PRESS RELEASE

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Focus on sustainability as Ricardo recertified on the FTSE4Good index series

Ricardo plc is pleased to announce that the company has been reaccredited as a constituent of the FTSE4Good series index – the globally recognized benchmark of corporate responsibility, transparency, and environmental, social and governance (ESG)

FTSE4Good is a pioneering global responsible investment index, designed to identify companies that demonstrate strong environmental, social and governance (ESG) practices. Ricardo plc has been a constituent of the FTSE4Good index since 2016, reflecting the strong environmental and ESG criteria followed by the group. As a part of a regular process of review of constituent companies, it has now been confirmed that Ricardo will continue as a constituent for the next review period.

In the period since the last review of its FTSE4Good listing, Ricardo has made significant new commitments to increase the visibility of reporting of its ESG agenda. This has included an increased openness and visibility of the company's ESG initiatives, such as reporting on electricity sourcing from renewable sources, defining targets for operational decarbonization, publishing carbon emissions attributable to air travel, and communicating the company's approach to the achievement of Net Zero carbon from its operations. In addition, Ricardo will be actively reviewing and reporting upon the impacts of climate change, the resilience of its operations to this, and how it can help others to reduce greenhouse gas (GHG) emissions and improve

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their own resilience. Crucially, Ricardo's own reporting of GHG emissions will be externally and independently verified.

Ricardo has also updated its policies in the areas environmental protection, human rights, HR, engaging and supporting local communities, and procurement, as well as engagement with STEM initiatives with local schools and providing support for a number of charities. Most recently, the fruits of the company's efforts in this area were seen during the initial stages of the Covid-19 pandemic, with the production of PPE by Ricardo for distribution to local care homes and NHS operations, and the supply of surplus laptops to a local school to facilitate the delivery of online education for children from disadvantaged backgrounds.

"I am pleased that Ricardo plc has retained its constituent status as a member of the FTSE4Good index," commented Ricardo CEO Dave Shemmans. "Ricardo is committed to creating a world that is truly fit for the challenges of the future, from climate change to the need to improve the world's stewardship of scarce resources and promotion of a more sustainable, circular economy. Our FTSE4Good reaccreditation is demonstrative of the commitment of the entire Ricardo team to the achievement of the very highest standards in environmental, social and governance practices across all of the industrial sectors, countries and business areas that we operate."

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