Ryder System, Inc.

2024 CDP Corporate Questionnaire

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

☑ Publicly traded organization

(1.3.3) Description of organization

Ryder System, Inc. (Ryder) is a leading provider of outsourced logistics and transportation services with operations in the United States, Canada, and Mexico. We provide technology-driven supply chain, dedicated transportation, and commercial fleet management solutions. SUPPLY CHAIN SOLUTIONS Ryder Supply Chain Solutions (SCS) provides fully integrated port-to-door solutions including distribution management, dedicated transportation, transportation management, freight brokerage, e-commerce fulfillment, last mile delivery, contract packaging, and contract manufacturing in North America. DEDICATED TRANSPORTATION SOLUTIONS Ryder Dedicated Transportation Solutions (DTS) provides turnkey transportation solutions in the United States, including dedicated vehicles, professional drivers, management, and administrative support. FLEET MANAGEMENT SOLUTIONS Ryder Fleet Management Solutions (FMS) provides full-service leasing, contract maintenance, used vehicle sales, and commercial rental of trucks, tractors, and trailers to customers principally in the United States and Canada.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2023	☑ Yes	☑ No

(1.4.1) What is your organization’s annual revenue for the reporting period?

11783000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	☑ Yes

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

	Does your organization use this unique identifier?	Provide your unique identifier
CUSIP number	☑ Yes	*7835491082*
Ticker symbol	☑ Yes	*R*

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Canada

☑ Mexico

☑ United States of America

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

☑ No, and we do not plan to do so within the next two years

(1.24.4) Highest supplier tier known but not mapped

☑ Tier 1 suppliers

(1.24.8) Primary reason for not mapping your upstream value chain or any value chain stages

☑ Other, please specify**:** While Ryder is focused on the customers and suppliers that form part of the value chain, we have not formally "mapped" our value chain as defined by the relevant frameworks and used in the CDP.

(1.24.9) Explain why your organization has not mapped its upstream value chain or any value chain stages

Ryder maintains a focus on meeting the needs and expectations of our customers and suppliers, including responding to supply chain disruptions and headwinds, such as shortages of materials. While Ryder is focused on the customers and suppliers that form part of the value chain, we have not formally "mapped" our value chain as defined by the relevant frameworks and used in the CDP. Supplier relationships are integral to our business. Our requests for proposal and sourcing information include sustainability questions to help qualify key suppliers. Contractual agreements with key suppliers are occasionally crafted to further emphasize specific expectations. For example, environmental supplier contracts are augmented with more stringent requirements as needed to address specific risks associated with their products and services.

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

(2.2.1) Process in place

☑ No, and we do not plan to within the next two years

(2.2.4) Primary reason for not evaluating dependencies and/or impacts

☑ Other, please specify**:** Ryder does not evaluate “dependencies and/or impacts,” as defined by the Taskforce on Nature-related Financial Disclosures and used in the CDP

(2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

Ryder does not evaluate “dependencies and/or impacts,” as defined by the Taskforce on Nature-related Financial Disclosures and used in the CDP. Our management, with oversight from our Board, analyzes significant environmental risks and opportunities associated with our operations and material risks are reported in our 10-K. Further, our Enterprise Risk Management (ERM) program provides management and the Board with a robust, holistic view of key risks facing Ryder. Also, our Environmental Management System (EMS) managed by the environmental services team is designed to identify new areas of environmental risk, monitor compliance, and implement corrective action.

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process
	☑ Yes	☑ Both risks and opportunities

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

☑ Full

(2.2.2.7) Type of assessment

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

☑ More than once a year

(2.2.2.10) Integration of risk management process

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

Other

☑ Desk-based research

☑ External consultants

☑ Internal company methods

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Other acute physical risk, please specify**:** Severe weather or other natural occurrences

Policy

☑ Changes to national legislation

☑ Poor coordination between regulatory bodies

☑ Other policy, please specify**:** International, federal, state and local legislative and regulatory efforts to address environmental-related issues; Lack of globally accepted and harmonized definitions

Market

☑ Changing customer behavior

Reputation

☑ Stigmatization of sector

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

☑ No

(2.2.2.16) Further details of process

Our organization has a process for identifying, assessing and managing risks, which can include environmental risks. Ryder's Enterprise Risk Management (ERM) program is designed to provide management and the Board with a robust, holistic view of key risks facing Ryder. Our Chief Legal Officer and Chief Financial Officer supervise the ERM program, and our Chief Compliance Officer and Vice President of Internal Audit manage its daily operation. The Leadership Team, including our CEO, and Ryder's Corporate Risk Steering Committee are responsible for identifying, managing, and mitigating risks. Enterprise-wide risks are reviewed with the relevant Board committees throughout the year, depending on the nature of the risk. For more information regarding risk oversight, see 2024 Proxy Statement. Also, our management, with oversight from our Board, analyzes significant climate-related risks and opportunities associated with our operations and material risks are reported in our 10-K. Ryder's Environmental Management System (EMS), managed by the Environmental Services team, is also designed to identify new areas of environmental risk, monitor compliance, and implement corrective action. Our Environmental Services team routinely performs facility compliance audits to assess potential areas of environmental risks and assist our operations with EMS conformance. As part of the environmental risk assessment process, the Environmental Services team audits key suppliers to ensure adherence to risk controls and service level expectations, as well as review environmental data for improved resource conservation, waste reduction, and operational efficiencies.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

☑ Full

(2.2.2.7) Type of assessment

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

☑ Annually

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Other

☑ Desk-based research

☑ External consultants

☑ Internal company methods

☑ Partner and stakeholder consultation/analysis

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

☑ No

(2.2.2.16) Further details of process

We evaluate climate-related risks and opportunities, disclosure standards, and regulatory requirements to inform our sustainability strategy. Our management, with oversight from our Board, analyzes significant climate-related risks and opportunities associated with our operations and material risks are reported in our 10-K. Our Chief Executive Officer (CEO) and members of Ryder's Leadership Team review and implement initiatives shaping the company's sustainability strategy. The CEO oversees Ryder's growth strategy, stakeholder relationships, and other areas critical to the company's operations and performance. Our Board (comprised of our CEO, who presides as chair, and ten independent directors) guides our culture, strategic vision, risk management, and compliance, including an annual strategic

direction review to discuss Ryder's strategic plan. Ryder's Environmental Services team also reviews environmental opportunities and leads our efforts and engages internal teams on implementation, customers on solutions to optimize their supply chains, and suppliers on opportunities to further conserve resources. For example, in our building operations, we regularly review facilities for opportunities to increase operational efficiency, maximize resource conservation, and reduce waste. We monitor and track utility consumption and waste streams by facility, region, customer account, business unit, and at the corporate level. At new facilities, we identify and map waste streams, disposal requirements, and opportunities for reuse and recycling.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

☑ No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

☑ Other, please specify**:** Ryder does not evaluate "dependencies and/or impacts," as defined by the Taskforce on Nature-related Financial Disclosures and used in the CDP

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

Ryder does not evaluate "dependencies and/or impacts," as defined by the Taskforce on Nature-related Financial Disclosures and used in the CDP. Our management, with oversight from our Board, analyzes significant environmental risks and opportunities associated with our operations and material risks are reported in our 10-K. Further, our Enterprise Risk Management (ERM) program provides management and the Board with a robust, holistic view of key risks facing Ryder. Also, our Environmental Management System (EMS) managed by the environmental services team is designed to identify new areas of risk, monitor compliance, and implement corrective action.

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☑ Other, please specify**:** Ryder has not identified any environmental risks which, in the reporting year, have had or are anticipated to have in the future a "substantive effect" on our organization as the term is defined and used by the CDP

(3.1.3) Please explain

Ryder has not identified any environmental risks which, in the reporting year, have had or are anticipated to have in the future a "substantive effect" on our organization as the term is defined and used by the CDP. Our management, with oversight from our Board, analyzes significant environmental risks and opportunities associated with our operations and material risks are reported in our 10-K. Further, our Enterprise Risk Management (ERM) program provides management and the Board with a robust, holistic view of key risks facing Ryder. Also, our Environmental Management System (EMS) managed by the environmental services team is designed to identify new areas of environmental risk, monitor compliance, and implement corrective action.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

☑ Other, please specify**:** Ryder has not identified any environmental opportunities which, in the reporting year, have had or are anticipated to have in the future a “substantive effect” on our organization as the term is defined and used by the CDP

(3.6.3) Please explain

Ryder has not identified any environmental opportunities which, in the reporting year, have had or are anticipated to have in the future a “substantive effect” on our organization as the term is defined and used by the CDP. We evaluate climate-related risks and opportunities, disclosure standards, and regulatory requirements to inform our target setting and reporting. Our management, with oversight from our Board, analyzes climate-related risks and opportunities associated with our operations and material risks are reported in our 10-K.

Also, our Chief Executive Officer (CEO) and members of Ryder’s Leadership Team review and implement initiatives shaping the company’s sustainability strategy. The CEO oversees Ryder’s growth strategy, stakeholder relationships, and other areas critical to the company’s operations and performance. Our Board (comprised of our CEO, who presides as chair, and 10 independent directors) guides our culture, strategic vision, risk management, and compliance, including an annual strategic direction review to discuss the Company's strategic plan.

Ryder’s Environmental Services team also reviews environmental opportunities and leads our efforts and engages internal teams on implementation, customers on solutions to optimize their supply chains, and suppliers on opportunities to further conserve resources. For example, in our building operations, we regularly review facilities for opportunities to increase operational efficiency, maximize resource conservation, and reduce waste. The Environmental Services team monitors and tracks utility consumption and waste streams by facility, region, customer account, business unit, and at the corporate level. At new facilities, we identify and map waste streams, disposal requirements, and opportunities for reuse and recycling.

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

☑ No

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	☑ Yes

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify**:** RYDER SYSTEM, INC. CORPORATE GOVERNANCE AND NOMINATING COMMITTEE CHARTER; RYDER SYSTEM, INC. AUDIT COMMITTEE CHARTER

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding the development of a business strategy

☑ Other, please specify**:** Overseeing risk assessment and risk monitoring process

(4.1.2.7) Please explain

Ryder's Board of Directors is responsible for overseeing management's efforts to maintain an ethical culture throughout the company. The Board delegates certain sustainability matters to the Corporate Governance and Nominating Committee (the "Governance Committee") and the Audit Committee.

The Governance Committee, amongst other duties, is responsible for
1) Overseeing Ryder's strategy related to environmental, social, and governance matters,
2) Reviewing and assessing, as needed, governance and reputational risks and providing guidance to the Board of Directors and senior management with respect thereto,
3) Reviewing and informing the Board of Directors with respect to significant issues confronting Ryder relating to public policy, public affairs, and corporate responsibility,
4) Reviewing at least annually Ryder's strategies relating to the Ryder Charitable Foundation, environmental concerns, governmental affairs, safety, health and security, and diversity and affirmative action/EEO reporting,
5) And periodically reviewing emerging corporate governance issues and practices.

The Audit Committee oversees the process by which the company assesses and manages risk, which includes review of the Enterprise Risk Management program. The Audit Committee also oversees cybersecurity and information technology risks, network security, and data privacy, amongst other duties.

At Board committee meetings, which occur periodically throughout the year, management reports on certain sustainability-related matters, including a review of the external risk landscape, and provides updates on Ryder's sustainability reporting, programs, performance, and recommendations for future initiatives. The chairs of the committees then report significant updates to the full Board. As new sustainability-related issues emerge, the Board and committees are updated as needed.

(4.2) Does your organization’s board have competency on environmental issues?

	Board-level competency on this environmental issue
Climate change	☑ Not assessed

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	☑ Yes

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify**:** Leadership team, which includes CEO

(4.3.1.2) Environmental responsibilities of this position

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

Strategy and financial planning

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

(4.3.1.4) Reporting line

☑ Other, please specify**:** CEO reports directly to the board, other members of the Leadership Team report directly to the CEO and meet with the board as appropriate

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Annually

(4.3.1.6) Please explain

Our Leadership Team, which includes our CEO, review and implement initiatives shaping the company's sustainability strategy. Our Leadership Team's continued commitment to sustainability expands across our entire organization through various roles: Our CEO oversees our growth strategy, stakeholder relationships, and other areas critical to the company's operations and performance; The Chief Legal Officer (CLO) leads our ESG Steering Committee and oversees sustainability reporting, compliance & ethics, corporate governance, environmental, health and safety programs, government relations, and property management and construction; The CFO leads the company's financial management functions including areas intersecting with sustainability such as investor relations, corporate strategy, treasury, financial reporting, and audit; The Chief Information Officer oversees cybersecurity, data privacy, and IT; The Chief Human Resources Officer oversees HR, diversity, equity, and inclusion, recruitment, retention, and talent development; The Chief Marketing Officer oversees customer engagement, brand awareness, technology development, product creation, and investments in start-ups; The Chief Procurement Officer leads strategic sourcing including supplier agreements and procurement of resources and businesses through mergers and acquisitions; The Presidents and Executive VPs of our three business units manage operations, sales, financial performance, and customer satisfaction. Sustainability trends and stakeholder requests are also monitored by our ESG Steering Committee. This cross-functional team includes representatives from legal, compliance, investor relations, government relations, and environmental, and others as needed. Our CLO and CFO supervise the ERM program, and our Chief Compliance Officer and VP of Internal Audit manage its operation. The Leadership Team and Ryder's Corporate Risk Steering Committee are responsible for identifying, managing, and mitigating risks.

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

When determining to make adjustments to the Annual Incentive Plan's initial payout calculation for named executive officers (NEO), the Compensation Committee of the Board of Directors, in its discretion, may consider, as a whole, certain qualitative factors provided in the 2024 Proxy Statement, which include progress on corporate responsibility goals such as environmental matters.

(4.6) Does your organization have an environmental policy that addresses environmental issues?

Does your organization have any environmental policies?
☑ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Ryder's environmental policy is available to all employees and outlines expectations around compliance, resource conservation, pollution prevention, waste management, and emission reductions. Ryder's environmental policy is operationalized through an Environmental Management System (EMS), which aligns with aspects of the International Organization for Standardization (ISO) 14001. Ryder's Environmental Policy applies to all Ryder facilities and employees.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Other environmental commitment, please specify**:** Waste management

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

☑ Not publicly available

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Suppliers, vendors, contractors, consultants, agents, subsidiaries, joint ventures, divisions, affiliates, and other providers of goods and services who do business with Ryder entities worldwide are expected to follow the Supplier Code of Conduct. The Supplier Code of Conduct addresses environmental standards, among others. These standards apply to individuals and organizations (Suppliers doing business with Ryder) that provide materials, services, and personnel to Ryder or any of its affiliates either directly or indirectly through the use of contractors, agencies, consultants, distributors, temporary labor, or other intermediaries.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

Additional references/Descriptions

☑ Description of environmental requirements for procurement

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

Ryder Supplier Code of Conduct.pdf

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Are you a signatory or member of any environmental collaborative frameworks or initiatives?
☑ No, and we do not plan to within the next two years

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

☑ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

☑ Underway - previous year attached

(4.12.1.5) Content elements

Select all that apply

☑ Strategy
☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Value chain engagement
☑ Content of environmental policies

(4.12.1.6) Page/section reference

Pages 8, 10-14, 31, 35-38

(4.12.1.7) Attach the relevant publication

Ryder 2022 Corporate Sustainability Report

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

☑ No, and we do not plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

☑ Other, please specify**:** Ryder does not use “scenario analysis” as defined and used in the CDP

(5.1.4) Explain why your organization has not used scenario analysis

While Ryder does not use “scenario analysis” as defined and used in the CDP, we evaluate emerging regulatory and disclosure standards, which are subject to ongoing evolution and may include guidance related to scenario analysis. Our management, with oversight from our Board, analyzes significant climate-related risks and opportunities associated with our operations and material risks are reported in our 10-K. Further, our Enterprise Risk Management (ERM) program is designed to provide management and the Board with a robust, holistic view of key risks facing Ryder. Also, our Environmental Management System (EMS) managed by the environmental services team is designed to identify new areas of environmental risk, monitor compliance, and implement corrective action.

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

☑ No and we do not plan to develop a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

☑ Other, please specify**:** Ryder's strategy does not include a "climate transition plan" as defined and used in the CDP.

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

While Ryder's strategy does not include a "climate transition plan" as defined and used in the CDP, we evaluate emerging regulatory and disclosure standards, which are subject to ongoing evolution and may include guidance related to transition plans. Our management, with oversight from our Board, analyzes significant climate-related risks and opportunities associated with our operations and material risks are reported in our 10-K. Further, our Enterprise Risk Management (ERM) program is designed to provide management and the Board with a robust, holistic view of key risks facing Ryder. Also, our Environmental Management System (EMS) managed by the environmental services team is designed to identify new areas of environmental risk, monitor compliance, and implement corrective action.

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

Identification of spending/revenue that is aligned with your organization's climate transition
☑ No, and we do not plan to in the next two years

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

☑ No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

☑ Other, please specify**:** Ryder does not use an “internal price on environmental externalities” as described in the CDP.

(5.10.4) Explain why your organization does not price environmental externalities

Ryder does not use an “internal price on environmental externalities” as used in the CDP. Since 2009, we have tracked and disclosed emissions from our operations and we annually report our greenhouse gas (GHG) inventory in our CDP. We monitor and track utility consumption and waste streams by facility, region, customer account, business unit, and at the corporate level. At new facilities, we identify and map waste streams, disposal requirements, and opportunities for reuse and recycling. We utilize historical data to identify anomalous use of water, electricity, natural gas, and propane and work closely with facility teams to promptly investigate and, where applicable, implement corrective action.

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	☑ Yes	*Select all that apply* ☑ Climate change
Customers	☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	☑ Yes	*Select all that apply* ☑ Climate change

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Procurement spend
☑ Regulatory compliance
☑ Business risk mitigation
☑ Strategic status of suppliers
☑ Product safety and compliance
☑ Supplier performance improvement

(5.11.2.4) Please explain

As part of the environmental risk assessment process, the Environmental Services team reviews certain suppliers for adherence to risk controls and service level expectations, as well as reviews environmental data for improved resource conservation, waste reduction, and operational efficiencies. Select suppliers undergo environmental, health, and safety evaluations when relevant to the services provided. We regularly assess key suppliers for compliance through ongoing dialogue and numerous performance measurements including facility visits. We also work closely with our automotive waste suppliers to re-use or recycle to divert landfill disposal, where feasible. Additionally, all suppliers are expected to abide by Ryder's Supplier Code of Conduct, which addresses criteria such as environmental management, bribery and corruption, ethical labor practices, human rights, health, and safety.

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our requests for proposal and sourcing information include sustainability questions to help qualify key suppliers. Contractual agreements with key suppliers are occasionally crafted to further emphasize specific expectations. For example, environmental supplier contracts are augmented with more stringent requirements as needed to address specific risks associated with their products and services. Ryder's Supplier Code of Conduct, which suppliers are expected to abide by, states that violations of the Principles described in the Code, or of any law, could lead to administrative and operational action, up to and including termination of contracts for breach and/or the elimination of Supplier from Ryder's bidders list and the cancellation of any future business relationship.

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

☑ Other, please specify**:** Minimize natural resource consumption, impact on ecosystems, water use, air pollutants, waste, and greenhouse gas emissions. Seek opportunities to reuse and/or recycle waste and water. Provision to meet with Ryder upon request and provide reporting.

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☑ 100%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☑ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☑ Other, please specify**:** Administrative and operational action, up to and including termination of contracts for breach and/or the elimination of Supplier from Ryder's bidders list and the cancellation of any future business relationship.

(5.11.6.10) % of non-compliant suppliers engaged

☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

☑ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☑ 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

☑ Unknown

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Ryder engages our automotive suppliers to help develop and deploy strategies to further reduce our environmental footprint. For example, we work closely with our automotive waste (hazardous and non-hazardous) suppliers to re-use or recycle to divert landfill disposal, where feasible. We have a long-standing tire retread program where our tire providers replace the worn tread on used tires to extend their life. In 2023, we sent 302,186 used tires for retreading. In 2023, we also engaged with our key non-automotive waste management provider to identify opportunities to reduce recycling contamination. Preventing contamination reduces instances where recyclable material is landfilled due to contaminants and maximizes the amount of material we are able to recycle. We evaluate the feasibility of using advanced vehicle technology like autonomous, alternative fuel, near-zero and zero-emission vehicles to provide innovative solutions for our customers and our operations. Cross-functional Ryder teams regularly meet with original equipment manufacturers (OEMs) to discuss development plans and projected go-to-market schedules. The learnings from these experiences help inform our business strategies and guide the development of new fleet management and supply chain solutions for our customers. Our procurement, maintenance, and engineering teams are critical in exploring, piloting, and implementing the latest options. In our building operations, we regularly review facilities for opportunities to increase operational efficiency, maximize resource conservation, and reduce waste. Environmental performance data is used to prioritize conservation initiatives, including facility retrofits, renewable energy projects, and utility sourcing. For example, in 2023 we engaged with our building maintenance partner to replace 210 HVAC units with more efficient models.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☑ Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

☑ Waste and resource reduction and improved end-of-life management

(5.11.7.3) Type and details of engagement

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☑ 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Ryder engages our automotive suppliers to help develop and deploy strategies to further reduce our environmental footprint. For example, we work closely with our automotive waste (hazardous and non-hazardous) suppliers to re-use or recycle to divert landfill disposal, where feasible. We have a long-standing tire retread program where our tire providers replace the worn tread on used tires to extend their life. In 2023, we sent 302,186 used tires for retreading. In 2023, we also engaged with our key non-automotive waste management provider to identify opportunities to reduce recycling contamination. Preventing contamination reduces instances where recyclable material is landfilled due to contaminants and maximizes the amount of material we are able to recycle.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☑ Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

☑ Other, please specify**:** Environmental data monitoring

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☑ Less than 1%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We collect greenhouse gas emissions data from suppliers who inform emissions in certain Scope 3 categories, such as waste and travel, each year.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☑ Unknown

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information on environmental initiatives, progress and achievements

Other

☑ Other, please specify**:** Providing environmental data

(5.11.9.3) % of stakeholder type engaged

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Ryder is focused on providing customers with the products and services they need to conduct their business and offering them opportunities to meet their business goals, including those related to sustainability. We strive to engage customers in climate-related discussions based on whether they have expressed interest in sustainability initiatives, products, or services. We have engaged customers in a variety of ways, including through discussions with our Environmental Services (ES), RyderElectric+, and RyderVentures teams as follows: Environmental Services: Ryder's ES team leads our efforts and engages internal teams on implementation, customers on solutions to optimize their supply chains, and suppliers on opportunities to further conserve resources. We collaborate with our customers to share emissions reduction and other environmental practices across our value chains. Solutions are tailored to customer operations and may include facility updates, route optimization, technology pilots, and waste reduction. AVTs and RyderElectric+: Ryder is at the forefront of identifying new technology for operational advancements and acts as an extended research and development arm for our suppliers and customers. We monitor advanced and emerging technology and work closely with technology providers, suppliers, and OEMs, to improve functionality, usability, and adaptability for commercial truck applications. Additionally, we consider advanced vehicle technology (AVT) offerings based on finding the right fit for our customers' operational needs and help customers create an AVT roadmap. One of our offerings includes a turnkey EV solution called RyderElectric+ to support customers in deploying EVs. Another offering is to pilot AVTs through our alliances with technology developers. Ryder continues to assess, implement, and deploy new technology when feasible. RyderVentures: We value the research and creativity of companies leading development that drives our industry forward. Through RyderVentures, our corporate venture capital fund, we are investing in and collaborating with start-up companies tackling disruptions. Our investments are driven by accelerating demand for asset sharing, e-commerce fulfillment, next-generation vehicles, automation, data analytics, and transportation and supply chain technology. RyderVentures engages with select customers to discuss ongoing pilots in low-carbon technologies and how they may be applicable to their businesses.

(5.11.9.6) Effect of engagement and measures of success

Ryder considers customer engagements a success if we can meet the customer's expectations, gain insight into what types of products and services they are looking for, and find opportunities to engage them in pilots or commercialized solutions as makes sense for their business in the future.

Climate change

(5.11.9.1) Type of stakeholder

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

As part of our thoughtful and purposeful approach to sustainability, we are committed to engaging with our shareholders and other stakeholders. Ryder management regularly contacts shareholders to request feedback on various matters including environmental, social, governance, executive compensation, and overall strategy. Our Board of Director's Governance Committee oversees the shareholder engagement process by reviewing shareholder input and regularly providing updates to the full Board. Our Board identifies and evaluates consistent feedback raised by shareholders.

(5.11.9.6) Effect of engagement and measures of success

In 2023, we reached out to our top shareholders, representing a majority of our outstanding shares, to discuss our environmental initiatives, among other topics.

Climate change

(5.11.9.1) Type of stakeholder

☑ Other value chain stakeholder, please specify: Employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Other education/information sharing, please specify: Mandatory fuel-efficient driver training program

(5.11.9.3) % of stakeholder type engaged

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We raise employee and customer awareness of environmental management practices through training and developing action plans for implementation. For example, our maintenance and warehouse employees receive mandatory training on storage tank management, spill prevention and response, and proper waste handling, among other topics relevant to their responsibilities. We also implemented a training program aimed to improve fuel economy and fleet emissions by educating professional drivers on how to control and reduce revolutions per minute, over speeding, and idle time.

(5.11.9.6) Effect of engagement and measures of success

Ryder maintains and monitors data and metrics related to training and compliance to assess year-over-year progress and opportunities.

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

HP

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Initiatives focused on facility and freight efficiency and emissions reductions

(5.12.5) Details of initiative

Ryder is well positioned to support HP with sustainability-related projects in HP's inbound and outbound facilities, including identifying energy efficiency upgrades, waste reduction and diversion opportunities, and other operational efficiency strategies. Ryder is also prepared to continue supporting HP's sustainability goals related to freight, such as through route optimization and seeking opportunities to incorporate lower-carbon transportation into HP's business. Increasing the percent of intermodal shipments, continuing to prioritize SmartWay certified carriers, and other innovative solutions, such as incorporating alternative fuel vehicles (e.g. renewable natural gas vehicles from Loadsmith) into HP's fleet, are just some of the initiatives our teams can undertake together in the coming years to reduce emissions from transportation.

Row 2

(5.12.1) Requesting member

Lowe’s

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Innovation

☑ New product or service that reduces customers’ operational emissions

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to support Lowe's in their sustainability initiatives. As a full service lease customer, Lowe's has the opportunity to take advantage of new technologies offered in Ryder's lease fleet, such as alternative fuel and electric vehicles.

Row 3

(5.12.1) Requesting member

Bayer AG

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Change to supplier operations

☑ Other change to supplier operations, please specify**:** Convert to lower-emissions MHE

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to work with Bayer on sustainability-related projects in Bayer's inbound and outbound facilities. Initiatives, such as phasing out propane material handling equipment (MHE) and replacing them with electric MHE, identifying energy efficiency upgrades, and seeking out waste reduction and diversion opportunities, are just some of the ways Ryder and Bayer can work together to reduce operational emissions from Bayer's facilities.

Row 4

(5.12.1) Requesting member

Kellanova

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Facility-related sustainability initiatives

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder looks forward to continuing to work with Kellanova on sustainability-related projects in Kellanova's inbound and outbound facilities. Enhancements, such as converting to hydrogen or lower-emission material handling equipment, phasing in electric vehicles into shuttle services, and prioritizing energy efficiency are all ways Ryder and Kellanova can collaborate to reduce operational emissions.

Row 5

(5.12.1) Requesting member

Verizon Communications, Inc.

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Initiatives focused on transportation and facility efficiency

(5.12.5) Details of initiative

Ryder looks forward to continuing to work one-on-one with the Verizon team on sustainability initiatives, such as on-going sustainability enhancements at facilities and potential collaboration with Verizon's sub-contracted carriers, managed by Ryder, to get feedback on what emission reduction initiatives the carriers already have in the works and what incentives would encourage them to take on additional initiatives with direct emission reduction impact on Verizon freight management. As a leader in transportation and logistics, Ryder is also well positioned to lead Verizon in fuel efficient transportation options, including phased incorporation of EVs, optimized routing and loads (LTL to FTL) and strategically relocating cross-docks to more central locations, among other strategies.

Row 6

(5.12.1) Requesting member

Stanley Black & Decker, Inc.

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Facility-related sustainability initiatives

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to work with Stanley Black & Decker on sustainability-related projects in your inbound and outbound facilities, including identifying energy efficiency upgrades, waste reduction and diversion opportunities, and other operational efficiency strategies.

Row 7

(5.12.1) Requesting member

AT&T Inc.

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Transportation-related initiatives

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to lead AT&T in fuel efficient transportation options, including phased incorporation of electric vehicles, optimized routing and loads (LTL to FTL), and strategically relocating cross-docks to more central locations, among other strategies.

Row 8

(5.12.1) Requesting member

General Motors Company

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Continuous relationship development and increased data tracking capabilities

(5.12.5) Details of initiative

Ryder services come with more than 90 years of expertise and access to efficiencies, including a culture of continuous improvement and focus on responsible resource management that are inherent to sustainability. Since 2020, we have been sharing that expertise with GM's Sustainability Sub-Council, where we lend our perspective and best practices as a leader in transportation and logistics. For example, we have collaborated with GM and the other Sub-Council members on supplier engagement tools (e.g., supplier handbook, supplier sustainability workshop) that increase integration of sustainability into sourcing decision and help other GM vendors meet those sustainable sourcing requirements. Our participation in the Sustainability Sub-Council also allows us to understand GM's supplier expectations and needs more intimately so we can tailor our best-in-class products and services accordingly. We look forward to continuing our participation in the Sustainability Sub-Council. Additionally, we have the capability to refine how we measure, track, and monitor emissions for GM by carrier and by mode so we can collaboratively assess the levers that drive emissions across the value chain and identify the resources available (and needed) to meet GM's emissions reduction goals strategically.

Row 9

(5.12.1) Requesting member

Keurig Dr. Pepper

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Other

☑ Other initiative type, please specify**:** Transportation-related initiatives

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to work with Keurig Dr. Pepper to identify sustainability-related initiatives to reduce operational emissions. For example, as a lease customer, Keurig Dr. Pepper has the opportunity to take advantage of new technologies offered in Ryder's lease fleet, such as alternative fuel and electric vehicles.

Row 10

(5.12.1) Requesting member

Cisco Systems, Inc.

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Change to supplier operations

☑ Other change to supplier operations, please specify**:** Sustainability-related facility enhancements

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to lead Cisco in energy efficiency and renewable energy projects in Cisco's inbound and outbound facilities, including: LED lighting upgrades, motion sensors for lights and faucets, among other innovations in sustainability strategies that can boost environmental performance.

Row 11

(5.12.1) Requesting member

Colgate Palmolive Company

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Innovation

☑ New product or service that reduces customers' operational emissions

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to lead Colgate-Palmolive in fuel efficient transportation options, including phased incorporation of electric vehicles and optimized routing and loads, among other strategies. We also look forward to working with Colgate Palmolive on warehouse-related initiatives, such as energy efficiency improvements, water consumption reduction efforts, and capitalizing on waste diversion opportunities.

Row 12

(5.12.1) Requesting member

L’Oreal

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Change to supplier operations

☑ Other change to supplier operations, please specify**:** Facility-related sustainability enhancements

(5.12.5) Details of initiative

As a leader in transportation and logistics, Ryder is well positioned to lead L'Oreal in energy efficiency and renewable energy projects in L'Oreal's inbound and outbound facilities, including: LED lighting upgrades, solar powered electricity, motion sensors for lights and faucets, among other innovations in sustainability.

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

For purposes of calculating our environmental performance data, Ryder utilizes the operational control approach, as defined by the GHG Protocol, which aligns with Ryder's business model and product offerings. The operational control approach allows us to focus on monitoring emissions in the areas where we have majority control over operational decisions that influence environmental performance, such as our dedicated fleet vehicles and multi-client warehouses.

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply

☑ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

Dotcom Distribution, Baton

(7.1.1.3) Details of structural change(s), including completion dates

Ryder acquired Dotcom Distribution, a provider of omnichannel fulfillment and distribution services for high-growth retail and e-commerce brands, in December 2022. Because of the late stage of this acquisition, they are being included for the first time in Ryder's emissions inventory. With the acquisition, Ryder expanded its- e-fulfillment network and added a 400,000 square foot multiclient fulfillment facility, which is included in this year's Scope 1 and Scope 2 inventory.

In August, 2022, Ryder acquired Baton, a start-up known for the development of a proprietary logistics technology focused on optimizing transportation networks. This acquisition added one additional office space to Ryder's real estate portfolio. Ryder also acquired Impact Fulfillment Services (IFS) in October 2023. Because IFS was acquired late in the calendar year, their emissions will be included in the 2024 inventory. This is consistent with Ryder's practice to hold acquisitions made in the last quarter of the calendar year until the following year's inventory.

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ Yes, a change in methodology

☑ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Ryder has updated the emission factors used for Scope 1 and Scope 2 to the most current year available. Ryder has also reviewed and updated, where available, Scope 2 market-based emission factors published by the utilities from which Ryder facilities source their electricity. Ryder has included additional sources in our Scope 1 inventory, including service and maintenance vehicles and vehicles rented by Ryder from our own rental fleet (these emissions were previously recorded in Scope 3, Category 13). We have also begun estimating emissions from natural gas consumption for facilities which do not receive utility bills. We have also included a new source in our Scope 2 inventory – estimated electricity consumption from outdoor lighting. Ryder applied an updated estimation methodology to Scope 1 emissions from natural gas and Scope 2 emissions. We have switched from the Ryder-specific methodology we used in 2022 to estimating utility consumption based on facility type and square footage. Ryder has also made updates to our Scope 3 inventory, including calculating emissions for a new category (Category 12), incorporating additional emissions sources into the inventory, and updating calculation methodologies based on the most recently available data.

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

☑ No, because the impact does not meet our significance threshold

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Ryder has elected to recalculate Scope 1 and/or Scope 2 emissions for the baseline year when any of the following occurs and has a significant impact on the company's Scope 1 or Scope 2 emissions. A significant impact is defined as a greater than five percent impact on Scope 1 or Scope 2 emissions. • Structural changes in the reporting organization, such as a merger, acquisition, divestment, or outsourcing or insourcing a portion of the company's activities. • Methodological change or data source change where the data necessary to recalculate emissions is available for the baseline year. • Discovery of an error which has a significant

impact. Ryder will only recalculate Scope 3 emissions for the baseline year if there is a GHG emissions reduction target tied to a Scope 3 category and only for the relevant Scope 3 category or categories.

(7.1.3.4) Past years' recalculation

☑ No

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ US EPA Emissions & Generation Resource Integrated Database (eGRID)

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity

☑ US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources

☑ US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources

☑ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

☑ Other, please specify **:**Environment and Climate Change Canada: EFs– GHG Protocol Tool 4.7– Utility-specific EFs– EPA EEIO Models– Ecoinvent Average Life Cycle EFs- EPA Center for Corporate Climate Leadership: Emissions from Waste– SmartWay Carrier Performance Rankings

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based
	☑ We are reporting a Scope 2, location-based figure	☑ We are reporting a Scope 2, market-based figure

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Refrigerants

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

☑ Emissions are not relevant

(7.4.1.10) Explain why this source is excluded

Relevance was determined from estimating the size of refrigerants emissions as compared to a materiality threshold of 5%. Since refrigerant emissions comprise less than 5% of the Scope 1 and 2 emissions, they are considered not material and, therefore, not relevant. Ryder also considers if emissions are relevant by determining if Ryder can drive reductions, the cost-benefit of gathering data, stakeholder expectations, and potential uses of the data.

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

Emissions were calculated using the U.S. EPA Center for Corporate Climate Leadership – GHG Inventory Guidance.

Row 2

(7.4.1.1) Source of excluded emissions

Impact Fulfillment Services natural gas, electricity, and other indirect emissions

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 1

☑ Scope 2 (market-based)

☑ Scope 2 (location-based)

☑ Scope 3: Business travel

☑ Scope 3: Purchased goods and services

☑ Scope 3: Waste generated in operations

(7.4.1.3) Relevance of Scope 1 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.4) Relevance of location-based Scope 2 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.5) Relevance of market-based Scope 2 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.6) Relevance of Scope 3 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.7) Date of completion of acquisition or merger

10/23/2023

(7.4.1.10) Explain why this source is excluded

Ryder holds emissions from companies acquired during the last quarter of the year until the following year's inventory. We follow this procedure to give time for proper evaluation of the acquisition and its assets to determine how they fit into our operational control boundary.

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

869939

(7.5.3) Methodological details

Ryder included Scope 1 emissions from facilities and vehicles within the company's operational control in the final inventory. Emissions were calculated using the average data method and emissions factors from the EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 2 (February 13th, 2024). For Scope 1 emissions from vehicles, Ryder used vehicle mileage by vehicle class and fuel type and average miles-per-gallon to calculate total gallons of fuel consumed. Gallons of fuel consumed were then used to calculate emissions. For Scope 1 emissions from facilities, utility consumption data for natural gas, propane, and fuel oil were used to calculate emissions. There were no additional exclusions outside those described in 7.4.1.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

67377

(7.5.3) Methodological details

Ryder included Scope 2 location-based emissions from facilities within the company's operational control in the final inventory. Emissions were calculated using the average data method and emissions factors from EPA Emissions & Generation Resource Integrated Database (eGRID)(January 30th, 2023) (U.S.), Emissions Factors and Reference Values from Environment and Climate Change Canada (June 2022) (Canada), and Climate Transparency Report 2020 (Mexico). Ryder used primary and estimated utility consumption data for electricity to calculate emissions. There were no additional exclusions outside those described in 7.4.1.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

69851

(7.5.3) Methodological details

Ryder included Scope 2 market-based emissions from facilities within the company's operational control in the final inventory. Emissions were calculated using the average data method and emissions factors from utility providers. Where utility providers did not publish emission factors, Ryder used the location-based emission factors (EPA Emissions & Generation Resource Integrated Database (eGRID)(January 30th, 2023) (U.S.), Emissions Factors and Reference Values from Environment and Climate Change Canada (June 2022) (Canada), and Climate Transparency Report 2020 (Mexico)). Ryder used primary and estimated utility consumption data for electricity to calculate emissions. There were no additional exclusions outside those described in 7.4.1.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

357393

(7.5.3) Methodological details

Ryder purchases a wide variety of finished goods and services. This category includes purchased goods and services from two categories: invoiced purchases and fuel purchases. The fuel-related purchases portion of this category measures emissions from the extraction and production of vehicle fuel purchased by Ryder from Ryder's Energy Distribution Company (REDCO) excluding gallons consumed by our Dedicated, Service, and Mexico fleets (fleets within our operational control). Ryder uses the average data method and an emission factor from Ecoinvent (V3 U.S. Diesel Low Sulfur Production Average Life Cycle Emissions factors for Upstream Emissions per Gallon Excluding Combustion (U.S. /CA Life Cycle EF for Diesel at regional storage)) to calculate emissions. The invoiced purchases portion of this category measures emissions associated with invoiced purchases of goods and services excluding purchases that belong in other scopes and categories (e.g travel). Emissions associated with this category represent the cradle-to-gate emissions of the finished goods and services purchased by Ryder. Ryder uses invoiced spend sorted by NAICS codes, the spend-based method, and emission factors from US Environmentally Extended Input Output (EEIO) models (2021) to calculate emissions. EPA spend based emissions factors provide three potential emissions factor choices: A) supply chain emissions factors without margins: emissions associated with cradle-to-factor gate, B) margins of supply chain emissions factors: emissions associated with factor gate-to-shelf including transportation, wholesale, and retail and price markup adjustments, and C) supply chain emissions factors with margins: emissions associated with cradle-to-shelf which is equal to the sum of the above two factors. Since Ryder's purchases are all finished goods, option C was selected to account for the full cradle-to-gate life cycle of emissions. The key assumptions around emissions factor involve alignment around the matching of Ryder spend-based categories and NAICS spend-based categories supplied by the EPA. Subjective decisions were made by Ryder to match the Ryder spend category to the NAICS category defined by the EPA.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

551464

(7.5.3) Methodological details

Ryder includes emissions from the production of new vehicles, including trucks and trailers, purchased in the reporting year in this category. We calculate emissions based on spend on new vehicles. Ryder applies the spend-based method and emission factors from EEIO models (2021) to calculate emissions. EPA spend-based emissions factors provide three potential emissions factor choices: A) supply chain emissions factors without margins: emissions associated with cradle-to-factor gate, B) margins of supply chain emissions factors: emissions associated with factor gate-to-shelf including transportation, wholesale, and retail and price markup adjustments, and C) supply chain emissions factors with margins: emissions associated with cradle-to-shelf which is equal to the sum of the above two factors. Since Ryder's purchases are all finished goods, option C was selected to account for the full cradle-to-gate life cycle of emissions. The key assumptions around emissions factors involve alignment around the matching of Ryder spend-based categories and NAICS spend-based categories supplied by the EPA. Subjective decisions were made by Ryder to match the Ryder spend category to the NAICS category defined by the EPA.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

167623

(7.5.3) Methodological details

Ryder includes emissions from the extraction and production of vehicle fuel consumed by Ryder's Dedicated, Service, and Mexico fleets as well as the transportation of fuel from refinery to Ryder fueling stations for fuel consumed by the Dedicated fleet. Ryder uses the average data method and the emission factor from Ecoinvent (V3 Transport freight, lorry, unspecified Average Life Cycle and Transportation EFs for upstream emissions per gallon excluding combustion (U.S. /CA Life Cycle EF for Diesel at regional storage)) to calculate emissions.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

3506

(7.5.3) Methodological details

Ryder includes emissions from the upstream transportation and distribution of vehicle fuels provided by REDCO but not sold to dedicated fleet vehicles from suppliers to Ryder fueling locations. Ryder uses the average data method and the emission factor from Ecoinvent (V3 Transport freight, lorry, unspecified Average Life Cycle and Transportation EFs for upstream emissions per gallon excluding combustion (U.S. /CA Life Cycle EF for Diesel at regional storage). to calculate emissions.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

29201

(7.5.3) Methodological details

Ryder includes emissions from waste generated in facilities within Ryder's operational control serviced by select providers. Which providers were included in the inventory depended on their ability to provide reliable data for the baseline year and enough information to be able to calculate emissions (actual tonnage or cost, waste type, and disposal method). The average data method was used where the waste provider provided data on actual or estimated waste tonnage; The spend-based method was used where only spend information was available. Emission factors were sourced from the EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 9 (February 13th, 2024) as well as EEIO models (2021).

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

16482

(7.5.3) Methodological details

This category captures emissions associated with Ryder employee business travel. Most business travel is conducted by commercial flights, renting cars, and staying at hotels. Ryder includes flight and rental car emissions from our preferred corporate travel agent and select hotel partners. Emissions associated with these travel partners were selected for inclusion as they are able to provide the data needed to calculate emissions with confidence. Ryder's travel partner used gallons of fuel consumed and emissions factor from EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Table 2 (February 13th, 2024) to calculate emissions associated with rental cars. Emissions from air travel were calculated by Ryder's travel agent using distance traveled, and emission factors were sourced from the Department for Environment, Food, and Rural Affairs (DEFRA) UK Government GHG Conversion Factors for Reporting Companies (2023). Ryder's hotel partner used nights stayed by Ryder employees by country and DEFRA emission factors to calculate emissions from hotel stays.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

9592099

(7.5.3) Methodological details

Ryder includes emissions from the use of used vehicles sold at Ryder Used Truck Centers for the remainder of the vehicle's engine life as determined by the engine manufacturer or, where the vehicle has exceeded the expected engine life, the average miles traveled by a vehicle for one year. For vehicles that have exceeded their expected engine life, the average miles traveled by a vehicle for one year used to calculate emissions are 62,169 for class 8 vehicles and 11,318 for light trucks and vans (U.S. Department of Energy). Emissions were calculated using the average data method and emissions factors from the EPA Center for Corporate Climate

Leadership Emission Factors for Greenhouse Gas Inventories Table 2 (February 13th, 2024). Ryder used vehicle mileage by vehicle class and fuel type and average miles-per-gallon to calculate total gallons consumed. Gallons were then used to calculate emissions.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

55068

(7.5.3) Methodological details

Ryder includes emissions from the disposal of used vehicles sold at Ryder Used Truck Centers at the end of their life. Emissions were calculated using the activity-data method and emission factors from EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 9 (February 13th, 2024). All vehicles sold by Ryder fall into one of two trucking categories: Light Heavy-Duty Engines (Truck) and Medium Heavy-Duty Engines (Tractor). Each category lists a range of vehicle weights. The average of the vehicle weight was assumed using ranges applied to the activity data. Each class of vehicle had a standard breakdown of material components. This breakdown comes from a peer reviewed resource that defines the percent of metal, rubber, and other components that comprise the make of a truck or tractor. We assigned this percent to the vehicle's weights. Based on the activity model, Ryder made assumptions and matched emission factors to the EPA Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories table under end of life treatment for the various material components. It assumed that any mixed metals, rubber from tires, glass, and plastic were disposed of using recycling methods. The remaining miscellaneous components were assigned to landfill disposal method emissions factors.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

7247747

(7.5.3) Methodological details

Ryder has a large fleet of vehicles that are leased or rented and operated by Ryder customers, both of which are classified as downstream leased assets. These vehicles consume diesel, unleaded gasoline, and CNG. Ryder also offers electric vehicles in our leased and rented fleets. The emissions associated with the combustion of these fuels or electricity consumption used in the operation of these vehicles are reported as part of Ryder's Scope 3, Category 13 emissions. Emissions were calculated using the average data method and emissions factors from the EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 2 (February 13th, 2024). Ryder used vehicle mileage by vehicle class and fuel type and average miles-per-gallon to calculate total gallons of fuel consumed. Gallons of fuel consumed were then used to calculate emissions.

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

869939

(7.6.3) Methodological details

Ryder included Scope 1 emissions from facilities and vehicles within the company's operational control in the final inventory. Emissions were calculated using the average data method and emissions factors from the EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 2 (February 13th, 2024). For Scope 1 emissions from vehicles, Ryder used vehicle mileage by vehicle class and fuel type and average miles-per-gallon to calculate total gallons of fuel consumed. Gallons of fuel consumed were then used to calculate emissions. For Scope 1 emissions from facilities, primary and estimated utility consumption data for natural gas, propane, and fuel oil were used to calculate emissions. There were no additional exclusions outside those described in 7.4.1.

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

67377

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

69851

(7.7.4) Methodological details

Ryder included Scope 2 emissions from facilities within the company's operational control in the final inventory. Location-based emissions were calculated using the average data method and emissions factors from EPA Emissions & Generation Resource Integrated Database (eGRID)(January 30th, 2023) (U.S.), Emissions Factors and Reference Values from Environment and Climate Change Canada (June 2022) (Canada), and Climate Transparency Report 2020 (Mexico). Ryder used primary and estimated utility consumption data for electricity to calculate emissions. Market-based emissions were calculated using the average data method and emissions factors from utility providers. Where utility providers did not publish emission factors, Ryder used the location-based emission factors. Ryder used primary and estimated utility consumption data for electricity to calculate emissions. There were no additional exclusions outside those described in 7.4.1.

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

357393

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder purchases a wide variety of finished goods and services. This category includes purchased goods and services from two categories: invoiced purchases and fuel purchases. The fuel-related purchase portion of this category measures emissions from the extraction and production of vehicle fuel purchased by Ryder from Ryder's Energy Distribution Company (REDCO) excluding gallons consumed by our Dedicated, Service, and Mexico fleets (fleet within our operational control). Ryder uses the average data method and an emission factor from Ecoinvent (V3 U.S. Diesel Low Sulfur Production Average Life Cycle Emissions factors for Upstream Emissions per Gallon Excluding Combustion (U.S. /CA Life Cycle EF for Diesel at regional storage)) to calculate emissions. The invoiced purchases portion of this category measures emissions associated with invoiced purchases of goods and services excluding purchases that belong in other scopes and categories (e.g travel purchases). Emissions associated with this category present the cradle-to-gate emissions of the finished goods and services purchased by Ryder. Ryder uses invoiced spend sorted by NAICS codes, the spend-based method, and emission factors from US Environmentally Extended Input Output (EEIO) models (2021) to calculate emissions. EPA spend based emissions factors provide three potential emissions factor choices: A) supply chain emissions factors without margins: emissions associated with cradle-to-factor gate, B) margins of supply chain emissions factors: emissions associated with factor gate-to-shelf, including transportation, wholesale, and retail and price markup adjustments, and C) supply chain emissions factors with margins: emissions associated with cradle-to-shelf, which is equal to the sum of the above two factors. Since Ryder's purchases are all finished goods, option C was selected to account for the full cradle-to-gate life cycle of emissions. The key assumptions around emissions factor involve alignment around the matching of Ryder spend-based categories and NAICS spend-based categories supplied by the EPA. Subjective decisions were made by Ryder to match the Ryder spend category to the NAICS category defined by the EPA. Ryder excluded other purchased goods and services, such as those made using PCards, and spend made by Ryder's Mexico business from this inventory.

Capital goods

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

551464

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder includes emissions from the production of new vehicles, including trucks and trailers, purchased in the reporting year in this category. We calculate emissions based on spend on new vehicles. Ryder applies the spend-based method and emission factors from EEIO models (2021) to calculate emissions. EPA spend based emissions factors provide three potential emissions factor choices: A) supply chain emissions factors without margins: emissions associated with cradle-to-factor gate, B) margins of supply chain emissions factors: emissions associated with factor gate-to-shelf, including transportation, wholesale, and retail and price markup adjustments, and C) supply chain emissions factors with margins: emissions associated with cradle-to-shelf, which is equal to the sum of the above two factors. Since Ryder's purchases are all finished goods, option C was selected to account for the full cradle-to-gate life cycle of emissions. The key assumptions around emissions factor involve alignment around the matching of Ryder spend-based categories and NAICS spend-based categories supplied by the EPA. Subjective decisions were made by Ryder to match the Ryder spend category to the NAICS category defined by the EPA. Ryder excluded other capital spend from this inventory for 2023.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

167623

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder includes emissions from the extraction and production of vehicle fuel consumed by Ryder's Dedicated, Service, and Mexico fleets as well as the transportation of fuel from refinery to Ryder fueling stations for fuel consumed by the Dedicated fleet. Ryder uses the average data method and the emission factor from Ecoinvent (V3 Transport freight, lorry, unspecified Average Life Cycle and Transportation EFs for upstream emissions per gallon excluding combustion (U.S. /CA Life Cycle EF for Diesel at regional storage). to calculate emissions.

Upstream transportation and distribution

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3506

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder includes emissions from the upstream transportation and distribution of vehicle fuels provided by REDCO but not sold to Dedicated fleet vehicles from suppliers to Ryder fueling locations. Ryder uses the average data method and an emission factor from Ecoinvent (V3 Transport freight, lorry, unspecified Average Life Cycle and Transportation EFs for upstream emissions per gallon excluding combustion (U.S. /CA Life Cycle EF for Diesel at regional storage). to calculate emissions. Ryder excludes emissions from the upstream transportation of vehicle fuels used to power the Mexico fleet as we have no insight into the supply chain of this fuel. We also exclude emissions associated with the transportation and distribution of all other purchased goods and services, such as office services and supplies, vehicle maintenance, and shop supplies.

Waste generated in operations

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

29201

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

41

(7.8.5) Please explain

Ryder includes emissions from waste generated in facilities within Ryder's operational control serviced by select providers. Which providers were included in the inventory depended on their ability to provide reliable data for the baseline year and enough information to be able to calculate emissions (actual tonnage or cost, waste type, and disposal method). The average data method was used where the waste provider provided data on actual or estimated waste tonnage; The spend-based method was used where only spend information was available. Emission factors were sourced from the EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 9 (February 13th, 2024) as well as EEIO models (2021). Ryder excluded waste from certain providers from this inventory who could not provide the required data to calculate emissions. Waste from facilities in Mexico was also excluded.

Business travel

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

16482

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Fuel-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

This category captures emissions associated with Ryder employee business travel. Most business travel is conducted by taking commercial flights, renting cars, and staying at hotels. Ryder includes flight and rental car emissions from our preferred corporate travel partners and select hotel partners. Emissions associated with these travel partners were selected for inclusion as they are able to provide the data needed to calculate emissions with confidence. Our rental car provider used gallons of fuel consumed and emissions factor from EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Table 2 (February 13th, 2024) to calculate emissions associated with rental cars. Emissions from air travel were calculated by our travel partner using distance traveled, and emission factors were sourced from the Department for Environment, Food, and Rural Affairs (DEFRA) UK Government GHG Conversion Factors for Reporting Companies (2023). Our hotel partner used nights stayed by Ryder employees by country and DEFRA emission factors to calculate emissions from hotel stays. Ryder excludes emissions from flights and rental cars procured outside of our corporate travel agent as well as hotel stays with other hotel providers from this inventory.

Employee commuting

(7.8.1) Evaluation status

☑ Relevant, not yet calculated

(7.8.5) Please explain

Although Ryder has calculated and reported employee commuting in some prior years, the methodology for estimating employee commuting emissions is under review due to the increase in remote work company-wide following the COVID-19 pandemic and the need to conduct additional analysis.

Upstream leased assets

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Ryder does not lease assets for Ryder operations other than facilities, and those are accounted for in Scopes 1 and 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

The only products Ryder sells are used vehicles which are already accounted for in Scope 3, Category 11. Ryder does not pay to transport purchased used vehicles to customers so there is no associated downstream transportation & distribution.

Processing of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Ryder does not sell intermediate products.

Use of sold products

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

9592099

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder includes emissions from the use of used vehicles sold at Ryder Used Truck Centers for the remainder of the vehicle's engine life as determined by the engine manufacturer or, where the vehicle has exceeded the expected engine life, the average miles traveled by a vehicle for one year. For vehicles that have exceeded their expected engine life, the average miles traveled by a vehicle for one year used to calculate emissions are 62,169 for class 8 vehicles and 11,318 for light trucks and vans (U.S. Department of Energy). Emissions were calculated using the distance-based method and emission factors were sourced from EPA SmartWay. Ryder participates in the EPA SmartWay program each year and provides information on our Dedicated fleet, such as fleet breakdowns by vehicle class and age. The EPA uses this information to determine the greenhouse gas emissions from Ryder vehicles per mile traveled (grams/mile). Ryder uses this figure to calculate emissions from used vehicles sold. Trailers are not included in this analysis as we assume they do not emit GHG during operation.

End of life treatment of sold products

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

55068

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder includes emissions from the disposal of used vehicles sold at Ryder Used Truck Centers at the end of their life. Emissions were calculated using the activity-data method and emission factors from EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 9 (February 13th, 2024). All vehicles sold by Ryder fall into one of two trucking categories. These categories are Light Heavy-Duty Engines (Truck) and Medium Heavy-Duty Engines (Tractor). Each category lists a range of vehicle weights. The average of the weight vehicle was assumed using ranges applied to the activity data. Each class of vehicle had a standard breakdown of material components. This breakdown comes from a peer reviewed resource that defines the percent of metal, rubber, and other components that comprise the make of a truck or tractor. We assigned this percent to the vehicle's weights. Based on the activity model, Ryder made assumptions and matched emissions factors to the EPA Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories table under end of life treatment for the various material components. It assumed that any mixed metals, rubber from tires, glass, and plastic are disposed of using recycling methods. The remaining miscellaneous components are assigned to landfill disposal method emissions factors. Sold trailers were excluded from this inventory.

Downstream leased assets

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

7247747

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Ryder has a large fleet of vehicles that are leased or rented and operated by Ryder customers, both of which are classified as downstream leased assets. These vehicles consume diesel, unleaded gasoline, and CNG. Ryder also offers electric vehicles in our leased and rented fleets. The emissions associated with the combustion of these fuels during the operation of these vehicles are reported as part of Ryder's Scope 3, Category 13 emissions. Emissions were calculated using the average data method and emissions factors from the EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Tables 1 and 2 (February 13th, 2024). Ryder used vehicle mileage by vehicle class and fuel type and average miles-per-gallon to calculate total gallons of fuel consumed. Gallons of fuel consumed were then used to calculate emissions.

Franchises

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Ryder is not a franchisor.

Investments

(7.8.1) Evaluation status

☑ Relevant, not yet calculated

(7.8.5) Please explain

Investments made through RyderVentures are relevant but not yet calculated.

Other (upstream)

(7.8.1) Evaluation status

☑ Not evaluated

(7.8.5) Please explain

-

Other (downstream)

(7.8.1) Evaluation status

☑ Not evaluated

(7.8.5) Please explain

-

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	☑ Third-party verification or assurance process in place
Scope 3	☑ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

☑ Annual process

(7.9.1.2) Status in the current reporting year

☑ Complete

(7.9.1.3) Type of verification or assurance

☑ Reasonable assurance

(7.9.1.4) Attach the statement

Ryder RY2023 GHG Verification Statement.pdf

(7.9.1.5) Page/section reference

1-4

(7.9.1.6) Relevant standard

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Reasonable assurance

(7.9.2.5) Attach the statement

Ryder RY2023 GHG Verification Statement.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Reasonable assurance

(7.9.2.5) Attach the statement

Ryder RY2023 GHG Verification Statement.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- ☑ Scope 3: Capital goods
- ☑ Scope 3: Business travel
- ☑ Scope 3: Use of sold products
- ☑ Scope 3: Downstream leased assets
- ☑ Scope 3: Purchased goods and services
- ☑ Scope 3: Waste generated in operations
- ☑ Scope 3: End-of-life treatment of sold products
- ☑ Scope 3: Upstream transportation and distribution
- ☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

☑ Annual process

(7.9.3.3) Status in the current reporting year

☑ Complete

(7.9.3.4) Type of verification or assurance

☑ Reasonable assurance

(7.9.3.5) Attach the statement

Ryder RY2023 GHG Verification Statement.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

6088

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.3) Emissions value (percentage)

1

(7.10.1.4) Please explain calculation

Based on typical operational fluctuations, Ryder's fleets consumed fewer gallons of renewable diesel and biodiesel in 2023 compared to 2022. As a result, we did not see as great of a decrease in our Scope 1 emissions as we did last year. This figure was calculated by subtracting the emissions reductions from biodiesel and renewable fuel consumption last year from this year's reductions.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

199

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.02

(7.10.1.4) Please explain calculation

We continually make energy efficiency improvements in our buildings. In 2023, we continued converting lighting fixtures to LED at our locations, which resulted in a decrease in Ryder's Scope 2 location and market-based emissions. This figure was calculated by determining the kilowatt hours saved in 2023 by LED lightbulbs and multiplying them by the appropriate emissions factor for the facility's region (eGRID).

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestments in 2023

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

670

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.3) Emissions value (percentage)

0.1

(7.10.1.4) Please explain calculation

Ryder acquired two companies in 2022, and emissions from their facility operations have been included for this year. We experienced an increase in our Scope 1 and Scope 2 emissions as a result of these acquisitions. Ryder acquired Dotcom Distribution, a provider of omnichannel fulfillment and distribution services for high-growth retail and e-commerce brands, in December 2022. Because of the late stage of this acquisition, they are being included for the first time in Ryder's 2023 emissions inventory. With the acquisition, Ryder expanded its- e-fulfillment network and added a 400,000 square foot multiclient fulfillment facility, which increased this year's Scope 1 and Scope 2 emissions. In August 2022, Ryder acquired Baton, a start-up known for the development of a proprietary logistics technology focused on optimizing transportation networks. This acquisition added one additional office space to Ryder's real estate portfolio, which lead to an increase in Ryder's Scope 1 and Scope 2 emissions.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers in 2023

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

92921

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.3) Emissions value (percentage)

10

(7.10.1.4) Please explain calculation

Ryder Dedicated and Service vehicles across the United States, Canada, and Mexico drove more miles in 2023, resulting in an 81,847 mtCO2e increase in Scope 1 emissions. This figure was determined by subtracting this year's Scope 1 mobile emissions from 2022's. Ryder also added and removed facilities from our real estate portfolio in 2023, resulting in a net increase of 11,074 mtCO2e in 2023. The emissions increase for added facilities was determined by identifying facilities added to the portfolio in 2023 that are within Ryder's operational control and calculating their Scope 1 and Scope 2 emissions. Conversely, emissions reductions from removed facilities were removed from the Scope 1 and Scope 2 inventory.

Change in methodology

(7.10.1.4) Please explain calculation

Ryder did make updates to our Scope 1 and Scope 2 emissions estimation methodologies in 2023, such as using average utility-consumption-per-square foot figures from CBECS (2018) to estimate utility consumption for facilities where we did not have utility bills, but we have not calculated the emissions impacts separately.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

87619

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.4) Please explain calculation

Ryder has adjusted our boundary to recategorize emissions from downstream leased vehicles (reported under Scope 3, Category 13) that are operated as part of our Dedicated fleet (Scope 1) into Scope 1 of our emissions inventory. We have also included some additional vehicle types in our boundary beginning in 2023. These additional inclusions have resulted in an increase of 87,619 mtCO2e in 2023.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Ryder did not calculate an emissions increase or decrease as a result of changes in physical operating conditions.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

31081

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.4) Please explain calculation

Ryder experienced an additional emissions decrease of 31,081 mtCO2e in our Scope 1 and Scope 2 combined inventories in 2023.

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

☑ Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

	CO2 emissions from biogenic carbon (metric tons CO2)	Comment
	85408	*Biogenic emissions from consumption of renewable diesel and biodiesel by Ryder Dedicated Transportation Solutions (DTS) fleet.*

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

☑ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Canada	*82096*	*247*	*897*
Mexico	*44942*	*4337*	*4337*
United States of America	*742901*	*62794*	*64617*

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☑ By business division

☑ By activity

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	*Fleet Management Solutions*	*22643*
Row 3	*Supply Chain Solutions*	*802062*
Row 4	*Administration*	*292*
Row 5	*International Operations*	*44942*

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Warehousing*	*11692*
Row 3	*Administrative activity*	*292*
Row 4	*Fleet Maintenance activity*	*22643*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 5	*Transportation Service/Fleet activity*	*835312*

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By business division

☑ By activity

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Fleet Management Solutions*	*31250*	*32980*
Row 2	*International*	*4337*	*4337*
Row 3	*Administration*	*4286*	*3980*
Row 4	*Supply Chain Solutions*	*27505*	*28555*

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Administrative activity*	*4286*	*3980*
Row 2	*Fleet Maintenance activity*	*31250*	*32980*
Row 3	*Transportation Service/Fleet activity/Warehousing*	*31842*	*32892*

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

869939

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

67377

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

69851

(7.22.4) Please explain

We include emissions from Ryder Systems, Inc. businesses and acquisitions in our Scope 1 and Scope 2 greenhouse gas emissions inventory.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

We have not included emissions from outside the consolidated accounting group in our emissions inventory.

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

☑ Other, please specify**:** Determining emission factors

(7.27.2) Please explain what would help you overcome these challenges

The challenge is not in allocating emissions to different customers. The challenge is in determining the appropriate emission factors for ocean, air, and package transportation. Third party carrier operations consist of Less-Than-Truckload, Truckload, Intermodal, and Rail. Our data points are number of freight bills, weight, and miles. These on-the-road data points are not relevant for air, ocean, and package. Separating downstream transportation activity by transportation mode, and establishing standardized emission factors by mode, would bring consistency to the methodology and allow for evaluating transportation emissions across modes, industries, and sectors.

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

Ryder is working in collaboration with third-party carriers to capture, measure, track, and analyze more accurately and consistently their performance data for all of our customers. We are also working closer with our customers to ensure alignment in emissions accounting methodology, including emission factors and other assumptions.

(7.29) What percentage of your total operational spend in the reporting year was on energy?

☑ More than 5% but less than or equal to 10%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	☑ Yes
Consumption of purchased or acquired electricity	☑ Yes
Consumption of purchased or acquired heat	☑ No
Consumption of purchased or acquired steam	☑ No
Consumption of purchased or acquired cooling	☑ No
Generation of electricity, heat, steam, or cooling	☑ No

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

366892

(7.30.1.3) MWh from non-renewable sources

3455877

(7.30.1.4) Total (renewable and non-renewable) MWh

3822769

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

188162

(7.30.1.4) Total (renewable and non-renewable) MWh

188162

Total energy consumption

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

366892

(7.30.1.3) MWh from non-renewable sources

3644039

(7.30.1.4) Total (renewable and non-renewable) MWh

4010930

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	☑ No
Consumption of fuel for the generation of heat	☑ Yes

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of steam	☑ No
Consumption of fuel for the generation of cooling	☑ No
Consumption of fuel for co-generation or tri-generation	☑ No

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

-

Other biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

366892

(7.30.7.8) Comment

Renewable diesel and biodiesel

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

-

Coal

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

-

Oil

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

3276095

(7.30.7.8) Comment

Fuel oil #2, propane, diesel, gasoline, CNG

Gas

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

179782

(7.30.7.8) Comment

Natural gas

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

-

Total fuel

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

3822769

(7.30.7.8) Comment

-

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

☑ Canada

(7.30.14.2) Sourcing method

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Low-carbon energy mix, please specify: Hydropower, wind, solar, biomass, some nonrenewable

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

193

(7.30.14.6) Tracking instrument used

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Canada

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

-

Row 2

(7.30.14.1) Country/area

☑ United States of America

(7.30.14.2) Sourcing method

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Low-carbon energy mix, please specify**:** Nuclear, hydropower, wind, solar, biomass, some nonrenewable

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1204

(7.30.14.6) Tracking instrument used

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

-

Row 3

(7.30.14.1) Country/area

☑ United States of America

(7.30.14.2) Sourcing method

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Low-carbon energy mix, please specify**:** Nuclear, hydropower, wind, solar, biomass, geothermal, nonrenewables

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

700

(7.30.14.6) Tracking instrument used

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

-

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

5793

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5793.00

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

9589

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9589.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

172779

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

172779.00

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.00008

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

939790

(7.45.3) Metric denominator

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

11780000000

(7.45.5) Scope 2 figure used

☑ Market-based

(7.45.6) % change from previous year

23

(7.45.7) Direction of change

☑ Increased

Row 2

(7.45.1) Intensity figure

7.48

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

103512

(7.45.3) Metric denominator

☑ square foot

(7.45.4) Metric denominator: Unit total

30497705

(7.45.5) Scope 2 figure used

☑ Market-based

(7.45.6) % change from previous year

2

(7.45.7) Direction of change

☑ Increased

Row 3

(7.45.1) Intensity figure

2.75

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

836278

(7.45.3) Metric denominator

☑ Other, please specify: Mile traveled

(7.45.4) Metric denominator: Unit total

670388264

(7.45.5) Scope 2 figure used

☑ Market-based

(7.45.6) % change from previous year

0

(7.45.7) Direction of change

☑ No change

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ No target

(7.53.3) Explain why you did not have an emissions target, and forecast how your emissions will change over the next five years.

(7.53.3.1) Primary reason

☑ We are planning to introduce a target in the next two years

(7.53.3.2) Five-year forecast

A number of factors could impact Ryder's greenhouse gas emissions over the next five years, including, but not limited to: • Company growth through acquisitions or organically

- *Changes in customer make up and demand in different services provided by Ryder*
- *Changes in our fleet, such as an increase in the number of electric or alternative fuel vehicles*
- *Changes in vehicle technology, such as those that increase efficiency or reduce emissions*
- *Regulatory changes, such as vehicle emissions regulations*
- *Changes in emissions associated with energy consumption from the grid, such as through cleaner energy sources like renewables*

(7.53.3.3) Please explain

We have set a goal to evaluate new Scope 1 and 2 intensity emissions reduction targets (based on lbs CO2e per mile traveled and lbs CO2e per square foot) in 2024.

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ No other climate-related targets

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*0*	*0*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*1*	*620*
Not to be implemented	*0*	*0*

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

620

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

37968

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

562309

(7.55.2.7) Payback period

☑ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

☑ Ongoing

(7.55.2.9) Comment

Ryder estimated the potential annual monetary savings from converting incandescent and fluorescent lighting fixtures to LED by estimating the potential reductions in electricity consumption and multiplying it by the average electricity cost per unit for a particular location. We conduct this analysis on an ongoing basis as part of the project planning process. Ryder estimated the annual CO2e savings by determining the estimated savings in electricity consumption per upgrade and multiplying it by the specific eGRID factor for the region in which the upgrade took place.

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

-

(7.73) Are you providing product level data for your organization’s goods or services?

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 2

(7.74.1.1) Level of aggregation

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify **:**Low-carbon transportation solutions

(7.74.1.4) Description of product(s) or service(s)

Ryder is at the forefront of identifying new technology for operational advancements and acts as an extended research and development arm for our suppliers and customers. We monitor advanced and emerging technology and work closely with technology providers, suppliers, and OEMs, to improve functionality, usability, and adaptability for commercial truck applications. We support our customers by providing education and expertise on the usability and adaptability of the developing technology. Additionally, we consider AVT offerings based on finding the right fit for our customers' operational needs and help customers create an AVT roadmap. One of our offerings includes a turnkey EV solution called RyderElectric+ to support customers in deploying EVs. Another offering is to pilot AVs through our alliances with technology developers. Ryder continues to assess, implement, and deploy new technology when feasible.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☑ Other, please specify**:** Fuel-Based Methodology (GHG Protocol)

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☑ Use stage

(7.74.1.8) Functional unit used

Operating an electric class 2 vehicle for the number of miles driven by actual rental customers in 2023 vs. a similar-sized internal combustion engine class 2 vehicle for the same number of miles.

(7.74.1.9) Reference product/service or baseline scenario used

We used a diesel-powered internal combustion engine class 2 vehicle operating as usual as the baseline for our analysis.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☑ Use stage

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

34

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

We calculated the emissions of a diesel-powered internal combustion engine class 2 vehicle operating as usual using the mileage and approximate MPG for that vehicle to estimate fuel consumption. We then applied the diesel emission factor from the EPA Emission Factors Hub to determine the quantity of metric tons CO2e that would have been emitted by the electric vehicles had they been diesel powered. We assumed the electric vehicles emit no CO2e during operation.

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

☑ No

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	☑ Yes

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Biogenic emissions from renewable diesel and biodiesel were verified and assured by a third-party.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Ryder RY2023 GHG Verification Statement.pdf

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

VP & Chief Compliance Officer

(13.3.2) Corresponding job category

☑ Other, please specify