



T.RowePrice

# T. Rowe Price Global Impact Equity Fund

2024 Annual Impact Report



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# Unlocking impact amid new market dynamics

In 2024, two dynamics proved particularly prominent in the world of impact investing. Artificial intelligence (AI) technologies extended their reach across almost all segments of the global economy. Meanwhile, geopolitical conflicts continued to manifest and generate concern for investors and volatility in markets. Both fostered an increasing recognition of the need for more sustainable solutions to address the consequential environmental and social challenges.

Encouragingly, an increasing number of companies are actively addressing these needs, and we are excited to share a few examples in this report. For example, sustainability challenges brought by the growing use of AI are being addressed with innovative cooling solutions for datacenters, reducing their contribution to global warming. On the social front, we are excited by companies that advance financial inclusion within underserved regions or improve patient outcomes through advancements like robotic surgery. In addition to having strong business fundamentals, these companies' impact solutions are a key tailwind to their business models. These are the attributes that we are committed to uncovering and help furthering in the pursuit of our impact investing mandate.

We believe our proprietary impact investing framework positions us strongly to weather what is likely to be an evolving political environment, where some are calling into question environmental, social, and governance (ESG) practices. We remain steadfast in our view that the companies providing sustainable solutions are also helping their customers and clients save costs, improve efficiency, and enhance productivity.

We have continued to make enhancements to our impact measurement and engagement process. In recognition of our robust impact investing framework, we were thrilled to achieve the Sustainability Impact Label for our strategy's UK-domiciled vehicle under the UK Financial Conduct Authority's (FCA) Sustainable Disclosure Regulation (SDR).<sup>1</sup> In addition to giving impact investing increasing recognition as a mainstream asset class, given the rigor the FCA has shown in the labeling process, we believe this mark is a significant testament to our impact capabilities that can be acknowledged beyond the UK.

In this report we are pleased to share with you some key elements of the progress we've made on our impact journey.

*B. Hari Shankar*



**Hari Balkrishna**  
*Portfolio Manager,  
T. Rowe Price Global  
Impact Equity Fund*



We remain steadfast in our view that the companies providing sustainable solutions are also helping their customers and clients save costs, improve efficiency, and enhance productivity.

<sup>1</sup> Not available in all jurisdictions.

## About Global Impact

As our world evolves, societal, regulatory, and fiduciary pressures are now driving change on a range of environmental and social fronts. As companies and issuers respond and increasingly shift investment to address global pressure points, there are many opportunities to own businesses that create a positive impact on society and the planet in public markets. The breadth, depth and liquidity of listed equity markets can allow investors access to a wider variety of impact opportunities. The T. Rowe Price Global Impact Equity Fund aims to contribute positive environmental and/or social impact, whilst achieving capital growth and income, over a full market cycle.

### Why T. Rowe Price for Global Impact Equity?



#### Depth & breadth of resources

Cross-asset collaboration, combined with proprietary screening models, helps identify high-impact investments



#### Committed impact research, measurement & Engagement

In-depth impact analysis and engagement help to ensure materiality, measurability, and additionality



#### Risk-managed portfolio construction

Risk-aware portfolio management promotes controlled tracking error

Impact investing is a natural extension of environmental, social, and governance investing.

## The four principles of our impact charter



#### Materiality

Each stock is aligned to specific impact pillars, embedding a well-defined theory of change for both asset and investor contribution.



#### Measurability

Our impact measurement approach is multi-dimensional and stock-based, using insights from our research platform and company engagements.



#### Additionality

We commit to using our scale and resources to promote and progress the impact agenda.

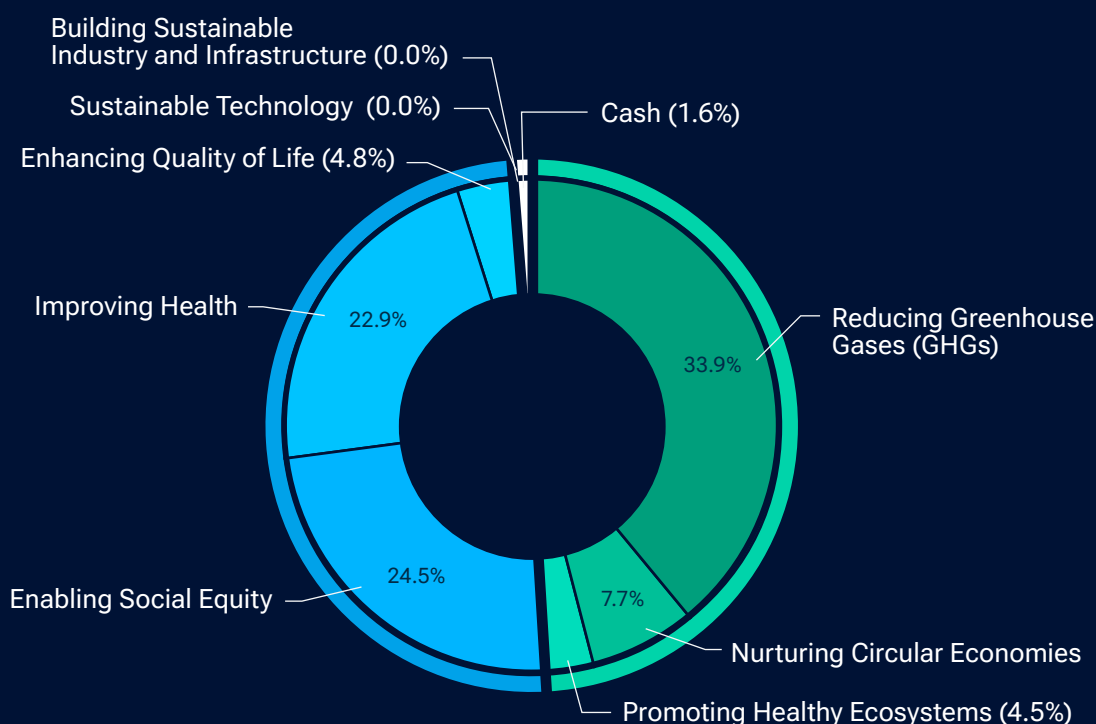


#### Resilience

In an era of disruption and extreme outcomes, patience and skillful portfolio construction is important.

# Portfolio by pillar<sup>1</sup>

As of December 31, 2024



## 1

**Climate and Resource Impact**  
46.1%



**Reducing Greenhouse Gases**  
33.9%



**Nurturing Circular Economies**  
7.7%



**Promoting Healthy Ecosystems**  
4.5%

## 2

**Social Equity and Quality of Life**  
52.3%



**Enabling Social Equity**  
24.5%



**Improving Health**  
22.9%



**Enhancing Quality of Life**  
4.8%

## 3

**Sustainable Innovation and Productivity**  
0.0%



**Sustainable Technology**  
0.0%



**Building Sustainable Industry and Infrastructure**  
0.0%

<sup>1</sup> Pillars are proprietary to T. Rowe Price and were developed for the purpose of aligning portfolio holdings according to the impact being delivered. Data shown for the T. Rowe Price Global Impact Equity Fund as of December 31, 2024. Subject to change without notice. Figures may not total due to rounding.

Note: Effective 1 April 2025, we removed the third pillar, Sustainable Innovation and Productivity, from our impact framework. This decision was driven by several factors: (1) the Sustainable Innovation and Productivity pillar became redundant, as securities within the pillar report against impact objectives that fit within the other pillars; (2) adopting a two-pillar model aligns with regulatory developments in some countries related to impact measurement and reporting; and (3) simplifying to a two-pillar model enhances clarity for our clients. As part of this change and to enhance clarity around our framework, we also changed the "Enhancing Quality of Life" sub pillar to "Improving Safety & Security". As new information becomes available and we innovate upon our approach, individual alignments may change from time to time. In this case, changes will only be made if we believe it enhances clarity for our clients.

# Portfolio by United Nations Sustainable Development Goals



■ Deere



■ AstraZeneca  
■ Chugai Pharmaceutical  
■ Danaher  
■ Eli Lilly  
■ Hamamatsu Photonics  
■ Intuitive Surgical  
■ Sartorius

■ Sartorius Stedim Biotech  
■ Sonova  
■ Stryker  
■ Thermo Fisher Scientific  
■ UnitedHealth  
■ Veeva Systems



■ Bright Horizons Family Solutions



■ Astral  
■ Veralto  
■ Xylem



■ ASML  
■ Brookfield Renewable Partners  
■ Canadian National Railway  
■ Delta Electronics  
■ First Solar

■ Hubbell  
■ Infineon Technologies  
■ Ingersoll Rand  
■ Linde  
■ National Grid  
■ PG&E

■ Rockwell Automation  
■ Roper Technologies  
■ Schneider Electric  
■ SPIE  
■ Synopsys

■ TE Connectivity  
■ Tesla  
■ Trane Technologies  
■ Vertiv  
■ Waste Connections



■ MercadoLibre  
■ MSA Safety



■ Bank Central Asia



■ Asia Commercial Bank  
■ Axis Bank  
■ Bank Rakyat Indonesia  
■ Chailease Holding

■ GoDaddy  
■ Hubspot  
■ Intuit  
■ Kanzhun  
■ Kotak Mahindra Bank

■ Nu Holdings  
■ OneMain Holdings  
■ Popular  
■ Prudential  
■ Shopify



■ Autodesk  
■ Docusign  
■ IDEX Corporation  
■ Keyence  
■ Trex



■ Fortinet



**SUSTAINABLE DEVELOPMENT GOALS**

Data shown for the T. Rowe Price Global Impact Equity Fund as of December 31, 2024. Subject to change without notice. The securities represent 100% of the publicly traded securities in the portfolio. There were no holdings primarily aligned with UN SDGs 1, 4, 11, 13, 14, 15, or 17. The specific securities identified and described do not represent all of the securities purchased, sold, or recommended for T. Rowe Price clients, and no assumptions should be made that investments in the securities identified and discussed were and will be profitable. Source for images: United Nations. <http://www.un.org/sustainabledevelopment/sustainable-development-goals/> The trademarks shown are the property of their respective owners. Use does not imply endorsement, sponsorship, or affiliation of T. Rowe Price with any of the trademark owners.

As new information becomes available and we innovate upon our approach, individual alignments may change from time to time. In this case, changes will only be made if we believe it enhances clarity for our clients.

# Measuring impact and outcomes

## Five Dimensions of Impact framework

A critical component of our impact due diligence is defining an impact thesis and evaluating key performance indicators (KPIs) for each investment.<sup>1</sup> We utilize the Five Dimensions of Impact framework.<sup>2</sup> This framework helps assess a company's ability to deliver impact on a holistic basis, including any risks that could impair the impact thesis. The impact teams meet formally on a weekly basis to discuss and debate the findings of this analysis, as well as the evaluation of the Theory of Change, on a company-by-company level.

What	Who	How Much	Contribution	Risks
<b>Determine</b> the impact outcome being targeted	<b>Identify</b> the beneficiaries—people or planet	<b>Quantify</b> the scale, depth, and duration of outcome experienced by the stakeholders	<b>Assess</b> the company's contribution of the outcome relative to what would have occurred anyway	<b>Evaluate</b> the risks to people and the planet if impact is not delivered as expected

## Theory of change

We use a “theory of change” model for impact measurement and reporting. This framework helps evaluate and measure impact over time by identifying how the activities of a company lead to particular outcomes.

## Impact Journey

### Input

Financial, human, or material resources the company puts into its business operations

### Output

Products or services that result from the company's business activities

### Outcome

Short- to medium-term effect on stakeholders attributable to a company's products or services

### Impact

Long-term effect on the planet or society caused by a company's products or services

<sup>1</sup> The use of impact KPIs is not intended to provide a forward-looking view on the likely performance of each issuer held in the portfolio. Instead, it is intended to document how we will assess the positive additional impact that each issuer's economic activities are having on the planet. For example, we would note that increasing revenue streams from sustainable economic activities does not necessarily equate to increasing profits. Our investment analysis focuses on the profitability and perceived value of each issuer held in the portfolio, but this is not part of the impact KPI.

<sup>2</sup> Source: Impact Management Project (IMP). See Glossary for details on KPIs.

# Impact outcomes

The companies in which the T. Rowe Price Global Impact Equity Fund invests deliver positive contributions across several areas of impact. We measure impact at the company level and where available and appropriate, we aggregate KPIs across these companies. Below, we present the estimation of short-term outcomes as well as long-term impact delivered by a sample of companies we invest in (approximately 70% of assets under management), using annual reports as well as T. Rowe Price and third-party impact estimations.

While the absolute level of impact associated with each company may be sizable, the extent to which impact is associated with any one strategy naturally relies on the level of investment made. As such, the below data are presented in two ways: (1) in aggregate at the company level (left figure) and (2) normalized to represent the impact associated with USD 1 million invested in the Global Impact Equity Fund (right figure).

## Environmental



Metric tons of waste avoided

3.3 million

Total impact  
company level

2

Total impact  
per USD 1 million

Trex, Waste Connections, Docusign



Cubic meters of water saved

1.3 billion

Total impact  
company level

494

Total impact  
per USD 1 million

Veralto, Vertiv, Xylem, Docusign



Metric tons of carbon dioxide equivalent avoided

980.4 million

Total impact  
company level

198

Total impact  
per USD 1 million

ASML, Brookfield Renewable Partners, Canadian National Railway, Deere, Delta Electronics, Docusign, First Solar, Hubbell, Infineon Technologies, Ingersoll Rand, Linde, National Grid, PG&E, Roper Technologies, Schneider Electric, SPIE, TE Connectivity, Tesla, Trane Technologies, Waste Connections, Xylem

For illustrative purposes only. The impact outcomes provided here can be susceptible to potential inconsistencies due to lack of precise information. Companies do not measure or report in a consistent or uniform way. Where information is not available, we have not included a company's contribution within the impact outcome.

This means that these estimates may actually be conservative, but as companies get better at measuring impact, we expect these data points to become even more precise. Additionally, normalized data estimates the impact of the portfolio's holdings and is calculated by multiplying each core impact KPI at the aggregate company level by the fraction of the company's total enterprise value including cash (EVIC) that is owned by the portfolio based on a hypothetical investment of USD 1 million for the period end.

Individual company results may vary significantly and may not achieve the same level of impact in the future. Based on company-reported data, T. Rowe Price estimates, and Net Purpose estimates.

CO2e: carbon dioxide equivalent or CO2 equivalent. This metric is used to compare the emissions from various greenhouse gases on the basis of their global warming potential by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential. Source: Eurostat.



## Social



### Patients treated

**406.3 million**

Total impact  
company level

Intuitive Surgical, Sonova, Stryker, Danaher, Thermo Fisher Scientific, AstraZeneca, Chugai Pharmaceutical, Eli Lilly

**46**

Total impact  
per USD 1 million



### Underbanked people served<sup>1</sup>

**54.7 million**

Total impact  
company level

Axis Bank, Bank Central Asia, Bank Rakyat Indonesia, Kotak Mahindra Bank, Nu Holdings, Popular, OneMain, Chailease

**12**

Total impact  
per USD 1 million



### People provided with access to safe drinking water and sanitation

**3.65 billion**

Total impact  
company level

Linde, Veralto

**1303**

Total impact  
per USD 1 million

<sup>1</sup> Underbanked refers to people who do not have sufficient access to mainstream financial services.

For illustrative purposes only. The impact outcomes provided here can be susceptible to potential inconsistencies due to lack of precise information. Companies do not measure or report in a consistent or uniform way. Where information is not available, we have not included a company's contribution within the impact outcome. This means that these estimates may actually be conservative, but as companies get better at measuring impact, we expect these data points to become even more precise. Additionally, normalized data estimates the impact of the portfolio's holdings and is calculated by multiplying each core impact KPI at the aggregate company level by the fraction of the company's total enterprise value including cash (EVIC) based on a hypothetical investment of USD 1 million for the period end.

Individual company results may vary significantly and may not achieve the same level of impact in the future. Based on company-reported data, T. Rowe Price estimates, and Net Purpose estimates.



## Case Study | Reducing Greenhouse Gases (GHGs)

### SPIE

#### Pressure points

Energy consumption in buildings contributes to 17.5% of global GHG emissions.<sup>1</sup> In EU households about 79% of energy is consumed for space, water heating and cooling.<sup>2</sup> To meet the Paris Agreement goal to limit the global average temperature increase to 1.5°C above pre-industrial levels, it is essential to reduce GHG emissions from buildings.

#### Impact journey

##### INPUT

Investment to enhance expertise in low-carbon engineering services consulting and support customers achieve their decarbonization ambitions

##### OUTPUT

Innovative engineering services that help customers reduce energy consumption, deploy renewable energy, and reduce GHG emissions

##### OUTCOME

Infrastructure maintenance, replacement, and upgrading to enable the energy transition and improve energy efficiency

##### IMPACT

— 33,827 mtCO<sub>2</sub>e GHG emissions avoided by customers from renovation of buildings<sup>3</sup>

<sup>1</sup> Source: Ourworldindata.org

<sup>2</sup> Source: European Commission.

<sup>3</sup> Source: Net Purpose estimate.



## Case Study | Promoting Healthy Ecosystems

### Deere

#### Pressure points

As global populations continue to grow, so does the strain on the global food system and the land that is required to sustain it. Precision agriculture technology can help ease the burden, as such solutions can help farmers increase crop production while reducing energy, fertilizer, and pesticide use.<sup>1</sup>

#### Impact journey

##### INPUT

Investment into innovative precision agriculture technology, machinery, tools, systems and related services

##### OUTPUT

Manufacturing of advanced precision agriculture technologies that enable farmers to improve yield with less fertilizer input<sup>2</sup>

- 775,000 connected machines
- 197 million unique acres incorporating two or more precision technologies or sustainable practices over a 12-month period

##### OUTCOME

Improved farmer productivity and environmental outcomes<sup>3</sup>

- 17% improvement in crop protection efficiency
- 2% improvement in nitrogen use efficiency
- 5% reduction in customer GHG emissions

##### IMPACT

GHG emissions avoided

- 10.8 million mtCO<sub>2</sub>e emissions avoided<sup>4</sup>

<sup>1</sup> Association of Equipment Manufacturers (2024). "The environmental benefits of precision agriculture quantified".

<sup>2</sup> Deere 2024 Business Impact Report.

<sup>3</sup> Deere 2024 Business Impact Report. Progress reported based on 2023 results compared to a 2021 baseline.

<sup>4</sup> TRPA estimate.

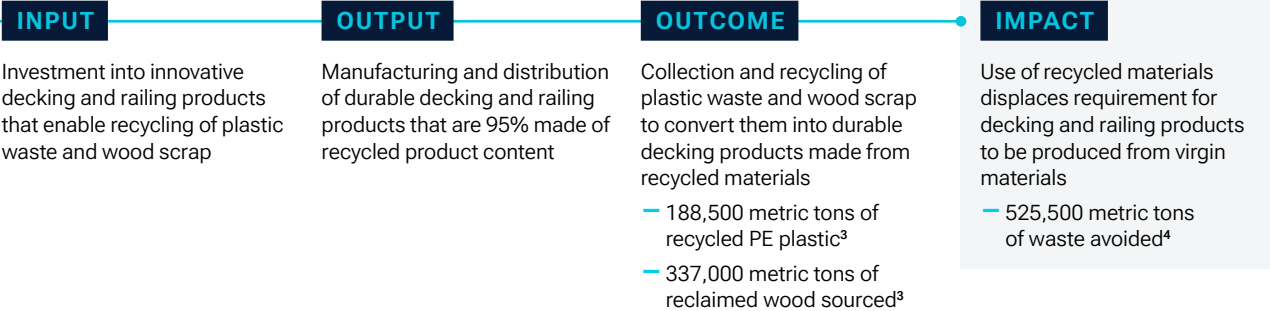
Case Study | Nurturing Circular Economies

Trex

Pressure points

Over the past 20 years, annual plastic production and plastic waste generation have more than doubled. In 2022, only 9.8% of plastic waste was ultimately recycled.<sup>1</sup> Average virgin plastic is associated with the emissions of 2.1 metric tons of CO2 equivalent per kilogram produced, while recycling helps to save 38.1% of those emissions.<sup>2</sup>

Impact journey



<sup>1</sup> Source: Nature: Communications Earth & Environment, April 2025.  
<sup>2</sup> Source: Norden - Climate Benefits of Material Recycling.  
<sup>3</sup> Source: Trex 2024 10-K annual report.  
<sup>4</sup> Source: Trex 2024 Sustainability report. Calculated as the sum of Polyethylene plastic recycled and wood reclaimed in manufacturing of decking and railing products in pounds (i.e., 1,051 million pounds converted from pounds to tons (1 metric ton = 2,000 pounds). Includes the sum of PE plastic recycled and wood reclaimed in manufacturing of decking and railing products.

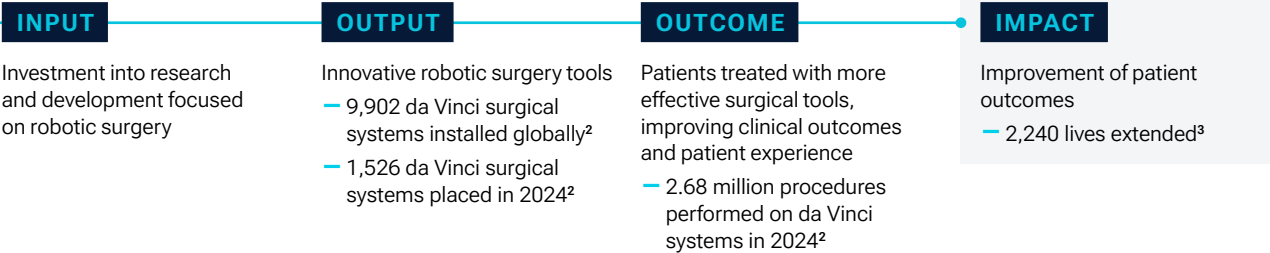
Case Study | Improving Health

Intuitive Surgical

Pressure points

Robotic surgical systems dramatically improve patient outcomes, reducing postoperative complications and recovery times.<sup>1</sup> While we are excited by the prospect of future technological advancements in the field, pricing for surgical robots remains high. This can lead to socioeconomic and geographic inequality with respect to accessing the benefits of this technology.

Impact journey



<sup>1</sup> Source: Bergholz, M., Ferle, M. & Weber, B.M. The benefits of haptic feedback in robot assisted surgery and their moderators: a meta-analysis.  
<sup>2</sup> Source: Intuitive Surgical 2024 10-K annual report.  
<sup>3</sup> Source: Net Purpose estimates. Estimate calculated versus baseline.



## Case Study | Enabling Social Equity

## Nu Holdings

## Pressure points

Globally, 1.4 billion people remain unbanked, lacking access to financial institutions or mobile money services.<sup>1</sup> Financial system access is critical to economic progression and social equity. A basic bank account facilitates safer, easier, and more affordable transfers of wages, government payments, remittances, and bill payments, improving overall financial stability.

## Impact thesis

Nu Holdings, one of the world's largest digital banking platforms contributes to financial empowerment through its low-cost digital banking platform, providing access to the financial system for customers that have been significantly underbanked. Its financial services also support small businesses, which contributes to job creation and ultimately economic growth.

## Impact journey

## INPUT

- Financing retail and small and medium enterprises in Brazil, Colombia, Mexico

## OUTPUT

- Loans targeting increased access to financial services
- USD 20.7 billion of credit cards and loans issued to retail customers<sup>2</sup>

## OUTCOME

- Underserved populations can better assimilate into the economy
- SME businesses can invest to grow or maintain their business

## IMPACT

- Increasing financial inclusion
- 30 million people provided their first credit/debit card<sup>3</sup>
- Customers saved USD 11 billion in banking fees<sup>3</sup>

<sup>1</sup> Source: World Bank.

<sup>2</sup> Source: Nubank Q4 2024 Earnings release report.

<sup>3</sup> Source: Nubank 2024 ESG report. Data for the 2014-2024 period.



## Case Study | Enhancing Quality of Life

## MSA Safety

## Pressure points

Approximately 2 million people die each year because of occupational accidents or work-related diseases globally, with around 360 million work-related injuries.<sup>1</sup> Providing a safe working environment has positive implications for employee safety and improved mental and physical health. This can feed through into better organizational performance and higher employee satisfaction.

## Impact thesis

MSA Safety is a manufacturer of safety equipment whose products help to save lives. The company's core products include self-contained breathing apparatus, fixed gas and flame detection systems, portable gas detection instruments, fire and rescue helmets, and fall-protection devices.

## Impact journey

## INPUT

Investment in design, development and manufacturing of safety equipment

## OUTPUT

Manufacturing and distribution of safety equipment

## OUTCOME

Safety equipment helps workers perform their jobs more safely

## IMPACT

>40 million workers protected in 2024<sup>1</sup>

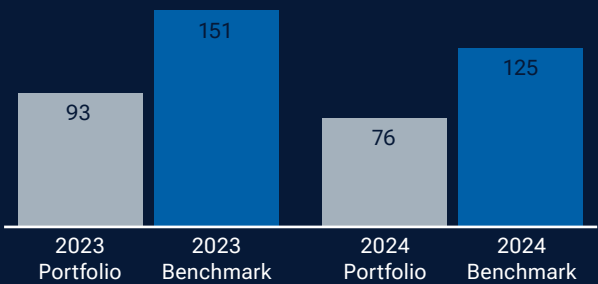
<sup>1</sup> Source: International Labor Organization.

# Carbon footprint profile<sup>1</sup>

T. Rowe Price Global Impact Equity Fund

## Weighted Average Carbon Intensity<sup>2</sup>

(metric tons of carbon dioxide equivalent for each USD 1 million in revenue)



## Top Five Company Contributors to Portfolio Carbon Emissions and Their Weighted Intensity<sup>2</sup>

Holding	Portfolio Weight (%)	Portfolio Carbon Emissions (mtCO <sub>2</sub> e)	Portfolio Weighted Carbon Intensity (mtCO <sub>2</sub> e/USD 1 million in Revenue)
Linde	2.9	163	34
Waste Connections	2.1	70	15
National Grid	1.4	57	5
PG&E	1.7	47	3
Infineon Technologies	1.7	14	1

<sup>1</sup> Our carbon footprint analysis includes total carbon emissions and weighted average carbon intensity metrics.

<sup>2</sup> Total carbon emissions represent total amount of Scope 1 and Scope 2 greenhouse gas (GHG) emissions that are released by the portfolio's holdings that are attributable to the percentage of ownership of the portfolio in each company. They are aggregated to give the total carbon emissions equivalent for the portfolio. This metric is grossed up using the percentage of data available to give the overall carbon footprint of the portfolio. The portfolio's weighted average carbon intensity is the weighted average, by portfolio weight, of the total carbon emissions per USD 1 million in revenue for each of the portfolio's holdings. This metric gives the portfolio's exposure to carbon intensive companies. This is the Task Force on Climate-Related Financial Disclosures (TCFD) recommended metric. The benchmark for the Fund is the MSCI All Country World ex-Australia Index (net of withholding tax). For sourcing information, please see Additional Disclosures.

Calculated by T. Rowe Price using data from Sustainalytics. Data for the T. Rowe Price Global Impact Equity Fund as at December 31, 2024. See Additional Disclosures for more information on the sources.

# Accelerating impact through active ownership

We seek to deliver impact beyond simply owning companies whose business activities lead to positive social and/or environmental outcomes. We commit to being additional by using our scale and resources to promote and progress the impact agenda.<sup>1</sup>

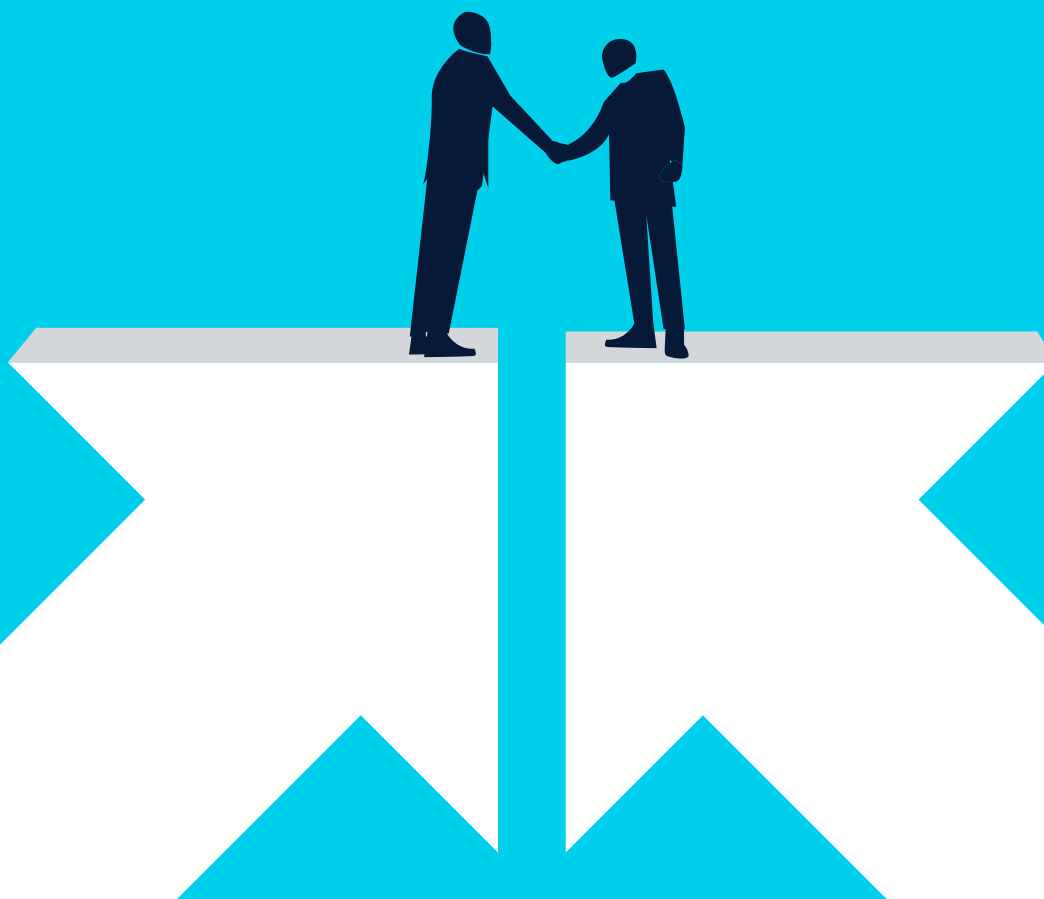
At T. Rowe Price, we believe it is our responsibility as an asset manager to safeguard our clients' interests through prudent ownership and monitoring of and mutual engagement with the companies in which we invest. Thanks to the trust our clients have placed in us, T. Rowe Price manages significant assets worldwide. This affords us, in most cases, greater access to company management teams and board members.

Along with our role to direct capital toward desired impact outcomes, we prioritize company engagement and proxy voting and closely monitor the associated feedback loop on companies' behavior. This is applied with conviction and in partnership with our fundamental and responsible investing research teams.

The central focus of our engagement program is at a company level as we evaluate factors that may improve or impede a company's ability to deliver positive impact. We identify engagement targets through our proprietary impact due diligence framework based on the Five Dimensions of Impact framework, Responsible Investing Indicator Model analysis, governance screening, and our analysts' fundamental research.

Our ultimate goal is to increase the probability that a company will deliver better positive impact than its peers, enabling our clients to realize greater impact and investment performance potential. Success is measured through regular dialogue with management teams, enabling us to monitor impact outcomes over time using key performance indicators.

<sup>1</sup> Aligned to our jurisdictional regulatory frameworks.



# Engagement in action

We believe impact is achieved within an investment portfolio in more ways than simply owning certain types of issuers or securities. As impact investment managers, we also aim to contribute to positive impact mainly through stewardship and/or the provision of new capital. Our investment process proactively identifies engagements, either through our company-level impact analysis and proprietary ESG analysis, governance screening, or our analysts’ fundamental research. Engagements are carried out by the investment team as well as our Responsible Investing and Governance team.

We believe that companies focused on addressing environmental and societal challenges will experience increased demand for their products and services, along with favorable regulatory support in the long run where it aligns with environmental or social solutions.

Therefore, our goal of achieving meaningful impact is aligned with our impact strategies’ shared objective of delivering financial performance.




Our impact engagement program aims to ensure that our impact strategies’ investment and impact objectives are successfully delivered. This includes engaging with the underlying companies with the dual objective of:

- Furthering the delivery of the intended positive impact outcome by supporting, accelerating, or enhancing this outcome in line with the investment’s impact thesis, and/or
- Mitigating any material negative environmental or social impacts resulting from pursuing the impact outcome in line with the investment’s impact thesis.

The engagement program for each investment is established at the time of purchase. Our long-term ownership approach enables constructive engagement with our portfolio companies. In 2024, we conducted 50 engagements with 41 companies held in the T. Rowe Price Global Impact Equity Fund, covering a wide range of environmental, social, and governance topics. In this section, we share a selection of case studies illustrating our impact engagement approach with the companies in the portfolio.

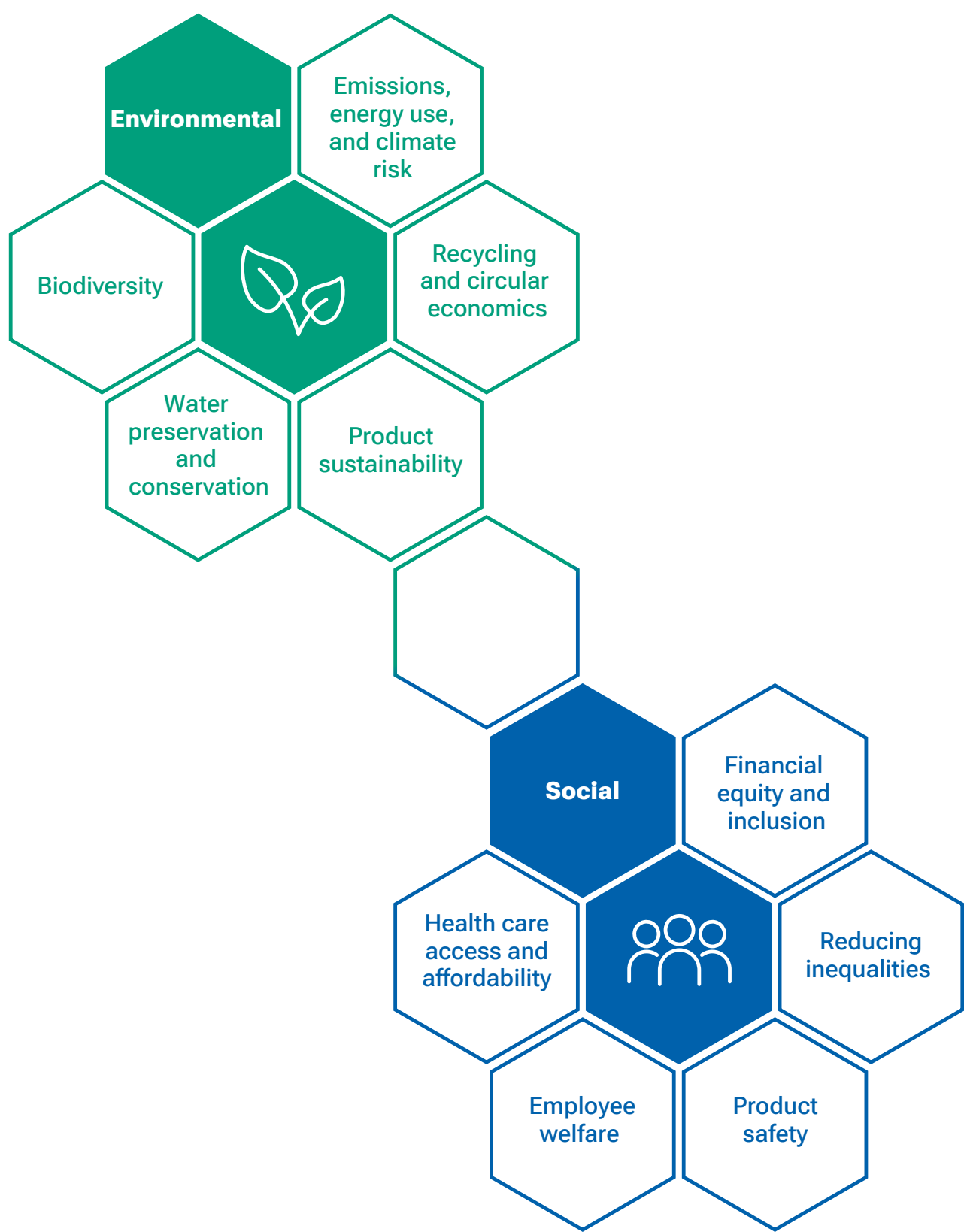
We also present below an overview of the top environmental, social, and governance topics we focused on throughout 2024 (Fig 1 below) and the key target topics that we are monitoring across all our impact strategies (Fig 2 overleaf). Our impact investing platform is highly collaborative, with insights shared across investment teams. Therefore, we have presented these topics at the platform level—encompassing our equity and fixed income impact strategies. This approach aligns with our philosophy that furthering impact and pursuing our dual mandate is most effective when done cooperatively.

Fig 1: 2024 Top Five Engagement topics across E,S and G

Environmental 	Social 	Governance 
<div>1. Greenhouse gas emissions reduction</div> <div>2. Green bonds</div> <div>3. Environmental disclosure</div> <div>4. Blue bonds</div> <div>5. Product sustainability</div>	<div>1. Social disclosure</div> <div>2. Responsible investing and lending practices</div> <div>3. Access to medicine and drug pricing</div> <div>4. Financial inclusion and affordability</div> <div>5. Social bonds</div>	<div>1. Compensation</div> <div>2. Board composition</div> <div>3. Proxy voting</div> <div>4. Governance disclosure</div> <div>5. Shareholder rights</div>

Data shown for the T. Rowe Price Global Impact Equity Fund as of December 31, 2024. Subject to change without notice.

Fig 2: Top five impact engagement targets





## Impact Engagement Case Study

# Deere

**Impact Thesis:** Deere advances sustainable agriculture through precision technologies that boost crop yields while reducing fertilizer and energy use as well as emissions. Its solutions improve farmer productivity and environmental outcomes. Beyond agriculture, Deere develops electric and hybrid machinery in construction and forestry, scaling efficiency and sustainability gains across multiple sectors.

### Impact Pillar

Climate and Resource Impact

### Sub-pillar



Promoting Healthy Ecosystems

### UN SDG<sup>1</sup>



Zero Hunger

### Engagement Topic

Impact Measurement, Sustainable Agriculture

## Objective

We engaged with Deere to provide feedback on its impact reporting and to discuss risks to its impact thesis.

## Dialogue

### Environmental Impact Measurement and Disclosure

Deere demonstrates best-in-class impact reporting, offering detailed insights into the effects of its precision agriculture and construction/forestry solutions. Improved disclosure of greenhouse gas (GHG) emissions reduced at the customer level will help Deere's customers accurately assess their avoided emissions. This understanding can support their decarbonization plans and, ultimately, increase demand for Deere products.

We commended Deere for continuously highlighting progress against its "Leap Ambitions," focusing on improved fertilizer use and reduced greenhouse gas (GHG) emissions for farmers. While reaffirming our positive general feedback, we discussed opportunities to regularly track additional real-world impact key performance indicators (KPIs) from farmers' use of precision agriculture products. Deere provides detailed impact data at a product level and is significantly increasing the number of "Engaged Acres" to help track more aggregate impact data from customers. Our KPI suggestions included reporting on aggregate GHG emissions avoided from the use of Deere's precision agriculture products and the aggregate amount of fertilizers saved annually, along with related cost savings for farmers.

## Impact Risk Management

We discussed several risks to Deere's impact thesis: equipment affordability, the impact of machinery on soil compaction, risks of fertilizer runoff, and machinery emissions. Deere is mitigating these challenges in several ways: (1) upgrading tools that do not require farmers to purchase new equipment, thus helping with equipment affordability and cost to farmers; (2) utilizing advanced artificial intelligence-enabled precision agriculture technology and sustainably digitalized acres to help optimize machinery use throughout seasons, minimizing soil damage risk and fertilizer runoff; and (3) investing in large tractor powertrains capable of running on low-carbon and renewable fuels, resulting in lower life-cycle emissions compared with traditional diesel engines. We suggested these efforts be further highlighted in future impact reports by integrating our impact KPI suggestions.

## Outcome

We shared our insights on enhancing the company's impact reporting by suggesting additional impact KPIs. The company valued our feedback and plans to incorporate these suggestions in future impact reports.

## Progress monitoring

We are encouraged by Deere's commitment to expanding impact KPI disclosures. In the coming year, we will monitor for new data reflecting aggregate GHG emissions avoided, the total amount of fertilizers saved, and related cost savings for customers.

Unless otherwise noted, data was provided by the company during the engagement or is available through company reports.

<sup>1</sup> Source for image: <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>.

## Impact Engagement Case Study

# MercadoLibre

**Impact Thesis:** MercadoLibre is a market leader in ecommerce in Latin America and creates impact by enabling entrepreneurs, small merchants, and small and medium-sized enterprises (SMEs) to grow their businesses and sales volumes. MercadoLibre has over 574,000 SMEs selling on its platform—the majority (73%) of these are family-owned businesses. Furthermore, MercadoLibre represents the main source of income for more than 1.8 million families in Latin America. Through its fintech business, the company provides merchants with digital payment and credit solutions that promote financial inclusion and payment security in traditionally underserved regions.

### Impact Pillar

Social Equity  
and Quality of Life

### Sub-pillar



Enabling  
social equity

### UN SDG<sup>1</sup>



Reduced  
inequalities

### Engagement Topic

Social impact key  
performance indicators (KPIs),  
Environmental target setting

## Objective

We engaged with MercadoLibre on the social outcomes achieved through its fintech and credit businesses and its progress on setting emission reduction goals. In a previous engagement (during 2022) we had encouraged the company to publish social outcomes KPIs and set emission reduction targets.

## Dialogue

### Social Impact and Responsible Lending Practices

We believe MercadoLibre would benefit from publishing KPIs that help demonstrate the social outcomes achieved through its fintech and credit businesses. The company reports a variety of metrics that demonstrate the growing social footprint of these businesses, such as the number of loans provided, the number of SMEs served, and the number of female-owned businesses supported. However, it provides limited information about the social outcomes of these efforts (for example, business survival rates). The requested information would encourage the company to more holistically consider its impact and drive additional impact by encouraging the company to enable greater SME growth.

We also sought to get additional insights into the company's responsible lending practices, given low transparency on responsible lending KPIs constitutes a risk to the impact thesis. MercadoLibre focuses on small, short-term loans, prioritizing customers' repayment ability, and has a strict ceiling on the loan-to-income ratio.

### Emission Reduction Targets

We also wanted to understand the progress that MercadoLibre had made on setting emission reduction goals or other environmentally oriented targets. In 2022, we had encouraged the company to make any such commitments public and were pleased to see that MercadoLibre has committed to a science-based emissions reduction target, although it hasn't provided a timeframe. Furthermore, the company aims to transition 100% of its infrastructure to renewable energy and has made significant progress, increasing from 3% in 2019 to 44% at the end of 2024.

## Outcome

We encouraged MercadoLibre to set social KPIs to demonstrate the social impact of its fintech and credit businesses. While we were pleased with the progress MercadoLibre has made on environmental target setting to date, we encouraged the company to set more ambitious targets and timeframes for their fulfilment.

## Progress monitoring

We will monitor the company's progress in setting social KPIs. We will also monitor for MercadoLibre to publish a validated net zero target in the coming years, publish a validated science-based target in the nearer term, and set shorter-term targets reflecting other environmental advancements.

Unless otherwise noted, data was provided by the company during the engagement or is available through company reports.

<sup>1</sup> Source for image: <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>.

# Proxy voting



Proxy data for the Global Impact Equity strategy from January 1, 2024, through December 31, 2024. Aggregated data include votes cast across all products in the strategy.

Proxy voting is a crucial link in the chain of stewardship responsibilities we execute on behalf of our clients. A separate set of proxy voting guidelines is administered for the T. Rowe Price impact strategies. These portfolios require a separate voting policy because they have two express mandates: competitive financial returns and positive social and/or environmental impact.

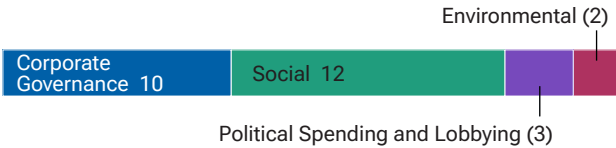
The Global Impact Equity strategy proxy voting program serves as one element of our overall relationship with corporate issuers. We use our voting power in a way that complements the other aspects of our relationship with these companies, including engagement, investment diligence, and investment decision-making. A customized set of proxy voting guidelines different from other T. Rowe Price strategies helps us establish governance norms and follow a differentiated stewardship approach. We take a hands-on approach to voting as part of our commitment to additionality, driven from discussions at weekly impact research meetings.



Management Proposals	# of Proposals	% With Mgmt.	% Against Mgmt.
Elect Directors (Uncontested)	517	97%	3%
Management Compensation: Say-on-Pay and Equity Plans	102	95%	5%
Routine Business and Operational Matters	74	95%	5%
Capital Structure Items	40	100%	0%
Appoint Auditors/Approve Auditor Fees	59	100%	0%
Other	29	100%	0%
Total	821		

Shareholder Proposals	# of Proposals	% With Mgmt.	% Against Mgmt.
On Social, Political, or Environmental Matters	17	47%	53%
To Adopt or Amend Shareholder Rights	6	100%	–
Related to Director Policies	3	0%	100%
Related to Routine Business and Operational Matters	1	100%	0%
Total	27		












## 27 Shareholder Resolutions Voted



# Portfolio holdings












T. Rowe Price Global Impact Equity Fund

## Pillar 1: Climate and Resource Impact

Company	Business Activity	Impact Goal	KPI	Primary UN SDG	% of Fund
ASML	Leading provider of lithography to semiconductor industry; sole supplier of extreme ultraviolet lithography machines	Through innovation in chip manufacturing, enable energy efficiency and digital connections.	Downstream energy efficiency gains through products helped mitigate approximately 2.8 million tons of carbon dioxide equivalent (tCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	1.7
Autodesk	Provider of three-dimensional design, engineering, and entertainment software and services	Facilitate building and manufacturing processes that are more efficient in energy and raw material use.	Autodesk helps 396,333 customers with their industrial research & development activities	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	1.9
Brookfield Renewable Partners	Solar, wind, and hydro electricity provider	Contribute toward the generation of zero-carbon electricity.	Renewable energy generation helped mitigate 58 million metric tons of carbon dioxide equivalent (mtCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	1.3
Canadian National Railway	Operator of rail transport services	Enable decarbonization of freight transport in the US and Canada through conversion from road to rail.	Conversion from road to rail freight helped mitigate 13.2 million metric tons of carbon dioxide equivalent (mtCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	0.5
Deere	Leading provider of precision agriculture equipment	Promote precision and sustainable agriculture.	Agricultural equipment sold helped mitigate approximately 10.8 million tons of carbon dioxide equivalent (mtCO2e)	 2 ZERO HUNGER	1.9
Delta Electronics	Leading power supply maker for server, PC, and telecommunications industries	Offer wide range of products and services designed to enhance energy efficiency.	Products sold helped mitigate 15.2 million tons of carbon dioxide equivalent (mtCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	1.6
Docusign	Technology provider for front-office digital transformation	Improve paper-use practices and reduce waste by moving legacy processes onto digital platform.	Electronic signature software services helped mitigate 944,164 metric tons of carbon dioxide equivalent (mtCO2e)	 6 CLEAN WATER AND SANITATION	0.7
First Solar	Producer of solar photovoltaic (PV) modules	Help the shift to renewables and to reduce greenhouse gas emissions in electricity generation.	Solar PV modules helped mitigate 9.1 million metric tons of carbon dioxide equivalent (mtCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	0.9
Hubbell	Electrical equipment and power systems provider	Enable electricity grid resilience through modernization and electrification, while also integrating renewables.	Products helped mitigate 87,037 metric tons of carbon dioxide equivalent (mtCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	1.9
IDEX	Provider of engineering and life sciences solutions, including pumps, valves, and flow meters	Supply engineered solutions to create efficiencies in manufacturing, life sciences, and health care.	USD 178.6 million spent on research and development	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2.0
Infineon Technologies	Supplier of power semiconductors	Support electrification and energy efficiency.	Products helped mitigate 130.3 million tons of carbon dioxide equivalent (mtCO2e)	 7 AFFORDABLE AND CLEAN ENERGY	1.7








Source: T. Rowe Price.

The securities shown represent 100% of the publicly-traded securities held in the pillar shown.

Company	Business Activity	Impact Goal	KPI	Primary UN SDG	% of Fund
Ingersoll Rand	Manufacturer of energy efficient air compressors and air treatment equipment	Increase energy efficiency while allowing customers to reduce their carbon footprint.	Products helped mitigate 34.2 million metric tons of carbon dioxide equivalent (mtCO2e)		1.5
Keyence	Manufacturer of precision robotic vision sensors that are primarily used in factory automation	Reducing manufacturing waste, improving industrial efficiency, and increasing safety in the workplace.	USD 187.2 million spent on research and development		1.6
Linde	Producer and distributor of industrial gases	Accelerate environmental transition and a lower carbon future through innovation in green hydrogen and carbon capture, as well as decarbonizing heavy industries.	Solutions helped mitigate 96 million metric tons of carbon dioxide equivalent (mtCO2e)		2.9
National Grid	Owner and operator of the high-voltage electricity transmission network in England and Wales	In addition to electricity distribution, enable decarbonization of the power sector in the UK and the US by connecting additional renewables to the grid.	National Grid infrastructure helped mitigate 1.5 million metric tons of carbon dioxide equivalent (mtCO2e)		1.4
PG&E	Electric utility services company serving the state of California	Enable decarbonization by increasing electrification.	PG&E infrastructure helped mitigate 679,707 metric tons of carbon dioxide equivalent (mtCO2e)		1.7
Rockwell Automation	Industrial automation business whose products include advanced control systems and sensors	Help customers improve productivity and reduce energy use and emissions for numerous industrial processes.	USD 477 million spent on research and development		1.6
Roper Technologies	Multi-industrial company focused on water metering, health care, and software to improve efficiency of processes	Increase resource efficiency.	Cloud-based productivity software helped mitigate approximately 1.5 million metric tons of carbon dioxide equivalent (mtCO2e)		2.5
Schneider Electric	Global electrical distribution and management	Enable electrification and industrial digitization, thus reducing emissions.	Products helped mitigate 126 million metric tons of carbon dioxide equivalent (mtCO2e)		1.7
SPIE	Provider of mechanical, electrical, and energy engineering and maintenance services	Help customers increase energy efficiency, scale up renewable energy projects, and reduce emissions.	Renovation of buildings helped mitigate 33,827 metric tons of carbon dioxide equivalent (mtCO2e)		1.3
Synopsys	Leading electronic design automation company with a dominant position in digital design	Enabling innovative chip design that improves energy efficiency and reduces the digital divide.	USD 2,082 million spent on research and development		2.4
TE Connectivity	Connectivity solutions provider for hybrid and electric vehicles	Connectivity solutions enable the transition and adoption of electric vehicles and enhance safety and autonomy features.	Solutions helped mitigate 334 million metric tons of carbon dioxide equivalent (mtCO2e)		1.1

Source: T. Rowe Price.

The securities shown represent 100% of the publicly-traded securities held in the pillar shown.













Company	Business Activity	Impact Goal	KPI	Primary UN SDG	% of Fund
Tesla	Manufacturer of electric vehicles and provider of renewable energy solutions	Accelerate decarbonization by improving access to electric vehicles and renewable energy sources in place of fossil-fuel powered alternatives.	Products helped mitigate 32 million metric tons of carbon dioxide equivalent (mtCO <sub>2</sub> e)	 7 AFFORDABLE AND CLEAN ENERGY	1.6
Trane Technologies	Manufacturer of heating, ventilation, and air conditioning equipment	Improve energy efficiency in commercial and residential buildings.	Products helped mitigate 80 million metric tons of carbon dioxide equivalent (mtCO <sub>2</sub> e)	 7 AFFORDABLE AND CLEAN ENERGY	1.0
Trex	Major manufacturer of wood-alternative composite decking	Increase use of recycled plastic and wood, reducing landfill and deforestation.	Use of recycled material helped avoid approximately 525,500 metric tons of waste	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	1.5
Veralto	Industrial company engaged in water testing and marking and coding	Help support cleaner and more efficient water supply at scale and enhance product quality and safety.	Veralto's treatment solutions helped save 322 million cubic meters of water	 6 CLEAN WATER AND SANITATION	1.0
Vertiv	Provider of critical power infrastructure and cooling solutions to the datacenter industry	Enable datacenters and telecommunications networks to reduce their carbon footprint.	Cooling solution technology helped save 25,55 cubic meters of water	 7 AFFORDABLE AND CLEAN ENERGY	1.3
Waste Connections	Waste management and recycling specialist	Enable improved waste recycling rates, while mitigating methane emissions from waste.	Recycling operations helped mitigate 21.6 million metric tons of carbon dioxide equivalent (mtCO <sub>2</sub> e)	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2.1
Xylem	Water technology company providing equipment for the movement, treatment, and testing of water	Help customers mitigate water scarcity, optimize water systems to improve water affordability, prevent stormwater pollution.	Xylem products helped save 1 billion cubic meters of water	 6 CLEAN WATER AND SANITATION	1.1

Source: T. Rowe Price.

The securities shown represent 100% of the publicly-traded securities held in the pillar shown.















## Pillar 2: Social Equity and Quality of Life

Company	Business Activity	Impact Goal	KPI	Primary UN SDG	% of Fund
Asia Commercial Bank	Private bank focused on retail and small and medium-sized enterprise segments in Vietnam	Increasing financial inclusion in Vietnam, enabling economic growth and reduction in financial inequalities.	Loans to SMEs helped create approximately 48,000 jobs		1.4
Astral	Manufacturer of plastic water pipes used for a variety of plumbing applications in India	Advance India's infrastructure improvement through provision of pipes for services such as water supply, drainage, sewerage, and agricultural irrigation.	Astral's pipe and water tank capacity in India represents 381,960 MT per annum approximately		0.5
AstraZeneca	Global pharmaceutical and biotechnology company and leader in immuno-oncology	Push the boundaries of science to deliver life-changing medicines, while increasing access to essential medicines.	Delivery of medical treatments helped extend approximately 85,408 lives		2.1
Axis Bank	One of India's largest financial institutions	Increase financial inclusion for retail and micro, small, and medium enterprises in India.	Supported 3.9 million underbanked customers and helped create 120,000 jobs approximately		1.1
Bank Central Asia	Largest privately owned bank in Indonesia	Supporting financial inclusion in Indonesia.	Supported 14.7 million underbanked customers and helped create 65,382 jobs approximately		1.7
Bank Rakyat Indonesia	Leading bank in Indonesia serving micro, small, and medium enterprises	Supporting financial inclusion in Indonesia.	Supported 2.4 million underbanked customers and helped create 455,000 jobs approximately		1.5
Bright Horizons Family Solutions	Child-care, early education, and eldercare provider	Allowing working parents to more effectively manage careers, while providing more opportunities for dual careers reducing gender inequities.	Early education and child care centers served approximately 115,000 children		1.2
Chailease Holding	Taiwanese leasing company with a specific focus on SMEs	Offer leasing services to SMEs often neglected by large institutions.	Supported 93,600 underbanked customers and helped create 211,000 jobs approximately		0.7
Chugai Pharmaceutical	Japanese manufacturer of pharmaceutical products	Treat haemophilia patients with its Hemlibra product, which is the current standard of care for treating the condition.	JPY 176.7 billion spent on research and development		1.3
Danaher	Life sciences company providing science and technology solutions to solve health challenges	Advance patient health and improve treatment outcomes through solutions that enable superior clinical decision-making, research, and manufacturing of therapeutics.	Approximately 55.4 million patients treated by the company's devices		2.6
Eli Lilly	U.S. pharmaceutical company with leading diabetes franchise	Increase access to truly innovative care in diabetes, Alzheimer's disease, and oncology.	Delivery of medical treatments helped treat 58 million people extend approximately 2,960 lives		3.6
Fortinet	Global network and cloud security solutions provider	Provide cyber protection for cloud and data center operations powered by energy-efficient solutions.	Over 830,000 enterprises protected by Fortinet solutions		2.0

Source: T. Rowe Price.

The securities shown represent 100% of the publicly-traded securities held in the pillar shown.

Company	Business Activity	Impact Goal	KPI	Primary UN SDG	% of Fund
GoDaddy	Provider of digital products that help customers establish an online business	Enable formation and growth in online presence of small businesses, individual entrepreneurs, and developers.	Supported approximately 20.5 million SMEs		2.3
Hamamatsu Photonics	Manufacturer of optical sensors, electric light sources, and other optical devices as well as automotive safety solutions	Improve the detection of health care issues through better imaging as well as improving automotive safety through LiDAR technology.	JPY 13.5 billion spent on research and development		1.2
HubSpot	Cloud-based platform offering sales and marketing automation solutions to SMEs	Enable financial inclusion by providing affordable technology solutions to SMEs powered by energy efficient solutions.	Supported approximately 248,000 SMEs		1.6
Intuit	Financial software provider focused almost exclusively on SMEs	Promote financial inclusion using new technology to help consumers and SMEs.	Supported 18,000 jobs and 100 million SMEs approximately		1.7
Intuitive Surgical	Global leader of robotic-assisted surgery	Make surgery more effective, less invasive, and easier on patients through advanced robotics	Surgical procedures assisted by Intuitive's da Vinci robotic systems helped extend approximately 2,440 lives		2.0
Kanzhun	Provider of digital recruitment platform in China	Promotes greater inclusivity of employment by increasing opportunities for groups.	Supported 603,000 individuals via their disability job assistance program		0.8
Kotak Mahindra Bank	Leading Indian private bank	Enable financial inclusion within India by reducing the financing barriers underbanked groups face.	Supported 500,000 underbanked customers and helped create 115,000 jobs approximately		2.1
MercadoLibre	Largest e-commerce company in Latin America and payment solutions provider	Enabling small businesses to establish and grow their business online. Providing merchants with digital payment and credit solutions that promote financial inclusion.	Supported approximately 570,000 small and medium-sized enterprises (SMEs)		1.8
MSA Safety	Leading manufacturer of safety equipment	Protect workers from injuries and health-threatening incidents.	Over 40 million workers protected by personal protection equipment		1.4
Nu Holdings	Brazilian digital bank operating throughout Latin America	Promote financial inclusion by providing low-cost services to underserved or unbanked populations.	Supported 30 million underbanked customers approximately		1.3
OneMain Holdings	Lender focusing on subprime personal and auto loans	Improve credit access to those with limited access, while also providing budgeting and financial literacy resources.	Supported 2.6 million underbanked customers approximately		1.8
Popular	Largest financial institution based in Puerto Rico. Also operates in the US.	Enable financial inclusion in Puerto Rico by providing banking and credit solutions in underserved communities through the bank's large physical presence.	Supported 113,000 underbanked customers approximately		2.0

Source: T. Rowe Price.

The securities shown represent 100% of the publicly-traded securities held in the pillar shown.



Company	Business Activity	Impact Goal	KPI	Primary UN SDG	% of Fund
Prudential	Life and health insurer operating across south east Asia and Africa	Help spread the cost of insurance protection and reduce the protection gap in underserved populations.	Approximately 17.3 million financial insurance lives covered		1.4
Sartorius	Life sciences company providing tools and equipment to improve health outcomes	Improve patient outcomes by providing products that help make the therapeutic manufacturing process cheaper and more efficient.	EUR 197 million spent on research and development		1.0
Sartorius Stedim Biotech	Bioprocessing unit of Sartorius, a life sciences company providing tools and equipment to improve health outcomes	Improve patient outcomes by providing products that help make the therapeutic manufacturing process cheaper and more efficient.	EUR 136 million spent on research and development		0.7
Shopify	Multinational cloud-based e-commerce platform largely focused on SMEs	Enable SMEs easy access and opportunity to create and manage online businesses enabling effective competition.	Supported the creation of 5.2 million jobs		1.5
Sonova	Manufacturer of hearing aids and cochlear implants	Help diagnose and address hearing loss for patients and enhance their quality of life.	Approximately 5 million patients treated by the company's hearing devices		1.6
Stryker	Medical technology company with specific leadership in orthopedics and medical surgery solutions	Provide innovative solutions that improve treatment outcomes and quality of life for patients.	Approximately 150 million patients served by the company's devices		2.0
Thermo Fisher Scientific	Life science tools company providing science and technology solutions to solve health challenges	Provide innovative solutions to help improve life for patients and therapeutic research and development outcomes.	Approximately 1.12 million patients served by the company's devices		2.4
UnitedHealth	Largest health insurer and value-based care technology provider in the United States	Provide a health care safety net while improving coverage for aging populations and pursuing cost reduction initiatives.	Approximately 50.6 million health insurance lives covered		1.8
Veeva Systems	Cloud-based software solutions provider for the life sciences industry	Enabling health care companies to engage in faster and more accurate clinical trials and achieve better health care outcomes.	Veeva Systems' software solutions serve roughly 1,477 customers		0.7

Source: T. Rowe Price.

The securities shown represent 100% of the publicly-traded securities held in the pillar shown.

# T. Rowe Price impact investment team

## Impact Investing — Equity



**Hari Balkrishna**  
Portfolio Manager  
20 yrs experience



**David Rowlett**  
Portfolio Manager  
22 yrs experience



**Kaoutar Yaiche**  
Analyst  
4 yrs experience

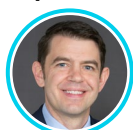


**Fatna Chelihi**  
Portfolio Specialist  
12 yrs experience



**Brian Horr**  
Lead Portfolio Analyst  
6 yrs experience

## Impact Investing — Credit



**Matt Lawton**  
Portfolio Manager  
18 yrs experience



**Willem Visser**  
Sector Portfolio Manager  
13 yrs experience



**Ellen O'Doherty**  
Analyst  
6 yrs experience



**Michael Ganske**  
Portfolio Specialist  
25 yrs experience



**Yukiko Hanai**  
Portfolio Specialist  
33 yrs experience



**Jack Loudon**  
Associate Analyst  
5 yrs experience

## Responsible Investing Leadership



**Maria Elena Drew**  
Head of Global Sustainability  
28 yrs experience



**Tongai Kunorubwe**  
Director of Research, Responsible Investing  
22 yrs experience



**Jocelyn Brown**  
Head of Governance, EMEA and APAC  
17 yrs experience

## ESG Investment Specialists



**Caroline Ramscar**  
ESG Investment Specialist  
25 yrs experience



**Veronique Chapplow**  
ESG Investment Specialist  
24 yrs experience

**36 ESG investment professionals<sup>1</sup> | 355 Research Analysts<sup>2</sup>**

Weekly Research Meetings | Collaborative Engagements | Impact Measurement | Advocacy

As at 30 September 2025.

<sup>1</sup> ESG professionals: 19 Responsible Investment analysts, 8 impact investing professionals, 4 ESG investment specialists and 5 Governance analysts.

<sup>2</sup> T. Rowe Price Associates, Inc. research professionals: 15 Sector Portfolio Managers, 183 investment/credit analysts, 62 associate analysts, 38 specialty analysts, 53 quantitative analysts, and 3 economists across fixed income, equity, ESG, and quantitative teams.

# Impact glossary

**Additional (impact context):** The extent to which an action or item adds to the existing activities of a company and results in a greater impact. Engagement and proxy voting are two important tools at the global impact team's disposal to be additional and accelerate the impact agenda.

**Alignment (with SDGs):** When a given company links its business activities to specific United Nations Sustainable Development Goals (SDGs) and targets. An increasing number of companies report and communicate on SDGs in their sustainability reports.

**CO<sub>2</sub>e:** Carbon dioxide equivalent or CO<sub>2</sub> equivalent. This metric is used to compare the emissions from various greenhouse gases on the basis of their global warming potential by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential.

**Due diligence (impact):** The process of assessing the intended impact of a company before investing. The key benefits are a deep understanding of the investee's activities, incorporating stakeholders' perspectives, identifying material ESG factors, and aligning anticipated impacts with SDGs. Every stock selection decision begins with a clearly identified positive impact thesis tied to one of three investment pillars and eight sub-pillars. See Theory of change.

**ESG:** Environmental, social, and governance (ESG) criteria—a set of standards for a company's operations that socially conscious investors use to screen investments. Environmental criteria look at how a company performs as a steward of the natural environment. Social criteria examine how a company manages relationships with its employees, suppliers, customers, and the communities where it operates. Governance deals with a company's leadership, staff remuneration, audits and internal controls, management structures, employee relations, tax compliance, and shareholder rights.

**ESG integration (T. Rowe Price):** Incorporating environmental, social, and governance factors into investment analysis for the purpose of maximizing investment performance. For certain non-impact T. Rowe Price investment strategies, some investments, including, but not limited to, cash, currency positions, and particular types of derivatives, an ESG analysis may not be relevant or possible due to a lack of data. Where ESG considerations are integrated into the investment research process, we may conclude that other attributes of an investment outweigh ESG considerations when making investment decisions.

**Fiduciary:** A person or organization that acts on behalf of another person or persons, putting their clients' interests ahead of their own, with a duty to preserve good faith and trust.

**Five Dimensions of Impact:** A framework used to assess a company's ability to deliver impact on a holistic basis, including the risks that may affect its ability to deliver the targeted impact. The five dimensions are:

- **What** outcome is occurring in the period?
- **Who** experiences the outcome?
- **How** much of the outcome is occurring (scale, depth, and duration)?
- **Contribution** — Would this change likely have happened anyway?
- **Risks** — What is the risk to people and the planet if the impact does not occur as expected?

(This framework has been developed by the Impact Management Project.)

**Global Impact Investing Network (GIIN):** A nonprofit organization dedicated to increasing the scale and effectiveness of impact investing around the world.

**Impact:** Primary and secondary long-term effects produced by an intervention or investment directly or indirectly, intended or unintended. Can be positive and/or negative. Impact is often used to refer to higher-level effects of a program that occur in the medium or long term. See Theory of change.

**Impact investing:** Investing that aims to generate specific beneficial social or environmental effects in addition to financial gain. Impact investing is a subset of socially responsible investing (SRI), but while the definition of socially responsible investing encompasses avoidance of harm, impact investing actively seeks to make a positive impact by investing, for example, in nonprofits that benefit the community or in clean technology enterprises. Investments are made into companies, organizations, and funds with the intention to generate social and/or environmental impact alongside a financial return.

**Impact Management Project (IMP):** A project by Bridges Fund Management that has brought together a range of different impact practitioners to build and further global consensus on how to measure, assess, and report impacts on people and the environment.

**Impact measurement:** Measuring and managing the process of creating social and/or environmental impact in order to maximize and optimize it.

**Impact pillar and sub-pillar (T. Rowe Price):** A proprietary structure where impact activities are aligned to the SDGs, which guide all investment decisions. All stocks in the impact universe are linked to at least one pillar and sub-pillar. See Impact universe (T. Rowe Price).

**Impact thesis:** Explains how a given company's activities are expected to generate results likely to contribute to intended impacts. Every stock selection decision begins with a clearly identified positive impact thesis tied to at least one pillar and one sub-pillar, which are aligned with the SDGs. The impact thesis ensures material and measurable environmental and social impact. See Theory of change.

**Impact universe (T. Rowe Price):** The universe of stocks that is available to invest. This list excludes areas of the global economy that, in our view, do not generate positive impact. Our pillar alignment process and impact analysis based on the Five Dimensions of Impact then ensure a starting point for deeper impact eligibility and inclusion.

**Key performance indicators (KPIs):** A set of quantifiable measures that the impact manager uses to determine a company's progress in achieving its strategic, operational, and impact goals.

**Material (impact context):** The process of defining the social and environmental topics that matter most to a given business and its stakeholders.

**Measurable (impact context):** A hallmark of impact investing is the investor's commitment to measure and report the social and environmental performance and progress of underlying investments, ensuring transparency and accountability. See Impact universe (T. Rowe Price).

**mtCO2e:** Metric tonnes of carbon dioxide equivalent.

**Outcome:** A result or effect caused by or attributable to the product, services, or policy of a given company. Outcome often refers to more immediate and intended impact. See Theory of change.

**Proxy Voting Impact Policy (T. Rowe Price Associates):** Our impact strategies have a custom voting policy. They have the flexibility to vote differently from the rest of TRPA, particularly on "impact issues."

**Scope 1 carbon emissions:** Direct emissions from owned or controlled sources (e.g., factories, owned fleet).

**Scope 2 carbon emissions:** Indirect emissions, such as those from the generation of energy used for heating or cooling consumed by the reporting company.

**Scope 3 carbon emissions:** Includes all other indirect emissions that occur in a company's value chain, upstream and downstream (e.g., for a company like T. Rowe Price, this would include emissions associated with business travel and waste disposal).

**Small Medium Enterprise (SME):** The categorization SME is designed to differentiate businesses with relatively small amounts of capital and/or personnel from larger organizations, particularly in relation to market segmentation, financial assistance, or regulatory issues.

**Social:** Relating to society or its organization. Social impact is the effect of an activity on the social fabric of the community and well-being of individuals and families.

**Socially responsible investment (T. Rowe Price):** Imposing value-based investment parameters on a portfolio regardless of their potential impact on performance.

**Theory of change:** Impact measurement framework that explains the steps taken by a company to produce specific societal and environmental outcomes on a chronological basis. It provides an opportunity to dig deep into a company's activities and understand the short- and longer-term effects on stakeholders. We use the "theory of change" model as a basis for evaluating how the efforts of each holding or prospective investment are delivering impact through the measurement of achieved outcomes.

We scrutinize each candidate against the following theory of change criteria to help us clearly identify the positive impact thesis for each:

- **Input** — Financial, human, or material resources a company puts in its business operations
- **Output** — Products or services that result from a company's business activities
- **Outcome** — Short- to medium-term effect on stakeholders attributable to a company's products or services
- **Impact** — Long-term effect on the planet or society caused by a company's products or services

See Case Studies for examples of the impact journey.

**United Nations Sustainable Development Goals (SDGs):** The UN Sustainable Development Goals encompass 17 goals to end poverty, protect the planet, and ensure prosperity. Each of the goals has specific targets to be reached between 2015 and 2030 and corresponding regulatory guidelines. While the SDGs are a tool for countries, and not corporations, they serve as a useful framework for identifying the world's pressure points. As such, investors have adopted the framework to understand how companies are impacting their various nonfinancial stakeholders.

The T. Rowe Price Global Impact reporting framework incorporates the SDGs as they are a recognized and accepted tool that helps the asset management industry form a common language around sustainability.

## T. Rowe Price Global Impact Equity Fund

### Objective

The Fund's investment objective is to have a positive impact on the environment and society by investing primarily in sustainable investments, where the companies' current or future business activities are expected to generate a positive impact whilst at the same time seeking to increase the value of its shares, over the long term, through growth in the value of its investments.

### Risks

**General Portfolio Risks, see PDS for full details**

#### Sustainability Risk

Due to environmental changes, shifting societal views, and an evolving regulatory landscape related to sustainability issues, the earnings and/or profitability of investments that a fund is invested in may be impacted. There is also a risk that the companies identified through the investment process may fail to meet their own sustainability objectives or have different sustainability characteristics over time, which may result in the fund selling a security when it might be otherwise advantageous for the fund to continue to hold it.

Funds that have a sustainability objective or that seek to sustainability characteristics may not or only partially succeed in achieving such objective or characteristics.

The concepts of "sustainable investing" and "impact investing" may vary across countries and according to an investor's beliefs and values. There is no guarantee that these concepts will be aligned with the definitions given by the regulations applicable to the fund and by the investment manager.

Moreover, the investment manager's security selection criteria and investment judgment may not reflect the beliefs or values of any particular investor.

To the extent T. Rowe Price references third party research and analytics in conducting its proprietary analysis, there is no guarantee that the data will be accurate, complete or up to date.

These risks may vary over time as laws, regulations and industry norms continue to evolve.

#### ESG risk

ESG related event(s) or condition(s) may occur which could have a material negative impact on the value of an investment and performance of the fund.

Due to the variety of ways to identify and incorporate ESG factors into the investment process, as well as the lack of available, reliable and/or historical data on which to evaluate these factors, the assessment of ESG factors as part of the investment process may not be applied uniformly across funds or strategies. As a result, the fund's approach to incorporating ESG factors into its investment process may cause the fund to perform differently from a fund that uses a different methodology to identify and/or incorporate ESG factors or a fund that focuses solely on financial metrics.

For certain types of investments including, but not limited to, cash, currency positions and particular types of derivatives, an analysis of ESG factors may not be relevant, or may not be possible due to a lack of data.

To the extent T. Rowe Price references third party research and analytics in conducting its proprietary analysis, there is no guarantee that the data will be accurate, complete or up to date.

These risks may vary over time as laws, regulations and industry norms continue to evolve.

#### Active management risk

Typically, the Investment Manager actively seeks attractive securities to invest in, rather than investing in a predetermined basket of securities, such as a basket of securities that reflects an index. Consequently, as the Fund does not fully replicate the securities by reference to which the benchmark index is calculated, the Fund may underperform relative to its stated benchmark.

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#### **Additional Disclosures**

Company-specific data were provided by the company during an ESG engagement or are available through company reports. Information presented has been obtained or derived from sources believed to be reliable and current; however, we cannot guarantee the sources' accuracy or completeness.

Holdings shown are for illustrative purposes only and are subject to change without notice.

The specific securities identified and described do not represent all of the securities purchased, sold, or recommended for the T. Rowe Price clients, and no assumptions should be made that investments in the securities identified and discussed were or will be profitable. T. Rowe Price may have ongoing business and/or client relationships with the companies mentioned in this report.

The use of impact key performance indicators is not intended to provide a forward-looking view on the likely performance of each issuer held in the portfolio. Instead, it is intended to document how we will assess the positive additional impact that each issuer's economic activities are having on the real world. For example, we would note that increasing revenue streams from sustainable economic activities does not necessarily equate to increasing profits, nor does it necessarily equate to positive share price performance. Our investment analysis will also focus on the profitability and perceived value of each issuer and their sustainable initiatives, but this does not form part of the impact KPI.

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## INVEST WITH CONFIDENCE™

T. Rowe Price identifies and actively invests in opportunities to help people thrive in an evolving world, bringing our dynamic perspective and meaningful partnership to clients so they can feel more confident.

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