

Environmental **IMPACT**

The long-term sustainability of our business requires thoughtful, disciplined environmental practices. Our approach, guided by the Environmental Sustainability Committee, balances the evolving operations of a global business with continuous improvement of our environmental management practices to reduce our impact on the planet.



Actively Improving Our Environmental Performance

We have invested in new tools to help expand our environmental management capabilities, including our ability to measure and report progress, such as Planon, a software application to track progress, and Deck Monitoring, a cloud-based measuring and reporting tool for our solar panel production. Our associates are a critical part of our efforts to reduce waste, increase recycling, and establish more sustainable work environments.

Download our [Environmental Sustainability Policy](#) to learn more about our commitment to making a positive impact on the environment.



Carbon Disclosure Project

We have participated in the Carbon Disclosure Project (CDP) since 2005. In 2016, we received a B CDP score, and a C in 2017.



Awards + Rankings

- > Awarded BREEAM Certification for Toronto Office in 2016
- > Awarded LEED Gold Certification for Hong Kong Office in 2016
- > Newsweek Green Ranking—171 out of 500



Greenhouse Gas Emissions

Between 2010 and 2016

- 4 %
emissions

+ 51 %
in associate population

- 31 %
emissions per associate

MANAGING GREENHOUSE GAS EMISSIONS

Our greenhouse gas (GHG) calculations are based on the World Resources Institute/World Business Council for Sustainable Development Corporate GHG Protocol, the industry standard for GHG accounting and reporting. We engaged ICF International, a third-party professional services firm with expertise in carbon measurement and reporting, to calculate GHG emissions inventory and comparisons. Cventure, another third-party firm, verified the quality and totality of GHG inventory data.

Greenhouse Gas Emissions

Scope*	2010	2011	2012	2013	2014	2015	2016	% Change 2010–2016	Unit
Total Scope 1, 2, + 3 Emissions	43,172	43,631	37,554	40,458	42,005	43,519	41,561	-4%	MT CO ₂ e
Scope 1, 2, + 3 Emissions per Associate	8.9	8.2	7.1	6.7	6.6	6.4	6.1	-31%	MT CO ₂ e/ Associate
Scope 1, 2, + 3 Emissions per Sq Foot	19.2	19.0	16.4	17.6	18.5	19.0	18.0	-6%	MT CO ₂ e/ Thou. SF
Scope 1, 2, + 3 Emissions per Revenue	18.2	15.9	12.4	11.6	10.5	10.4	9.8	-46%	MT CO ₂ e/ MUSD

***Scope definitions:**
Scope 1 emissions are the result of GHGs emitted on T. Rowe Price sites, either from directly burning fossil fuels in the buildings or on-site vehicles or from chemicals used in the buildings' ventilation and air conditioning equipment. Scope 2 emissions are the result of energy that T. Rowe Price purchases, but is generated elsewhere, such as electricity. Scope 3 emissions are indirect emissions from sources that are not owned or controlled by T. Rowe Price, but are related to business activities, such as employee travel.



DESIGNING ENVIRONMENTALLY FRIENDLY WORKPLACES

The Leadership in Energy and Environmental Design (LEED) building rating system is designed to promote sustainable construction and renovation practices. Our goal is to obtain LEED certification or other industry-leading certifications, such as Building Research Establishment Environmental Assessment Method (BREEAM), for all new construction and major renovation projects. In 2016, 40% of our footprint achieved sustainable certification, with 727,302 total square feet. We expect to achieve additional certifications with ongoing renovation and expansion work as our business requires.

REDUCING WASTE AND INCREASING RECYCLING

Since 2010, we have made significant progress in reducing waste and increasing recycling through the following initiatives:

- > Streamlining recycling in 98% of our offices worldwide
- > Extending composting across our owned U.S. facilities
- > Expanding energy recovery programs, which divert waste from landfills to generate energy



USING RENEWABLE ENERGY TO POWER OUR CORPORATE CAMPUS

In 2016, our Owings Mills campus began generating electricity using more than 7,000 solar panels, producing more than 2 million kWh of electricity and avoiding more than 934 MT CO₂e equivalent to:



CO₂ emissions from 178 homes' energy use for one year

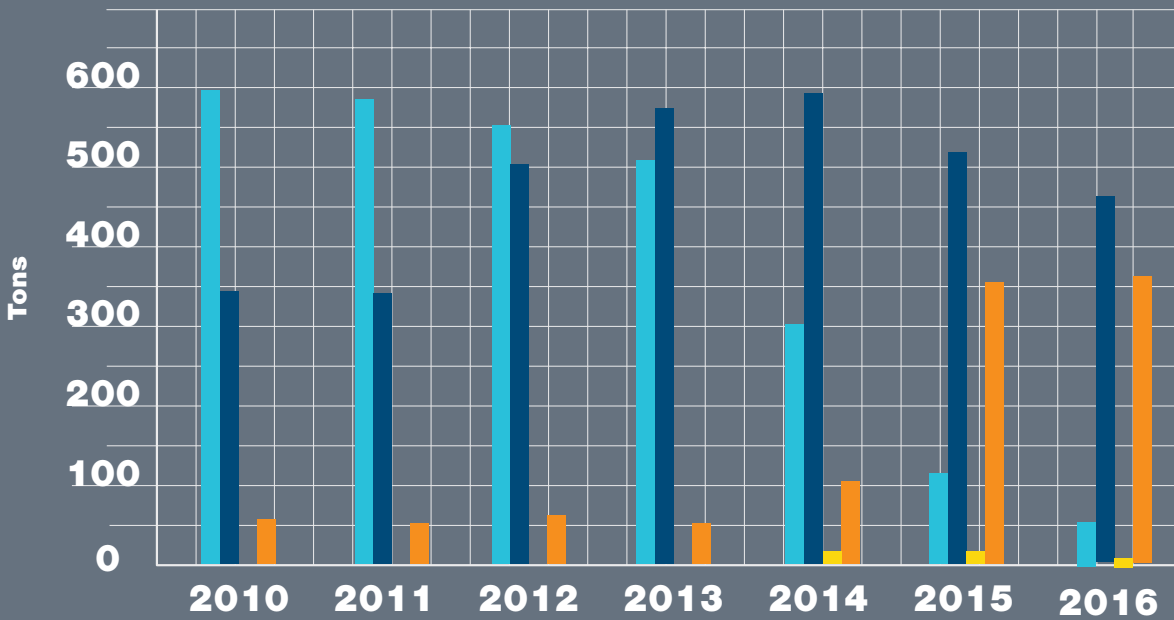


GHG emissions from 357 passenger vehicles driven for one year



Carbon sequestered by 43,743 tree seedlings grown for 10 years

Waste Management Performance, 2010–2016



Landfill Waste
% Change ('14-'16) -80%
% Change ('10-'16) -90%

Recycling
% Change ('14-'16) -22%
% Change ('10-'16) +35%

Composting
% Change ('14-'16) -23%

Energy Recovery
% Change ('14-'16) +227%
% Change ('10-'16) +467%

ENGAGING ASSOCIATES
TO CULTIVATE
SUSTAINABLE BEHAVIORS

All of our major global locations have associate-led sustainability teams that identify opportunities to engage associates in activities to foster a more sustainable workplace, develop recommendations, and implement ideas on site.

“I have always been passionate about the environment and sustainability, so joining the Maryland sustainability team was an exciting opportunity for me to make an impact. Some of my favorite projects are our associate garden, on-site community supported agriculture program, and Earth Day activities. We are also thinking about how to promote waste reduction on our campuses and in the Baltimore community.”

MAVIS FERNANDES

Co-lead of Maryland Sustainability Team,
T. Rowe Price



Growing Fresh Produce
for the Community

One example of a sustainability team-led initiative is the gardens at our corporate campuses in Maryland and Colorado. Associate volunteers plant, water, weed, and harvest produce throughout the growing season and donate to local organizations that distribute garden-fresh produce to those in need. In 2016, the gardens produced more than 180 pounds of fresh fruits and vegetables to help fight hunger in these communities.



Raising Oysters for
a Healthy Harbor

The oyster population, a vital part of the local Chesapeake Bay ecosystem, has been decimated by pollution, over-harvesting, and disease. To combat this problem, T. Rowe Price was a founding corporate partner of the Great Baltimore Oyster Partnership in 2013. T. Rowe Price's associates worked toward growing and planting 5 million oysters in Baltimore's Patapsco River by 2020. In 2016, associates released nearly 24,000 young oysters at a sanctuary near Fort Carroll in the Patapsco River. The T. Rowe Price Foundation also donated \$15,000 to the Waterfront Partnership, specifically to support the Oyster Partnership and volunteer efforts of the firm's associates.



Preserving Waterways

In 2016, the Colorado Springs Sustainability team worked with the City of Colorado Springs to officially adopt a creek along the Cottonwood Creek trail near the firm's campus. The program protects and improves the water quality of the community and preserves the environment by keeping trails and waterways clean.



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