



Appendix – FY25 emissions in detail

In FY25, Icon achieved a reduction in market-based scope 1 and 2 emissions, driven by the procurement of renewable energy, and transition of vehicles to electric. Scope 3 engagement target also achieved, with over 73% of suppliers covering purchased goods and services have set SBTs.

Table 1: Icon's scope 1 and 2 emission reduction target performance

Scope 1 and 2	Base Year Value		
	FY2023	FY2024	FY2025
Target: Reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from FY2023 base year			
Scope 1 (tCO2-e)	574	579	806
Scope 2 market based (tCO2-e)	7,319	3,414	3,814
Total Scope 1+2 market based	7,893	3,993	4,620
Total electricity use (MWh)	12,420	14,124	16,805
Electricity procurement from renewable sources ¹ (MWh)	-	7,963	12,644
% of electricity from renewable sources ² (MWh)	- ³	44% ⁴	43%
Scope 3, category 1: purchased goods and services (tCO2-e)	350,823	397,693	641,433

1. Renewable sources by way of Energy Attribute Certificates (EAC) procured for the calendar year (CY).

2. Indicates the percentage that can be attributed to the reporting financial year period i.e. July to December and at the time the reports were published. Residual EACs are applied retrospectively to the previous financial years.

3. After residual CY2023 EACs applied retrospectively, 14% of total FY2023 electricity use would be from renewable sources.

4. After residual CY2024 EACs applied retrospectively, 85% of total FY2024 electricity use would be from renewable sources.

Table 2: Icon's scope 3 engagement target performance

Scope 3 Supply chain engagement (% spend with verified SBTs)	FY2023	FY2024	FY2025	Target completion
Target: 73% of its suppliers by emissions covering purchased goods and services, will have science-based targets by FY2028.				
Category 1 – Purchased goods and services	-	-	87%	100%

Substantial emission variations and planned review of targets

With continued business growth across existing and new regions, Icon's emissions have increased from the base year. A recalculation of baseline and targets will be undertaken in the year ahead.



Greenhouse gas emissions

Icon Group performs a full GHG inventory of its scope 1, 2 and 3 GHG emissions on an annual basis. The reporting period of the inventory (scopes 1, 2 and 3) covers a financial year running from 1 July to 30 June. Emissions from operations where Icon has financial control in Australia, New Zealand, United Kingdom, Singapore, Malaysia and Indonesia have been included.

Exclusions

Of the 15 scope 3 categories outlined in the GHG Protocol, categories 1-8 were included through the relevancy assessment. The remaining seven categories were excluded as emissions were already captured in another scope or category, or there is no emission associated.

Data limitations

Icon's emissions for Scope 2 (electricity) and Scope 3 category 5 (waste), for the majority of sites, have been calculated based on actual consumption and waste data. For certain sites where Icon operates under a sub-leased arrangement, consumption calculations were based on an average or amount spent. Icon continually works with vendors to obtain actual consumption data.

Icon's emissions from Scope 3 purchased goods and services have been calculated based on spend data. Within purchased goods and services ~90% of emissions were attributed to the general ledger account category *Cost of Sales – Raw Materials*.

This account category covers spend associated with the manufacture and storage of medicines. It is acknowledged that using spend data to account for a category that has such high variability in pricing between medicines provides only a high-level emissions estimate. We expect to improve the methodology by obtaining (where possible) supplier-specific emissions data for GHG Inventory to increase the accuracy of this emission category.

Verification of GHG Inventory

Third party verification has not been undertaken at time of disclosure. We expect to engage with a third-party verification body for the next GHG Inventory.

FY25 GHG inventory:

Scope	Base Year FY23 (tCO2-e)	FY24 (tCO2-e)	FY25 (tCO2-e)
Scope 1	574	579	806
Scope 2 (location based)	8,033	7,875	8,577
Scope 2 (market-based)	7,319	3,414	3,814
Scope 3 category 1: Purchased goods and services	350,823	397,693	641,442
Scope 3 category 2: Capital goods	14,440	5,410	10,476
Scope 3 category 3: Fuel and energy related activities	1,072	619*	699*



Scope	Base Year FY23 (tCO2-e)	FY24 (tCO2-e)	FY25 (tCO2-e)
Scope 3 category 4: Upstream transportation and distribution	2,356	2,289	3,931
Scope 3 category 5: Waste generated in operations	1,110	1,377	1,647
Scope 3 category 6: Business travel	1,886	2,454	795
Scope 3 category 7: Employee commuting	2,105	2,953	3,029
Scope 3 category 8: Upstream leased assets	3,620	5,432	6,166
Scope 3 category 9: Downstream transformation and distribution	-	-	-
Scope 3 category 10: Processing of sold products	-	-	-
Scope 3 category 11: Use of sold products	-	-	-
Scope 3 category 12: End of life treatment of sold products	-	-	-
Scope 3 category 13: Downstream leased assets	-	-	-
Scope 3 category 14: Franchises	-	-	-
Scope 3 category 15: Investments	-	-	-
Total:	385,305	422,219*	672,806*

* Rounding