



COMMUNITY

We invest in positive change throughout our communities and support the compassion and commitment of our many associates who give and serve.

A CULTURE OF DIFFERENCE-MAKERS

At T. Rowe Price, we're more than an investment firm—we're volunteers, donors, educators, grant-makers, and environmentalists.

T. Rowe Price encourages associates to donate their time and resources to support the causes they are passionate about.

We provide paid volunteer workdays, offer volunteer rewards, sponsor associates' favorite nonprofit events, offer pro bono volunteer opportunities, and support board service.

MATCHING GIFTS

In addition, T. Rowe Price amplifies the impact of our associates' financial support through the Global Matching Gift Program, which can double the impact of associate donations. This program also encourages volunteer service by awarding grants to organizations our associates support.

These contributions are instrumental to our collective impact.

ASSOCIATE IMPACT IN 2018

- \$13.1M through workplace giving
- More than 40,000 volunteer hours
- More than 350 associates served on nonprofit boards

T. ROWE PRICE MATCHING OF ASSOCIATES' CHARITABLE GIFTS

Total matched per year:

- 2014 – \$4.4M
- 2015 – \$5.2M
- 2016 – \$6.2M
- 2017 – \$5.8 M
- 2018 – \$6.3M

I participated in the TutorMate program, which allowed me to tutor a first grade student once a week virtually from my desk at work. I thought I knew what to expect going into the program, but I was blown away by the experience. It was so much fun and enabled me to have a direct impact by helping my student learn to read at grade level. I'm so proud of my student. The memories of this will stay with me for a very long time to come.

– Steve Bradford | Infrastructure Operations Analyst



PARTNERING FOR SOCIAL GOOD AND ENHANCING COMMUNITY LIFE

For more than three decades, the T. Rowe Price Foundation has supported the communities where our associates live and work and beyond. With \$121 million in direct grants and matching contributions since 1981, the Foundation provides support that can serve as DNA changers for communities.

CAPACITY BUILDING

ANNUAL SUMMIT: Each year, the Foundation surveys local organizations about their challenges and needs and then uses that feedback to plan a yearlong calendar of capacity-building events, including an annual summit. For 2018, the focus of the large-scale summit was on evaluation. The goal was to shift the understanding of evaluation to focus on organizational and programmatic improvement, as well as homing in on evaluation measures that most closely align with each organization's mission and vision. The symposium featured speakers from the Urban Institute and the Center for Evaluation Innovation and a nationally recognized spokesperson for social impact measurement.

DESIGNFEST: In partnership with Maryland Institute College of Art, the Foundation launched DesignFest, a 10-hour event bringing together design teams and nonprofit organizations. During this event, teams of professional and student designers

utilized design-thinking skills and expertise to create actionable branding solutions for Baltimore nonprofits.

While the designers work, the participating organizations attend training sessions and collaborative learning experiences with other nonprofits.

RAISING RACE-CONSCIOUS CHILDREN: Recognizing that when race isn't discussed, children are left to draw their own conclusions about what "different" means, the T. Rowe Price Foundation hosted two capacity-building workshops for teachers and families on "Raising Race Conscious Children". The two events were attended by more than 100 community members.

ONE BOOK BALTIMORE

The T. Rowe Price Foundation spearheaded a public-private partnership with more than 10 Baltimore organizations—including Baltimore Ceasefire, Baltimore City Public Schools, and Enoch Pratt Free Library—to launch One Book Baltimore. The initiative helped promote citywide conversations about racial equity, peace, and anti-violence and aimed to engage community members in a meaningful, open dialogue about their experiences so that they may ultimately see a new path for themselves. The book selected was "Dear Martin" by Nic Stone. Free copies of the book were given to all Baltimore City Public School seventh and eighth grade students, and partner organizations created numerous in- and out-of-school opportunities for students and community members to discuss the book.

Regarding her book being a part of the initiative, author Nic Stone said, "To know that children—and adults—across the city of Baltimore will be reading and engaging with "Dear Martin" is an honor beyond measure. It is my deepest hope that slipping into [the main character's] shoes will open eyes and minds in a way that will move the world we inhabit a bit closer to that of Dr. King's dream."



Author Nic Stone speaks at One Book Baltimore.





Associates in Colorado Springs collected 84,000 pounds of food to celebrate the location's 20th anniversary.

FEEDING THE NEED FOR HUNGER RELIEF

T. Rowe Price is committed to supporting global hunger relief with food collection and distribution initiatives in every city where we have an office—partnering with local food banks and nonprofit organizations around the world. Some examples include:

SINGAPORE

In December 2018, associate volunteers donated their time to the Groceries for Families program, which involved packing and distributing food items for low-income families throughout Singapore. Associates also volunteer with Dignity Kitchen, Singapore's first social enterprise food court. There, disabled and other marginalized people prepare and serve treats such as dim sum and baked goods for elderly lunchtime guests.

LONDON

T. Rowe Price worked with Newham Foodbank in London to coordinate special volunteer days to support hunger relief. During an event in November 2018, volunteers participated in a challenge to buy as many food items from a vital needs list as possible with an allotment of cash. Facilitated by the East London Business Alliance, the event helped to provide 1,913 emergency food supply items to people in crisis.

COLORADO SPRINGS

To mark the 20th anniversary of the Colorado Springs office, the firm sponsored a food drive with local partner Care and Share Food Bank. T. Rowe Price associates collected 84,000 pounds of food donations for the drive, filling a brand new T. Rowe Price-sponsored delivery truck.

SAN FRANCISCO

In order to support hunger relief in Northern California, T. Rowe Price maintains a partnership with the San Francisco-Marin Food Bank to ensure those in need have access to healthy, affordable nutrition. The flagship program, The Pantry Network, brings weekly farmers' market-style pantries directly into high-need neighborhoods at over 270 sites.

BALTIMORE

Upon recognizing the lack of access to nutritious and affordable food for citizens in parts of Baltimore, T. Rowe Price joined forces with local nonprofit No Boundaries Coalition to launch Fresh at the Avenue, a weekly produce stand at the Avenue Market. Prior to the T. Rowe Price Foundation's grant to No Boundaries Coalition, the availability ratio of alcohol to fresh produce was 10:1 in central West Baltimore and 16:1 in Sandtown, another neighborhood in West Baltimore. After the three-year grant concluded, the healthy food availability score in those neighborhoods more than doubled.





Students from Eden Girl's School in London attend a Career Day event on International Women's Day.

EMPOWERING STUDENTS ACROSS THE GLOBE

T. Rowe Price is committed to educating students about the skills needed to join the workforce and helping them develop financial capabilities.

In order to bridge school and workplace experiences, in 2018 T. Rowe Price held Career Day events for hundreds of high school students across the globe. Every event was customized to focus on the issues that resonated the most with each group. For instance, in London and Sydney, the events focused on female empowerment and self-confidence-building exercises, while events in Colorado Springs focused on resumé-writing and team-building activities. Some of the Baltimore events addressed the education crisis for boys in urban environments and incorporated the firm's Money Confident Kids program.

One student just told me that he's helping his mother with a household budget; she wants to buy a car and a new house. He volunteered that he knew how to budget and make wise spending decisions because of his visit at T. Rowe Price. Another boy's grandmother said she would buy a few shares of [a stock] just to introduce him to the financial markets.

– Jack Johnson Pannell, Jr. | Founder and executive director of Baltimore Collegiate School for Boys

