

ABOUT RYDER

OUR SUSTAINABILITY STRATEGY, IMPACT AND GOALS

SUSTAINING THE ECONOMIC VIABILITY OF OUR BUSINESS FOR THE LONG TERM

At Ryder, we strive to integrate corporate responsibility and sustainability into every aspect of our business, and understand that sustainability goes hand-in-hand with maintaining economic viability. In a rapidly evolving world, sustainability continues to have a positive correlation with improved cost of capital, financial performance, and operational efficiencies.

Our commitment to sustainability supports our mission to provide safe, reliable, and efficient innovative fleet management and supply chain solutions that enable our customers to deliver on their promises. Not only do we innovate to ensure our products and services are relevant to customers and profitable to our shareholders, we also take the time to understand customer wants and needs, and the demands of our operating markets in order to offer products and services that positively impact our stakeholders and the environment. Embedded in our sustainability strategy, we are selective in hiring and maintaining a skilled and dedicated workforce to uphold safety and drive innovation.

We also aim to operate efficiently, carefully managing costs to drive profitability while considering the environmental impacts associated with our investments. By ensuring long-term viability as a profitable and thriving business, we are better positioned to make an impact where our business and operations intersect with our communities and stakeholders. This report highlights our key areas for impact and our goals to continuously improve over time.



Over the past few years, we have matured our efforts and increased our focus on sustainability across our value chain, and in 2020, we developed a framework to drive impact on the sustainability issues we deem material to our long-term success.

Our principles and goals reflect our continued commitment to sustainability and illustrate the strategic priorities of our business. These principles and goals are supported and overseen by the Corporate Governance and Nominating Committee of the Board of Directors (Governance Committee). Read more about how we manage sustainability across the business in [Governance](#).

	Protecting our Planet	Safeguarding People	Fostering Talent, Diversity, and Equality	Transforming our Communities	Upholding Ethics and Integrity
Vision 	We safeguard our environment through continuous innovation of our services, technology, and operations.	Our highest priority is the safety of our employees, customers, and the public.	We are committed to developing a highly skilled and diverse workforce as it is the foundation of our success.	Our Ryder family donates time, talent, and money to improve local communities where we live and work.	Ethics and integrity play a crucial role in helping us make a positive impact on the world around us.
Actions & Related Topics 	We strive to protect our planet by reducing emissions along our value chain by optimizing efficiency with advanced technology and flexible transportation. Read more: Environmental Stewardship Fleet Energy & Emissions Innovation Evolving Marketplace Customer Focus	To enhance safety, we provide best in class training, practices, and technology. We perform inspections, track performance, and implement feedback to protect our employees, as well as the individuals sharing the roadways with us. Read more: Safety	We develop our talent by providing a collaborative and inclusive work environment that embraces diversity and innovation. Read more: Our People	Our charitable contributions and volunteer efforts promote positive impacts and investments within our communities. Read more: Building Stronger Communities	Through business development and stakeholder engagement, we remain committed to operating with the highest integrity and fostering a culture of transparency. Read more: Ethics & Integrity Customer Focus
Goals 	<ul style="list-style-type: none"> Reduce Ryder fleet emissions 10%, building emissions by 30%, and downstream leased equipment emissions 15% below 2018 baseline by 2024. Evaluate potential renewable energy usage strategies and the use of science-based targets for inclusion in the Company's next 10-year emissions reduction strategy commencing in 2024. Train 10% of Ryder technicians to maintain and support alternative fuel vehicles over the next five years. <p><small>REAL 1110 2020.</small></p>	<ul style="list-style-type: none"> Achieve at least a 10% reduction in vehicle accident and injury frequency within five years as measured by OSHA's recordable injury rate and vehicle accidents per million miles. Achieve 15% improvement in driver training effectiveness over five years as measured by Ryder's in-vehicle video event recorders. 	<ul style="list-style-type: none"> Develop and engage top-quality talent by ensuring that at least 90% of key talent has completed a leadership development activity over the next three years. Provide leadership development for all Black and women leaders through the Black Leadership Forum and Ryder's Women Leadership to accelerate professional growth opportunities to advance Ryder's success. 	<ul style="list-style-type: none"> Invest 10% of the Ryder Charitable Foundation's budget by 2022 for specific initiatives to expand equality and diversity for the Black community. Award 75 partial scholarships per year for women and minority students by 2025. 	<ul style="list-style-type: none"> 100% of employees will complete a compliance and ethics training each year. Require 100% of employees to review and agree to abide by our Principles of Business Conduct.

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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.