Ryder System, Inc.

2025 CDP Corporate Questionnaire

Contents

C1. Introduction

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

Select from:
☑ English

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

Select from:
☑ USD

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

(1.3.2) Organization type

Select from:
☑ Publicly traded organization

(1.3.3) Description of organization

Ryder System, Inc. (Ryder) is a leading provider of outsourced logistics and transportation solutions with operations in the United States, Canada, and Mexico. We provide 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, brokerage, e-commerce fulfillment, last mile delivery, and professional services. DEDICATED TRANSPORTATION SOLUTIONS Ryder Dedicated Transportation Solutions (DTS) provides turnkey transportation, including dedicated vehicles, professional drivers, management, and administrative support. FLEET MANAGEMENT SOLUTIONS Ryder Fleet Management Solutions (FMS) provides full-service leasing, contract maintenance, and commercial rental of trucks, tractors, and trailers to customers as well as used vehicle sales.
[Fixed row]

(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.

(1.4.1) End date of reporting year

12/31/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ Not providing past emissions data for Scope 3

[Fixed row]

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

12636000000

(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?
	Select from: ☑ Yes

[Fixed row]

(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	*Select from:* ☑ Yes	*783549108*
Ticker symbol	*Select from:* ☑ Yes	*R*

[Add row]

(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

Select from:

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

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 1 suppliers

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

Select from:

☑ 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 and inflationary risk. 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 environmental 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.
[Fixed row]

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

Select from:

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

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

Select from:

☑ 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 climate-related risks and opportunities associated with our operations and reports material risks 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.
[Fixed row]

(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
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities

[Fixed row]

(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

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.10) Integration of risk management process

Select from:

☑ 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 :Extreme weather or other natural occurrences

Policy

☑ Changes to national legislation

☑ Poor coordination between regulatory bodies

☑ Other policy, please specify :Federal, state, local, and international 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?

Select from:

☑ 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. Key enterprise-wide risks are reviewed with and monitored by the relevant Board committees throughout the year, depending on the nature of the risk. For more information regarding risk oversight, see 2025 Proxy Statement. Also, our management, with oversight from our Board, analyzes significant climate-related risks and opportunities associated with our operations and reports material risks 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. Audit findings inform new initiatives, policy updates, and employee training, Additionally, the Environmental Services team audits key suppliers as part of the environmental risk assessment process.

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

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ 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?

Select from:

☑ No

(2.2.2.16) Further details of process

We evaluate climate science, climate-related risks and opportunities, disclosure standards, and regulatory requirements to inform our environmental strategy. Our management, with oversight from our Board, analyzes significant climate-related risks and opportunities associated with our operations and reports material risks in our 10-K. Ryder's Leadership Team reviews and implements initiatives shaping the company's environmental strategy. For example, 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. Our environmental 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 facility operations, we regularly review 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.
[Add row]

(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

Select from:

☑ No

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

Select from:

☑ 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 climate-related risks and opportunities associated with our operations and reports material risks 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.
[Fixed row]

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

Select from:

☑ 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

Select from:

☑ 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 climate-related risks and opportunities associated with our operations and reports material risks 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.
[Fixed row]

(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

Select from:

☑ No

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

Select from:

☑ 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 science, 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 significant climate-related risks and opportunities associated with our operations and reports material risks in our 10-K. Our Chief Executive Officer (CEO) and members of Ryder’s Leadership Team review and implement initiatives shaping the company’s environmental 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. Our environmental 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 facility operations, we regularly review 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.
[Fixed row]

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

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ 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

Select from:

☑ No

[Fixed row]

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

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(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

Select from:

☑ 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

Select from:

☑ 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) reviewing at least annually Ryder's strategies relating to the Ryder Charitable Foundation, environmental concerns, governmental affairs, safety, health and security, and employee diversity and related initiatives, 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) 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 environmental-related matters, including a review of the external risk landscape, and provides updates on Ryder's environmental and sustainability reporting, programs, performance, and recommendations for future initiatives. The chairs of the committees then report significant updates to the full Board. As new environmental-related issues emerge, the Board and committees are updated as needed.
[Fixed row]

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

	Board-level competency on this environmental issue
Climate change	*Select from:* ☑ Not assessed

[Fixed row]

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

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(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

Select from:

☑ 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

Select from:

☑ Annually

(4.3.1.6) Please explain

Our Leadership Team, which includes our CEO, reviews and implements initiatives shaping the company's sustainability strategy, which expands across Ryder through various roles. Our CEO oversees our growth strategy, stakeholder relationships, and other areas critical to the company's operations and performance; The COO oversees operations of Ryder's three business segments (SCS, DTS, and FMS); The Chief Legal Officer (CLO) oversees sustainability reporting, compliance and ethics, corporate governance, environmental, health and safety programs, government relations, and real estate; The CFO leads our financial management functions including investor relations, corporate strategy, treasury, financial reporting, and audit; The Presidents and Executive VPs of our business segments lead operations, sales, financial performance, and customer satisfaction; The Chief Human Resources Officer oversees HR, including human capital, recruitment, retention, diversity, talent development, and employee engagement; The Chief Information Officer oversees IT, including cybersecurity; The Chief Procurement and Corporate Development Officer leads global strategic sourcing including supplier agreements and procurement of resources and businesses through mergers and acquisitions; The Chief Marketing Officer oversees customer engagement, brand awareness, technology development, product creation, and investments in startups; Sustainability trends and stakeholder requests are also monitored by our a steering committee, overseen by the CLO. This cross-functional team includes representatives from legal, compliance and ethics, investor relations, government relations, 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 Corporate Risk Steering Committee are responsible for identifying, managing, and mitigating risks.
[Add row]

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

	Provision of monetary incentives related to this environmental issue	Please explain
Climate change	*Select from:* ☑ No, and we do not plan to introduce them in the next two years	-

[Fixed row]

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

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ 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 The 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 :Resource conservation, pollution prevention, waste management, and emission reductions

(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

Select from:

☑ 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

Select from:

☑ 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, which addresses environmental management among other areas. Standards within the Supplier Code of Conduct apply to individuals and organizations (i.e. 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

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

supplier-code-of-conduct-2024_ada (5).pdf
[Add row]

(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?
	Select from: ☑ No, and we do not plan to within the next two years

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Not assessed

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

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

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

The Company complies with all applicable laws, regulations, and reporting requirements relating to political contributions and lobbying activities.

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

As noted in 4.11.1, we have not assessed our external engagement activities that may impact the environment.
[Fixed row]

(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?

Select from:
☑ 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

Select from:
☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change
☑ Water

(4.12.1.4) Status of the publication

Select from:
☑ 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

7-11, 23, 26-28

(4.12.1.7) Attach the relevant publication

corporate-sustainability-report-2023 (5).pdf

(4.12.1.8) Comment

-
[Add row]

C5. Business strategy

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

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ 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

Select from:

☑ 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 reports material risks 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.
[Fixed row]

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

(5.2.1) Transition plan

Select from:

☑ 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

Select from:

☑ 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 reports material risks 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.
[Fixed row]

(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
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

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

(5.10.1) Use of internal pricing of environmental externalities

Select from:

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

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☑ 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 greenhouse emissions from our operations. 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 while working with facility teams to promptly investigate and, where applicable, implement corrective action.
[Fixed row]

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

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

[Fixed row]

(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	*Select from:* ☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

(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

Select from:

☑ 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

The Environmental Services team reviews certain suppliers as part of the environmental risk assessment process, as well as 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 engage suppliers to help develop and deploy strategies. For example, we require wash suppliers to employ a wash water recovery process to protect water quality. Additionally, we expect our suppliers to uphold the principles stipulated in our Supplier Code of Conduct, which addresses criteria such as environmental management, bribery and corruption, ethical labor practices, human rights, health, and safety.
[Fixed row]

(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

Select from:
☑ 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

Select from:
☑ 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. Suppliers are expected to abide by Ryder's Supplier Code of Conduct. Any violation of the law or principles set forth in Ryder's Supplier Code of Conduct 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.
[Fixed row]

(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

Select from:

☑ 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. Periodically meet with Ryder Environmental Services upon request

(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

Select from:

☑ 100%

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

Select from:

☑ 100%

[Add row]

(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

Select from:

☑ 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

Select from:

☑ Less than 1%

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

Select from:

☑ Unknown

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

We engage suppliers to help develop and deploy strategies. For example, we work with suppliers to prioritize reuse and recycling where possible. We have a long-standing tire retread program where our tire providers replace the worn tread on used tires to extend their life. In 2024, we sent 288,222 used tires for retreading. 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, customer-centric fleet management and supply chain solutions Our procurement, maintenance, and engineering teams are critical in exploring, piloting, and implementing the latest options. In our facility operations, we regularly review for opportunities to increase operational efficiency, maximize resource conservation, and reduce waste. Environmental KPIs are used to prioritize conservation initiatives, including facility retrofits, renewable energy projects, and utility sourcing. For example, in 2024 we engaged with our building maintenance partner to replace 43 HVAC units with more efficient models and continued to convert lighting fixtures to LEDs.

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

Select from:

☑ 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

Select from:

☑ Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ 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

Select from:

☑ Less than 1%

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

Select from:

☑ Less than 1%

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

We engage suppliers to help develop and deploy strategies. For example, we work with suppliers to prioritize reuse and recycling where possible. We have a long-standing tire retread program where our tire providers replace the worn tread on used tires to extend their life. In 2024, we sent 288,222 used tires for retreading.

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

Select from:

☑ 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

Select from:

☑ Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ 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

Select from:

☑ Less than 1%

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

Select from:

☑ Less than 1%

(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

Select from:

☑ 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

Select from:

☑ Unknown

[Add row]

(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

Select from:

☑ 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

Select from:

☑ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 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 the environment. We strive to engage customers in environmental-related discussions based on whether they have expressed interest in environmental initiatives, products, or services. We have engaged customers in a variety of ways, including through discussions with our Environmental Services (ES), Advanced Vehicle Technology (AVT), and RyderVentures teams as follows: Environmental Services: Ryder's ES team leads our environmental 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 mileage reductions, fleet efficiencies, facility updates, route optimization, new technology pilots, and waste reduction. AVT: 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 evaluate the feasibility of using advanced vehicle technologies to provide innovative solutions for our customers and our operations. Our procurement, maintenance, and engineering teams are critical in exploring, piloting, and implementing the latest options. One of our offerings

includes RyderElectric+ to support customers in deploying EVs. RyderVentures: We evaluate the research and creativity of companies leading development of the technology and applications driving our industry forward. We invest in and collaborate with start-up companies tackling disruptions through RyderVentures, our corporate venture capital fund. Our investments areas include e-commerce fulfillment, commercial asset sharing, next-generation vehicles, and digital technology.

(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

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 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 2024, 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

Select from:

☑ 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

Select from:

☑ 26-50%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(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. 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.
[Add row]

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

Select from:

☑ 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.
[Fixed row]

C7. Environmental performance - Climate Change

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

Select from:
☑ 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

Cardinal Logistics LLC, Impact Fulfillment Services (IFS), Pit Stop Fleet Services

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

Cardinal Logistics – Ryder announced the acquisition of Cardinal Logistics on February 1st, 2024. Cardinal primarily provides dedicated fleets and professional drivers, complementary freight brokerage services, last-mile delivery, and contract logistics services. The acquisition increases Ryder's scale and network density with the addition of operating locations, vehicles, and professional drivers. IFS – Ryder announced the acquisition of IFS October 23rd, 2023. IFS specializes in contract packaging, contract manufacturing, and warehousing, primarily in the consumer packaged goods, retail, and healthcare industries. As part of the transaction, Ryder will acquire additional operating facilities across the United States. Pit Stop – Ryder announced the acquisition of Pit Stop on July 15th, 2024. Pit Stop offers retail mobile commercial fleet maintenance, including battery, tire and transmission repairs, preventative maintenance, and breakdown assistance. Ryder will fully integrate Pit Stop employees, assets, and operations, which includes a number of office facilities and primarily light- and medium-duty vehicles.
[Fixed row]

(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

(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 also refined the methodology we use to estimate partial year utility consumption. We previously estimated partial year utility consumption at the facility level using facility type and square footage, and we are now estimating at the meter level using seasonally-adjusted averages.
[Fixed row]

(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

Select from:

☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☑ Scope 1

☑ Scope 2, location-based

☑ Scope 2, market-based

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

Ryder's approach has been to recalculate its Scope 1 and/or Scope 2 emissions for the baseline year and/or previous reporting years when an event has caused an impact (greater than 5%) on the company's Scope 1 and Scope 2 emissions. Such impact may be caused by any of the following: • 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 and/or previous reporting years if there is a GHG 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

Select from:
☑ Yes
[Fixed row]

(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: 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	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	-

[Fixed row]

(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?

Select from:
☑ 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

Select from:

☑ Emissions are not relevant

(7.4.1.8) Estimated percentage of total Scope 1+2 emissions this excluded source represents

0.3

(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 do not meet the materiality threshold as defined by the GHG Protocol and are, 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.
[Add row]

(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)

1166416

(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) and IPCC Global Warming Potential Values AR6 (August 7th, 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)

65797

(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, 2024) (U.S.), Emissions Factors and Reference Values from Environment and Climate Change Canada (June 2022) (Canada), Climate Transparency Report 2020 (Mexico), and and IPCC Global Warming Potential Values AR6 (August 7th, 2024). Ryder used primary and estimated utility consumption data for electricity to calculate emissions.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2023

(7.5.2) Base year emissions (metric tons CO2e)

68574

(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, 2024) (U.S.), Emissions Factors and Reference Values from

Environment and Climate Change Canada (June 2022) (Canada), Climate Transparency Report 2020 (Mexico)), and and IPCC Global Warming Potential Values AR6 (August 7th, 2024). Ryder used primary and estimated utility consumption data for electricity to calculate emissions.

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

This category includes two types of purchased goods and services: fuel-related purchases and invoiced 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 these 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-duty 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 compressed natural gas. 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.
[Fixed row]

(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)

1217555

(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 (January 15th, 2025) and IPCC Global Warming Potential Values AR6 (August 7th, 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.

Past year 1

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

1166416

(7.6.2) End date

12/31/2023

(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) and IPCC Global Warming Potential Values AR6 (August 7th, 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.
[Fixed row]

(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)

59040

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

61110

(7.7.4) 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 15th, 2025) (U.S.), Government of Canada Emissions Factors and Reference Values (May 2024) (Canada), Mexico Factor de Emision del Sistema Electrico Nacional 2024 (Mexico), and IPCC Global Warming Potential Values AR6 (August 7th, 2024). Ryder used primary and estimated utility consumption data for electricity to calculate emissions. There were no additional exclusions. 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, 2025) (U.S.), Government of Canada Emissions Factors and Reference Values (May 2024) (Canada), Mexico Factor de Emision del Sistema Electrico Nacional 2024 (Mexico), and IPCC Global Warming Potential Values AR6 (August 7th, 2024). Ryder used primary and estimated utility consumption data for electricity to calculate emissions. There were no additional exclusions.

Past year 1

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

65797

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

68574

(7.7.3) End date

12/31/2023

(7.7.4) 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, 2024) (U.S.), Emissions Factors and Reference Values from Environment and Climate Change Canada (June 2022) (Canada), Climate Transparency Report 2020 (Mexico), and and IPCC Global Warming Potential Values AR6 (August 7th, 2024). Ryder used primary and estimated utility consumption data for electricity to calculate emissions. 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, 2024) (U.S.), Emissions Factors and Reference Values from Environment and Climate Change Canada (June 2022) (Canada), Climate Transparency Report 2020 (Mexico)), and IPCC Global Warming Potential Values AR6 (August 7th, 2024). Ryder used primary and estimated utility consumption data for electricity to calculate emissions.
[Fixed row]

(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

Select from:
☑ Relevant, calculated

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

222817

(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

This category includes two types of purchased goods and services: fuel-related purchases and invoiced 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 these 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. Ryder excluded emissions from any purchased goods or services not processed through our accounts payable system from the 2024 inventory.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

463356

(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 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. Ryder excluded other types of capital goods from the 2024 inventory.

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

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

234851

(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 these emissions. Ryder excluded other types of fuel- and energy-related activity emissions from our 2024 inventory.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

1414

(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 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 these emissions. Ryder excluded non-vehicle fuel related upstream transportation and distribution emissions from our 2024 inventory.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

64517

(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

54

(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 reporting year and enough information to be able to calculate emissions (actual tonnage or cost and waste type). 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 (January 15th, 2025) as well as EEIO models (2021). Ryder excluded waste-related emissions from providers for whom we do not receive a waste invoice through our accounts payable system or cannot provide us waste data directly from the 2024 inventory. We also excluded emissions for waste where we lacked the data to calculate emissions, such as missing quantities.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

15241

(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 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. Ryder onboarded a new travel partner during 2024, so travel data was provided by two separate providers for air travel. Emissions from air travel were calculated by both of Ryder's travel partners 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. Emissions from rental cars were calculated using gallons of fuel consumed and emissions factors from EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Table 2 (January 30th, 2025). Ryder excluded emissions from travel not procured through our corporate travel partners from the 2024 inventory.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

The methodology and availability of data sources for estimating employee commuting emissions is under review.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ 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

Select from:

☑ 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

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Ryder does not sell intermediate products.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

7218665

(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 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-duty trucks and vans (U.S. Department of Energy). Emissions were calculated using the average data method and a Ryder-specific grams CO2/mile traveled emission factor developed from Ryder's EPA SmartWay submission. Ryder excluded emissions from any other product or service sold not accounted for in other scopes categories from our 2024 inventory.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

56545

(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 (January 30th, 2025). All vehicles sold by Ryder fall into one of two trucking categories: medium-duty (Truck) and heavy-duty (class 8)(Tractor). Each category lists a range of vehicle weights. The average of the vehicle weight was assumed using ranges applied to the average data for Trucks, and the Class 8 vehicle weight was applied to Tractors. Each class of vehicle has 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 Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories Table 9 (January 30th, 2025) 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. Ryder has not knowingly excluded emissions from the disposal of sold products in our 2024 inventory outside of those linked to excluded sold products or services described above under Category 11 – Use of Sold Products.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

6896114

(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 compressed natural gas.The emissions associated with the combustion of these fuels 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 (January 30th, 2025). 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

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Ryder is not a franchisor.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not evaluated

(7.8.5) Please explain

Investments made through RyderVentures may be relevant and are under review.

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not evaluated

(7.8.5) Please explain

-

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not evaluated

(7.8.5) Please explain

-
[Fixed row]

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

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place

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

[Fixed row]

(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

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.1.4) Attach the statement

Ryder_RY2024 GHG Verification Statement.pdf

(7.9.1.5) Page/section reference

Pages 1-5

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(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

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.2.5) Attach the statement

Ryder_RY2024 GHG Verification Statement.pdf

(7.9.2.6) Page/ section reference

Pages 1-5

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.2.5) Attach the statement

Ryder_RY2024 GHG Verification Statement.pdf

(7.9.2.6) Page/ section reference

Pages 1-5

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(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

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Reasonable assurance

(7.9.3.5) Attach the statement

Ryder_RY2024 GHG Verification Statement.pdf

(7.9.3.6) Page/section reference

Pages 1-5

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(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?

Select from:
☑ 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)

727

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

0.06

(7.10.1.4) Please explain calculation

Based on typical operational fluctuations, Ryder's fleets consumed fewer gallons of renewable diesel and biodiesel in 2024 compared to 2023. 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)

168

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.01

(7.10.1.4) Please explain calculation

We continually make energy efficiency improvements in our buildings. In 2024, 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 2024 by LED lightbulbs and multiplying them by the appropriate emissions factor for the facility's utility provider or region (eGRID). We also replaced 46 HVAC units and completed 907 preventative maintenance projects in our facilities; however, we are unable to calculate the emissions impact of those initiatives.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Ryder did not undergo any divestments in the reporting year.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

In 2023 and 2024, Ryder completed several acquisitions. As a result, we have restated our 2023 scope 1 and scope 2 emissions to reflect these changes. Therefore, emissions changes from acquisitions are captured above in 7.1 and are not reported here.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Ryder did not undergo any mergers in the reporting year.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

48424

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

4

(7.10.1.4) Please explain calculation

Ryder vehicles drove more miles in 2024, resulting in an additional 54,730 mtCO2e in scope 1 emissions. This figure was calculated by subtracting last year's fleet-related emissions from this year's. Ryder facilities also experienced a change in output in 2024, resulting in 6,305 fewer mtCO2e in 2024 compared to 2025. Changes in output include facility openings and closures as well as changes in utility consumption. We assume that changes in facility emissions come from two things – changes in utility consumption and changes in emission factors. We are able to calculate changes in utility consumption and allocate the emissions from reduced utility consumption to the overall change in facility-related scope 1 and scope 2 emissions.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

4750

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.4

(7.10.1.4) Please explain calculation

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. We assume that changes in facility emissions come from two things – changes in utility consumption and changes in emission factors. We are able to calculate changes in utility consumption and have reported those emissions changes as a change in output. The remaining emissions are assumed to be from changes in emission factors and are reported here. Ryder refined our approach to estimating partial year utility consumption. We previously estimated partial year utility consumption at the facility level using facility type and square footage, and we are now estimating at the meter level using seasonally-adjusted averages. We implemented this change in our 2024 and restated 2023 emissions. Therefore, changes to our emissions from methodology changes are captured above in 7.1 and are not reported here.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Ryder did not change our reporting boundary in 2024.

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

Select from:
☑ 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)

895

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.08

(7.10.1.4) Please explain calculation

Ryder experienced an additional emissions decrease of 412 mtCO2e in our Scope 1 and Scope 2 combined inventories in 2024 from unidentified sources.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Ryder did not experience any other emissions changes.
[Fixed row]

(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?

Select from:
☑ Market-based

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

Select from:
☑ 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
	84707	*Biogenic emissions from consumption of renewable diesel and biodiesel by Ryder dedicated fleet.*

[Fixed row]

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

Select from:

☑ 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	*73921*	*487*	*659*
Mexico	*55056*	*5586*	*5586*
United States of America	*1088579*	*52967*	*54865*

[Fixed row]

(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*	*25412*
Row 2	*Supply Chain Solutions*	*1136879*
Row 3	*Administration*	*208*
Row 4	*International Operations*	*55056*

[Add row]

(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*	*10708*
Row 2	*Administrative activity*	*208*
Row 3	*Fleet Maintenance activity*	*25393*
Row 4	*Transportation Service/Fleet activity*	*1181876*

[Add row]

(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*	*28369*	*29717*
Row 2	*International*	*5586*	*5586*
Row 3	*Administration*	*2795*	*2973*
Row 4	*Supply Chain Solutions*	*22290*	*22834*

[Add row]

(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*	*2795*	*2973*
Row 2	*Fleet Maintenance activity*	*28394*	*29750*
Row 3	*Transportation Service/Fleet activity*	*0*	*0*

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 4	*Warehousing*	*27851*	*28387*

[Add row]

(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)

1217555

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

59040

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

61110

(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.
[Fixed row]

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

Select from:
☑ No

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

Select from:
☑ More than 0% but less than or equal to 5%

(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)	*Select from:*

	Indicate whether your organization undertook this energy-related activity in the reporting year
	☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(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

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

343160

(7.30.1.3) MWh from non-renewable sources

4675547

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

5018707.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

174337

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

174337.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

343160

(7.30.1.3) MWh from non-renewable sources

4849884

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

5193044.00
[Fixed row]

(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	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(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

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

343160

(7.30.7.8) Comment

Renewable diesel, biodiesel

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Coal

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Oil

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

4506532

(7.30.7.8) Comment

Fuel oil #2, propane, diesel, gasoline

Gas

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

169015

(7.30.7.8) Comment

Natural gas

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

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

5018707
[Fixed row]

(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

Select from:

☑ Canada

(7.30.14.2) Sourcing method

Select from:

☑ None (no active purchases of low-carbon electricity, heat, steam or cooling)

(7.30.14.10) Comment

-

Row 2

(7.30.14.1) Country/area

Select from:

☑ Mexico

(7.30.14.2) Sourcing method

Select from:

☑ None (no active purchases of low-carbon electricity, heat, steam or cooling)

(7.30.14.10) Comment

-

Row 3

(7.30.14.1) Country/area

Select from:
☑ United States of America

(7.30.14.2) Sourcing method

Select from:
☑ None (no active purchases of low-carbon electricity, heat, steam or cooling)

(7.30.14.10) Comment

-
[Add row]

(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)

6650

(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)

6650.00

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

12581

(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)

12581.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

155105

(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)

155105.00
[Fixed row]

(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

0.000101192

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

1278665

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

12636000000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

3

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

☑ Change in output

☑ Change in revenue

☑ Change in methodology

(7.45.9) Please explain

Changes in miles traveled by Ryder vehicles and utility consumption in Ryder facilities contributed to an overall increase in Ryder's combined scope 1 and scope 2 market-based emissions. Ryder's revenue also increased in 2024. Revenue increased at a greater rate compared to emissions, leading to an overall decrease in intensity per unit revenue.
[Add row]

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

Select all that apply

☑ Intensity target

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:

☑ No, and we do not anticipate setting one in the next two years

(7.53.2.5) Date target was set

12/31/2024

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 1

(7.53.2.11) Intensity metric

Select from:

☑ Other, please specify :Pounds CO2e per mile traveled

(7.53.2.12) End date of base year

12/31/2023

(7.53.2.13) Intensity figure in base year for Scope 1

2.88

(7.53.2.33) Intensity figure in base year for all selected Scopes

2.8800000000

(7.53.2.34) % of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

97

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

97

(7.53.2.55) End date of target

12/31/2033

(7.53.2.56) Targeted reduction from base year (%)

10

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

2.5920000000

(7.53.2.60) Intensity figure in reporting year for Scope 1

2.82

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

2.8200000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

20.83

(7.53.2.83) Target status in reporting year

Select from:

☑ Underway

(7.53.2.85) Explain target coverage and identify any exclusions

This target covers emissions from miles traveled by vehicles within Ryder's operational control.

(7.53.2.86) Target objective

We have established new emissions reduction targets for our scope 1 and 2 emissions, focused on lowering the emissions intensity of our fleet and facilities. Our targets are intensity-based targets to better reflect the efficiency of our operations as our business grows and evolves. Our objective is to reduce fleet emissions by 10% per mile traveled by 2033, from a 2023 baseline.

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

In our fleet operations, we aim to improve fuel economy and reduce emissions through a combination of strategies including procurement of new vehicles, maintenance, and data analytics. Procuring vehicles with advanced vehicle technology (AVT), including engine updates, are contributing factors to overall fleet efficiencies. Our preventive maintenance team examines tire health and other robust diagnostics aimed to achieve manufacturer performance expectations, indicate if

emission standards of a vehicle are met, and extend vehicle life. When operating the vehicles, our efforts are further enhanced by pairing predictive analytics with route and load planning to help minimize idle time and miles driven. As of the end of the reporting year, we are on track to meet our target.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.2.1) Target reference number

Select from:

☑ Int 2

(7.53.2.2) Is this a science-based target?

Select from:

☑ No, and we do not anticipate setting one in the next two years

(7.53.2.5) Date target was set

12/31/2024

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.2.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.2.11) Intensity metric

Select from:

☑ Other, please specify :Pounds CO2e per square foot

(7.53.2.12) End date of base year

12/31/2023

(7.53.2.13) Intensity figure in base year for Scope 1

2.3

(7.53.2.14) Intensity figure in base year for Scope 2

4.4

(7.53.2.33) Intensity figure in base year for all selected Scopes

6.7000000000

(7.53.2.34) % of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

3

(7.53.2.35) % of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

100

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

8

(7.53.2.55) End date of target

12/31/2033

(7.53.2.56) Targeted reduction from base year (%)

5

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

6.3650000000

(7.53.2.60) Intensity figure in reporting year for Scope 1

2.17

(7.53.2.61) Intensity figure in reporting year for Scope 2

4.14

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

6.3100000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

116.42

(7.53.2.83) Target status in reporting year

Select from:

☑ Underway

(7.53.2.85) Explain target coverage and identify any exclusions

This target covers emissions from facilities within Ryder's operational control.

(7.53.2.86) Target objective

We have established new emissions reduction targets for our scope 1 and 2 emissions, focused on lowering the emissions intensity of our fleet and facilities. Our targets are intensity-based targets to better reflect the efficiency of our operations as our business grows and evolves. Our objective is to reduce facility emissions by 5% per square foot by 2033, from a 2023 baseline.

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

In our facility operations, we regularly review 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. Environmental KPIs are also used to prioritize conservation initiatives, including facility retrofits, renewable energy projects, and utility sourcing. As of the end of the reporting year, we are on track to meet our target.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(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.

Select from:
☑ 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
Under investigation	*0*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*1*	*315*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(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)

315

(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

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

114507

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

171238

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 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 utility provider or eGRID factor for the region in which the upgrade took place.
[Add row]

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

Row 1

(7.55.3.1) Method

Select from:
☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

-
[Add row]

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

Select from:
☑ No, I am not providing data

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

Select from:
☑ Yes

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

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

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

Select from:

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

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

Other

☑ 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 evaluate the feasibility of using advanced vehicle technologies to provide innovative solutions for our customers and our operations. Our procurement, maintenance, and engineering teams are critical in exploring, piloting, and implementing the latest options. One of our offerings includes RyderElectric+ to support customers in deploying EVs.

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

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ 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)

Select from:

☑ Use stage

(7.74.1.8) Functional unit used

Operating electric vehicles for the number of miles driven by vehicles in our dedicated, rental, and lease fleets in 2024 vs. an internal combustion engine vehicle or the same class traveling the same number of miles.

(7.74.1.9) Reference product/service or baseline scenario used

We used a diesel-powered internal combustion engine vehicles of the same class 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

Select from:

☑ Use stage

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

280

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

We calculated the emissions of a diesel-powered internal combustion engine vehicle operating as usual using the mileage and approximate MPG for that vehicle class 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.
[Add row]

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

Select from:

☑ 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
	Select from: ☑ Yes

[Fixed row]

(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

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Other data point in module 7, please specify :Biogenic emissions

(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 consumption are verified and assured by a third-party along with Scope 1, Scope 2, and Scope 3 emissions.

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

Ryder_RY2024 GHG Verification Statement.pdf
[Add row]

(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

Select from:
☑ Other, please specify :VP & Chief Compliance Officer
[Fixed row]