



Progress®  
for Tomorrow

# Corporate Social Responsibility

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REPORT



# Letter From Our President and CEO

Each year, we focus on supporting our people, engaging with our global community and taking tangible steps to leave our planet better than we found it. While our plate is full, we embrace the challenge and wouldn't have it any other way. 2023 marks our fifth Corporate Social Responsibility (CSR) Report, and it is an impressive summary of the meaningful steps we've taken this year to live our values.

Our values guide our priorities and decision making, which begins with keeping our people energized, healthy and safe. In 2023, our employee wellness programs promoted mental health, work/life balance, inclusive leadership and belonging. Employee Resource Groups (ERGs) hosted fundraisers, celebrations and important speakers who helped raise awareness and understanding of our distinct lived experiences.

In the community, Progress and our employees gave close to \$315,000 in donations to over 330 certified charitable organizations worldwide. We supported rescue and recovery work following the earthquake in Turkey and fires in Maui, as well as humanitarian efforts in Israel and Gaza. We further added our earnest voice to support racial justice and equity, gender equity and LGBTQIA+ rights.

We made intentional choices to reduce waste through conscious recycling and trash collection practices. This included restarting composting efforts in two major offices and stopping new purchases of plastic cups and utensils. And by further retrofitting office lighting with LEDs, we were able to promote greener business practices—and a healthier planet.

While there is always more we can do, we are proud of our accomplishments this year. As ever, our team and our culture sustain us, drive us and keep us connected, inspired and moving forward toward a better tomorrow.

## Yogesh Gupta

President and Chief Executive Officer

Progress

### About Progress.

Est. 1981 | NASDAQ: PRGS |

Headquartered in Burlington, Massachusetts,

USA | Offices across North America, Europe,

Latin America and Asia Pacific | 2,300+ employees

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# 2023 CSR Highlights

Our People, Our Global Community and Our Planet: These are the pillars of our corporate social responsibility (CSR) program, Progress for Tomorrow. Making a positive impact on these three elements guides our decision making and the actions we take across our company. The following page captures just a few examples of what we were able to accomplish in 2023 based on these pillars. Together, we gave back to our communities; supported employees professionally, mentally and physically; promoted environmental sustainability and so much more.







## Our People

We hosted Inclusive Leadership training for people managers, created internally with Progress-specific models, real-world examples and more to maximize impact.

We offered mental health sessions to promote work/life balance and stress management, as well as a well-being platform.

Our employee resource groups (ERGs) raised close to \$20k in giving efforts, and hosted multiple item drives for shelters, veterans and children in need.



## Our Global Community

Progress and its employees gave close to \$315,000 in donations to over 330 certified charitable organizations worldwide.

We supported humanitarian and social causes around the globe, including rescue and recovery endeavors in Turkey, Syria and Maui; LGBTQIA+ rights; racial justice and equity; and humanitarian efforts in Israel and Gaza.

We granted college scholarships to five new women as part of our global Women in STEM Scholarship series. Established in 2019, we have awarded college scholarships totaling more than \$120,000 to 14 deserving women.



## Our Planet

We migrated to LED lights at our corporate headquarters to improve energy consumption.

We reduced our Scope 1 and Scope 2 carbon footprint by 16%, energy use by 29% and our CO<sub>2</sub> footprint by 3% in locations we have operated in the past two years.

We saved 115,070 plastic water bottles in our Burlington, MA and Sofia, BG offices and avoided an estimated 9,527 kgCO<sub>2</sub>e by enforcing the use of water dispensers.

# Our People

Together,  
we make Progress.



# Highlights

86%

Inclusion and Belonging score in employee engagement survey, on par with the top 25% of technical companies with similar profiles.

93%

Teamwork score in employee engagement survey.



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

40+

Activities hosted by employee resource groups and the Inclusion and Diversity (I&D) committee to support an inclusive, psychologically safe working environment.

94%

Employee retention rate, YoY increase of 6%.



Named one of the top 23 employers in Massachusetts with standout DE&I practices by The Boston Globe.



**“I am so impressed and inspired by the collaboration and the caliber of people across all the departments at Progress. This is a company where people come to work inspired each day to collaborate and make a difference.”**

**Mariam Tariq,**  
Senior Vice President of Digital Experience Marketing

# Employee Population

Progress is a global organization with employees in over 20 countries, and our regional distribution is as follows:

## Region:

## % of Global Employee Population:

Americas

38.1%

Asia Pacific (including India)

19.8%

Europe, Middle East and Africa

42.1%

## Gender Representation (Global):

Total % women representation in all Progress

32.9%

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

23%

% of women representation in leadership roles  
(director and above)

29.4%

## Ethnicity/Race Representation (US only):

% of people of color representation

27.3%

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

38.4%

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

20%



## Putting People First

A people-centric culture empowers employees to be their best selves and do their best work. It requires a deep understanding of what it takes for team members to succeed, from learning and career development opportunities to programs that support physical and mental well-being. We believe balance is a key factor in building a people-centric culture. Depending on their role, our employees have the option to come to an office, work remotely or create a hybrid schedule that works for them.

**“From the first time I spoke with someone at Progress, I realized that they respect the individual, no matter how ‘small’ a role that person plays. Of course, this is not the only reason why I chose Progress. One of the other reasons, which was equally important, was the culture at Progress—it has the unique ability to transform people’s differences into a common goal.”**

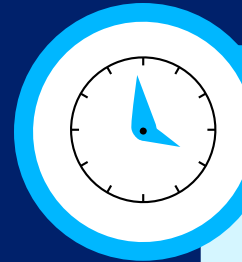
**Ali Hasan,**  
Software Engineer at Progress





# Professional Development & Employee Resources

We're always thinking of new ways we can help our people grow personally and professionally. In addition to continuing our Mentorship Program and improving transparency through initiatives such as a company-wide calendar to all employees, in 2023 we expanded our professional development offerings to include the following resources.



## Progress Learning Hour

A professional development webinar series in which fellow Progressers discuss topics such as developing emotional intelligence, delivering effective feedback, mastering presentations at work and planning productive meetings. New topics are explored every month, and sessions are open to all employees.



## Progress Learning Hub

An internal platform that hosts and distributes career-focused content, the Progress Learning Hub has been bolstered with resources on topics like listening with empathy, negotiation skills, project management and more.



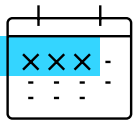
## Amplify Check-ins

Each quarter, we encourage employees and managers to have a structured check-in conversation guided by a new Workday form. The tool empowers team members to share accomplishments, give and receive feedback and discuss their development with their manager.



## Inclusive Leadership Training

An interactive workshop designed to make inclusion an integral part of everyday work. The program is required for people managers across the company and gives them the opportunity to expand their skills and understanding of inclusive behavior.



## Progress Meeting Norms

First rolled out in 2022, these guidelines for scheduling and attending meetings enable employees to better manage their calendars throughout the workday. The guidelines also include tools and resources to help employees avoid burnout and use their time productively.



## Employee Resources Page

A catalog of frequently used applications, pages and assets from the People Team, Finance, IT, Workplace Operations and more. The page serves as a resource for employees as they navigate their day-to-day work life.



## Team Enablement

We rolled out our Team Enablement portal in 2022, equipping teams with tools and resources to boost teamwork and effectiveness. In 2023, we upgraded our portal with additional offerings and options, including workshops, effectiveness assessments and practical frameworks.



## Mentorship Program

2023 was a successful year for our Mentorship Program. We saw an 8% increase in participation compared to last year and 42% of our C-suite leaders participated as individual mentors. To kick off the 2023 Mentorship Program cohort, Progress Board Directors Angela Tucci, Rainer Gawlick and Vivian Vitale led a panel discussion on the benefits of mentorship, sharing their personal mentorship experiences and how they impacted their career development.

**“One thing I noticed from the start is how much Progress values its people and gives them opportunities to grow if they want to.”**

**Filip Cerny,**  
Product Marketing Manager at Progress



# Personal Care

Physical, mental and financial well-being are key to performing well at work. We offered a range of global and local activities and programs to support employees' personal wellness in 2023.

## Physical Well-being

MultiSport benefit program gave international employees access to a wide variety of group sports and other activities.

Global virtual yoga sessions were held for International Yoga Day.

Regular health and well-being sessions covered topics like ergonomics and workplace hygiene.

Nutrition workshops examined how certain foods can optimize your mind and body.

Walk, run or bike challenges included the Postbank Business Run (Bulgaria), Bike to Work Challenge (Czechia), Hyderabad Marathon (India), Gillian Reny Stepping Strong Challenge (US) and Jimmy Fund Walk (US).



## Mental Well-being

Provide access to a range of well-being resources via Blinkist, the book-summarizing subscription service.

Held global virtual meditation sessions in celebration of World Meditation Day.

Conducted webinar series to support mental health, with topics like slowing down with mindfulness, sound sleeping and stress management.

Offered employee assistance and confidential support programs.

Held sessions on mindfulness and finding a healthy work/life balance, led by Dr. Josephine Kim, an internationally known speaker and consultant.



## Financial Well-being

Financial markets seminar taught employees how to protect themselves during challenging times, including ways to navigate volatile markets.

Workshops offered a deep dive into real estate financing and personal finance management.

Webinar series covered topics such as financial considerations for people with disabilities, planning for a resilient financial life, raising money-savvy kids and more.

# Inclusion and Belonging

## Promoting respect and understanding in our offices around the world.

A culture of inclusion and belonging is a must for an international workforce. Below are some of the ways we foster inclusivity and belonging within Progress.

- Veterans' Day was added to the US holiday calendar.
- "How to Human," a YouTube talk show hosted by our Technology Community Relations team, covered topics related to inclusion, diversity, belonging and humanity.



- "Collective Memory and Collective Responsibility," was a session held in honor of Holocaust Remembrance Day.
- "Inclusive Leadership in the Workplace", was hosted by Chief Inclusion and Diversity Officer Shirley Knowles in Sofia, Bulgaria. She discussed key elements of inclusive leadership, including fairness and respect, emotional intelligence and psychological safety.
- Connect with Leaders Program, launched by the I&D Committee, gave employees the opportunity to hear from Progress CEO staff members about their leadership journeys. The program has received much positive feedback from participants, detailing how the sessions have been inspiring, authentic and heartfelt.
- Free memberships for a platform providing transformative courses and community-based support networks were provided by the Progress Inclusion and Diversity Committee.

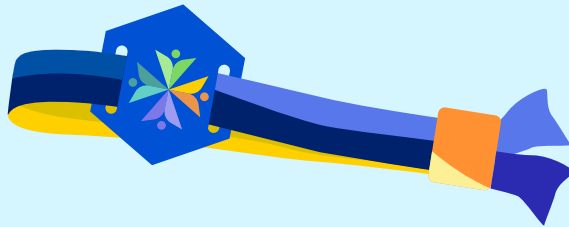
**"Employees at every level, from all regions of the world, are responsible for the success of our inclusion and diversity efforts. Our commitment to creating a culture of belonging within Progress is what makes us a leader in the I&D space."**

**Shirley Knowles,**  
Chief Inclusion and Diversity Officer at Progress



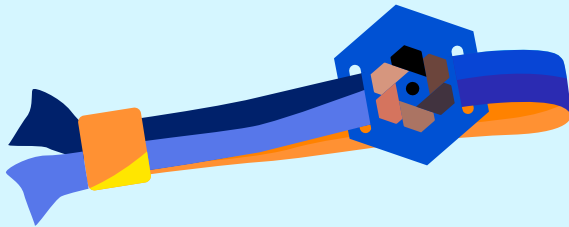
## Employee Resource Groups (ERGs)

We have the honor of supporting seven ERGs, each of which actively engages with and educates the following communities and their allies:



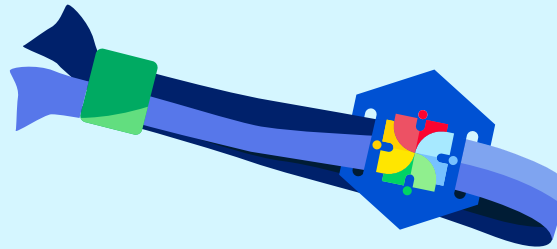
### ENABLE

Supporting people with disabilities and differing abilities.



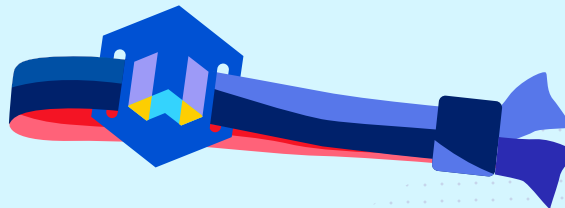
### Blacks@Progress

Nurturing an environment at Progress that will strengthen the recruitment, retention and professional advancement of Black Progress employees at all job levels.



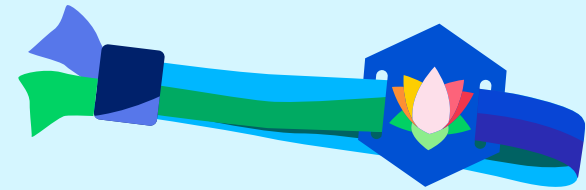
### Unidos en Progress

Fostering intercultural understanding and empowering Hispanics to overcome the challenges they face.



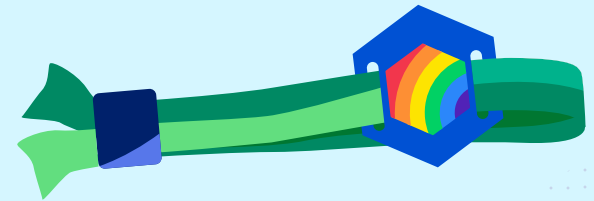
### Progress for Her

Empowering women at Progress.



### ASPIRE

Connecting Asian Pacific Islanders to learn, grow and make a difference.



### Plus

Fostering the Progress LGBTQIA+ community.



### Veterans@Progress

Cultivating an inclusive community of veterans, reserve service members and military families at Progress and in our local communities.

## ERG Community Contributions, Celebrations and Events

Our ERGs hosted fundraisers, trainings and activities throughout the year to support and engage with their communities.



VOLUNTEERING  
AROUND THE GLOBE



PROGRESSPROUD  
OF OUR ERGs



THUMBS UP  
FOR OFFICE LUNCHES



# ASPIRE

Connecting Asian Pacific Islanders to learn, grow and make a difference.

## Supported these charitable causes:

- Classroom of Compassion, dedicated to providing healing and community support in the aftermath of public gun violence
- Maui United Way, addressing Maui's most pressing needs by focusing on education, income and health
- Boston Asian Youth Essential Service, which inspires Asian youth to discover and realize their full potential
- Asian Mental Health Collective, an organization aiming to normalize and de-stigmatize mental health within the Asian community

## Promoted these activities/events:

- Led a virtual tour of the National Museum of Asian Art, Smithsonian
- Celebrated Lunar New Year, Ugadi and Gudi Padwa at our offices in the US and India
- Hosted a workshop with Dr. Tommy Chang, titled, "Telling Our Asian American Stories," in which attendees learned more about Asian American history and had open conversations about their own cultural identities

**"Being an ERG leader is very dynamic. I very much enjoyed the 'ups' such as planning and promoting events that showcase our Asian cultures. But the most growth came from the 'downs' such as addressing the injustices and tragedies that take place in Asian communities. One of ASPIRE's biggest accomplishments in 2023 was the amount of money we raised for the victims of the Maui fires. Being able to help others is the most rewarding thing as a leader."**

**MeiLani Dumont,**  
ASPIRE, Sales Engineer, Senior



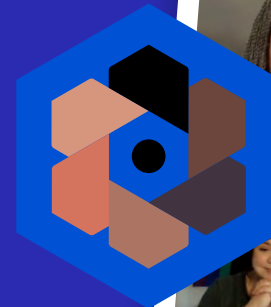


# Blacks@Progress

Nurturing an environment at Progress that will strengthen the recruitment, retention and professional advancement of Black Progress employees at all job levels.

## Supported these charitable causes:

- The Sentencing Project, advocating for effective and humane responses to crime that minimize imprisonment
- Black and Missing Foundation, bringing awareness to missing people of color across the US
- NAACP Empowerment Programs, working to ensure political, educational, social and economic equality



## Promoted these activities/events:

- Hosted a fireside chat with Dr. Vanessa Hintz on racial identity and its impact on mental health
- Sponsored a cooking class with Chef Mai, where participants followed along as she made a pepper chicken and coconut rice dish
- Held a session with Dr. Kyaieen O. Conner, titled, “Global Mental Health and the Impact on People of Color: Understanding Challenges and Barriers,” focused on the impact of mental health challenges on people of color
- Honored Black History Month by promoting resources and books that discuss the Black experience in places around the world

**“Alongside my three accomplished co-leads, we have been fortunate enough to continue to grow the community and create an environment of safety; as we cultivate honest discourse.”**

**April Turner,**  
Blacks@Progress, Senior Manager, HRIS

# ENABLE

Supporting people with disabilities and differing abilities.

## Supported these charitable causes:

- Spectrum Theatre Ensemble, evolving the awareness, resources and professionals that empower our neurodiverse community in achieving equal opportunity and full participation in society
- Listen Up Foundation, working to ensure the rights of deaf and hard of hearing infants, children and adults in Bulgaria
- Satya Special School, empowering people with special needs in India and leading the way towards inclusion in education, employment and society at large

## Promoted these activities/events:

- Published a blog post spotlighting neurodivergent people who have made a significant impact on the tech industry
- Hosted a session called, “Navigating Neurodiversity” with Matthew Cicanese, in which attendees explored why neurodivergent people are critical to our future

**“I’m so proud of how ENABLE has raised awareness and fostered charitable giving and support for people with disabilities within the workplace—and in life. But even more important are the personal stories that our people have shared to support one another. Together, we have built a strong community and it’s inspiring to witness how we’re learning from each other and growing, every day.”**

**Erica McShane,**  
ENABLE, VP, Corporate Communications







**PROGRESS AT SOFIA PRIDE**

# Plus

Fostering the Progress LGBTQIA+ community.

## Promoted these activities/events:

- Raised funds to support The Trevor Project, providing crisis support services to LGBTQIA+ young people
- Hosted a session with Monica D. Livingston titled, "All the Letters: Understanding and Supporting our LGBTQIA+ Colleagues and Communities," in which participants learned more about the spectrum of LGBTQIA+
- Held Pride Month events for employees in the US and Bulgaria that included LGBTQIA+ history and music
- Employees participated in Sofia Pride in Bulgaria and hosted a Progress booth
- Developed the LGBTQIA+ Inclusion at Progress handbook consisting of Pride Month history, LGBTQIA+ flags and symbols, words and meanings, benefits at Progress and more
- Celebrated Pride Month by promoting resources that explore the accomplishments and ongoing challenges the community faces

**"2023 was the third year Plus has been active and I am happy that we achieved multiple wonderful things, both inside the company and in the greater community. Progress donated to multiple charities and sponsored a Pride event in Bulgaria, received an award from the Council of Women in Business in Bulgaria and created the LGBTQIA+ Inclusion at Progress handbook."**

**Todor Totev,**  
Plus, Information Developer, Principal

# Progress for Her

Empowering women at Progress.

## Supported these charitable causes:

- Catie's Closet, providing clothing and other necessities to students in need
- Note in the Pocket, donating quality clothing to homeless and impoverished children and families
- Tools4Schools, providing school supplies for students

## Promoted these activities/events:

- Hosted an interactive session with Kim Meninger on self-promotion and building visibility for women in the workplace
- Sponsored a "Reset and Re-Engage Yourself" session with Cheryl Jones to create a sense of balance and well-being among employees
- Participated in International Women's Day celebrations at offices around the globe
- Celebrated Women's History Month by promoting a collection of books that highlight the contributions of women all over the world

**"My involvement with Progress for Her, Progress's ERG dedicated to women's empowerment, has broadened my global understanding of women's issues. From current events to the evergreen topic of family leave, to the challenging topics of harassment in the workplace, Progress for Her has given employees a space to discuss, learn and take personal action."**

**Jennette Skaggs,**  
Progress for Her, Senior Field Enablement Manager



# Unidos en Progress

Nurturing an environment at Progress that will strengthen the recruitment, retention and professional advancement of Hispanic Progress employees at all job levels.

## Promoted these activities/events:

- Held a session hosted by Tammy Ramos, titled, “Sponsors for Career Success,” an event highlighting the importance of sponsorship in the context of career development
- Celebrated Hispanic Heritage Month by promoting a curated collection of works from Hispanic and Latino authors
- Raised money for Obra do Berco, a nonprofit dedicated to helping children from low-income families
- Hosted screenings of films that depict the vibrant culture and struggles of the Hispanic and Latino communities

**“I’m really passionate about diversity and inclusion, and I believe that being exposed to differences of thought and belief can only make us better and more interesting people. I’m also biased, and I think that Latino culture is really cool. I want to share it with as many people as possible.”**

**Barbara Gurgel,**  
Co-leader of Unidos, Senior Customer Account Representative





# Veterans@Progress

Cultivating an inclusive community of veterans, reserve service members and military families at Progress and in our local communities.

## Supported these charitable causes:

- Soldiers' Angels, providing aid, comfort and resources to the Military, Veterans and their families
- Montachusett Veterans Outreach Center, assisting veterans through housing arrangements, mental health counseling and a food and clothing pantry
- Operation Santa, operated by the veteran members of VFW Post 12002 in Alpharetta GA, raising money to help Georgia-based troops and their families during the holiday season

## Promoted these activities/events:

- Hosted Notes to Soldiers and Treats for Troops events in Burlington, MA, Morrisville, NC and Alpharetta, GA, writing notes and assembling treat bags to deployed soldiers
- Led a session by Dan Cnossen, gold medal Paralympian and former Navy SEAL Platoon Lieutenant Commander, on what it's like to navigate work and life post-service and post-traumatic injury

**“As a co-chair of the Veteran’s ERG, and a veteran, I’m ProgressPROUD to see the amount of support the Progress community has for our Veterans. From collection drives for deployed troops, active communication from Veterans and supporters in teams, in office events celebrating Veterans for holidays, and fundraisers for Veteran causes – Progressers have made it clear that Veterans are appreciated and respected!”**

**Christopher Cunningham,**  
Veterans@Progress, Network Engineer, Senior



THANK YOU TO OUR  
TROOPS AND VETERANS



# Best Employer Awards



Boston Business Journal  
Best Places to Work



Boston Business Journal  
Middle Market Leader



Boston Business Journal  
Largest Software Developers  
in Massachusetts



The Boston Globe  
2023 Diversity, Equity  
and Inclusion Champion



Built In  
Best Places to Work



Stevie Awards  
for Great Employers



The Boston Globe  
Top Places to Work



b2b Media  
Annual Business Awards



Career Show Awards  
2023





# Our Global Community

We're making the world a better place, one step at a time.



We invested in an enterprise-wide solution to enhance our philanthropic impact and empower our employees to donate their money where their hearts lie. Through this power of choice, we more than doubled the organizations we supported, donating time, money and other resources to hundreds of charitable organizations in 2023, including:



Providing medical care and supplies to communities in crisis.



An institution for active treatment and emergency medicine.



Offering treatment, nutrition, shelter and education to children living with HIV/AIDS.



Supporting vulnerable Bulgarian children and their families.



Reducing the burden of cancer for patients at Dana-Farber Cancer Institute in Boston.



Giving temporary family care to children in Czechia.



Providing medical care and supplies to communities in crisis.



Transforming outcomes for all patients who suffer from traumatic injuries.



SUPPORTING CHILDREN'S PROTECTION AND EMPOWERMENT



Maui United Way

Maui United Way Hawaii Community Foundation and Maui Food Bank, to support relief efforts for those impacted by the Maui Wildfires.



Helping people with disabilities live their lives fully.



Providing education, housing, food and vocational training to people with disabilities.



Providing free or subsidized treatment to children.



Hosting a yearly event in support of children with cancer and their families.



Preserving biodiversity and helping the survival of wild animals in Bulgaria.



Supporting abandoned and destitute children from underserved communities.



Hyporehabilitation Brno, providing care for children with specific needs through physiotherapy and hyporehabilitation.



Ensuring the holistic safety of children.



Serving as a resource center for law enforcement, families and the public to help find missing children.



**“There’s something remarkable about working with your colleagues to make an impact. It speaks volumes that Progressers rally when they see a community in crisis. In that moment, our differences don’t matter; we can put our other work and responsibilities aside and think about others. At Progress, employees will tell you that the people are the best thing about their jobs here. Our employees care deeply and show up for each other. Unsurprisingly, they also extend that support to our local communities.”**

**Lauren Walters,**  
People Experience Partner at Progress



**DRIVING DONATIONS  
IN OUR MORRISVILLE OFFICE**



**PREPARING CARE PACKAGES  
IN CZECHIA**



Science with a Mission, Inc. and The Jenny Fund, to enhance medical research and diagnoses.



Delivering weekly food packages to families who do not have the financial resources for necessities.



First to the frontlines, providing meals in response to humanitarian, climate, and community crises.



### Progressers in Bulgaria

Organized a donation campaign to help those impacted by the earthquakes in Turkey and Syria.



Ensuring children and young people without parental care or at risk of losing it grow up with the care, relationships and support they need.



To support relief efforts for those impacted by the Morocco earthquake.



Providing people experiencing homelessness with a sense of identity and promoting meaningful engagement in a non-judgmental way.



Providing free health and support services to 9,400 children and adults with disabilities and their families.



Supporting patients in every aspect of their life, who have not yet been diagnosed with cancer, as well as for patients who are terminal.





# Progress in the Community

In 2023, Progressers had multiple opportunities to engage with audiences around the world on the topics of CSR and I&D.

At the Women in Tech conference in Boston, CIDO Shirley Knowles spoke about how to become an ally for people different than you. In Bulgaria, she presented at the Trust for Social Achievement event as well as the Future of Work Summit (FOWS), the country's largest HR convention. She also discussed the theories behind inclusion, diversity and belonging at Bulgaria's first Academy for Diversity, Equity and Inclusion, organized by the Council of Women in Business in Bulgaria and Sofia University. At an event in Bulgaria organized by the GLAS Foundation, Shirley connected with Nordic HR professionals and ambassadors on the topic of Unlocking the Power of Inclusion.

I&D Program Manager Courtney Gagne talked with employees of Electives, an enterprise live-learning platform, about implementing and supporting an employee resource group.



**BULGARIA'S FIRST ACADEMY FOR  
DIVERSITY, EQUITY AND INCLUSION**



**THE GLAS FOUNDATION**



# Progress Leadership's Nonprofit Appointments

**Outside of Progress, members of our C-staff strive to make a difference through their work with nonprofit organizations.**

- CEO Yogesh Gupta serves on the Board of Beth Israel Lahey Health (BILH) to promote healthier communities through seamless care and innovation. He also sits on the Board for the Massachusetts Technology Leadership Council (MasTLC), an association dedicated to fostering the development of an inclusive tech ecosystem in Massachusetts.
- CPO Katie Kulikoski serves as a board member and Clerk for Rehearsal for Life, Inc., a youth theater program that strengthens life skills and advances understanding through dialogue, creativity and performance. She is passionate in her support of this organization and working toward a socially just and equitable society through youth enrichment and youth empowerment.
- CISO Richard Barretto sits on the Board of Directors for X-Cel Education, which makes education more accessible to under-served adults in Greater Boston.
- CIDO Shirley Knowles serves on the Advisory Board at Flare Education, which tackles generational poverty through high school workforce development.
- CLO YuFan Stephanie Wang serves on the Board of the New England Legal Foundation, an organization that aims to advance free enterprise and lists inclusive economic growth as a key focus area.
- CIO Ian Pitt is on the Advisory Board of BostonCIO, a peer leadership network for CIOs, of which he was also named a 2023 Boston ORBIE Award recipient.
- Executive Vice President, Corporate Development, Jeremy Segal sits on the Executive Board of Temple Emanuel, a Reform Jewish community committed to opening their hearts to all and engaging in Jewish life together. He is also serving a four-year term on the Alumni Council at Bowdoin College, where they have an Inclusion and Diversity initiative, and he also works at their Career Advisory Office.



# Advocates for Education

Building a better tomorrow starts with a solid foundation. We're proud to support and partner globally with organizations that champion the next generation.

- Hosted the National Center for Women & Information Technology Aspirations in Computing Awards, which honored students from Massachusetts for their computing-related achievements.
- Partnered with Kids in Tech, a nonprofit organization offering free after-school tech clubs to kids from low-income households.
- We were a main partner of the "Start Your Business" competition, a contest organized by Masaryk University in Brno.
- Sponsored a summer internship program for students of Flare Education, an institution that helps students develop foundational skills for their future in the workforce.
- For the third year in a row, we supported Telerik Academy School, whose mission is to help students reach their full potential in digital sciences.



# Women in STEM Scholarship Series

Established in 2019, the Women in STEM Scholarship Series helps women-identifying students with economic need around the world pursue careers in science, technology, engineering and math. Since its inception, the Scholarship Series has supported 14 young women in the US, Bulgaria and India.

## The Progress Mary Székely Scholarship for Women in STEM (US)

A \$10,000, four-year renewable scholarship awarded to a Massachusetts woman, the Progress Mary Székely Scholarship for Women in STEM was created in honor of Progress co-founder, Mary Székely.

The 2023 recipient was **Julie Wang**, a graduate of Newton South High School in Newton, Massachusetts. Julie held several leadership roles throughout her high school career, including Student Leader for the Green Students Movement and group leader in Technovation Girls, a program where students code mobile apps that address real-world issues.

Tech isn't Julie's only passion—she's also a talented artist. She was named the 2020 Doodle for Google Massachusetts winner. She is currently studying computer science at Brown University.



"I'm really interested in seeing how my passion for technology, art and sustainability can intersect in meaningful ways to help social good. Technology can do so much to help improve mental health, well-being, sustainability and more, and I really want to make that the focus of my career. I'm honored to receive this scholarship in Mary's name."

Julie Wang

## Women in Tech Scholarship Program in Bulgaria

This program consists of three scholarships that support women pursuing STEM careers: The Women in Tech Scholarship at American University in Bulgaria (annual donation of \$8,000 to their fund) and two Women in Tech Scholarships (worth BGN 3,000 each) for women students from other accredited universities in Bulgaria.

2023 recipients include:

**Alisa Dermendzhiyska** is a computer science and technologies major at the Technical University in Sofia, Bulgaria. She's an active member of her community, volunteering as a math tutor and participating in extracurricular activities. She also serves as a program instructor at Logiscool Bulgaria, an initiative that is part of an international fun-based coding school for students between 6 and 18 years old.



"I am honored to be a recipient of this scholarship and look forward to maximizing this opportunity to enhance my skills and knowledge in the IT sector. By supporting women in technology, Progress is paving the way for a brighter future, empowering girls to pursue their passions and contribute to the ever-evolving world of technology."

Alisa Dermendzhiyska

**Elitza Yotkova** is a computer science student at the Faculty of Mathematics and Informatics (FMI) at Sofia University, "St. Kliment Ohridski." She works as a teaching assistant at the university, and in 2022, she was nominated for Student of the Year.



"I believe that people need magic in their lives; and to me, technology can provide that magic as it creates new worlds with code. In that regard, I feel like I am a magician. I am excited to grow in the IT field and inspire others to pursue the field as well. Thank you to Progress for their support with this scholarship."

Elitza Yotkova

**Bozhana Georlieva** is a computer science major at American University in Bulgaria who has been consistently recognized for her academic achievements throughout her educational career.



"This scholarship provides the time and resources necessary to further my studies within the field of computer science. I am a person who's deeply attached to the art of creating solutions from scratch. Through my studies, I aim to develop the skills necessary to tackle any challenge the field may present."

Bozhana Georlieva

## Progress Software Akanksha Scholarship for Women in STEM in India

A four-year, \$2,000-per-year renewable scholarship for an Indian woman pursuing an undergraduate degree in computer science, software engineering, IT and/or computer information systems.

**Soumya Teotia** is a student at the Birla Institute of Technology & Science, Pilani, where she has received a bachelor's degree in computer science and is pursuing a master's in mathematics. Soumya has been involved in many activities throughout her college years, participating in robotics contests, hackathons and tech presentations. Soumya plans to innovate and develop artificial intelligence and machine learning solutions that have a meaningful impact on people's lives.



CREATING OPPORTUNITIES  
FOR TOMORROW



"I am determined to explore the fields of machine learning and AI to the fullest extent. I hope to contribute to the development of novel applications, advancing the boundaries of technology and its potential to improve lives. Through the use of ML and AI I want to create solutions that can have a meaningful impact on society."

Soumya Teotia



# Protecting Confidential Information

Privacy and data protection is consistently top of mind for Progress. We established the Progress Privacy Center to provide transparency around our privacy practices, privacy policies, HIPAA Compliance and Data Processing Addendum (DPA), in addition to other helpful information. You can learn more about our specific policies in our [Privacy Center](#).

## Security Practices

Progress has a comprehensive cybersecurity program in place which includes a zero-trust cybersecurity architecture approach, compliance audits and verifications, source-code scanning, external penetration tests, third-party deep-dive code assessments as well as ongoing coordination with some of the industry's top cybersecurity researchers.

A comprehensive overview of this program can be found in our [Security Center](#).



# Compliance and Ethics

We believe honest and ethical conduct by our employees is an essential part of business success. To help guide our employees, we've adopted, published and distributed internal training on workplace policies, such as:

[Code of Conduct and Business Ethics](#)

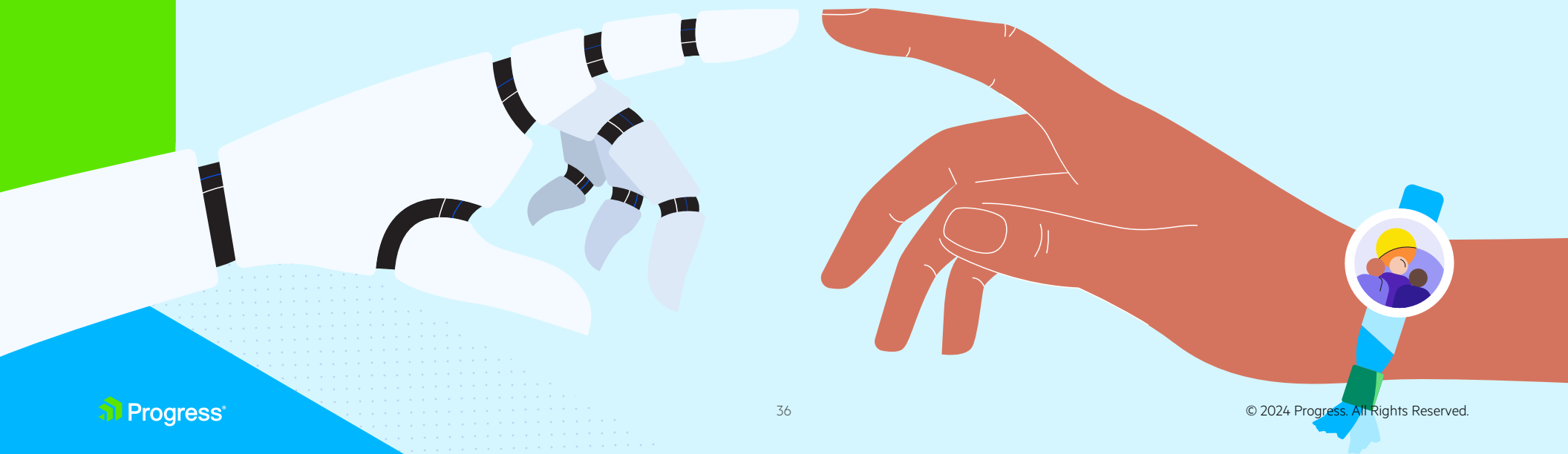
[Progress Supplier Code of Conduct](#)

[Human Rights Statement](#)

[Privacy Policy](#)

[Progress Software Statement on Modern Slavery and Human Trafficking](#)

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



# Community Awards and Accolades



**SOS Children's Villages**  
Progress received a Gold Partner badge for its long-term support of the organization



**Telerik School Academy**  
Progress was recognized as a trusted partner of the Telerik School Academy



**American Business Awards (Stevies)**  
Progress for Tomorrow won silver in the "Achievement in Corporate Social Responsibility" category



**HR Distinction Awards**  
Progress was recognized in the "Most Effective CSR Strategy" category



**The International CSR Excellence Awards**  
Progress for Tomorrow won bronze in the "CSR Initiative" category



# Our Planet

We're working to preserve  
the place we all call home.





# Small Actions Make a Big Difference

In 2023, we focused on the small things we can do daily to help the environment. As most of our office locations are now outfitted with LED lights, we started thinking about what else we can do to promote sustainability and how we can help employees build habits that can positively impact our world. We found ways to make our offices more eco-friendly and organized events to benefit the environment.

- Progressers in Ireland and Bulgaria participated in an Earth Day office cleanup
- We made small steps toward conscious recycling by centralizing waste and recycling bins in our headquarter office to encourage proper disposal
- Renewed the “Adopt a Beehive” program in our North Carolina and Bulgaria offices
- Progressers in our headquarter office composted 6,082 pounds of discarded food and organic material, which is an equivalent of 4,111 net pounds of CO<sub>2</sub> saved, or 4,687 miles driven by the average passenger vehicle.\*

*\*Equivalent calculations provided by <https://naturbag.com/>*



**REDUCE, REUSE, RECYCLE!**

Our total emissions for **FY2023** have **remained consistent** year over year. While we've managed to reduce our Scope 1 and Scope 2 emissions, our Scope 3 emissions have escalated due to increased travel across our business, as well as the return of on-site and in-person meetings post-pandemic.

**Note:** Overall data health is at 99.4%

### Total Emissions (t CO<sub>2</sub>e)



Total  
(Dec 2022 - Nov 2023)  
**4,325.07 t CO<sub>2</sub>e**

Previous Period  
(Dec 2021 - Nov 2022)  
**4,325.50 t CO<sub>2</sub>e**

Variance  
(-0.43 T CO<sub>2</sub>e)  
**0.00 % —**

|  | Total<br>Dec 2022-Nov 2023<br>CO <sub>2</sub> e (t) | Previous Period<br>Dec 2021-Nov 2022<br>CO <sub>2</sub> e (t) | Variance<br>% |
|--|---|---|---------------|
| Scope 1  | 59.5168   | 68.7144   | -13.38        |
| Scope 2  | 1,515.0345  | 1,727.6486  | -12.3         |
| Scope 3  | 2,771.8008  | 2,558.3263  | 8.34          |
| <b>GHG Emissions Total</b><br>(Scope 1 + Scope 2 + Scope 3)      | <b>4,346.3521</b>                                   | <b>4,354.6893</b>   | <b>-0.19</b>  |
| <b>GHG Reduction Total</b>                                       | <b>21.2785</b>                                      | <b>29.1868</b>  | <b>-27.09</b> |
| <b>Net GHG Inventory Total</b><br>(Total Emissions - Reductions) | <b>4,325.0736</b>                                   | <b>4,325.5025</b>   | <b>0</b>      |

### Travel Emissions\* (t CO<sub>2</sub>e)



Total  
(Dec 2022 - Nov 2023)  
**2,771.48 t CO<sub>2</sub>e**

Previous Period  
(Dec 2021 - Nov 2022)  
**2,558.1 t CO<sub>2</sub>e**

Variance  
(213.38 T CO<sub>2</sub>e)  
**8.34% ▲**

### Type Travel

Business Travel - Air [t CO<sub>2</sub>e] (2,638.9179 t)



Business Travel - Hotels [t CO<sub>2</sub>e] (122.9193 t)



Business Travel - Rental Car [t CO<sub>2</sub>e] (9.2232 t)

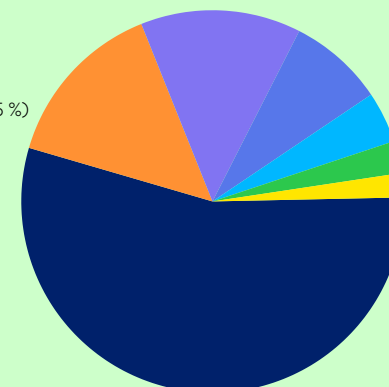


Business Travel - Trains [t CO<sub>2</sub>e] (0.4149 t)



### Travel Share by Region

- Americas > USA ( 54.63 %)
- EMEA > Western Europe ( 14.35 %)
- EMEA > CEEC ( 13.51 %)
- APJ > South Asia ( 8.4 %)
- APJ > Southeast ( 4.31 %)
- Americas > CALA ( 2.71 %)
- APJ > Pacific ( 2.04 %)



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

Our office performance improved year-over-year, with our carbon footprint dropping by **16%** in FY2023 and our energy use falling by **29%**. These numbers can be attributed to scaling down on office space. The power we are getting from the grid is still more reliant on fossil fuels, making our emissions factor higher than our consumption.

Office Emissions

(t CO<sub>2</sub>e)



Total

(Dec 2022 - Nov 2023)

1,107.47 t CO<sub>2</sub>e

Same Period Previous Year

(Dec 2021 - Nov 2022)

1,312.66 t CO<sub>2</sub>e

Variance

(-205.19 T CO<sub>2</sub>e)

-15.63% ▼

Office Energy Used

(MWh)



Total

(Dec 2022 - Nov 2023)

2,519.81 MWh

Same Period Previous Year

(Dec 2021 - Nov 2022)

3,532.63 MWh

Variance

(-1,012.82 MWh)

-28.67% ▼

Our “organic” performance also improved compared to 2022. In our office locations around the world, we decreased our CO<sub>2</sub> footprint by 3%. This reduction reflects the steps we’ve taken to conserve energy and reduce waste.

Active Office Emissions

(t CO<sub>2</sub>e)



Total

(Dec 2022 - Nov 2023)

977.03 t CO<sub>2</sub>e

Same Period Previous Year

(Dec 2021 - Nov 2022)

1,008.2 t CO<sub>2</sub>e

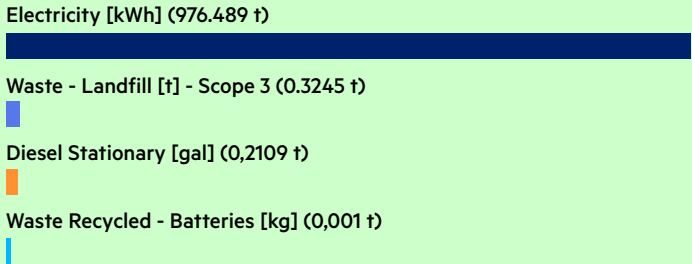
Variance

(-31.18 T CO<sub>2</sub>e)

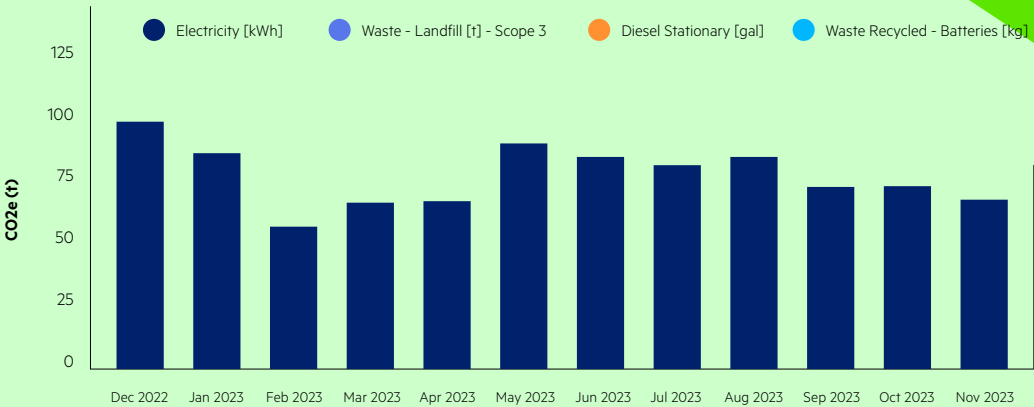
-3.09% ▼

Energy Source

Display Maximum: 10 / Sort By: Highest to Lowest



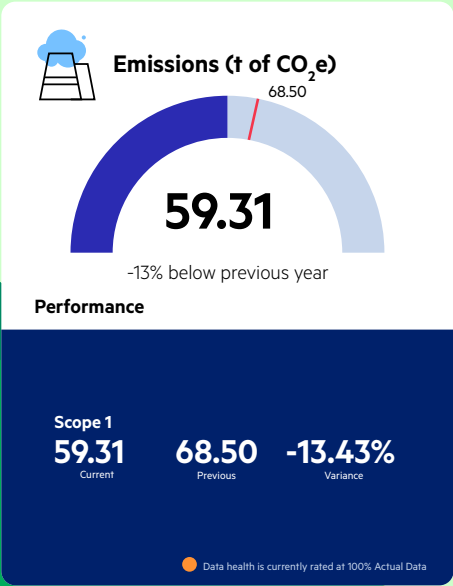
Monthly Activity



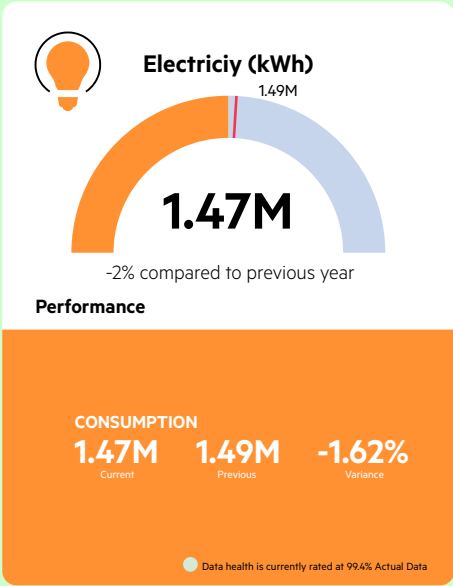
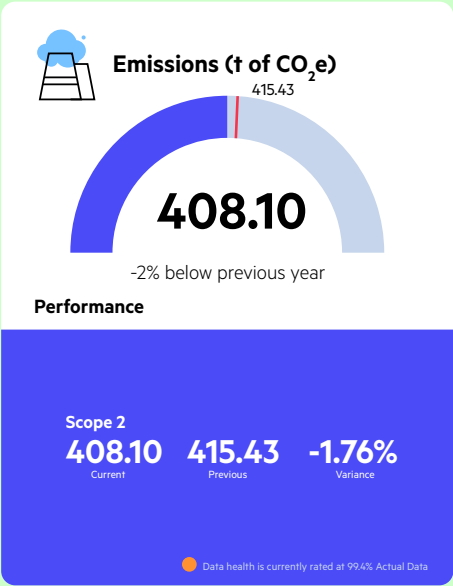
\*Notes: Our global office locations in 2022 and 2023 include Alpharetta, Brno, Burlington, Hyderabad, Limerick, Morrisville, New Delhi, Rotterdam, Singapore and Sofia. Scope 1 and 2 emissions.

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. 2023 numbers indicated almost flat utilization of our data centers and reduced footprint in our company vehicle emissions (Scope 1).

Company Vehicles



Data Centers\*

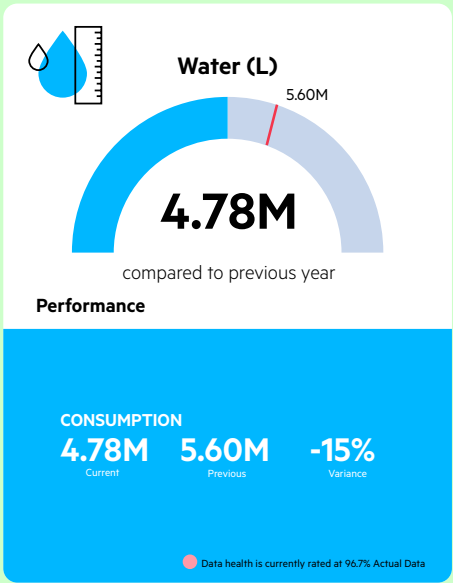


\* Data measured in Marlborough, Morrisville, and Sofia Data Centers

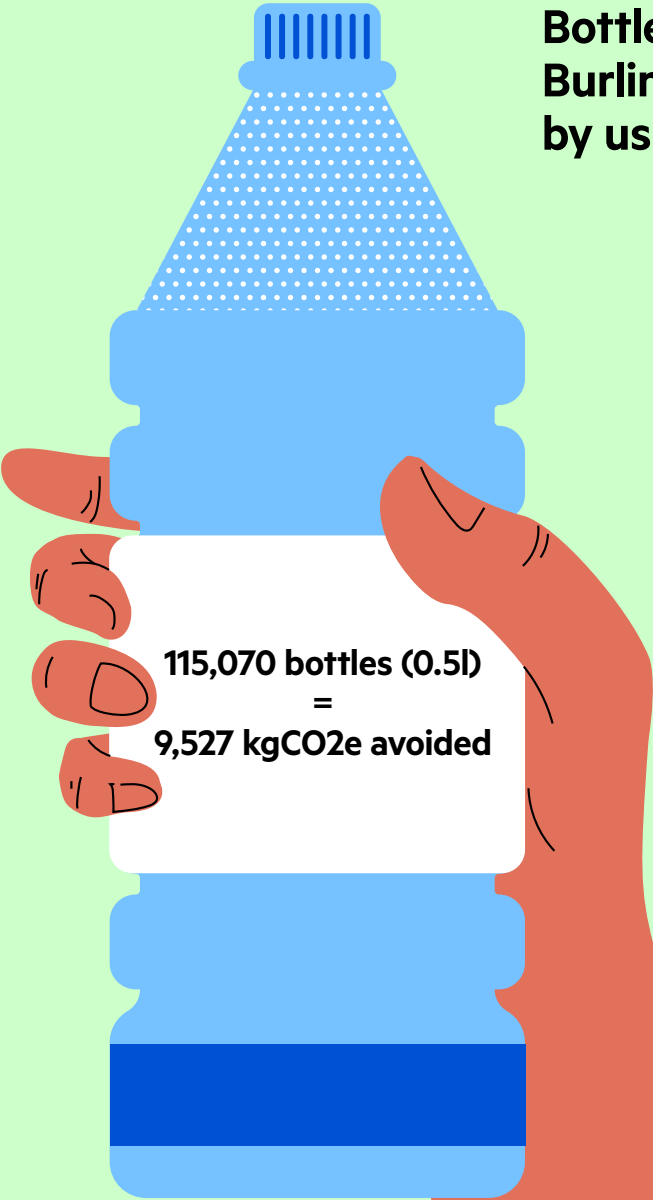


# Water Consumption and Waste Accumulation

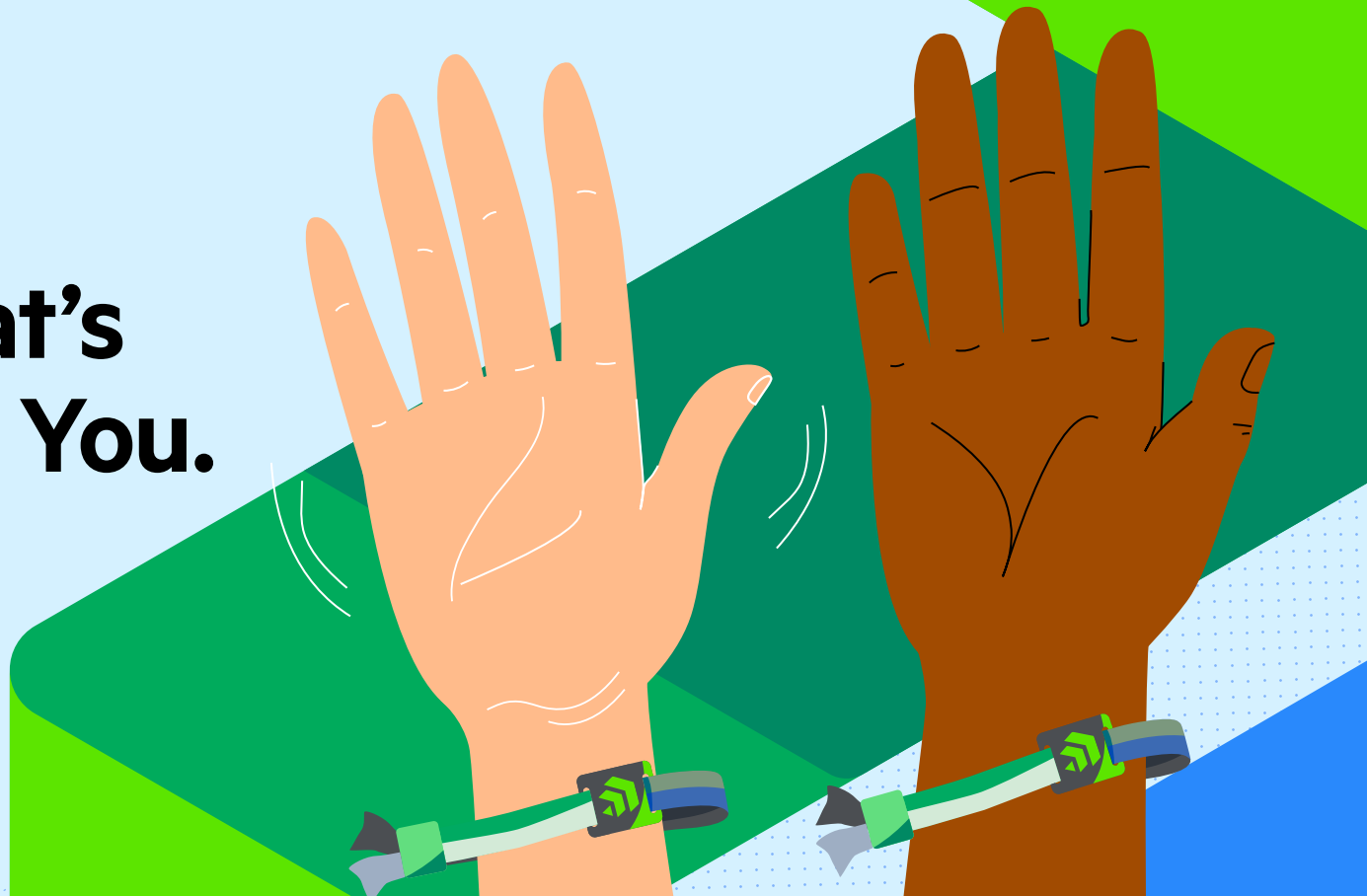
2023 Water Usage (where data is available):



Bottles Saved in Burlington and Sofia by using water dispensers



# Progress That's Built Around You.



## About Progress

Progress (NASDAQ: PRGS) provides software that enables organizations to develop and deploy their mission-critical applications and experiences, as well as effectively manage their data platforms, cloud and IT infrastructure. As an experienced, trusted provider, we make the lives of technology professionals easier. Over 4 million developers and technologists at hundreds of thousands of enterprises depend on Progress. Learn more at [www.progress.com](http://www.progress.com)

## California AB 1305 Disclosure Statement






The following disclosure is made in reference to California AB 1305. References to “we” or “our” refer to Progress Software Corporation (“Company”) and its subsidiaries.

The emissions reductions noted in this report are calculated based on documented use of resources by the Company with a third-party software application that utilizes market average emissions data for such resources. This process is subject to an internal audit review, but independent third-party verification of data or claims has not been obtained.

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