



ABOUT RYDER

GOVERNANCE

Our Board of Directors, comprised of 10 independent directors and our Chief Executive Officer (CEO), Robert Sanchez, guides our culture, strategic vision, risk management, and compliance. Our four Board Committees—Audit, Compensation, Governance, and Finance—consist entirely of independent directors. Our Committee Charters can be found [here](#).

The Board works closely with Ryder's **Leadership Team** to make our strategy a reality. Each year, the Board, Leadership Team, and other members of senior management meet to discuss the business environment, industry trends, competitive dynamics, and our strategic initiatives and long-term strategy. Throughout the year, management provides regular updates to the Board regarding Ryder's performance on our initiatives and long-term goals, including those related to sustainability. To learn more about our Board structure, election of directors, and executive leadership, see the **Governance** section of our website, as well as our 2020 Proxy Statement.

RISK MANAGEMENT

Our Enterprise Risk Management (ERM) program was developed and is managed under the direction and supervision of our Chief Legal Officer and Chief Financial Officer with the assistance of external experts, and is managed day-to-day by our Chief Compliance Officer and Vice President of Internal Audit. Ryder's Corporate Risk Steering Committee (CRSC)—comprised of the Chief Compliance Officer (CCO), Vice President of Internal Audit, and other members of management—is responsible for Ryder's ERM process. This process is designed to identify, assess, mitigate, monitor, and communicate about those risks that have the greatest potential to impact our business and our shareholders.

Risks are identified on an ongoing basis through various mechanisms, including employee surveys and interviews, discussion between the Board and management, and outside consultation. Risk owners analyze and quantify risks based on a risk scale that includes potential impact, likelihood, and speed of onset. Risk owners also document the controls in place to mitigate and even eliminate the impact of the risk on Ryder and our customers. The CRSC meets quarterly to identify, evaluate, monitor and calibrate risks at Ryder. Risks are reviewed with the relevant Board committees for monitoring throughout the year depending on the nature of the risk, and enterprise-level risks as well as ERM Program process updates are reported to the Board annually. For more information about our ERM program, see our 2020 Proxy Statement.



MANAGEMENT OF CORPORATE SUSTAINABILITY

Our Chief Legal Officer oversees sustainability reporting, environmental, health and safety, and government affairs, and reports to the Corporate Governance and Nominating Committee (Governance Committee) on each of these topics at least annually. Reports include a review of the external landscape, updates on Ryder's performance and programs, and recommendations for future initiatives. The Governance Committee provides oversight regarding these topics. After each Governance Committee meeting, the Chair of the Governance Committee provides a report on these topics to the full Board.

Our Governance Committee provides oversight of Ryder's environmental, social, and governance (ESG) practices. As outlined in sections 16-19 of its **Charter**, the Committee reviews and assesses the Company's governance and reputational risks; updates crisis preparedness plans annually; informs the full Board with respect to material issues relating to public policy, public affairs, and corporate responsibility; and at least annually reviews the Company's strategies relating to ESG issues, including environmental concerns, governmental affairs, safety, health and security, and diversity reporting.

In 2020, management together with the Governance Committee developed principles to drive impact on the sustainability issues deemed material to Ryder's long-term success. The Governance Committee oversees the Company's adherence to these principles and ensures that management is appropriately focused on achieving the underlying goals. Read more in Our Sustainability Strategy, Impact & Goals.

Ryder leverages cross-functional leadership to manage ESG areas. Details regarding the management of our material ESG topics can be found in the respective sections of this report.

ADDITIONAL RESOURCES

- Governance Documents
- Leadership Team
- Investor Relations

ARCHIVE OF PREVIOUS REPORTS

REPORT DOWNLOADS

Note 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 projections, 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.

ABOUT THIS REPORT
 ABOUT RYDER
 PROTECTING OUR PLANET
 FOSTERING TALENT, DIVERSITY & EQUALITY

SAFEGUARDING PEOPLE
 TRANSFORMING COMMUNITIES
 UPHOLDING ETHICS & INTEGRITY

RYDER.COM
 PRIVACY POLICY
 CONTACT US

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