Cautionary Statement

Certain statements made by us in this presentation that are not historical facts or that relate to future plans, events, or performances are forward-looking statements within the meaning of the federal securities laws. Our actual results may differ materially from those expressed in any forward-looking statements made by us. All statements made by us in this presentation are qualified in all respects by the information disclosed in our filings with the Securities and Exchange Commission and specifically, the risks described therein under the heading “Risk Factors”. We are under no duty to update or revise any forward-looking statements pursuant to actual results or events, and do not intend to do so.
ICF: A professional + technology services firm

Serve a balanced roster of government + commercial clients

Leverage deep domain expertise to achieve superior results for clients

Deliver strong cross-cutting capabilities in technology + engagement

Benefit from visibility of a substantial backlog + growth profile of commercial revenues

A growth platform combining organic initiatives + acquisitions
Synergy in markets + capabilities

- Advisory + Strategy
- Program Management
- Technology, Analytics + Engagement

- Energy, Environment + Infrastructure 44%
- Consumer + Financial 9%
- Safety + Security 8%
- Health + Social Programs 39%

Revenue percentages are based on Q1 2020 TTM financial performance released on May 5, 2020
Track record of strong revenue + EPS growth

Revenue:
5-year CAGR
7.1%

GAAP EPS:
5-year CAGR
12.4%
COVID-19 impact

Impact on Q1 2020 revenue ~$4M

Due to program cancellations in commercial marketing services and postponed events for international government clients

Expect short-term impact to be more than offset by medium- to long-term opportunities
COVID-19 opportunities

- Increased spending on public health at federal agencies that are existing clients
- Pandemic response and recovery spending under President’s national emergency declaration
- $2T government stimulus spending across public health, infrastructure, disaster recovery and resilience
ITG acquisition

ITG is a unique IT consulting firm delivering application modernization and business transformation for U.S. federal government clients.

Key business statistics

- **$90M**
  - 2019 Revenue

- **$100M**
  - revenue run-rate

- **92%**
  - prime contract revenue

- **EBITDA > 350**
  - margin than ICF’s

- **65+**
  - CSM & SAFe certifications

Key tech partners

- servicenow
- AWS
- Appian
- MuleSoft
- salesforce

Representative systems ITG builds

- Case Management
- Purchasing + Acquisitions
- Grants Management
- Asset Management
- Contract Writing
- Content Management
- Financial Management
- Audit Tracking
- Inspections
- Workforce Management
- Healthcare Compliance
- Emergency Management
Meaningful joint growth opportunities

ICF’s Domain Expertise + Client Relationships

ICF brings a substantial business development pipeline and a backlog that provides visibility

ICF has a large number of net new opportunities in its pipeline for which ITG enhances our win potential

ICF’s Robust Business Development Engine

Combination of ICF’s deep domain expertise and broad client base with ITG’s IT modernization skills will allow us to identify “new-new” opportunities

ICF’s Best-in-Class Contract Vehicles

Opportunity also exists to bring inhouse the revenues historically subcontracted out by ITG

Selective Insourcing

ITG’s Qualifications
Catalysts for long-term organic growth

**Federal**
- Civilian agency spending
- Public health
- Next gen IT
- Citizen engagement

**State + Local**
- Disaster management: recovery + mitigation
- Infrastructure spending

**Commercial Energy**
- Energy efficiency outsourcing in California
- Distributed energy resources
- Resilience planning

**Marketing Services**
- Personalization/loyalty
- Digital transformation
- Data convergence
ICF culture: a source of competitive advantage

Purpose
To build a more prosperous and resilient world for all.

Values
Interact with integrity
Bring your passion
Embrace differences
Challenge assumptions
Work together
Be greater than
Drivers of long-standing client relationships

- Proprietary IP/loyalty programs
- Workforce of long-time industry experts
- Proprietary analytics
- Long-term contract vehicles
We serve a balanced roster of government + commercial clients*

Provides significant opportunities for expansion

*Based on Q1 2020 TTM financial performance released on May 5, 2020

Commercial 35%

Non-US Government 8%

US State and Local 18%

US Federal 39%
We work with a broad array of government clients

Government revenues 65% of total revenues*

US federal revenues primarily from civilian agencies

*Based on Q1 2020 TTM financial performance released on May 5, 2020
Our commercial clients are primarily in energy + marketing services*

Commercial Energy Markets + Marketing Services account for majority of commercial revenues

Advisory + Implementation Services mutually reinforcing

Commercial revenues 35% of total revenues*

*Based on Q1 2020 TTM financial performance released on May 5, 2020; total commercial revenues round to 35% of total revenues
Energy markets

Energy efficiency programs for utilities: State-mandated

Utility transformation: distributed energy + grid modernization

Majority long-term contracts
ICF’s go-to-market brand for integrated digital + engagement services

$400M+
Annual revenue across a balanced portfolio

40% Government

60% Commercial

Opportunity pipeline is +3X revenue
ICF Next capabilities + differentiators

Loyalty

Combines creativity of an agency with deep domain expertise of a consultancy

Technology

Designs solutions that drive real participation with customers, citizens, colleagues

Analytics

Engagement

Built specifically to realize the benefits of an integrated model

Strategy
Financial Performance
Track record of consistent revenue + earnings growth

**Revenue ($ Millions)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue ($ Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$1,050</td>
</tr>
<tr>
<td>2015</td>
<td>$1,132</td>
</tr>
<tr>
<td>2016</td>
<td>$1,185</td>
</tr>
<tr>
<td>2017</td>
<td>$1,229</td>
</tr>
<tr>
<td>2018</td>
<td>$1,338</td>
</tr>
<tr>
<td>2019</td>
<td>$1,479</td>
</tr>
</tbody>
</table>

- $1,050 to $1,479 = 7.1% 5 yr. CAGR

**EPS**

<table>
<thead>
<tr>
<th>Year</th>
<th>GAAP EPS</th>
<th>Non-GAAP Adj.*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$2.00</td>
<td>$2.51</td>
</tr>
<tr>
<td>2015</td>
<td>$2.00</td>
<td>$2.64</td>
</tr>
<tr>
<td>2016</td>
<td>$2.40</td>
<td>$2.87</td>
</tr>
<tr>
<td>2017 **</td>
<td>$3.02</td>
<td>$3.27</td>
</tr>
<tr>
<td>2018</td>
<td>$3.18</td>
<td>$3.73</td>
</tr>
<tr>
<td>2019</td>
<td>$3.59</td>
<td>$4.15</td>
</tr>
</tbody>
</table>

- GAAP EPS: GAAP EPS plus tax-affected impact of acquisition-related charges, special charges, and amortization of intangibles
- Non-GAAP EPS: GAAP EPS plus tax-affected impact of acquisition-related charges, special charges, and amortization of intangibles
- 2017 Non-GAAP EPS excludes the one-time benefit of a Deferred Tax Liability (DTL) revaluation for 2017, as a result of the 2017 Tax Reform Act
- 10.6% 5 yr. CAGR – Non-GAAP

*Non-GAAP EPS: GAAP EPS plus tax-affected impact of acquisition-related charges, special charges, and amortization of intangibles

**2017 Non-GAAP EPS excludes the one-time benefit of a Deferred Tax Liability (DTL) revaluation for 2017, as a result of the 2017 Tax Reform Act
2020 guidance

Revenues $1.450B - $1.510B
EBITDA $126.0M - $136.0M

GAAP EPS $2.85 - $3.15*
Non-GAAP EPS $3.50 - $3.80

Operating Cash Flow ~$110M

Reflects lower YoY revenues in commercial marketing and events work for international government clients due to COVID-19

Anticipates a progressive return to more normalized business conditions in H2

Assumes no material new revenues in H2 associated with COVID-19 opportunities or other meaningful opportunities in our pipeline

* Exclusive of special charges
Revenue + EPS, Q1 2020

Revenue ($ Millions)*

Q-o-Q Growth: **5.0%**

<table>
<thead>
<tr>
<th></th>
<th>Q1 2019</th>
<th>Q1 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue ($ Millions)</td>
<td>$341.3</td>
<td>$358.2</td>
</tr>
</tbody>
</table>

EPS*

Non-GAAP EPS** Q-o-Q Growth: **-4.6%**

<table>
<thead>
<tr>
<th></th>
<th>Q1 2019</th>
<th>Q1 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>GAAP EPS</td>
<td>$0.87</td>
<td>$0.83</td>
</tr>
<tr>
<td>Non-GAAP EPS</td>
<td>$0.80</td>
<td>$0.55</td>
</tr>
</tbody>
</table>

*Based on Q1 2020 financial performance released on May 5, 2020

**Non-GAAP EPS: GAAP EPS plus tax-affected impact of acquisition-related charges, special charges, and amortization of intangibles
Contract awards + backlog

**Contract Awards ($ Millions)**

<table>
<thead>
<tr>
<th></th>
<th>Q1 2019</th>
<th>Q1 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$289</td>
<td>$357</td>
<td></td>
</tr>
</tbody>
</table>

**Book-to-Bill Ratio (TTM)**

<table>
<thead>
<tr>
<th></th>
<th>Q1 2019</th>
<th>Q1 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.32</td>
<td>1.06</td>
<td></td>
</tr>
</tbody>
</table>

**Backlog ($ Billions)**

<table>
<thead>
<tr>
<th></th>
<th>Q1 2019</th>
<th>Q1 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funded</td>
<td>$1.1</td>
<td>$1.3</td>
</tr>
<tr>
<td>Unfunded</td>
<td>$2.3</td>
<td>$1.4</td>
</tr>
</tbody>
</table>

Increasing pipeline of qualified opportunities, the majority of which relate to U.S. federal clients.
Operating cash flow, 2015 - 2019

2020 Operating Cash Flow Guidance**: $110M

*As defined by banking agreement
**Based on Q1 2020 financial performance released on May 5, 2020
## Corporate citizenship – it matters

<table>
<thead>
<tr>
<th>Investing in Our People</th>
<th>Making a Sustainable Commitment</th>
<th>Supporting Important Causes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provided opportunities for all employees to develop + advance.</td>
<td>Made progress on our carbon reduction goal + remained carbon neutral.</td>
<td>Donated to causes important to our employees + communities.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>56%</th>
<th>29%</th>
</tr>
</thead>
<tbody>
<tr>
<td>female leaders</td>
<td>female board members</td>
</tr>
</tbody>
</table>

### Gender Pay Equity

- no meaningful disparity across genders in the same roles*

### Lower Turnover

- 16.5% voluntary turnover rate, as compared to 18.6% benchmark

### Making a Sustainable Commitment

- 100% net renewable electricity for global operations—via renewable energy certificates

### Supporting Important Causes

- $473,000 corporate cash donations
- $140,000 employee donations through our giving program

### Lower Turnover

- 1 to 1 ICF-matched employee donations

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*Annual audit concluded no statistically significant disparities across genders for comparable incumbents in the same roles.*
In summary — ICF

Distinctive expertise in high-growth sectors of government + commercial markets

Established relationships with diversified portfolio of domestic + international clients

Substantial contract backlog – robust business development pipeline and track record of high win rates

All leading to substantial organic growth opportunities + the potential for accretive acquisitions
ICF (NASDAQ:ICFI) is a global consulting services company with over 7,000 full- and part-time employees, but we are not your typical consultants. At ICF, business analysts and policy specialists work together with digital strategists, data scientists and creatives. We combine unmatched industry expertise with cutting-edge engagement capabilities to help organizations solve their most complex challenges. Since 1969, public and private sector clients have worked with ICF to navigate change and shape the future. Learn more at icf.com.