

ICON Announces Management & Board Appointments

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Dublin, Ireland April 18, 2001 - ICON plc (NASDAQ: ICLR), responding to the continued strong growth of its business, which now has annualized revenues of approximately \$120 million and has over 1,200 employees worldwide, today announced a number of management and Board changes and appointments.

Dr. Ronan Lambe, co-founder and Chairman of the Company, will retire from his executive responsibilities on August 1, 2001 but will remain as non-executive Chairman. He will also continue, on a part time basis, to co-ordinate and develop ICON's many relationships with Japanese pharmaceutical companies.

Mr C. Lee Jones will join the Board as a non-executive director with effect from June 1, 2001. Mr. Jones is currently Chairman, CEO and President of AmericasDoctor. Previously, he served in a number of positions at Abbott Laboratories Inc and at the Upjohn Company and has over 20 years experience in the pharmaceutical industry.

In addition, to ensure the company has the management structures in place to support the future growth of the business, Dr John Climax, ICON's CEO, announced a number of senior management appointments, effective from June 1, 2001;

- Peter Gray, currently ICON's Chief Financial Officer, will become Chief Operating Officer
- Bill Taaffe, currently President of ICON Clinical Research Inc, ICON's US operating company, will also assume the role of CEO of that company.
- Sean Leech, currently ICON's Group Vice President Finance, will become CFO.
- Dr. Thomas Frey, currently Vice-President of Clinical Operations - Europe, will become COO of European Operations

He also announced the creation, from August 1, 2001, of an Executive Committee to co-ordinate the management and development of the company, comprising Eddie Caffrey (President - ICON Laboratories), Dr. John Climax (CEO), Dr. Thomas Frey, Peter Gray, Dr. John Hubbard (COO – US Operations), Sean Leech, Dr. Allan Morgan (Chief Medical Officer), Bill Taaffe and Dr. Markus Weissbach (President – European Operations).

“Having founded ICON with my colleague and friend Dr John Climax in 1990, and seen it grow to the company it is today, it is with considerable satisfaction and confidence in the future of the company that I step down as a full-time executive of ICON at this time” said Chairman Dr Ronan Lambe. “I am pleased to continue as non-executive Chairman, and to continue to develop our growing business with Japanese clients. I am also delighted to welcome someone of the experience and background of Lee Jones to our Board. His knowledge of the industry, and of the application of technology to the clinical research process, will bring considerable added-value to the Board.”

Commenting on the planned partial retirement of his co-founder, ICON CEO Dr John Climax said, “I am pleased that Ronan, having decided to scale back his commitments, has agreed to continue to give us the benefit of his experience as non-executive Chairman and in a continuing business development role. I am also pleased to be able to simultaneously announce the expansion and development of our management structures. We expect to at least double our revenues over the next three years and these changes are a key part of ensuring ICON has the people in place to support this growth.”

Information in this press release may contain “forward looking statements”. These statements involve risks and uncertainties that could cause actual results to differ materially including,

without limitation, actual operating performance, the ability to maintain large client contracts or enter into new contracts, the ability to manage the opening of new offices, and the ability to maintain client relationships. Additional factors that could cause actual results to differ materially are discussed in the Company's filings with the Securities and Exchange Commission, including its Forms 20-F, F-1 and S-8.

Source: ICON plc

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