



United Kingdom (“UK”) Tax Policy

This policy applies to ICF International, Inc. and all UK entities in its group. The term “UK entities” is defined to include all legal entities, branches and/or “permanent establishments” domiciled in the UK, as applicable. The policy covers our approach to arranging our tax affairs.

Our UK Tax Policy comprises 5 key components:

- 1) **Compliance with the Law** – We are committed to compliance with tax law and practice in the UK. Compliance for ICF means paying the correct amount of tax in the correct jurisdiction at the correct time. It involves disclosing all relevant facts and circumstances to the proper tax authorities and claiming tax reliefs and tax incentives where available under the law.
- 2) **Responsible Attitude in Planning Our Tax Affairs** – In structuring our commercial activities, we always consider – among other factors – the tax laws of the countries in which we operate, with a view to maximizing value on a sustainable basis for our shareholders and employees. For example, we will look to take steps to reduce the risk of double-taxation, where the same income is taxed twice in two different jurisdictions. We will also avail ourselves of the benefits of tax treaties between the UK and other countries as well as bilateral agreements, where applicable, for certain eligible projects. Any structuring that is undertaken will have commercial and economic substance and will have full regard to the potential impact on our reputation and broader goals. We have not & will not put in place any arrangements that are contrived or artificial.
- 3) **Level of Risk Accepted** – Given the scale of our business, the number of jurisdictions in which we operate and the volume of tax obligations, risks will inevitably arise from time to time in relation to the interpretation of complex tax laws and nature of our tax compliance arrangements. We actively seek to identify, evaluate, monitor and manage these risks responsibly to ensure they remain in line with our objectives. Where there is significant uncertainty or complexity in relation to a risk, external advice may be sought if necessary, particularly in relation to our international tax obligations.

- 4) **Constructive Approach to Engaging with HMRC** – We engage with HMRC with honesty, integrity, respect and fairness and in a spirit of co-operative compliance at all times. Wherever possible, we do so on a real-time basis, to minimize tax risk. While we will not take positions on tax matters that may create reputational risk or jeopardize our good standing with taxing authorities, we are prepared to litigate those issues where we disagree with a ruling or decision of a tax authority after good-faith attempts to resolve these disputed matters have been made through active, open and transparent discussion.
- 5) **Approach to Tax Risk Management & Governance** – This tax policy is aligned with our Code of Business Ethics & Conduct and is approved and owned by the Executive (“Senior Accounting Officer”) and overseen by the Board of Directors.

ICF International, Inc. regards this publication as complying with the duty under Part 8, Sch 19 FA 16.

Our firm’s reputation is founded on our underlying values of integrity, ethical standards, independence, trustworthiness and quality.