



2021 ESG CORPORATE SUMMARY

Corporate ESG at T. Rowe Price

Our 2021 Environmental, Social, and Governance (ESG) Corporate Summary offers an overview of activities in the 2021 calendar year and our targets moving forward. Additional information, including our 2021 ESG Corporate Report, can be found [here](#).

All data points within this report are as of December 31, 2021, unless otherwise noted.

A Look Back

ENVIRONMENTAL

Met our goal to reduce greenhouse gas (GHG) emissions 13% in advance of the 2025 deadline, compared with our 2010 baseline.

Remained on track to reduce the waste sent to landfills and incinerators by 92% by 2025 compared with 2010 baseline.

Began offsetting greenhouse gas emissions generated from business travel.

SOCIAL

66% of new hires were either female or ethnically diverse.

83% of our workforce feels a sense of belonging.

Total firm giving to our communities was USD 35.2 million.

GOVERNANCE

Managed USD 95 billion in assets in socially responsible accounts.¹

Engaged with investee companies on 788 separate occasions on ESG topics.

Joined the Net Zero Asset Managers initiative to support the goal of net zero greenhouse gas emissions by 2050 or sooner.

¹ Data as of 12/31/2021. Socially responsible investment accounts include accounts that apply screens to avoid specific companies or sectors associated with one or more objectionable activities as determined by the client. Not all accounts apply the same screens. Total assets under management in socially responsible investments are unaudited estimates and may vary due to currency fluctuations.

Recognition²

² Bloomberg Gender-Equality Index 2022: T. Rowe Price participated in the Bloomberg GEI for the first time during the 2022 cycle. The GEI is a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting. T. Rowe Price obtained an overall GEI score of 60.35 out of 100 (68.58 for Disclosure and 72.5 for Data Excellence). Barron's Most Sustainable Companies 2022: T. Rowe Price ranked 14th on Barron's Top 100 Most Sustainable Companies of 2022 list for a second consecutive year. The firm earned the second-highest score among financial services companies. The list is developed by evaluating the largest 1,000 companies in the U.S., based on market value, and scoring them on 230 ESG performance indicators. Reprinted with permission of Barron's. 2022 Best Places to Work for LGBTQ+ Equality: For the sixth consecutive year, T. Rowe Price received a perfect score of 100 on the Human Rights Campaign Foundation's 2022 CEI, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. 2022 BEST PLACE TO WORK FOR LGBTQ+ EQUALITY by Human Rights Campaign Foundation 100% Corporate Equality Index®.

Our Path Forward

ENVIRONMENTAL

Phase out all single-use plastics from our facilities, with the goal of eliminating all single-use plastics by year-end 2025.

Achieve zero waste at a real estate portfolio level by year-end 2025.

Pursue the environmental certification of at least 60% of our global real estate by 2025.

SOCIAL

By 2025, increase the diversity of our global workforce to 46% women and the diversity of our U.S. workforce to 19% underrepresented minorities.³

Aim to spend USD 50 million with diverse-owned and small disadvantage-owned businesses in the U.S. by 2025 annually.

GOVERNANCE

Work with clients who are interested in net zero emission goals for their portfolios to develop a decarbonization plan.

³ Underrepresented minorities includes Black, Hispanic, and/or Native Americans.

Frameworks We Support

We are pleased with what has been achieved and recognize a global urgency to accelerate progress. The ongoing recovery from the COVID-19 pandemic and learnings from COP26 have underscored the need for improved sustainability practices.

Rob Sharps, CEO and President, T. Rowe Price

Additional information on T. Rowe Price's ESG-related programs and policies, and our commitment to our clients, associates, and communities is available in the following sections and on the [T. Rowe Price corporate website](#).