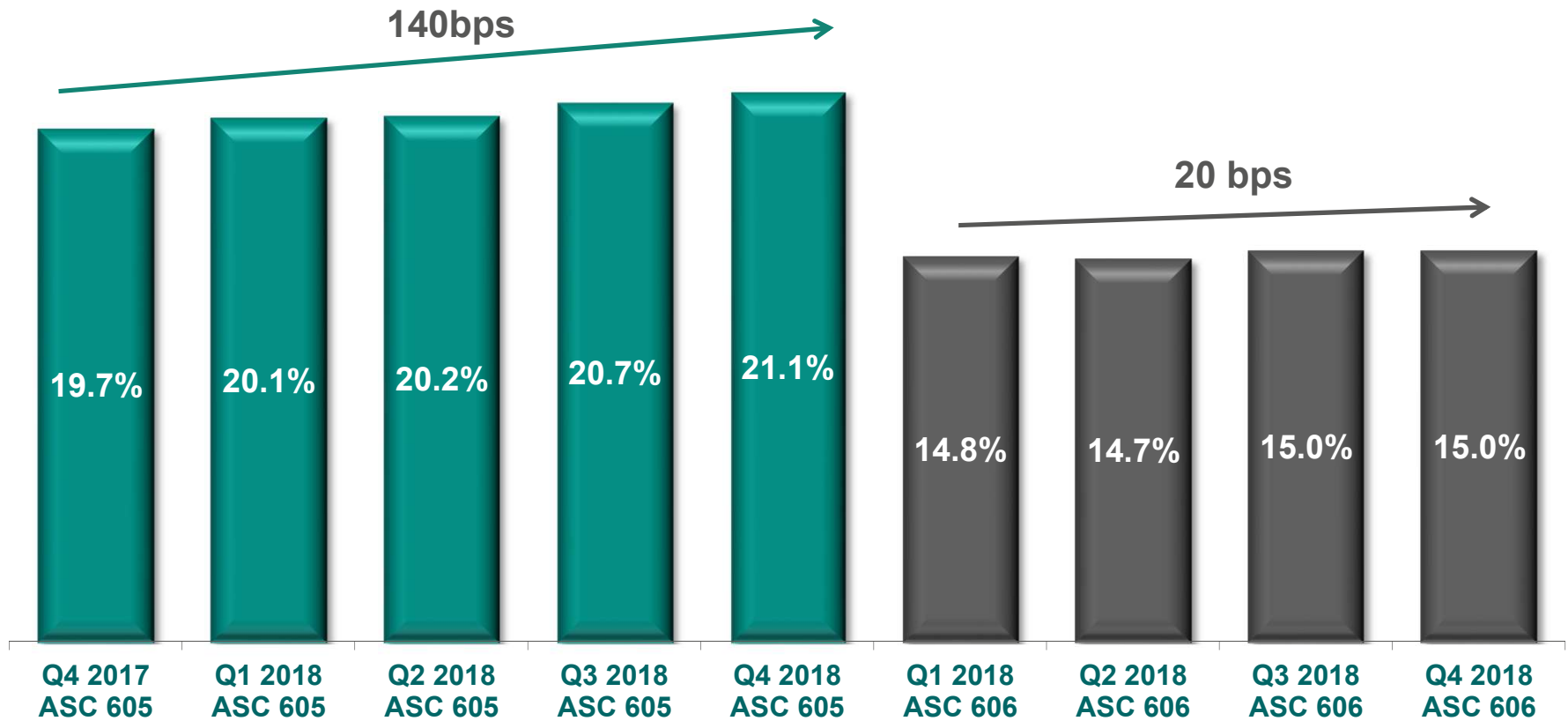
SG&A: % of revenue before non-recurring charges



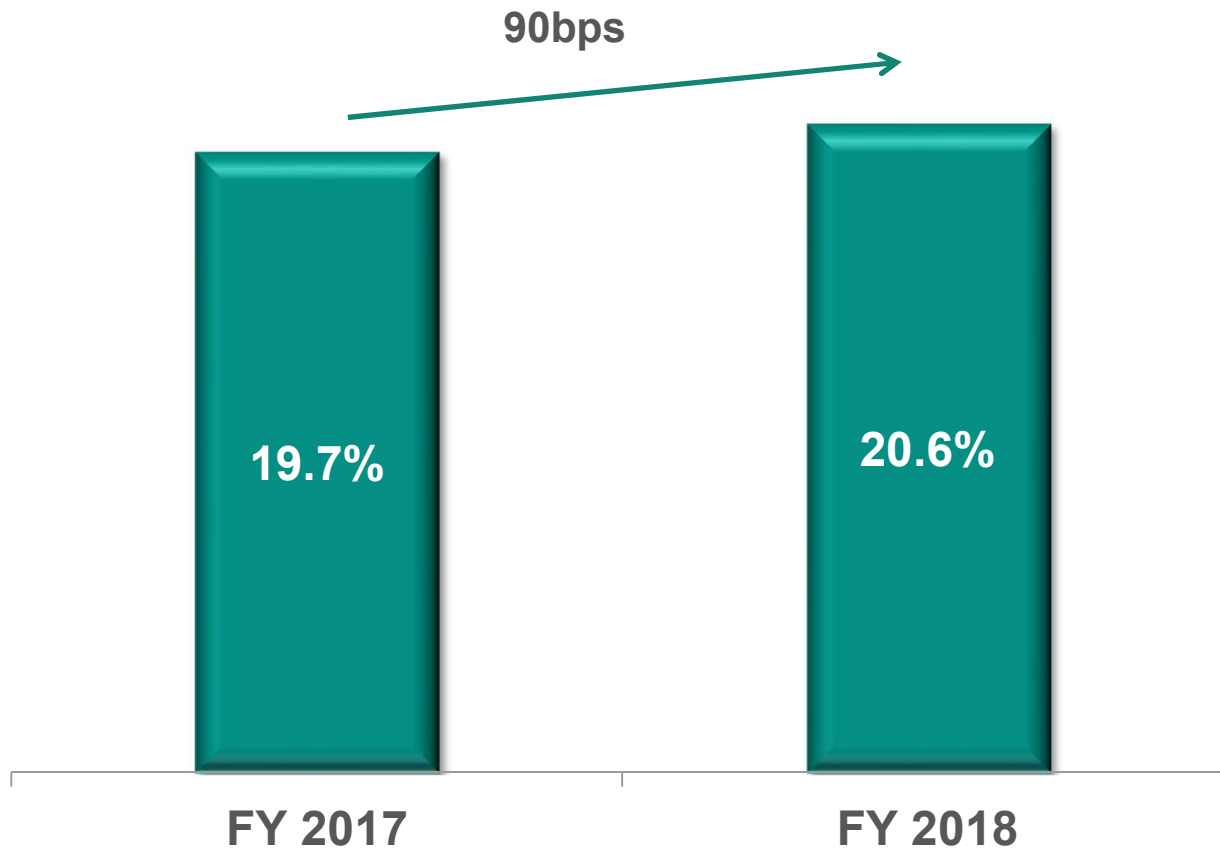
SG&A (ASC 605): FY 2018 v FY 2017



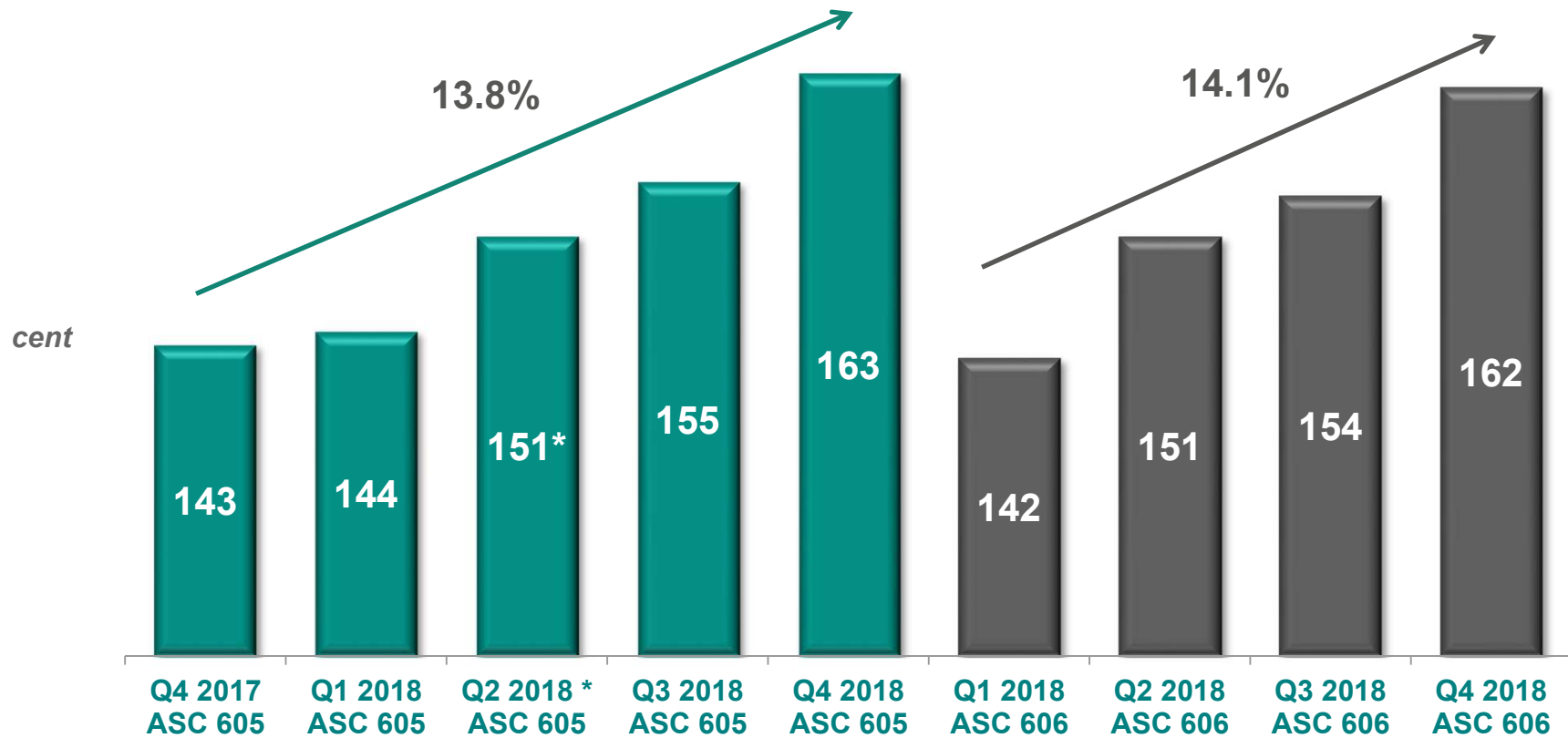
Quarterly Operating Margin before non-recurring charges



Operating Margin before non-recurring charges (ASC 605): FY 2018 v FY 2017

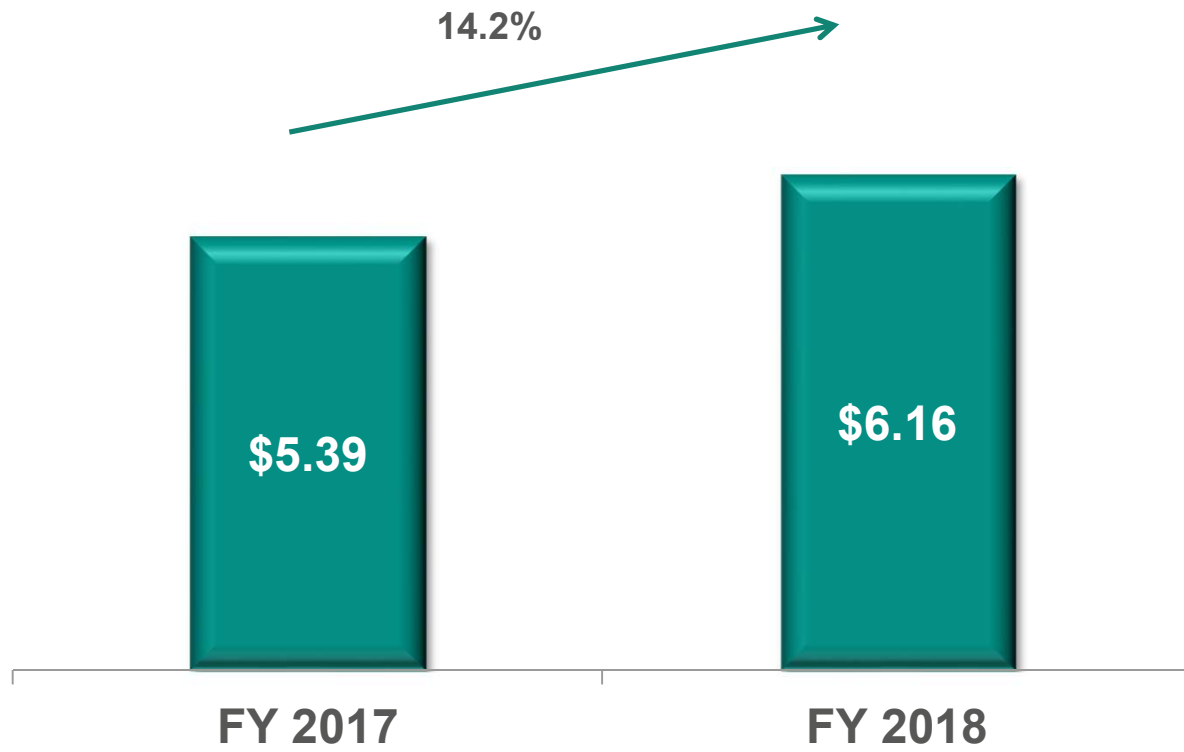


Earnings per share before non-recurring charges



* Excludes 3c tax upside in Q2 2018

Earnings per share before non recurring charges (ASC 605): FY 2018 v FY 2017



Balance Sheet

	<u>Q4 2018</u> 31-Dec-18	<u>Q4 2017</u> 31-Dec-17
DSO	57*	49
Capital Expenditure	\$20.0m	\$21.0m
Net Cash Balance	\$106.5m	\$11.6m

* Calculated on a 605 basis

Share Repurchases

FY18 Summary	Shares	Average Price (\$)	\$'m
Total	1,008,162	\$127.91	\$129.0
YTD 2019 Summary	Shares	Average Price (\$)	\$'m
Q1 2019	200,253	\$124.84	\$25.0

Quarterly YOY Comparison Summary

	Q4 2018 ASC 606	Q4 2018 (excl. ASC 606)	Q4 2017	Variance (excl. ASC 606)
Revenue	\$679m	\$485m	\$455m	↑ 6.5% +7.2 % constant currency
Gross Margin	29.4%	41.4%	41.3%	↑ 10 bps
SG&A (% of revenue)	12.2%	17.2%	18.0%	↓ 80 bps
Operating Margin	15.0%	21.1%	19.7%	↑ 140 bps
Net Income Margin	13.0%	18.3%	17.2%	↑ 110 bps
EPS	162c	163c	143c	↑ 13.8%

YOY Comparison

	FY 2018 ASC 606	FY 2018 (excl. ASC 606)	FY 2017	Variance (excl. ASC 606)
Net Revenue	\$2,596m	\$1,898m	\$1,758m	↑ 7.9% + 6.9% constant currency
Gross Margin	30.0%	41.2%	41.6%	↓ 40 bps
SG&A (% of revenue)	12.6%	17.2%	18.4%	↓ 120 bps
Operating Margin*	14.9%	20.6%	19.7%	↑ 90 bps
Net Income Margin*	12.9%	17.8%	16.8%	↑ 100 bps
EPS*	609c	616c	539c	↑ 14.2%

* Before non-recurring charges



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