



Progress[®]
for Tomorrow

Corporate Social Responsibility

REPORT



Letter from Our President and CEO

Regardless of where people are in the world, we are connected. Technology makes this possible and it is part of what makes our industry so exciting. Yet this same connectedness imparts a duty to give back and speak up. As individuals and as a company, we must do our part to achieve positive change in our communities as well as in the world beyond.

There was no shortage of events this year that shocked the consciousness. From the war in Ukraine and economic aftermath of the pandemic, to the rise in antisemitism and hate crimes against the LGBTQ+ community, injustice cries for a response. I'm proud to say that Progress and our people have, time and again, answered the call. Our good works are detailed in this 2022 Corporate Social Responsibility (CSR) report.

In all, our employees volunteered countless hours, and Progress gave close to half a million dollars in donations, supplies, and more to over 130 organizations worldwide. We stood with the LGBTQ+ community, donated to support women in STEM and supported those impacted by natural disaster. In our company, we expanded our Employee Resource Groups (ERGs), held 55 training sessions on inclusivity to foster leadership and reduce bias, granted employees a one-time bonus to reduce the economic impact of inflation and advanced the work of our Earth Team to ensure a more sustainable future.

While world events of 2022 weigh heavy on our hearts, we push forward, knowing that every action Progressers take today will make for a brighter tomorrow. I could not be more proud to work alongside such passionate colleagues who are intent on making a difference.

This optimistic spirit underpins our vibrant culture. Because together, we know we can overcome every challenge.

Yogesh Gupta

President and Chief Executive Officer

Progress Software Corporation



About Progress. Est. 1981 | NASDAQ: PRGS | Headquartered in Burlington, Massachusetts, USA | Offices across North America, Europe, Latin America and Asia Pacific | 2,300 + employees

Table of Contents

2022 CSR Highlights / 4

Our People / 6

Our Global Community / 21

Our Planet / 33

Our ESG Approach / 40

2022 CSR Highlights



On the following page is a sampling of the amazing work accomplished when Progressers came together to support each other and our global community. We empowered employees with work/life flexibility, training and development and support for their mental, physical and financial health. We donated hundreds of thousands of dollars to a range of good causes and worked to make our offices more sustainable. In all, we have a lot to be proud of.





Our People

Expanded Employee Resource Groups (ERGs) to include ENABLE, supporting people with differing abilities.

Continued Progress' position as a "Best Employer," receiving new recognitions from leading organizations including Forbes, Inc. and The Boston Globe.

Hosted virtual inclusion & diversity trainings on topics such as inclusive hiring, psychological safety and recognizing unconscious bias.

Earned recognition from The Boston Club as one of only nine of the largest 100 publicly traded companies in Massachusetts with a "critical mass of women directors and executive officers."

Granted a one-time bonus of approximately one week's pay to employees, in part to offset growing concerns about market inflation.

Following the US Supreme Court's decision in Dobbs, we committed to reimbursing certain travel costs incurred by employees that needed to travel out of state for medical procedures.



Our Global Community

Progress gave close to half a million dollars in donations, supplies, volunteer hours and more to over 130 certified charitable organizations worldwide.

Expanded our Charitable Giving Sponsorship Program globally, donating to more than 40 causes nominated by Progressers worldwide.

Supported social and humanitarian causes around the globe, including the Ukraine humanitarian effort, LGBTQ+ rights, the fight against antisemitism, support for mass shooting victims and natural disaster relief.

Granted scholarships to an additional four women as part of our global Women in STEM Scholarship series.



Our Planet

Established programs including the "Small Sustainability Steps Challenge," offering monthly challenges for Progressers to better integrate sustainability into business practices.

Extended our carbon impact initiative by tracking company vehicle footprints, as well as the impact of our servers used in off-site data centers.

Advanced sustainability practices by discontinuing the purchase and usage of plastic cups and utensils across Progress offices.

Our People

People power Progress.
We wouldn't be anything
without them.



Highlights



88%

Employee retention in 2022.



78%

Engagement score in biannual employee survey (on par with top 25% New Tech vendors).*



30+

Awards honoring Progress and its people for leadership, inclusion and diversity, corporate social responsibility and as an all-around best employer.

Culture AMP, New Tech 2022*



Employee Population

Progress is a global organization with employees in over 30 countries.
As of the end of our FY'22 (November 30, 2022) our distribution is as follows:

Region:	# of Employees:	% of Global Employee Population:
---------	-----------------	----------------------------------

Americas	768	37%
----------	-----	-----

Asia Pacific	423	20%
--------------	-----	-----

Europe, Middle East and Africa	909	43%
--------------------------------	-----	-----

Gender Representation (Global):

Total % female representation in all Progress

31%

% of female representation in technical roles
(software development, technical support, IT)

24%

% of female representation in leadership roles
(Director and above)

27%

Ethnicity/Race Representation (US only):

% of people of color representation*

23%

% of people of color representation in technical roles
(software development, technical support, IT)*

32%

% of people of color representation in leadership roles
(Director and above)

15%

*Updated on 1/29/24 to correct an error in the data originally reported.

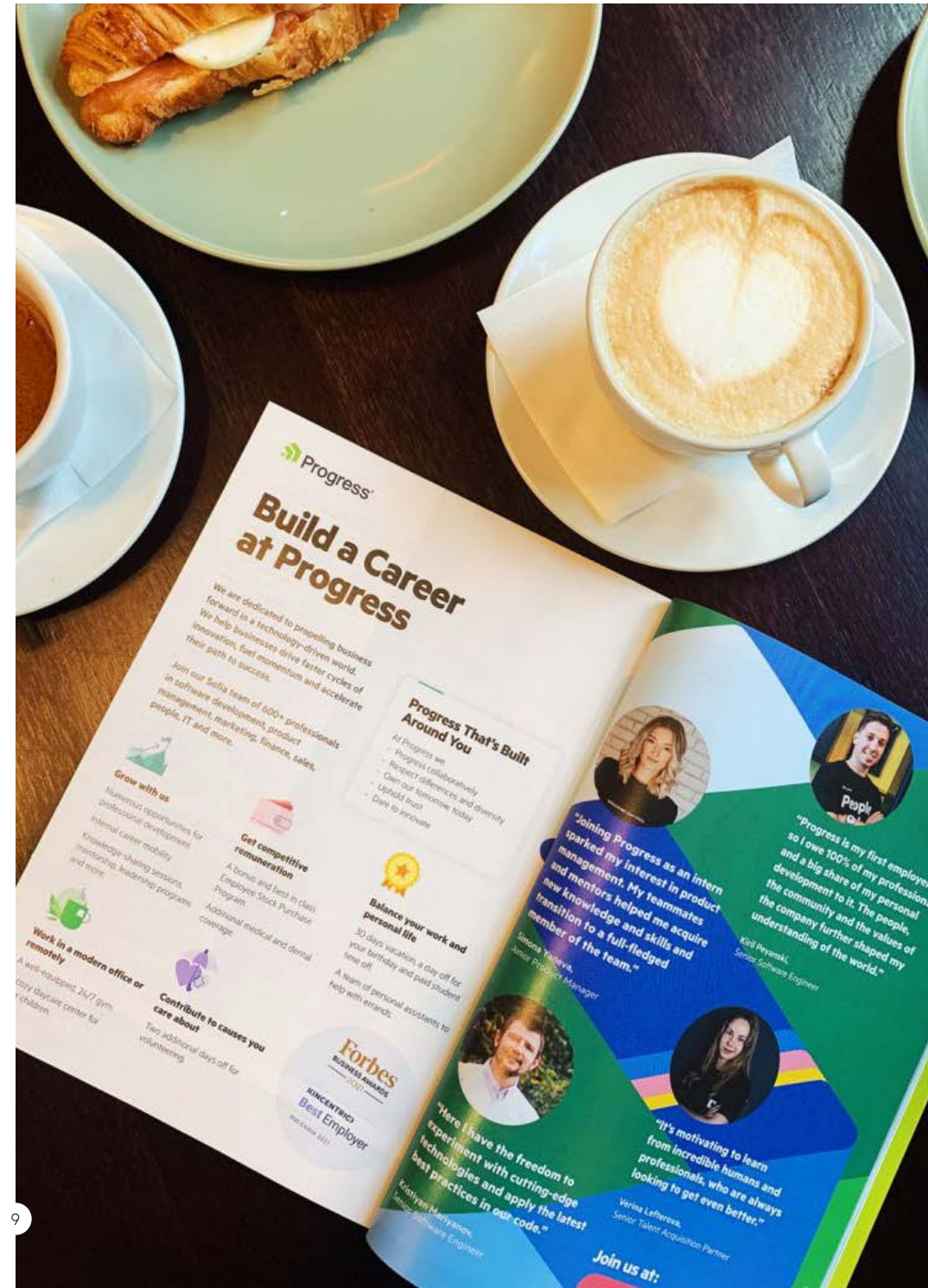
Building a People-Centric Culture

A successful people-centric culture requires a thoughtful investment in support services, including the provisioning of easily accessible development and learning opportunities and wellness programs that promote both physical and mental wellbeing.

We adopted an approach that gives our employees more flexibility to choose where to work. Depending on their role, this means that employees can choose to come to an office, work from home, or find the balance that best suits their needs.

“Progress is very people oriented, shows a lot of respect and has honest and genuine intentions for the wellbeing of its employees. Our leaders listen to what we have to say and act on it by striving for continuous improvement. The company provides flexibility and trust, and lastly, encourages collaboration amongst teams. Progress is a great place to work.”

Comment from Employee Survey, June 2022



Professional Development

In 2022, Progress launched new employee programs and expanded upon existing ones to help our people achieve their professional and personal goals. We continually strive to ensure a sense of inclusion and belonging across our diverse, global employee population.

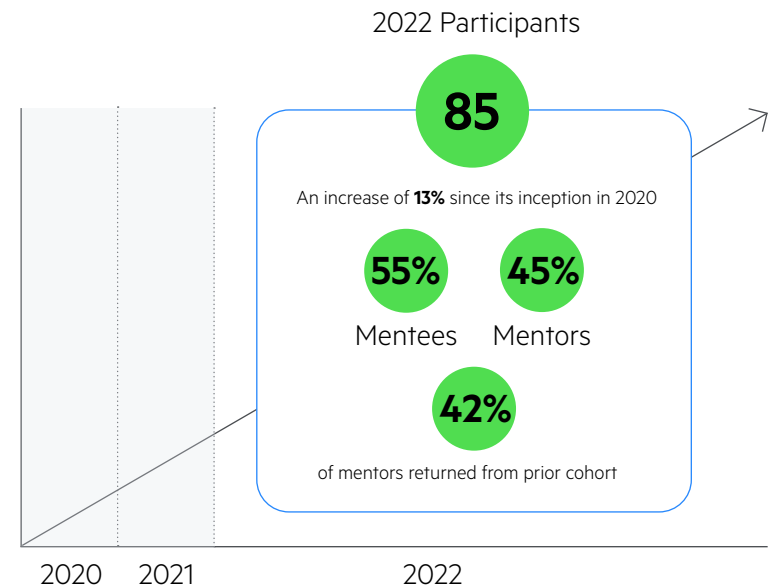
Team Enablement: We provide the right resources to enable our people to work how and when they want, while maintaining our strong company culture built over our 40+ year history. As such, Progress launched the Team Enablement Portal, a one-stop shop for a variety of practical toolkits and resources to help our people thrive and engage with each other in a hybrid work environment.

“The mentorship program team works hard to pair the right people together based on their objectives. I’ve now been in the program twice - first as a mentor and then as a mentee. As a mentor, I was in a great position to help a coworker with career development. As a mentee, I’ve had a chance to work with a senior leader on building my own career. The mentorship program is an incredible opportunity for personal and professional growth.”

Joelle Andrews, Product Marketing Manager



Mentorship Program: Now in its third year, Progress continued to offer and expand upon our popular mentorship program. It pairs mentors and mentees to learn from one another while exploring topics of interest, including leadership and management, technical skills, insights into business and communication skills.



Praise: Our internal recognition program enables every employee to easily and visibly recognize the achievements, contributions and milestones of their colleagues.

- **46%** of employees gave recognition to their colleagues
- **86%** of employees received Praise

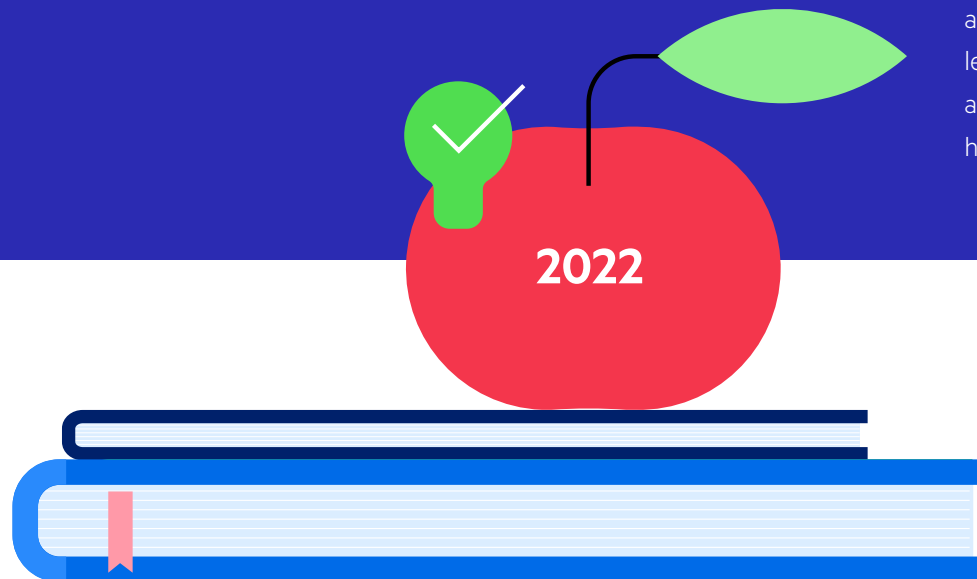
Inclusion Training: Progress held a series of 55 training programs that taught inclusive leadership, creating a safer workplace and eliminating bias. The training also enabled participants to develop the perspective needed to build meaningful relationships with each other, our customers and external stakeholders.

- **25** training programs with a total of 150 attendees
- **30** ERG-facilitated conversations

Learning Management System: Progress launched The Learning Hub, a platform which helps amplify our internal learning resources across the business. It helps employees find the right information in a quick and easy way and provides one centralized place for hosting and distributing content and courses.

Country Navigator: The tool that helps employees effectively work across cultures by learning more about the similarities and differences between them and their colleagues. We added a new catalog of resources this year which included cultural intelligence, collaborating across distance and working with hybrid teams.

LEAD: 2022 marked the fourth anniversary of Progress LEAD, the global manager development program. We welcomed over 70 new participants, each of whom focused on their ability to lead others and the organization. Participants included managers with various levels of experience (from five weeks to five years of experience) across the business and multiple geographies. 25 sessions were hosted in 2022.



Personal Care

With so much tension and conflict in the world, we continually seek ways to improve overall employee wellness, physically, mentally and financially. In 2022, we launched the on-demand Wellbeing Resource Hub, providing resources, event schedules, activities and more.



Mental Wellbeing

78 mental wellness sessions hosted globally. Topics included work/life balance, relationships, setting boundaries, mindfulness and managing conflict.

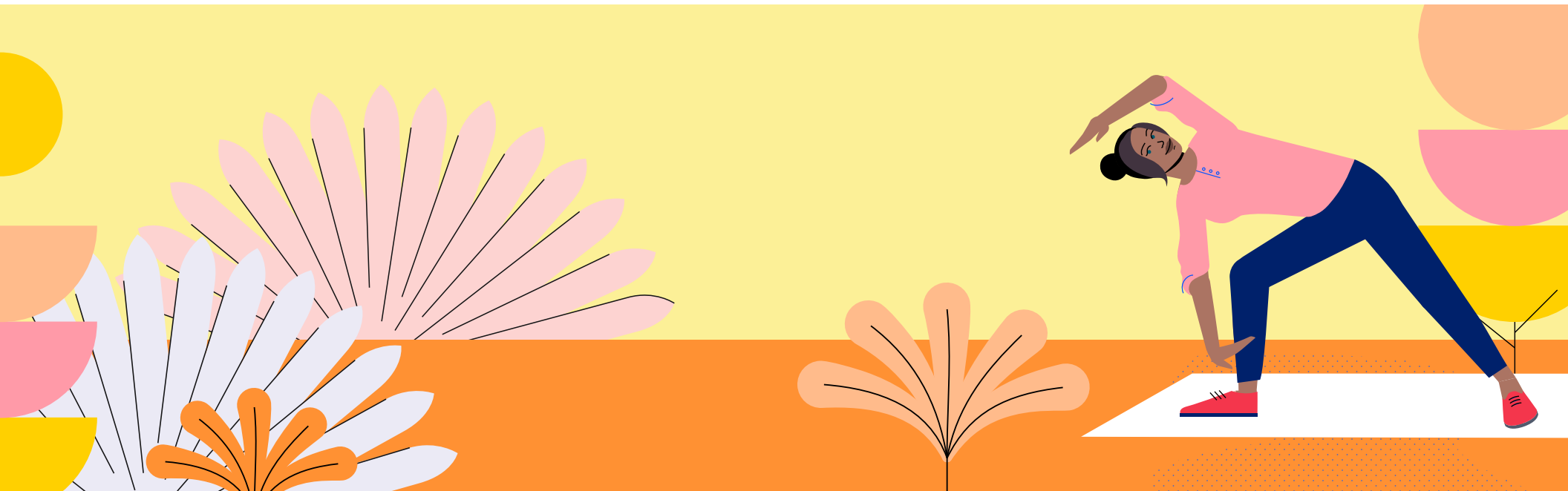
Individual counselling sessions were only held for EMEA employees, which offered practical counselling on topics ranging from handling stress and anxiety to avoiding burnout.

Regional and departmental team-building activities, including comedy shows, baseball game outings, charcuterie board making and participating in fundraising walks.

Mental Health Awareness Month celebrations, sharing three simple tips for supporting employee wellbeing.

Manager training on how to prevent and address burnout while maintaining an inclusive and supportive atmosphere.

Regional employee assistance programs that offer confidential support for employees across the globe.



Physical Wellbeing

Bicycle leasing opportunities
in The Netherlands.

Czechia employees engaged in a
month-long “Bike to Work” challenge.

Ergonomics awareness training
on a regular basis.

Ongoing opportunities to participate in
charitable walks and runs, including the
“Walk to the Moon” steps challenge and
the “Walk for Progress” team Jimmy Fund
Cancer Research walk.

Yoga sessions held globally on
International Yoga Day.

First aid certification courses for employees
to learn the principles of providing first aid,
including how to treat the most common
injuries for adults and children.

Nutrition classes on topics such as strategies
for healthy living and illuminating your brain
through optimal nutrition.

Financial Wellbeing

10 financial wellbeing sessions across
regions with an average attendance of
65 per session. Topics included balancing
financial goals, psychology of money and
preparing for retirement.

Inclusion and Belonging

Fostering Awareness, Respect and Inclusion in the Workplace

Progress initiated the following activities to promote, celebrate and educate our worldwide team about inclusive practices.

- Hosted an American Sign Language class with the People Team
- Amplified Black-owned businesses on our corporate social channels as part of a Black-owned Business Month campaign
- Organized a Listening Tour for employees to share their thoughts on inclusion and Progress' corporate culture
- Offered free subscriptions to Blinkist, the book summarizing subscription service
- Hosted I&D trainings through MindGym where each of the sessions focused on how an inclusive corporate culture can foster a feeling of belonging
- Made inclusive name changes to Burlington, MA conference rooms to celebrate diverse pioneers and leaders in tech
- Our Chief Inclusion and Diversity Officer, Shirley Knowles, strongly denounced the antisemitic rhetoric prevalent in the media in late 2022. This statement also included a reminder that all Progressers have access to wellbeing resources, should they need assistance. Progress also contributed to the Anti-Defamation League at the same time

“Attracting and retaining a diverse workforce requires embedding inclusivity into all our corporate best practices. That requires an intimate understanding of gender, ethnicity, religion, cultural norms, social status, skillset and other factors down to the regional level.”

Dr. Shirley Knowles, Chief Inclusion & Diversity Officer

Employee Resource Groups (ERGs)

Progress is proud to support seven ERGs. Each of these groups have actively engaged with Progressers to educate, share and support these communities and their allies.



Progress[®]
ASPIRE



Progress[®]
ENABLE



Progress[®]
Plus



Progress[®]
for Her



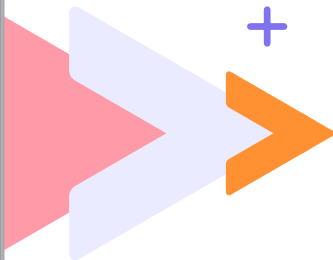
Blacks@
Progress[®]



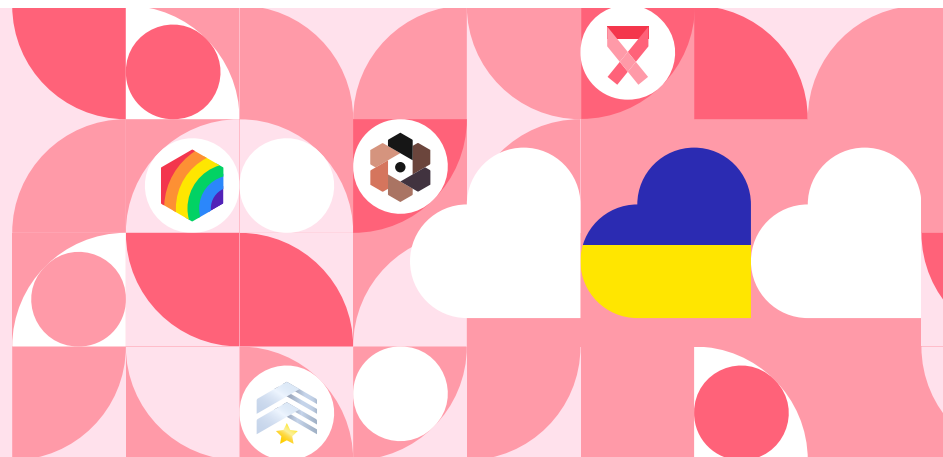
Unidos en
Progress[®]



Veterans@
Progress[®]



Progressers learn origami in celebration of Lunar New Year



ERG Community Contributions

All ERGs raised funds to donate to the UN World Food Program to support Ukraine war victims.

Plus leaders and Progress CIDO, Shirley Knowles, were invited to the British Ambassador's residence in Sofia, Bulgaria to celebrate sexual and gender diversity at the International Day Against Homophobia, Biphobia and Transphobia (IDAHOT).



Plus Leaders and CIDO, Shirley Knowles at the IDAHOT event

Blacks@Progress, ASPIRE and Unidos made donations to three organizations in response to the series of US mass shootings early in 2022. Organizations included the Buffalo 5/14 Survivors Fund (The National Center for Victims of Crime), Stop AAPI Hate and Sandy Hook Promise.

Veterans@Progress made Veteran's Day donations to three organizations that support the needs of former military members: Wounded Warriors, the Gary Sinise Foundation and Catch a Lift Fund.



ERG Community Contributions

Plus stood in support of the Club Q shooting victims in Colorado through an internal awareness statement, donation of funds and encouragement of Progress Plus allies to also make individual donations.

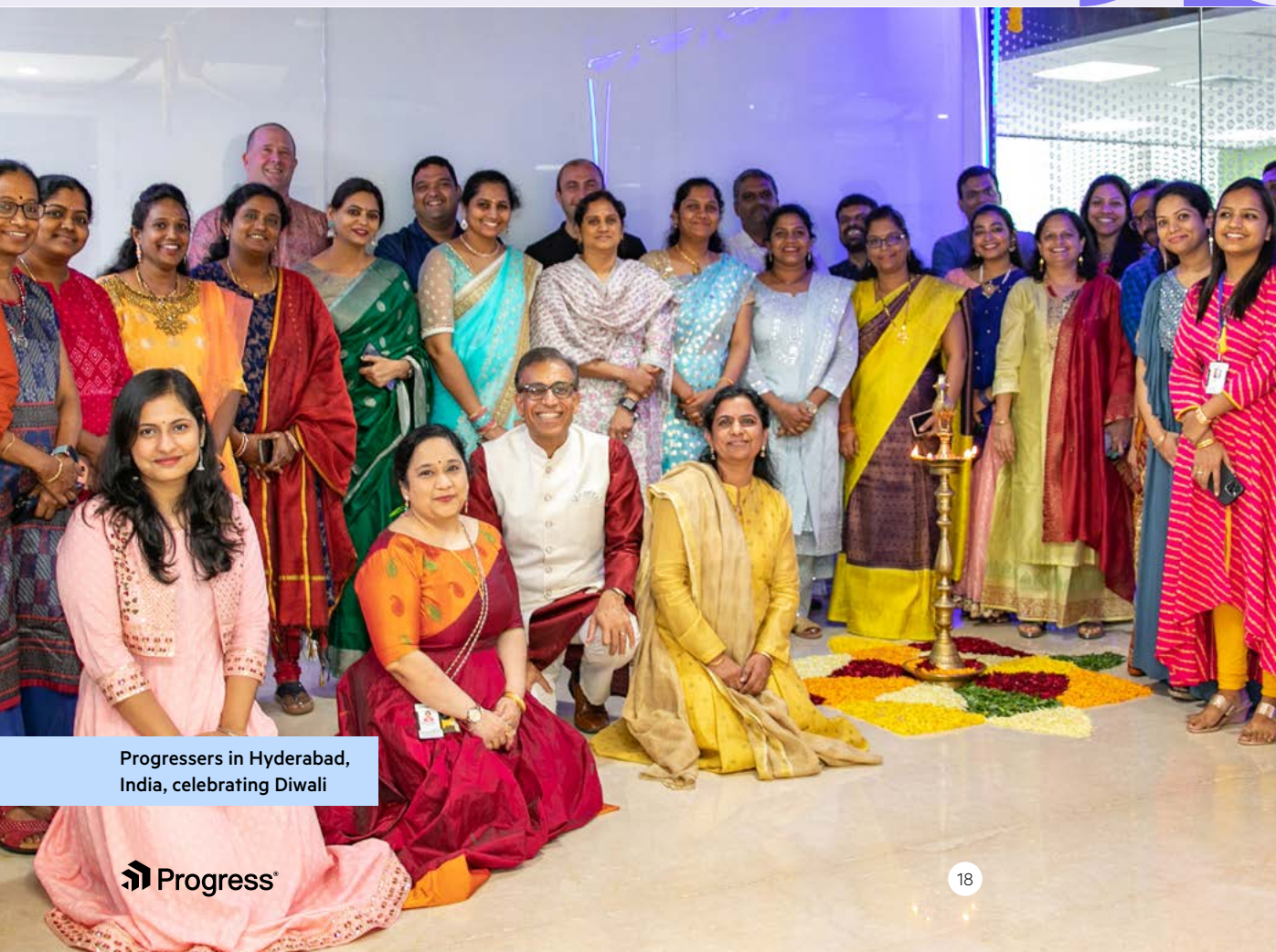
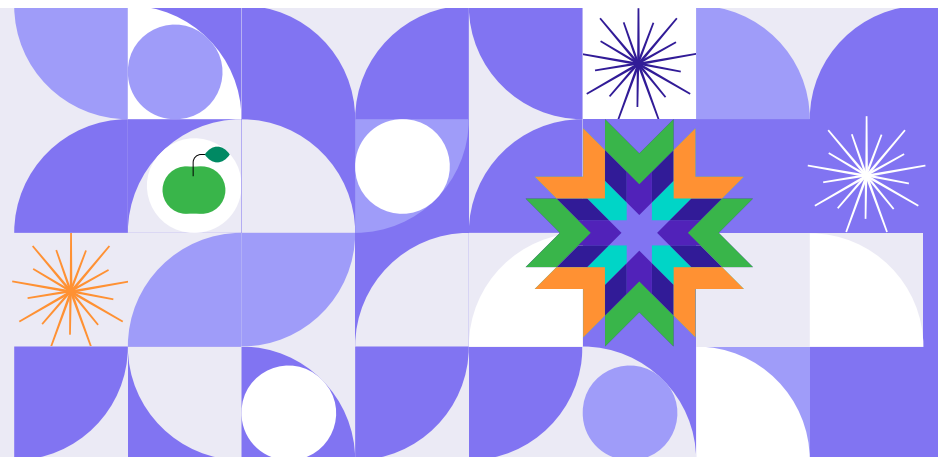
ENABLE and ASPIRE donated to GiftAble, an organization in India dedicated to empowering people with disabilities.

Unidos and Progress for Her donated to Taller Salud, a community-based organization dedicated to helping women and children, and to supporting those impacted by Hurricane Fiona in Puerto Rico.



Progressers in Burlington, MA Celebrating Ramadan

ERG Celebrations and Educational Events

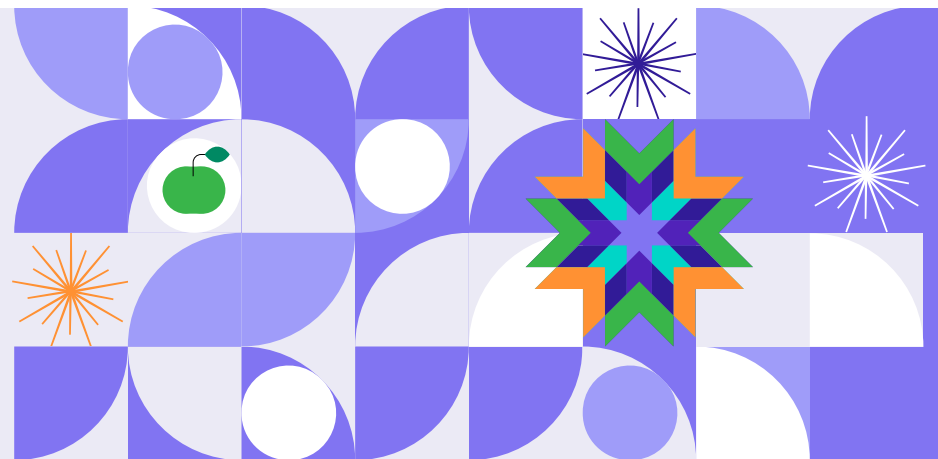


Progressers in Hyderabad, India, celebrating Diwali

ASPIRE hosted a Lunar New Year celebration where members learned to make Origami and discovered more about the history of the holiday. It also hosted Diwali celebrations in our Hyderabad and Bengaluru, India, Burlington, MA and Morrisville, NC offices.

Blacks@Progress celebrated Black History Month with a series of events including a talk by Dr. Tracy Kizer on “Solidarity: A Positive Sum Outcome,” made donations to the NAACP Legal Defense and Education Fund, hosted Black History trivia, cooking classes and more.

ERG Celebrations and Educational Events



Unidos hosted a Cinco de Mayo event where Progressers learned about the day's importance and engaged in traditional Mexican celebrations.

Progress for Her invited all Progressers to attend events honoring Women's History Month and celebrated International Women's Day.

Plus hosted our inaugural Pride Walk at the headquarters in Burlington, MA and raised funds for the Trevor Project, a nonprofit focused on suicide prevention among lesbian, gay, bisexual, transgender, queer and questioning youth.



Progressers participating in inaugural Progress Pride walk

ENABLE blogged about Autism Acceptance Month and National Disability Employment Awareness Month.

Blacks@Progress, ASPIRE and Unidos co-sponsored a session facilitated by Dr. Vanessa Hintz on the importance of equity, inclusion and allyship in the workplace.

Best Employer Awards



The Boston Globe's Top Places to Work List



Boston Business Journal's Best Place to Work List



Forbes America's Best Midsize Employers



INC's Best Workplaces List



Career Show's Top 100 Best Employers in Bulgaria



Employer of the Year - Computer Software

Our Global Community

From resources to time, we
worked to make a difference.



In 2022, Progress and its employees donated close to half a million dollars in donations, supplies, volunteer hours and more to over 130 certified charitable organizations worldwide, including:



AnitaB.org, addressing the holistic needs of women and non-binary technologists



Hope for Little Ones Foundation, providing a family-like home and individual loving care to babies and young children who are going through a family crisis



World Health Organization, dedicated to the wellbeing of all people and guided by science, championing global efforts to give everyone, everywhere an equal chance to live a healthy life



SOS Children's Villages, providing services in the areas of care, education and health for children at risk of losing, or who have lost, parental care



Swakshatra Trust, empowering persons with disabilities and the underserved through its diverse initiatives



World Vision, conducting relief, development and advocacy activities in its work with children, families and their communities



Americares, saving lives and improving health for people affected by poverty or disaster



Anti-Defamation League, seeking to stop the defamation of the Jewish people and to secure justice and fair treatment to all



Aster Foundation, supporting those in need with social initiatives that focus on healthcare, education, empowerment of women and upliftment of living standards in villages



BCause Foundation, encouraging people, organizations and communities to transform their lives, by developing the giving culture and social investment



Boston Scores, providing urban youth in grades K-12 with after-school soccer and enrichment programs



Desire Society, promoting the health, development and wellbeing of children living with HIV/AIDS



Food Bank of Central and Eastern NC, providing food for friends and neighbors facing hunger in 34 counties in central and eastern North Carolina



For Our Children Foundation, supporting vulnerable Bulgarian children and their families



#JimmyFundWalk

Walk for Progress team at the annual Jimmy Fund Cancer Walk



Progressers in India donating school supplies to children in need



Friends of Tribals Society, committed towards upliftment of the underprivileged rural and tribal masses in India



Goodman Community Center, serving people ages 3-103 with child and youth programs, older adult activities, meals, food pantries, fitness centers, event spaces and more



Greater Lowell Children's Fund, 16th annual Wish Tree providing gifts for children in need during the holiday season



Hillside, helping young people and their families navigate mental health challenges



The Jimmy Fund, supporting the fight against cancer at Dana-Farber Cancer Institute in Boston



Kids in Tech, making it possible for children ages 8-14 in low-income households to acquire skills and confidence in technology through interactive after-school programs



The LEAH Project, promoting the power of BIPOC youth to diversify STEM fields



Milford Care Centre, providing the highest quality of care to patients or residents, family and friends



Mississippi Food Network, providing nourishing food to hungry Mississippians



RATOLEST BRNO, serving children, youth and families in Brno who find themselves in difficult life situations



One Family Scholars, providing individualized academic and career coaching to single parents with low incomes in college in Massachusetts



Shantiwan, a school providing services for deprived children, a shelter for abandoned women and their children and an orphanage and adoption center



Our Sisters' School, a tuition-free, all-girls' middle school serving grades 5 – 8, for low-income families



Sphoorti Foundation, providing opportunities for disadvantaged children to transform their lives through comprehensive care



Probuda 1899 Community Center, committed to renovating the local Karavelovo community center following damage from a flood

WakeEd Partnership Tools 4 Schools, providing classroom supplies for nearly 11,000 teachers in North Carolina's largest school district

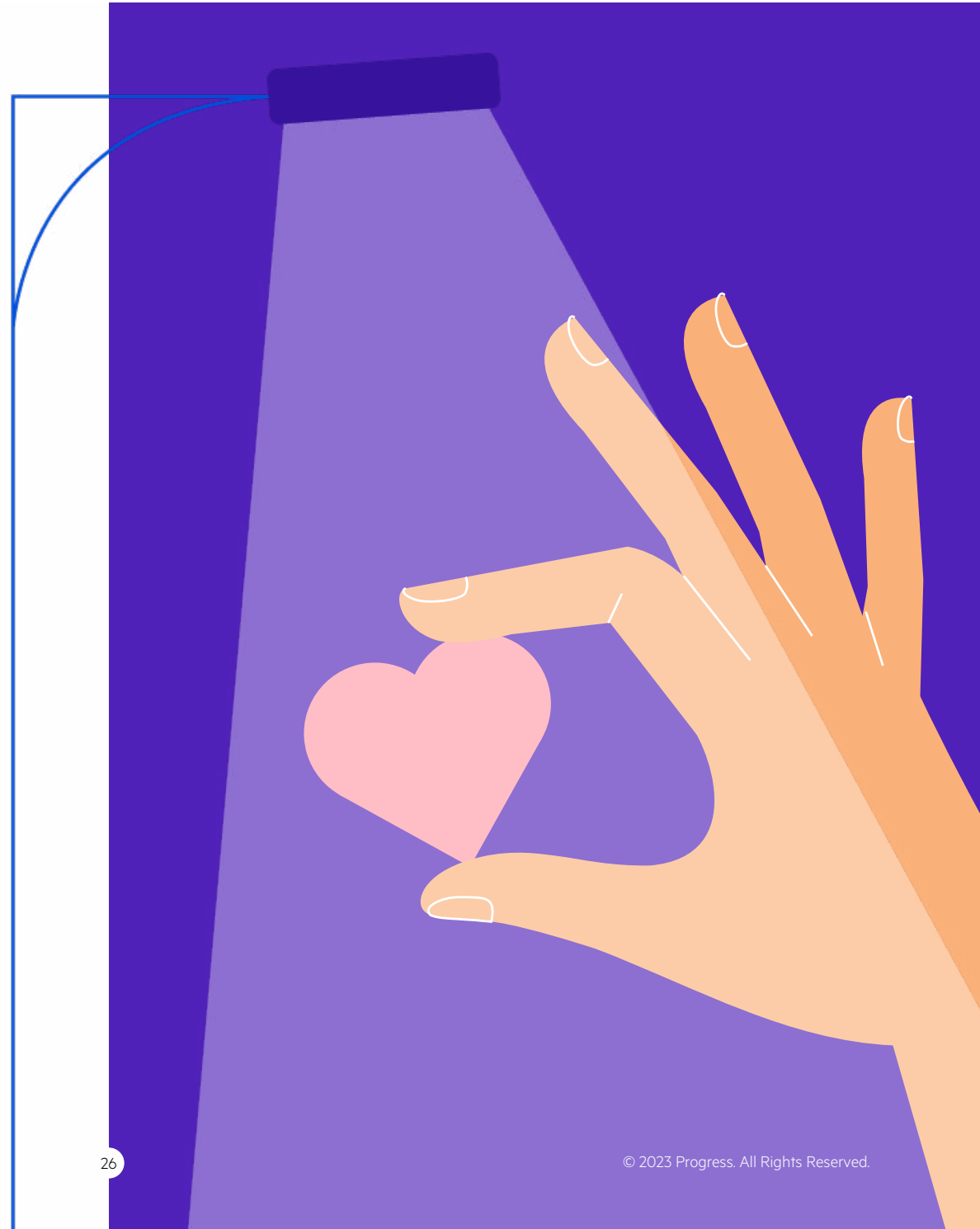


Progresser in Bulgaria supports Karavelovo community impacted by flooding

Progressers Lighting the Way

One of the biggest changes this year was expanding our Charitable Giving program globally. This initiative empowers our employees worldwide when it comes to identifying and distributing funds to the charities that matter most to them. Now available to every global employee, we were able to donate to 40+ organizations around the world.

2022 highlights include a donation to Hare Rama Kshetram Public Charitable Trust in India, an organization helping orphans and the poor elderly; Run to Home Base, an organization dedicated to healing the invisible wounds of veterans of all eras, service members, military families and the families of the fallen; and Zonta International, a leading global organization of professionals empowering women worldwide through service and advocacy.





Women in STEM Scholarship Series

Comprised of three globally dispersed scholarships, the Women in STEM Scholarship Series provides financial support for women interested in studying computer science, computer information systems, software engineering and/or IT. Established in 2019, we have awarded scholarships to nine deserving women, totaling more than \$70,000.

The Progress Software Mary Székely Scholarship for Women in STEM (USA)

A \$10,000 per year, four-year renewable scholarship, established in honor of co-founder and technology visionary, Mary Székely.

The 2022 recipient was **Yiming Fang**, a graduate of the Massachusetts Academy of Math and Science in Worcester, Massachusetts. Yiming was a National Honor Society member and the founder and captain of her high school's first all-girls robotics team.

In addition to these accomplishments, Yiming was also part of a project team that created a mobile app to serve the visually impaired, and further worked to develop a mobile app that helps diabetes patients monitor their blood pressure and glucose levels. She is currently pursuing a computer science degree at Carnegie Mellon University.

"I saw at a very early age the impact technology can have on human life. I'm asthmatic and due to advancements made in pharma, I'm able to lead a healthy, happy life. That is why I decided to pursue a career in STEM. I want to make a difference."

Yiming Fang

2022 recipient of the Progress

Software Mary Székely Scholarship for Women in STEM



Women in Tech Scholarship Program in Bulgaria

An annual donation of \$12,500 for female students with outstanding academic performance studying computer science, information systems or mathematics.

2022 recipients include:

Vasilena Krazheva, a computer science major at St. Kliment Ohridski University of Sofia, is a graduate of the Plovdiv High School of Mathematics. She has previously interned at companies including Bisoft and Orak Engineering. Vasilena also served her community, volunteering to implement Google Suite for Education at the Tsar Ivan Assen II Vocational Secondary School during the COVID-19 pandemic. This ensured children were able to continue their education in a remote setting.

“I’ve had an interest in computer science since I was a child and am now studying at one of the most renowned universities in the country. The Progress scholarship is not only helpful in pursuing my goals but is a recognition of my hard work and commitment to the computer science field.”

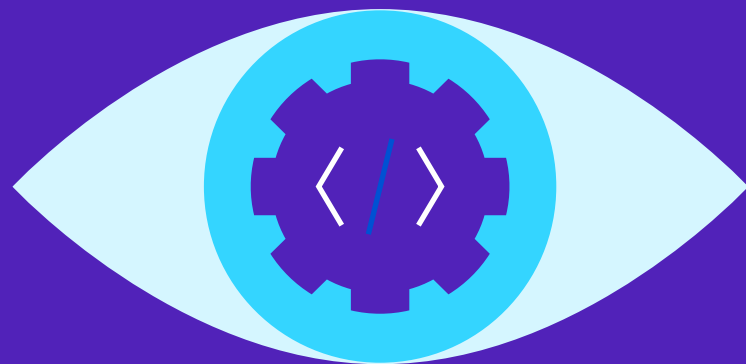
Vasilena Krazheva
2022 recipient of the Women in Tech
Scholarship program in Bulgaria



Tsvetelina Stefanova,
a computer systems and
technologies major at Angel
Kanchev University of Ruse, is
a member of the Hall of Fame
of the International Linguistics
Olympiad. She was a winner
of the “Student of the Year”
National Prize for 2021.

“Receiving the Progress scholarship is a great honor and recognition. In my opinion, the best ideas are born when different points of view are heard and understood. This is one of Progress’ core values and this scholarship gives me an opportunity to be an ambassador for sharing these values with others.”

Tsvetelina Stefanova
2022 recipient of the Women in Tech
Scholarship program in Bulgaria



Progress Software Akanksha Scholarship for Women in STEM in India

A \$2,000 per year, four-year renewable scholarship that covers tuition, fees and educational expenses for women pursuing an undergraduate degree in computer science, computer information systems, software engineering and/or IT.

Our 2022 recipient was **Latha Bethelli**, a student at S.R. Junior College, Hanumakonda, Telangana. An avid pursuer of knowledge, Latha has a passion for technology and wants to use what she learns to make a positive impact on society. Latha was first acquainted with the internet in her middle school computer lab and soon became enthralled with computer science. She had limited resources and used what she could find to teach herself and become more proficient in technology. At the same time, Latha became a leader in her high school and spent time volunteering as a mentor to teach students with learning disabilities and behavioral issues. When not studying, she spends her time rehoming street animals, reading and playing chess.

"I am truly grateful to receive this scholarship from Progress. I've had a strong interest in computer science for years and this scholarship will help me continue my education and strengthen my skills to support my dreams of helping others through technology."

Latha Bethelli

2022 recipient of the Progress Software
Akanksha Scholarship for Women in STEM in India



Protecting Confidential Information

Privacy and Data Protection

Privacy and data protection is critically important to our business, both in regards to our customers and our employees. The Progress [Privacy Center](#) was created with our customers in mind and is intended to provide transparency of our privacy practices and policies, HIPAA Compliance and Data Processing Addendum (DPA) alongside other valuable information. Full details of our specific policies can be found at the following:

- [Privacy Policy](#)
- [Cookie Policy](#)
- [HIPAA FAQs](#)

Security Practices

Maintaining the security of personal and confidential information is one of our highest priorities. Progress maintains a robust [Information Security Program](#) that considers all facets of cybersecurity, including business continuity and disaster recovery.

A comprehensive overview of this program as well as full details of our third-party certifications, including SOC2 Type II and PCI-DSS, are available through our [Security Center](#).

Progress also frequently undergoes self-assessments against industry-standard controls and processes, and [encourages reporting](#) of suspected vulnerabilities in our websites or products from the valued partnerships we keep with the security research community.

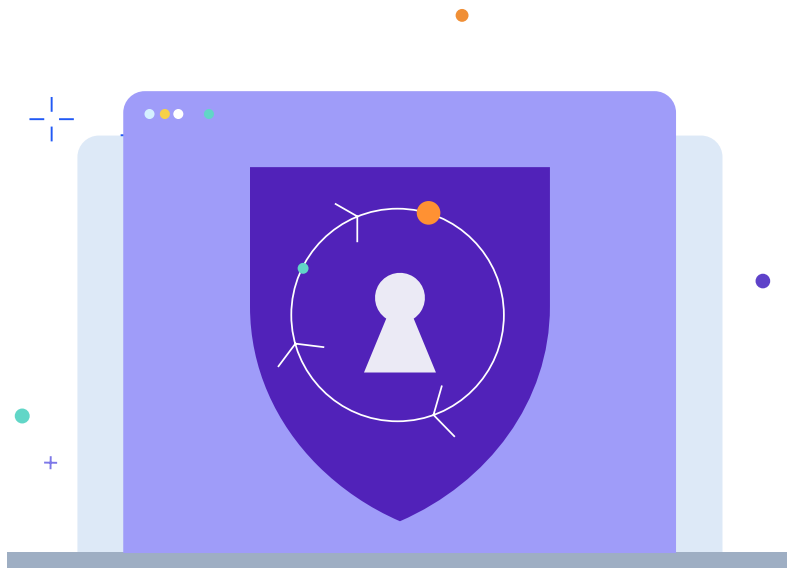


Compliance and Ethics

Progress believes that honest and ethical conduct by our employees is a fundamental element of business success. To that end, we've adopted, published and provided internal training with respect to workplace policies helping to guide employees, such as:

- [Code of Conduct and Business Ethics](#)
- [Progress Supplier Code of Conduct](#)
- [Human Rights Statement](#)
- [Privacy Policy](#)
- [Progress Software Statement on Modern Slavery and Human Trafficking](#)

We also provide several mechanisms, some of which are anonymous, for employees to raise concerns about the conduct of the company, employees or others connected to Progress to our Chief Compliance Officer.



Community Awards and Accolades



Received gold in “CSR Initiative” category



Social Responsibility Impact Honoree



Long-time Corporate Partner of SOS Children's Villages Bulgaria



Best CSR Strategy



Commitment to corporate social responsibility



Recognized by The Boston Club for having a critical mass of women directors and executive leaders



Leadership Winner and Mosaic Honoree



Achievement in Diversity & Inclusion

Our Planet

We care about the world in which we live, work and play.



Ways We Support the Environment

In the last year, Progress has made improvements to our offices, making them more sustainable and inclusive. We've also expanded upon environmental initiatives and improved data collection for properly measuring our sustainability footprint.



Advanced in-office sustainability practices by discontinuing the purchase and usage of plastic cups and utensils and in some locations, adding edible cups in place of plastic



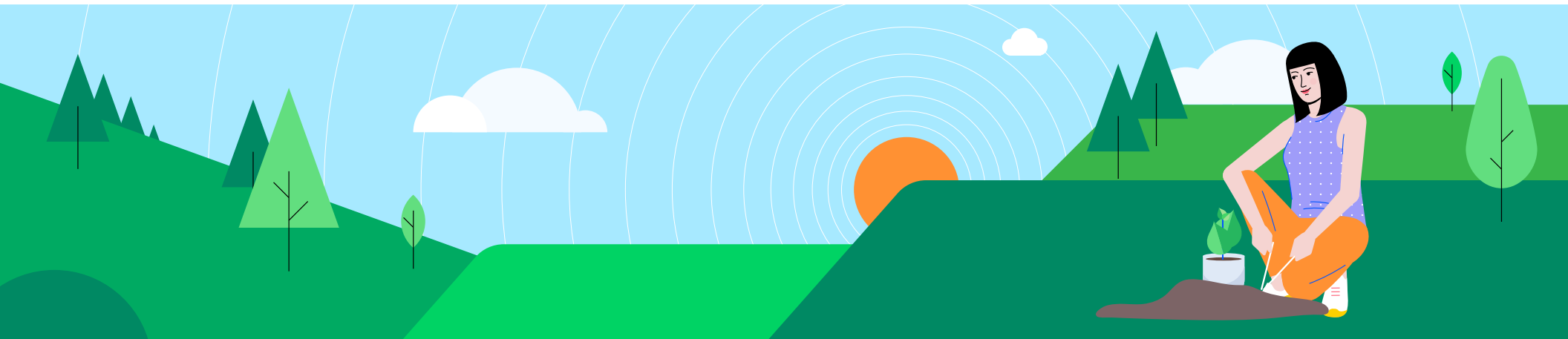
Renewal of the "Adopt a Beehive" program



Migration to LED lights in major offices to improve energy consumption



Progressers helping the honeybee population



Our Limerick, Ireland office is 100% powered by wind energy



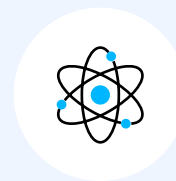
Our Brno, Czechia office organized an Earth Day Cleanup



Installed new coffee machines in our Sofia office, moving from single pouches to bean-to-cup machines



The Earth Team hosted a monthly Sustainability Steps challenge enabling Progressers to engage in ways to make a difference in the environment



Formalized data collection efforts to measure the impact of servers used in off-site data centers



First-time assessment of our leased and owned vehicles' footprint to be as transparent as possible about our total environmental impact

Emissions and Energy Usage Data

Total Emissions (t CO2e)



Total
(Dec 2021 - Nov 2022)
4,298.75 t CO2e

Our total emissions for **FY2022 have increased**, mainly due to renewed travel after the COVID-19 pandemic. As we move into a new “cycle” in our future of work, 2022 will be our base year used to track our performance in the future.

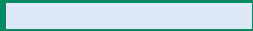
Emissions by Region (excluding offsets)

Display Maximum: 10 / Sort By: Highest to Lowest

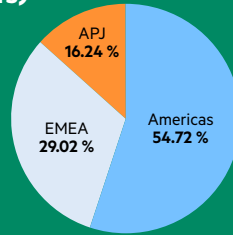
Americas (2,368.0587 t)



EMEA (1,256.0923 t)



APJ (702.9756 t)



Travel Emissions (t CO2e)



Total
(Dec 2021 - Nov 2022)
2,558.1 t CO2e

Type Travel

Business Travel - Air [t CO2e] (2,446.4617 t)



Business Travel -Hotels [t CO2e] (100.5385 t)



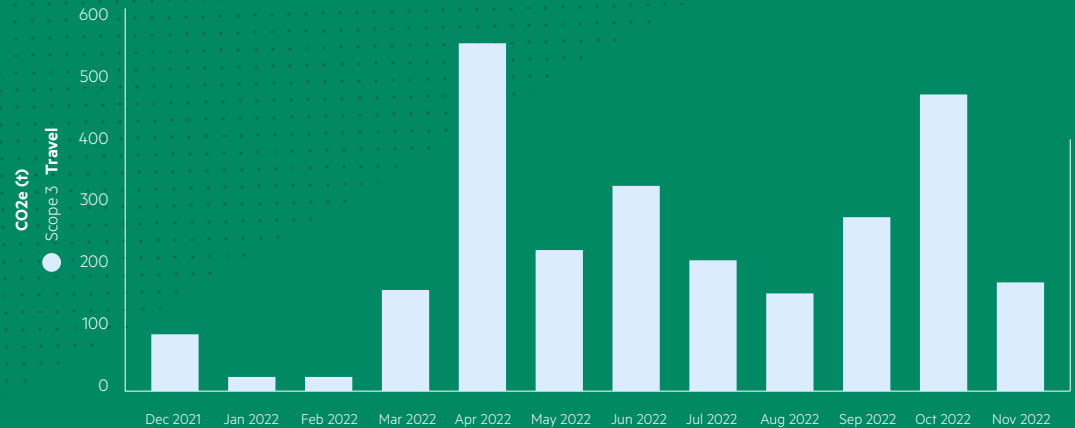
Business Travel - Rental Car [t CO2e] (11.0492 t)



Business Travel - Trains [t CO2e] (0.0503 t)



Activity by Period



*Travel emissions estimated using third-party party software calculation using the **DEFRA** Standard

Our office performance year-over-year has remained almost flat, with a slight increase of **1.23%** in our emissions. However, we reduced our energy consumption by **6.44%**. This data indicates that the power we are getting from the grid is more reliant on fossil fuels (mainly coal). Businesses used these fossil fuels to help meet electricity demand growth as economies rebounded sharply after the pandemic (especially in the beginning of the year).

Office Space Emissions

(t CO2e)



Total
(Dec 2021 - Nov 2022)
1,282.12 t CO2e

Same Period Previous Year
(Dec 2020 - Nov 2021)
1,266.46 t CO2e

Variance
(15.65 T CO2e)
1.23% ▲

Energy Source

Display Maximum: 10 / Sort By: Highest to Lowest

Electricity [kWh] (1,200,6772 t)



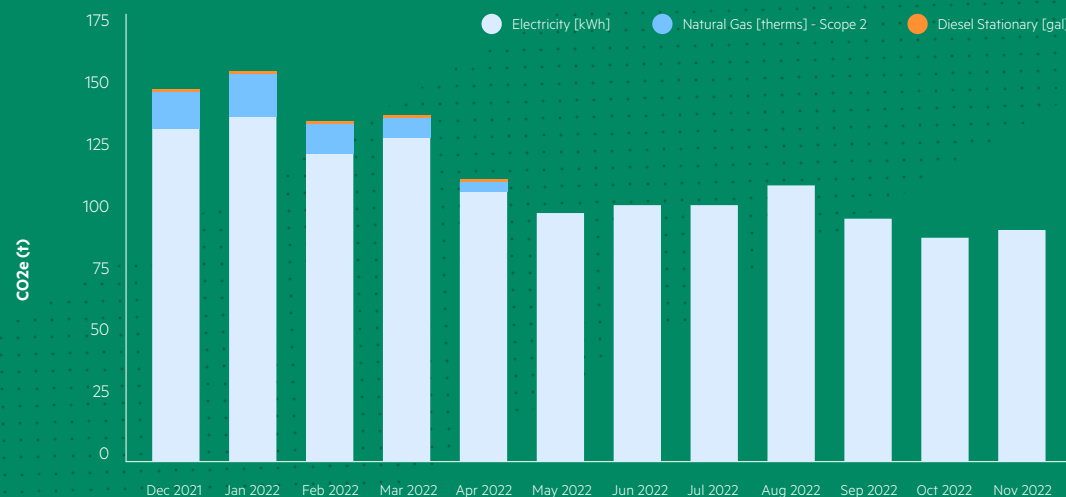
Natural Gas [therms] - Scope 2 (81,0011 t)



Diesel Stationary [gal] (0,2109 t)



Monthly Activity



Office Space Energy Used

(MWh)



Total
(Dec 2021 - Nov 2022)
3,463.08 MWh

Same Period Previous Year
(Dec 2020 - Nov 2021)
3,701.67 MWh

Variance
(-238.59 MWh)
-6.44% ▼

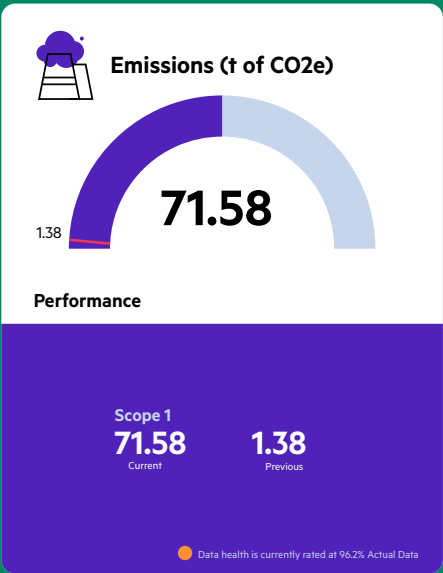
Notes: LOCATIONS: Alpharetta | Bedford | Brno | Burlington HQ | Galway | Hyderabad | Limerick | Madison | Melville | Morrisville | New Delhi | Rotterdam | Seattle | Singapore | Sofia

MEASURE: Diesel Stationary [gal] | Electricity [kWh] | Electricity from Generator [kWh] | Natural Gas [therms] - Scope 2

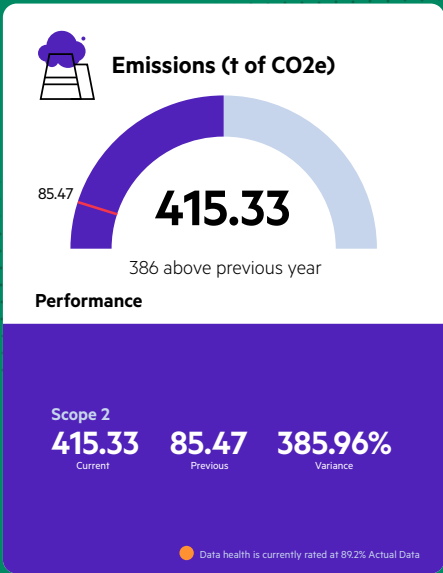
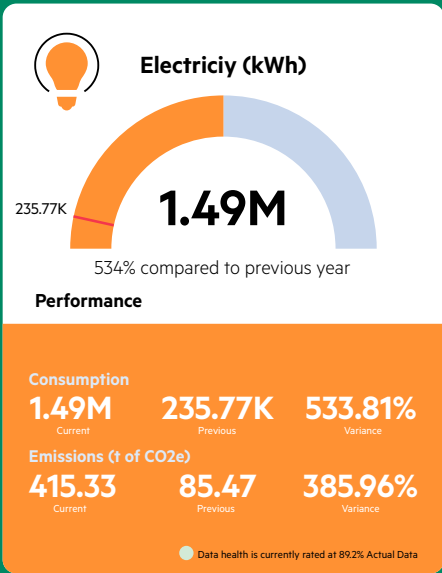
Waste Composted [lbs], Waste Landfill [t], Waste Recycled [kg]

In 2022, we started tracking two new sources of emissions from Progress: our company-owned and leased vehicles, and the utility usage in three of our major co-located data centers. 2022 will serve as our base year for these two data categories.

Company Vehicles



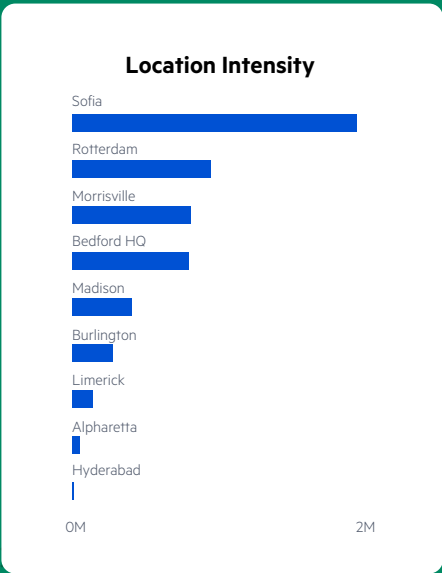
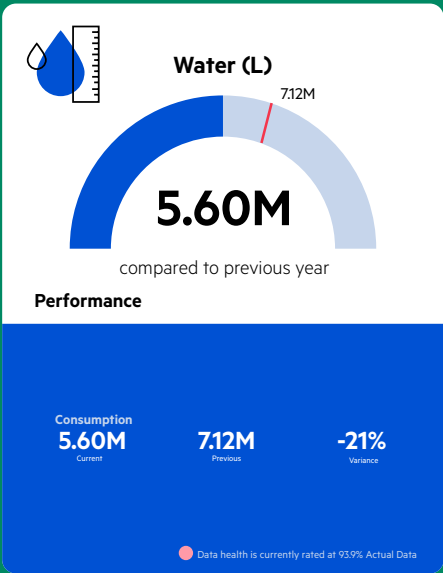
Data Centers*



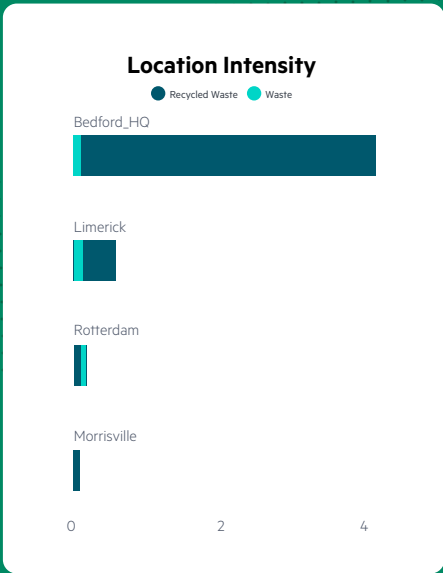
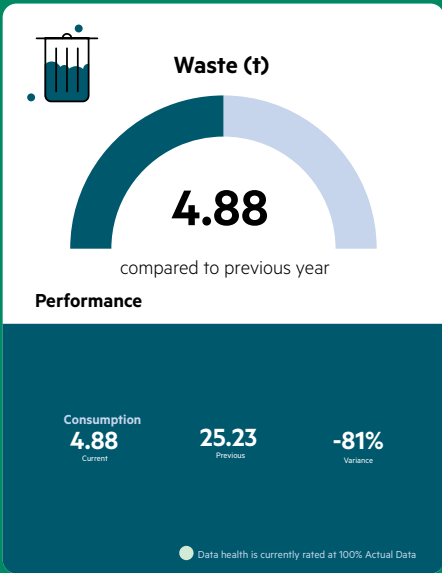
* Data measured in Marlborough, Morrisville, and Sofia Data Centers

Water Consumption and Waste Accumulation

2022 Water Usage (where data is available):



Waste Accumulated:



Our Environmental, Social, Governance (ESG) Approach



Progress strives to identify and implement sustainable and socially responsible business practices, grounding the company in good governance.

Environmental

Progress is committed to compliance with applicable environmental laws and strives to conduct business in an environmentally responsible manner for the benefit of its employees, customers, communities, shareholders and the environment. To aid Progress in these efforts, all employees are encouraged to use energy wisely and efficiently, employing appropriate technology and best practices to minimize risk of environmental impact.

Social

Promising enterprises have known for a long time that the most valuable assets are their people. At Progress, we greatly value inclusion and diversity and encourage the mutual respect of others. We strongly condemn all forms of racism, discrimination, hatred and inhumanity. We equally reject violence in all conceivable formats.

In addition, Progress is committed to upholding fundamental human rights and believes that all human beings around the world should be treated with dignity, fairness and respect. Progress does not knowingly engage in slavery or human trafficking in any part of its business or in any of its supply chains. We also ask that our suppliers and direct contractors demonstrate a serious commitment to the health and safety of its workers and operate in compliance with human rights laws.

Governance

Public companies must be built on a foundation of good governance.

Progress maintains and enforces policies prohibiting misrepresentations and dishonest or misleading statements by the company's employees and representatives. All corporate, investor, sales, marketing and other communications and filings with government entities must be timely, accurate, complete and understandable. All statements made in such disclosures require reasonable support and may not contain misleading statements or omit information, the absence of which is likely to make the statements misleading. Progress' policies clarify that these standards also apply when using and posting to social media and other platforms.



In Memory of
Stephen Faberman
EVP & Chief Legal Officer

Progress That's Built Around You.



About Progress






Dedicated to propelling business forward in a technology-driven world, [Progress](#) (NASDAQ: PRGS) helps businesses drive faster cycles of innovation, fuel momentum and accelerate their path to success. As the trusted provider of the best products to develop, deploy and manage high-impact applications, Progress enables customers to build the applications and experiences they need, deploy where and how they want and manage it all safely and securely. Hundreds of thousands of enterprises, including 1,700 software companies and 3.5 million developers, depend on Progress to achieve their goals—with confidence. Learn more at www.progress.com

2023 Progress Software Corporation and/or its subsidiaries or affiliates. All rights reserved. Rev 2023/01 RITM0187860



Worldwide Headquarters

Progress Software Corporation
15 Wayside Rd, Suite 400
Burlington, MA 01803
Global Headquarters
Phone: +1-781-280-4000
TollFree: +1-800-477-6473

-  facebook.com/progresssw
-  twitter.com/progresssw
-  youtube.com/progresssw
-  linkedin.com/company/progress-software
-  [progress_sw_](https://instagram.com/progress_sw_)