

ABOUT RYDER

RYDER'S 2019-2020 CORPORATE SUSTAINABILITY REPORT

Ryder System, Inc. (Ryder), headquartered in Miami, Florida, is a publicly traded (NYSE: R) corporation founded in 1933. We are a leading provider of outsourced logistics and transportation solutions to commercial customers. Ryder's mission is to provide innovative solutions that are reliable, safe, and efficient, enabling our customers to deliver on their promises. We seek to deliver compelling solutions that will convince customers to outsource their fleet management and supply chain needs to us. We operate primarily in three business segments: Fleet Management Solutions (FMS), Supply Chain Solutions (SCS), and Dedicated Transportation Services (DTS).

FMS offers full service leasing and leasing with flexible maintenance options, commercial rental, and contract or transactional maintenance services of trucks, tractors, and trailers to customers principally in the United States, Canada, and the United Kingdom. SCS provides comprehensive supply chain solutions, including distribution and transportation services in North America. Within the United States, DTS provides vehicles, drivers, and managerial support as part of a dedicated transportation solution.

Our total revenue in 2020 was approximately \$8.4B. For more information about our business, products, and financials, [see our 2020 10-K](#).

As of December 31, 2020, Ryder had approximately 39,000 employees worldwide. A breakdown of our United States and Canada employees based by location, gender, and employment type can be found below.

LOCATIONS

COUNTRIES

- UNITED STATES OF AMERICA
- CANADA
- MEXICO
- UNITED KINGDOM



EMPLOYEES – UNITED STATES & CANADA

	MALE	FEMALE	U.S.	CANADA	TOTAL
Permanent (full-time)	27,076	6,315	31,565	1,826	33,391
Permanent (part-time)	459	55	488	26	514
Temporary (full-time)	25	34	49	10	59
Temporary (part-time)	47	14	60	1	61
Full-time	27,101	63,49	31,614	1,836	33,450
Part-time	506	69	548	27	575
Total	27,607	6,418	32,162	1,863	34,025

SUPPLY CHAIN

VEHICLE AND PARTS PROCUREMENT

Ryder maintains relationships with a number of Original Equipment Manufacturers (OEMs) who provide us with the vehicles and vehicle parts necessary to meet our customers' needs and specifications. For leased units, Ryder's sales team works with the customer to define the appropriate vehicle specification for the customer's application and use. For rental units, Ryder defines its desired vehicle specification internally based on customer demand. Once the vehicle has been built, we maintain service level agreements with manufacturers to ensure that the vehicle is delivered to a Ryder location in a timely manner for in-servicing, or to a body manufacturer if the unit requires the installation of a truck body, such as a flat bed, box, or a refrigeration unit.

For vehicle parts, in addition to sourcing from both OEMs and non-OEMs, Ryder has also partnered with a limited number of distributors. These distributors work in conjunction with OEM and non-OEM parts suppliers to stock and warehouse parts on behalf of Ryder and deliver to Ryder facilities.

FUEL PROCUREMENT

We provide our FMS customers with access to diesel fuel at competitive prices at our maintenance facilities across the United States and Canada. We also provide fuel services such as fuel planning, fuel tax reporting, centralized billing, fuel cards, and fuel monitoring. For each of our geographic markets, we invite several fuel refineries and re-sellers to bid on Ryder's fuel volume. We may engage multiple suppliers for a given area depending on our internal assessment of anticipated volume. To ensure that we have adequate fuel supply to mitigate against natural disasters or other supply disruptions, we also maintain relationships with suppliers outside of a given market that offer us the ability to make on-demand fuel purchases and/or provide delivery of fuel to designated areas where it is most needed.

INITIATIVES & MEMBERSHIPS

Ryder engages directly with organizations that support or influence the transportation and supply chain industries. Our main memberships include:

AMERICAN TRUCKING ASSOCIATION (ATA)

AMERICAN TRANSPORTATION RESEARCH INSTITUTE (ATRI)

INTERNATIONAL WAREHOUSE & LOGISTICS ASSOCIATION (IWLA)

TRUCK RENTING & LEASING ASSOCIATION (TRALA)

U.S. CHAMBER OF COMMERCE

By taking an active role in our member organizations, including through our position on various boards, committees, and councils within these organizations, we increase our available resources to learn and share best practices. These memberships also provide Ryder with an avenue to help shape the dialogues that greatly impact our industry and business.

Ryder also participates in the annual [CDP Climate Change](#) survey; find our responses [here](#).

SUSTAINABILITY STRATEGY +

GOVERNANCE +

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Now Regarding Forward-Looking Statements: Certain statements and information included in this report are "forward-looking statements" within the meaning of the Federal Private Securities Litigation Reform Act of 1995. The principal forward-looking statements in this report include our sustainability goals, commitments and programs; our business outlook, plans, priorities, initiatives and objectives; our assumptions and expectations; and the scope and impact of our risks and opportunities. These forward-looking statements are based on our current goals, plans and expectations and are subject to risks, uncertainties and assumptions which could cause actual results to differ materially from historical experience or from future results expressed or implied by such forward-looking statements. Although we believe there is a reasonable basis for the forward-looking statements, our actual results could be materially different. Forward-looking statements involve judgments, and assumptions about our business outlook. Accordingly, these forward-looking statements should be evaluated with consideration given to the many risks and uncertainties that could cause actual results and events to differ materially from those in the forward-looking statements including those risks set forth in our periodic filings with the Securities and Exchange Commission. New risks emerge from time to time. It is not possible for management to predict all such risk factors or to assess the impact of such risks on our business. Accordingly, all such forward-looking statements speak only as of the date they are made, and we undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.