



ABOUT THIS REPORT

# GRI CONTENT INDEX

## Organizational Profile

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

## Strategy

GRI Standard / Disclosure	Description	Location / Direct Answer
102-14	Statement from senior decision-maker	CEO Message
102-15	Key impacts, risks, and opportunities	2018 10-K (pg. 13)

## Ethics and Integrity

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

## Governance

GRI Standard / Disclosure	Description	Location / Direct Answer
102-18	Governance structure	Governance
102-19	Delegating authority	Governance
102-22	Composition of the highest governance body and its committees	Governance
102-23	Chair of the highest governance body	Governance
102-24	Nominating and selecting the highest governance body	Governance

## Stakeholder Engagement

GRI Standard / Disclosure	Description	Location / Direct Answer
102-40	List of stakeholder groups	Stakeholder Engagement & Materiality
102-42	Identifying and selecting stakeholders	Stakeholder Engagement & Materiality
102-43	Approach to stakeholder engagement	Stakeholder Engagement & Materiality
102-44	Key topics and concerns raised	Stakeholder Engagement & Materiality
102-45	Entities included in the consolidated financial statements	About This Report
102-46	Defining report content and topic Boundaries	Stakeholder Engagement & Materiality
102-47	List of material topics	Stakeholder Engagement & Materiality
102-48	Restatements of information	None
102-49	Changes in reporting	The topics addressed in our 2017-2018 CSR reflect those identified during our materiality assessment, conducted after our last CSR publication.
102-50	Reporting period	About This Report
102-51	Date of most recent report	About This Report
102-52	Reporting cycle	About This Report
102-53	Contact point for questions regarding the report	About This Report
102-54	Claims of reporting in accordance with the GRI Standards	About This Report
102-55	GRI content index	About This Report
102-56	External assurance	We received limited assurance for our GHG emissions data; see our CDP response for more details.

## GRI 200: Economic Standards Series

### ETHICS & INTEGRITY

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Ethics & Integrity
103-2	The management approach and its components	Ethics & Integrity
103-3	Evaluation of the management approach	Ethics & Integrity

## GRI 300 Environmental Standards Series

### ENERGY

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

### EMISSIONS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Environmental Stewardship
103-2	The management approach and its components	Environmental Stewardship
103-3	Evaluation of the management approach	Environmental Stewardship
305-1	Direct (Scope 1) GHG emissions	Environmental Stewardship
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Stewardship
305-3	Other indirect (Scope 3) GHG emissions	Environmental Stewardship
305-5	Reduction of GHG emissions	Environmental Stewardship
SASB TR-AF-110a.1	Gross global Scope 1 emissions	Environmental Stewardship
SASB TR-AF-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environmental Stewardship

### EFFLUENTS & WASTE

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

### FLEET ENERGY & EMISSIONS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Fleet Energy & Emissions
103-2	The management approach and its components	Fleet Energy & Emissions
103-3	Evaluation of the management approach	Fleet Energy & Emissions

### INNOVATION IN AN EVOLVING MARKETPLACE

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

## GRI 400 Social Standards Series

### EMPLOYMENT

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

### OCCUPATIONAL HEALTH AND SAFETY

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Safety
103-2	The management approach and its components	Safety
103-3	Evaluation of the management approach	Safety
403-1	Occupational health and safety management system	Safety
403-2	Hazard identification, risk assessment, and incident investigation	Safety
403-3	Occupational health services	Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety
403-5	Worker training on occupational health and safety	Safety
403-6	Promotion of worker health	Our People
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety
403-8	Workers covered by an occupational health and safety management system	Safety
SASB TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	Safety

### TRAINING AND EDUCATION

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

### DIVERSITY AND EQUAL OPPORTUNITY

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Our People
103-2	The management approach and its components	Our People
103-3	Evaluation of the management approach	Our People
405-1	Diversity of governance bodies and employees	Our People, About Ryder, 2019 Proxy (p. X)

### SECURITY PRACTICES

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Security
103-2	The management approach and its components	Security
103-3	Evaluation of the management approach	Security
410-1	Security personnel trained in human rights policies or procedures	Building Stronger Communities; Truckers Against Trafficking trains all of our drivers to spot and report human trafficking.

### LOCAL COMMUNITIES

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

### CUSTOMER FOCUS

GRI Standard / Disclosure	Description	Location / Direct Answer
103-1	Explanation of the material topic and its Boundary	Customer Focus
103-2	The management approach and its components	Customer Focus
103-3	Evaluation of the management approach	Customer Focus
Indicator	Customer satisfaction improvement	Customer Focus

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