ABOUT THIS REPORT

GRI CONTENT INDEX

GRI | SASB | TCFD

Organizational Profile

GRI Standard / Disclosure	Description	Location / Direct Answer
102-1	Name of the organization	Ryder System, Inc.
102-2	Activities, brands, products, and services	About Ryder; 2020 10-K pg. 1]
102-3	Location of headquarters	About Ryder
102-4	Location of operations	About Ryder
102-5	Ownership and legal form	About Ryder
102-6	Markets served	About Ryder
102-7	Scale of the organization	About Ryder
102-8	Information on employees and other workers	About Ryder
102-9	Supply chain	About Ryder; Supply Chain
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary Principle or approach	We do not formally follow the Precautionary Principle.
102-12	External initiatives	About Ryder; Initiatives & Memberships
102-13	Membership of associations	About Ryder; Initiatives & Memberships

Strategy

GRI Standard / Disclosure	Description	Location / Direct Answer
102-14	Statement from senior decision-maker	CEO Message
102-15	Key impacts, risks, and opportunities	2020 10-K pg. 10]

Ethics and Integrity

GRI Standard / Disclosure	Description	Location / Direct Answer
102-16	Values, principles, standards, and norms of behavior	Ethics & Integrity: Corporate Culture
102-17	Mechanisms for advice and concerns about ethics	Ethics & Integrity: Reporting on Concerns

Governance

GRI Standard / Disclosure	Description	Location / Direct Answer
102-18	Governance structure	Governance
102-19	Delegating authority	Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance; Management of Corporate Sustainability; 2020 Proxy [pg. 13]
102-22	Composition of the highest governance body and its committees	Governance
102-37	Review of economic, environmental, and social topics	Governance; Management of Corporate Sustainability

Stakeholder Engagement

GRI Standard / Disclosure	Description	Location / Direct Answer
102-40	List of stakeholder groups	Stakeholder Engagement & Materiality; Guiding Our Sustainability Strategy
102-41	Collective bargaining agreements	As of December 31, 2020, approximately 9% of our U.S. and Canadian employees were subject to collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement & Materiality; Guiding Our Sustainability Strategy
102-43	Approach to stakeholder engagement	Stakeholder Engagement & Materiality; Guiding Our Sustainability Strategy
102-44	Key topics and concerns raised	Stakeholder Engagement & Materiality; Guiding Our Sustainability Strategy

Reporting Practices

GRI Standard / Disclosure	Description	Location / Direct Answer
102-45	Entities included in the consolidated financial statements	About This Report
102-46	Defining report content and topic Boundaries	Stakeholder Engagement & Materiality; Materiality Assessment
102-47	List of material topics	Stakeholder Engagement & Materiality; Materiality Assessment
102-48	Restatements of information	We made updates to several environmental metrics from our 2017-2018 Corporate Sustainability Report. These updates are a result of improvements made to our metric accounting practices and a few data science corrections errors discovered after publication of the 2017-2018 Corporate Sustainability Report.
102-49	Changes in reporting	None
102-50	Reporting period	About This Report
102-51	Date of most recent report	We published our 2017-2018 Corporate Sustainability Report in March 2019.
102-52	Reporting cycle	Biennial
102-53	Contact point for questions regarding the report	About This Report
102-54	Claims of reporting in accordance with the GRI Standards	About This Report
102-55	GRI content index	This Page
102-56	External assurance	We did not seek external assurance for this report.

GRI 200: Economic Standards Series

ANTI-CORRUPTION

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Ethics & Integrity: Corporate Culture
103-2	The management approach and its components	Ethics & Integrity: Managing Ethics
103-3	Evaluation of the management approach	Ethics & Integrity: Managing Ethics
205-3	Communication and training about anti-corruption policies and procedures	Ethics & Integrity: Managing Ethics

GRI 300 Environmental Standards Series

ENERGY

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Environmental Stewardship: Recognizing Our Responsibility
103-2	The management approach and its components	Environmental Stewardship: Our Approach
103-3	Evaluation of the management approach	Environmental Stewardship: Our Approach
302-1	Energy consumption within the organization	Environmental Stewardship: Energy & Emissions
302-4	Reduction of energy consumption	Environmental Stewardship: Energy & Emissions

EMISSIONS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Environmental Stewardship: Recognizing Our Responsibility
103-2	The management approach and its components	Environmental Stewardship: Our Approach
103-3	Evaluation of the management approach	Environmental Stewardship: Our Approach
305-1	Direct (Scope 1) GHG emissions	Environmental Stewardship: Energy & Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Stewardship: Energy & Emissions
305-3	Other indirect (Scope 3) GHG emissions	Environmental Stewardship: Energy & Emissions
305-5	Reduction of GHG emissions	Environmental Stewardship: Energy & Emissions

WATER & EFFLUENTS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Environmental Stewardship: Recognizing Our Responsibility
103-2	The management approach and its components	Environmental Stewardship: Our Approach
103-3	Evaluation of the management approach	Environmental Stewardship: Our Approach
303-1	Interactions with water as a shared resource	Environmental Stewardship: Water Sustainability
303-2	Management of water discharge-related impacts	Environmental Stewardship: Water Sustainability
303-4	Water discharge	Environmental Stewardship: Water Sustainability
303-5	Water consumption	Environmental Stewardship: Water Sustainability

WASTE

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Environmental Stewardship: Recognizing Our Responsibility
103-2	The management approach and its components	Environmental Stewardship: Our Approach
103-3	Evaluation of the management approach	Environmental Stewardship: Our Approach
306-1	Water discharge by quality and destination	Environmental Stewardship: Waste & Recycling
306-2	Waste by type and disposal method	Environmental Stewardship: Waste & Recycling
306-3	Waste generated	Environmental Stewardship: Waste & Recycling

RYDER-SPECIFIC TOPIC: FLEET ENERGY & EMISSIONS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Fleet Energy & Emissions
103-2	The management approach and its components	Fleet Energy & Emissions: Our Approach
103-3	Evaluation of the management approach	Fleet Energy & Emissions: Our Performance & Future
Indicator	Number of Alternative Fuel Vehicles in our fleet	Fleet Energy & Emissions: Our Performance & Future

RYDER-SPECIFIC TOPIC: INNOVATION IN AN EVOLVING MARKETPLACE

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Innovation in an Evolving Marketplace
103-2	The management approach and its components	Innovation in an Evolving Marketplace: Our Approach
103-3	Evaluation of the management approach	Innovation in an Evolving Marketplace: Our Approach
Indicator	Increased productivity from incorporating new technologies into operations	Innovation in an Evolving Marketplace: LEAN Operations

GRI 400 Social Standards Series

EMPLOYMENT

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Our People
103-2	The management approach and its components	Our People: Driving a High-Performance Culture
103-3	Evaluation of the management approach	Our People: Driving a High-Performance Culture
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People: Driving a High-Performance Culture

OCCUPATIONAL HEALTH AND SAFETY

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Safety
103-2	The management approach and its components	Safety: Our Approach
103-3	Evaluation of the management approach	Safety: Our Approach
403-1	Occupational health and safety management system	Safety: Safety Management Plan & Ryder SafeNET
403-2	Hazard identification, risk assessment, and incident investigation	Safety: Safety Management Plan & Ryder SafeNET
403-9	Occupational health and safety	Safety: Educating Employees
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety: Safety Management Plan & Ryder SafeNET
403-5	Worker training on occupational health and safety	Safety: Educating Employees
403-6	Promotion of worker health	Our People: Driving a High-Performance Culture
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety: Truck Safety
403-8	Workers covered by an occupational health and safety management system	Safety: Safety Management Plan & Ryder SafeNET
403-9	Work-related injuries	Safety: Incident Management

TRAINING AND EDUCATION

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Our People
103-2	The management approach and its components	Our People: Driving a High-Performance Culture
103-3	Evaluation of the management approach	Our People: Driving a High-Performance Culture
404-2	Programs for upgrading employee skills and transition assistance programs	Our People: Driving a High-Performance Culture

DIVERSITY AND EQUAL OPPORTUNITY

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Our People
103-2	The management approach and its components	Our People: Building a Culture of Inclusion and Equality
103-3	Evaluation of the management approach	Our People: Building a Culture of Inclusion and Equality
405-1	Diversity of governance bodies and employees	Our People: Diversity Performance; Annual Ryder, 2020 Proxy [pg. 15]

SECURITY PRACTICES

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Security
103-2	The management approach and its components	Security: Our Approach
103-3	Evaluation of the management approach	Security: Our Approach
410-1	Security personnel trained in human rights policies or procedures	Security: Supply Chain Security

LOCAL COMMUNITIES

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Building Stronger Communities
103-2	The management approach and its components	Building Stronger Communities: Our Approach
103-3	Evaluation of the management approach	Building Stronger Communities: Our Approach
413-1	Operations with local community engagement, impacts assessments, and development programs	Building Stronger Communities

RYDER-SPECIFIC TOPIC: CUSTOMER FOCUS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Customer Focus
103-2	The management approach and its components	Customer Focus: Our Approach
103-3	Evaluation of the management approach	Customer Focus: Customer Engagement & Satisfaction
Indicator	Vehicle up-time; on-time delivery success rate	Customer Focus: Customer Engagement & Satisfaction

ARCHIVE OF PREVIOUS REPORTS

REPORT DOWNLOADS

Non-Regarding Forward-Looking Statements: Certain statements and information included in this report are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. The forward-looking statements in this report include our sustainability goals, commitments and programs; our business overall, plans, and risks; matters and objectives; our assumptions and expectations; and the scope and impact of risks and uncertainties. Forward-looking statements are typically identified by words or phrases such as "anticipate," "estimate," "expect," "project," "believe," "intend," "plan," "will," "may," "should," "could," "would," "target," "forecast" and "goal," and similar expressions, but are not the only way we identify forward-looking statements. Forward-looking statements are based on currently available information, expectations and assumptions that may change because we undertake no duty to update forward-looking statements. Actual results could be materially different from forward-looking statements. Our forward-looking statements involve numerous assumptions, risks and uncertainties, including, but not limited to, economic conditions; industry conditions; the competitive environment; changes in laws, regulations, and enforcement practices; technology factors; litigation; natural and human events; the availability and cost of capital; our ability to execute our business strategies; our ability to attract and retain qualified employees; and other matters that affect the future operations or financial condition of 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 such forward-looking statements, whether as a result of new information, future events, or otherwise.