



California's Voluntary Carbon Market Disclosures Act (Assembly Bill No. 1305) Compliance Statement

For fiscal year ended 31 December 2023

Introduction

The information contained in this statement is being provided pursuant to Part 10, Division 26 of the California Health and Safety Code. The disclosure is based on information available to ICON plc and its subsidiaries (together hereinafter the "Company") as of 31 December 2023 and may not reflect any new or updated information available since that date.

Voluntary carbon offsets

Section 44475 Disclosure

The Company is not marketing or selling voluntary carbon offsets, as defined in Section 44475 of Part 10, Division 26 of the California Health and Safety Code.

Section 44475.1 Disclosure

The Company is not purchasing or using voluntary carbon offsets, as defined in Section 44475 of Part 10, Division 26 of the California Health and Safety Code. The Company does purchase and use renewable energy credits (RECs) to substitute for renewable energy sources in its electricity use. In 2023, the Company purchased 22,890 megawatt hours (MWh) of RECs sourced from wind power, which minimises the Company's Scope 2 greenhouse gas (GHG) emissions.

Further information on the Company's use of RECs can be found in the ICON Cares 2023 Report, pg. 58.

Net zero, carbon neutral, and other emissions claims

Section 44475.2 Disclosure

The Company submitted a commitment letter in April 2023 to the Science Based Targets initiative (SBTi) to set net-zero targets. Less than a year later, in February 2024, the Company submitted its near-term targets and long-term net-zero commitment to the SBTi for validation. Additionally, the Company has made the following claims regarding significant reductions to the Company's GHG emissions:

Statement	Explanation
81.54% of our electricity in 2023 came from renewable sources	<p>The Company has goals to have 100% renewable energy sources by 2025 and to reduce electricity consumption by 20% by 2030.</p> <p>The Company tracks and reports progress on goals annually. For 2023, 81.54% of electricity came from renewable sources, with 62.33% (22,890 MWh) purchased with renewable energy credits (RECs) and 19.21% sourced through direct tariffs. Twelve locations have been transitioned to green power. We apply the GHG Protocol Corporate Standard. We work with Carbon Trust to verify our emissions data.</p>
[ICON Cares 2023 Report Pg.54]	
15.97% reduction in kilowatt hours (kWh) compared to 2018	<p>The Company instituted a program in conjunction with Energy and Technical Services (ETS) to analyse energy utilisation. ETS uncovered that 19 locations were responsible for more than two-thirds of the Company's energy usage in 2021. At the end of 2022, together with ETS, the Company began installing energy-monitoring metres at those locations to collect real-time data on energy loads and determine ways to improve energy efficiency through either equipment replacement or improved building load management.</p> <p>A reduction in energy use was also driven by the Company's office consolidation. Air conditioning system updates and LED lighting refits at several locations in 2023 lowered the Company's overall energy use as well.</p>
[ICON Cares 2023 Report Pg.54]	<p>Carbon Trust provides verification over the Company's total MWh as part of the external assurance process referred to below.</p>

Statement	Explanation
<p>21.61% reduction in our Scope 1 & 2 GHG emissions compared to 2018 in pursuit of net-zero carbon emissions on Scope 1 & 2 by 2030</p> <p>[ICON 2023 ESG Report Pg.54] [Carbon Trust Assurance Statement]</p>	<p>The Company has set a goal to be net-zero on Scopes 1 and 2 by 2030. Combined Scope 1 and 2 (location-based) GHG emissions decreased by 21.61% compared to the 2018 base year. To reach the net-zero goal, the Company’s decarbonisation strategy is currently focused on reducing Scope 2 emissions, the largest contributor to its Scope 1 and 2 footprints. The Company plans to launch efforts that target reducing Scope 1 emissions in the coming years.</p> <p>The Company measures its Scopes 1 and 2 GHG emissions on an annual basis according to the GHG Protocol. More information on methodology can be found in the 2023 ESG Report, pg. 88.</p> <p>External Assurance:</p> <p>The Company asked Carbon Trust Assurance Limited (CTA) to provide independent, external assurance on the Company’s Scope 1 and 2 GHG emissions. CTA performed the assurance in accordance with their methodology based on ISO 140643. The scope of the assurance included approximately 150 sites during the reporting period.</p> <p>Additional information can be found in the 2023 CTA Assurance Statement.</p>
<p>22% reduction in Scope 3 emissions compared to 2018</p> <p>[ICON 2023 ESG Report Pg.59]</p>	<p>The Company currently tracks and reports Scope 3 business travel flight data. Reductions in Scope 3 GHG emissions are a result of encouraging the use of teleconferencing and virtual meetings whenever possible. The Company also reduces emissions through remote patient monitoring and decentralised clinical trials (DCTs).</p> <p>Compared to 2018, the Company’s Scope 3 business travel flight emissions have decreased by 22%.</p> <p>The Company measures its Scope 3 Category 6 Business Travel flight emissions on an annual basis according to the GHG Protocol. The Company is in the process of expanding Scope 3 emission tracking by adding more Scope 3 categories in the years to come.</p> <p>External Assurance:</p> <p>The Company is in the process of improving its Scope 3 inventory and expanding emission tracking. Scope 3 emissions are not externally verified.</p>



For more information on the Company’s GHG emissions disclosures, please see the [ICON Cares 2023 Report](#), pg. 88, and [ICON’s 2023 CDP Response](#).