

Student Debt Management

Impactful tools to help balance paying with saving

Removing retirement barriers

T. Rowe Price is working with SoFi, an online, digital financial platform, to support employees' efforts to pay down debt so that they can prioritize saving for the future.



Wellness today so that they can save for tomorrow

With \$1.77T total student loan debt in the U.S.,¹ many employees are facing a tall financial hurdle when saving for their retirement. That barrier can make them less likely to participate in their 401(k) plans,² but our student debt management resources can help them take control of their money today—so they can look ahead to tomorrow. This powerful offering combines our proprietary retirement tools with solutions offered by SoFi to help effectively address employees' broad and evolving needs.

78%
of employees who are paying down student loans can't save as much for retirement as they would like to due to their debt obligations²



Student Debt Education
Educational resources and an interactive calculator embedded in our core financial wellness experience



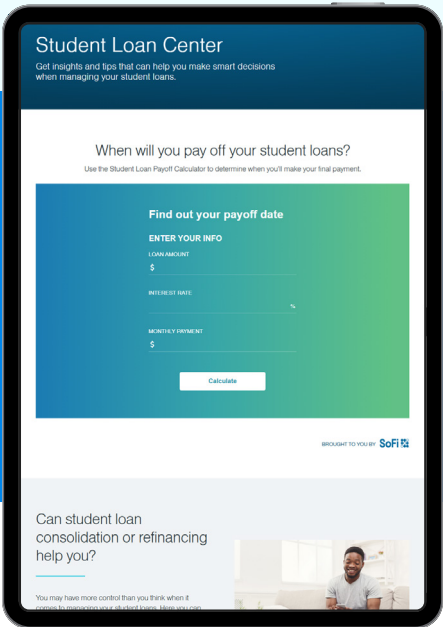
SoFi Contribution Program Services³
Employer contributions to student loan accounts⁴



Premium SoFi Tools³
Customizable dashboard*, student loan debt navigator tool, 529 savings tool, and live financial counseling
*Some services may be accessible through the "Your Benefits" section of the dashboard.



Student Loan Matching Service⁵
Option for employers to match employees' student loan payments, placing the amount in their retirement plan accounts—even if they aren't contributing



Attract and retain top talent

9 out of 10 employees would be more likely to stay with their employer long-term if they matched student loan payments with retirement contributions¹

Ready to learn more?
Contact your T. Rowe Price representative.

¹Board of Governors of the Federal Reserve System (US) via FRED®. Q4 2024. fred.stlouisfed.org/series/SLOAS.
²SoFi at Work's The Future of Workplace Financial Well-Being: 2024 Employer & Employee Perspectives was conducted by CITE Research, which polled 1,500 HR leaders and employees ages 18–70 between September 28, 2023, and October 13, 2023.
³SoFi at Work's Benefits Dashboard (i.e., Student Loan Debt Navigator and 529 Savings Tool), live financial counseling services, and Employer Contribution Program services are optional services provided by SoFi pursuant to a contract with SoFi for an additional fee. Terms apply. See www.sofi.com/sofi-at-work for full terms & conditions.
⁴As with all matters of this nature, please consult your own tax professional regarding the federal income tax consequences associated with these programs.
⁵T. Rowe Price has developed a process, consistent with the SECURE 2.0 Act, requiring that participants to self-certify that they have made repayments toward qualified education loans (and the amounts of such repayments). Alternatively, plan sponsors can contract with SoFi for an additional fee to collect participant self-certifications and information through Plaid that confirms repayment details.

Student Loan Payment Information: Certain employers engage SoFi to assist employees in identifying the amount of payments made to a student loan account so that the employer may use this information in its benefits plan. If an employer requests that employees use SoFi for this purpose, employees agree to the following terms:

- Employees will be asked to connect their loan account so that SoFi may obtain information about their payments to share with their employer.
- When employees use SoFi to connect an external loan account, they agree to the terms set forth above in Connected Accounts.
- Employees give SoFi permission to share with their employer information from the account including the amounts and timing of their payments to the account.
- If employees connect an external account for purposes of sharing student loan information with their employer, they attest and certify the connected loan is a qualified student loan account used for educational purposes.

Products available from SoFi on the Dashboard may vary depending on employer preferences. Advisory tools and services are offered through SoFi Wealth LLC, an SEC-registered investment adviser. 234 1st Street San Francisco, CA 94105. SoFi Student Loan Refinance Loans, Personal Loans, Private Student Loans, and Mortgage Loans are originated through SoFi Bank, N.A., NMLS #696891 (Member FDIC), (HYPERLINK "http://www.nmlsconsumeraccess.org" www.nmlsconsumeraccess.org [nmlsconsumeraccess.org]). The 529 Savings and Selection Tool is provided by SoFi Wealth LLC, an SEC-registered investment adviser. For additional product-specific legal and licensing information, see SoFi.com/legal [sofi.com]. 2750 E. Cottonwood Parkway #300 Cottonwood Heights, UT 84121. ©2025 Social Finance, LLC. All rights reserved. Information as of June 2025 and is subject to change.

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