

2024 Sustainability Report Summary

Sustainability at T. Rowe Price

Our 2024 Sustainability Report Summary illustrates some of the key initiatives, policies, and metrics the firm has developed and implemented. Additional information can be found in our [2024 Sustainability Report](#).

All data points are as of December 31, 2024, unless otherwise noted.

How sustainability is embedded in our operations

Our Support for the UN’s Sustainable Development Goals

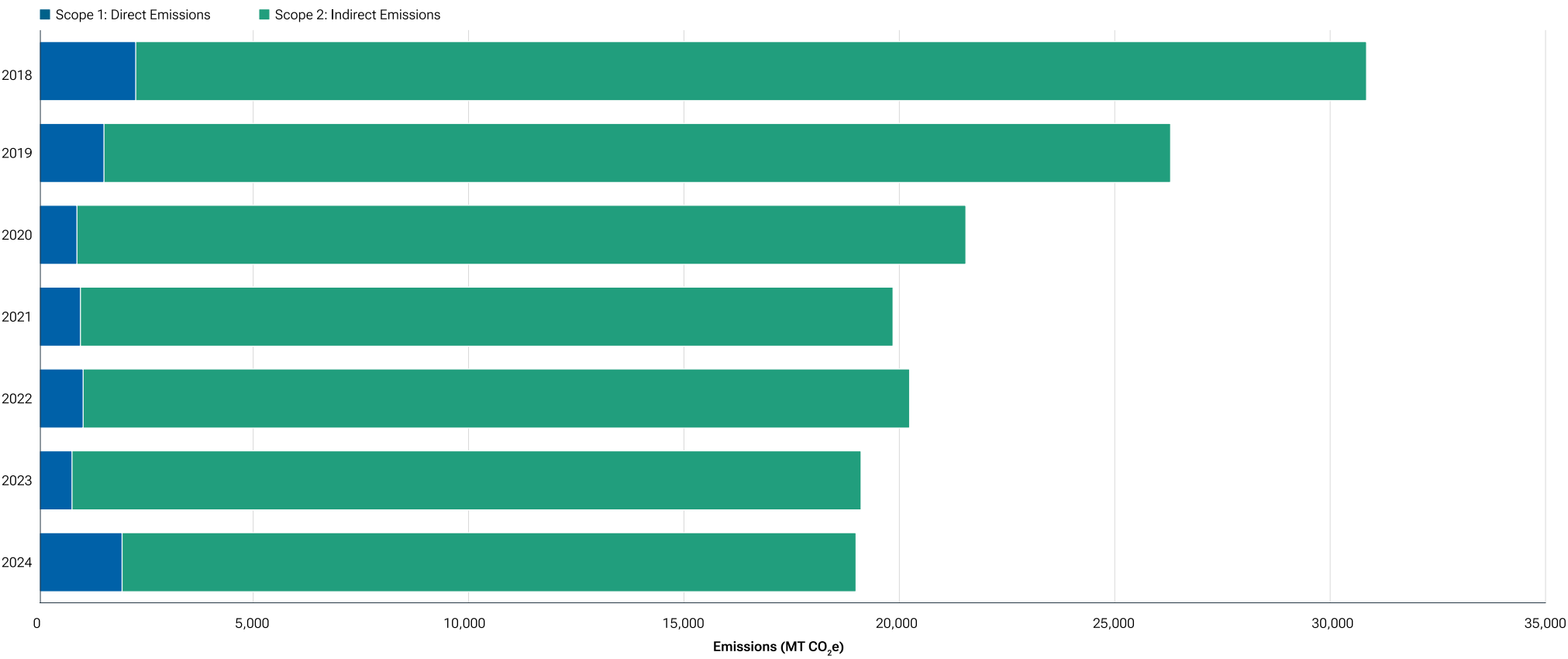
We look to global standard-setters to help define our sustainability priorities. In 2021, we became a signatory to the United Nations (UN) Global Compact. We continue to strengthen our efforts to advance the UN’s Sustainable Development Goals (SDGs).

Gender Equality (SDG5) We have global programs to support women’s participation in asset management and within leadership roles, including partnerships with Girls Are Investors and Future Females in Finance, as well as our internal business resource group, WAVE, and our Caregiver and Parental Transitional Support program.
Reduced Inequalities (SDG10) We have strategic partnerships with organizations, such as Management Leadership for Tomorrow and CNote, that aim to advance equal opportunity, in addition to our internal business resource groups.
Sustainable Cities and Communities (SDG11) We are working to achieve environmental certification for 60% of our global real estate by square foot by year-end 2025.
Climate Action (SDG13) We have set a goal to achieve net zero emissions from our facilities (Scope 1 and 2¹) by year-end 2040, with an interim goal to achieve a 75% reduction in greenhouse gas emissions by 2030 compared with our 2021 base year.

Source: [United Nations](#).
¹ Scope 1 refers to all direct emissions from owned or controlled sources. Scope 2 refers to indirect emissions from consumption of purchased electricity, heat, or steam.

Reducing our Operational Emissions

We have made progress decreasing our combined Scope 1 and 2 emissions in recent years, as we work toward our 2040 goal.



Addressing Plastic Pollution

We have developed a strategy to not only reduce our waste, but to improve its composition by reducing single-use plastics in our facilities. The risks to human health and harm to biodiversity, particularly marine ecosystems, from plastic pollution represents a growing global concern.



Some of the measures we have implemented to reduce plastic pollution include:

- Compostable serviceware at our Maryland and Colorado campuses (U.S.)
- Reusable dishware in our new London headquarters and in Frankfurt (Europe)
- In retail areas, we provide fountain beverages and have transitioned to aluminum and glass alternatives, incorporate bulk snack items, and snacks in recyclable or compostable packaging wherever possible.

Sustaining an Inclusive Culture

Business resource groups (BRGs) provide important perspectives that help shape our company culture, especially in recruitment, and retention. At the end of 2024, more than 55% of associates were members of at least one BRG.

Our BRGs Include:



@ T. Rowe Price

Advances equal opportunity for ethnically diverse talent.



@ T. Rowe Price

Advances equal opportunity for associates with varied abilities and broad spectrums of conditions.



@ T. Rowe Price

Advances equal opportunity for LGBTQ+ talent and allies.



@ T. Rowe Price

Advances equal opportunity for women at T. Rowe Price.



@ T. Rowe Price

Advances equal opportunity for military veterans, while honoring their strength, contributions, and experience.

2024 Community Investment Highlights

USD 20.6M Global Total Firm Giving
(associate-directed, philanthropic grants, corporate sponsorship funding)

USD 8.0M in donations made by associates

130 hours of pro bono consulting services provided by associates



40% of associate population donated or volunteered

910 nonprofit organizations, and 2,930 individuals participated in free educational nonprofit capacity building offerings

375 associates served on nonprofit Boards

34,090 volunteer hours (general and pro bono)

USD 6.2M grant dollars given

USD 4.9M in matching gifts

2,000+ nonprofits supported by the Matching Gift Program through associate-directed giving

USD 114M direct spending with small businesses

USD 13.1M in associate-directed giving

To Learn More

Additional information on T. Rowe Price’s Sustainability 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](#).

Corporate Responsibility

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