| Company registration number 04848134 (England and Wales) | |
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| STERLING SYNERGY SYSTEMS LIMITED | |
| UNAUDITED FINANCIAL STATEMENTS | |
| FOR THE YEAR ENDED 31 DECEMBER 2022 | |
| PAGES FOR FILING WITH REGISTRAR | |
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COMPANY INFORMATION

Directors A Sheehan (Appointed 2 October 2022)

J Macdonald (Appointed 2 October 2022)
Mrs Tracy Brown (Appointed 19 June 2023)

Secretary Mitre Secretaries Limited

Company number 04848134

Registered office Cannon Place

78 Cannon Street

London EC4N 6AF

Accountants Ashley King Ltd

68 St. Margarets Road

Edgware Middlesex HA8 9UU

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BALANCE SHEET

AS AT 31 DECEMBER 2022

| | | 2022 | | 2022 2021 | | 1 |
|---|-------|-------------|-------------|-------------|-------------|---|
| | Notes | £ | £ | £ | £ | |
| Fixed assets | | | | | | |
| Investments | 4 | | 1,856,144 | | 1,856,144 | |
| Current assets | | - | | - | | |
| Creditors: amounts falling due within one | | | | | | |
| year | 5 | (2,358,331) | | (2,082,785) | | |
| Net current liabilities | | | (2,358,331) | | (2,082,785) | |
| Net current nabilities | | | (2,550,551) | | (2,002,703) | |
| Net liabilities | | | (502,187) | | (226,641) | |
| | | | | | | |
| Capital and reserves | | | | | | |
| Called up share capital | | | 1 | | 1 | |
| Profit and loss reserves | | | (502,188) | | (226,642) | |
| Total equity | | | (502,187) | | (226,641) | |
| | | | | | | |

The directors of the company have elected not to include a copy of the profit and loss account within the financial statements.

For the financial year ended 31 December 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the board of directors and authorised for issue on 28 September 2023 and are signed on its behalf by:

Mrs Tracy Brown

Director

Company Registration No. 04848134

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Company information

Sterling Synergy Systems Limited is a private company limited by shares incorporated in England and Wales. The registered office is Cannon Place, 78 Cannon Street, London, EC4N 6AF.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006 as applicable to companies subject to the small companies regime. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest whole number.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

This company is a qualifying entity for the purposes of FRS 102, being a member of a group where the parent of that group prepares publicly available consolidated financial statements, including this company, which are intended to give a true and fair view of the assets, liabilities, financial position and profit or loss of the group. The company has therefore taken advantage of exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows': Presentation of a statement of cash flow and related notes and disclosures:
- Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues': Interest
 income/expense and net gains/losses for each category of financial instrument; basis of determining fair values;
 details of collateral, loan defaults or breaches, details of hedges, hedging fair value changes recognised in profit
 or loss and in other comprehensive income;
- Section 26 'Share based Payment': Share-based payment expense charged to profit or loss, reconciliation of
 opening and closing number and weighted average exercise price of share options, how the fair value of options
 granted was measured, measurement and carrying amount of liabilities for cash-settled share-based payments,
 explanation of modifications to arrangements;
- Section 33 'Related Party Disclosures': Compensation for key management personnel.

The financial statements of the company are consolidated in the financial statements of ICON plc, incorporated in Ireland. These consolidated financial statements are available from its registered office, South County Business Park, Leopardstown, Dublin 18, D18 X5R3.

1.2 Fixed asset investments

Interests in subsidiaries, associates and jointly controlled entities are initially at cost, uplifted to market value on the merger of some of these entities, less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in profit or loss.

A subsidiary is an entity controlled by the company. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.3 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Accounting policies

(Continued)

1.4 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.5 Equity instruments

Equity instruments issued by the company are recorded at the proceeds received, net of transaction costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

1.6 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Employees

The company had no employees. The directors who served the company were not remunerated for their services to the company.

| | 2022 Number | 2021 Number |
|--|---|---|
| Total | 3 | 1 |
| Fixed asset investments | 2022 £ | 2021 £ |
| Shares in group undertakings and participating interests | 1,856,144 | 1,856,144 |
| Creditors: amounts falling due within one year | 2022 £ | 2021 £ |
| Amounts owed to group undertakings Corporation tax | 2.388,752 (30,421) ———————————————————————————————————— | 2,052,364 30,421 |
| | Fixed asset investments Shares in group undertakings and participating interests Creditors: amounts falling due within one year Amounts owed to group undertakings | Total 3 Fixed asset investments Creditors: amounts falling due within one year Amounts owed to group undertakings Amounts owed to group undertakings 2022 £ Amounts owed to group undertakings 2388,752 Corporation tax Number 3 2022 £ |

6 Group membership and controlling party

The Company is a wholly owned subsidiary undertaking of Pharmaceutical Research Associates, Inc., a company incorporated in Virginia, United States with a registered office address at 4131 Parklake Avenue, Ste. 600, Raleigh NC 27612, United States.

The ultimate parent company is ICON plc, an Irish registered company. The largest and smallest group into which the results of the Company are consolidated is that headed by ICON plc. The consolidated financial statements of may be obtained from the Companies registered Office, Bloom House, Gloucester Place Lower, Dublin 1, Ireland.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.