



# Corporate Social Responsibility Report 2024



Progress®  
for Tomorrow



# Letter From Our President and CEO

## About Progress

Est. 1981 | NASDAQ: PRGS

Headquartered in Burlington, Massachusetts, USA

Offices across North America, Europe, Latin America and Asia Pacific

2,300+ employees<sup>1</sup>

<sup>1</sup> Due to the recency of Progress' acquisition of ShareFile, the 2024 report does not include ShareFile employees or activities.



Our focus at Progress is to be the trusted provider of infrastructure software for powering AI-driven applications and digital experiences. Every day, we work hard to build that trust through our ongoing efforts to positively impact our *people*, our *global community* and our *planet*. These three pillars form the foundation of our Corporate Social Responsibility (CSR) program, *Progress for Tomorrow*. I am incredibly proud of our work in 2024, which drove meaningful change in each of these areas.

Our 2024 CSR report documents our efforts around the world and reinforces our deeply held belief that *people power progress*.

Over the past year, we made thoughtful investments in wellness programs and development opportunities to help our employees thrive. This included international listening tours and workshops promoting leadership development and cultural awareness as well as training resources supporting the physical, mental and financial well-being of our Progress team.

Giving back to the communities we serve is core to our CSR initiatives. Throughout 2024, Progress and our employees contributed time and funding to the important missions of more than 120 charitable organizations worldwide. Additionally, we championed humanitarian aid and social causes including cancer research, hurricane relief and veterans' affairs.

The actions we take to support our people and communities only reinforce our resolve to minimize our impact on the planet. In 2024, we took steps to improve our emissions-tracking capabilities while promoting the importance of decreasing plastic consumption and holding educational webinars on strategies for increasing energy efficiency.

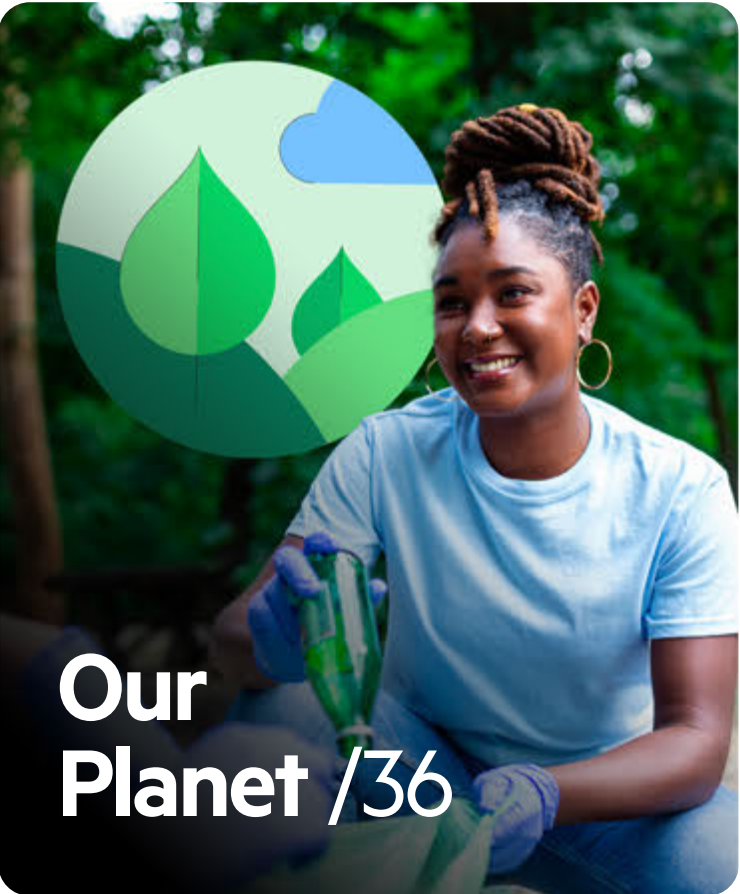
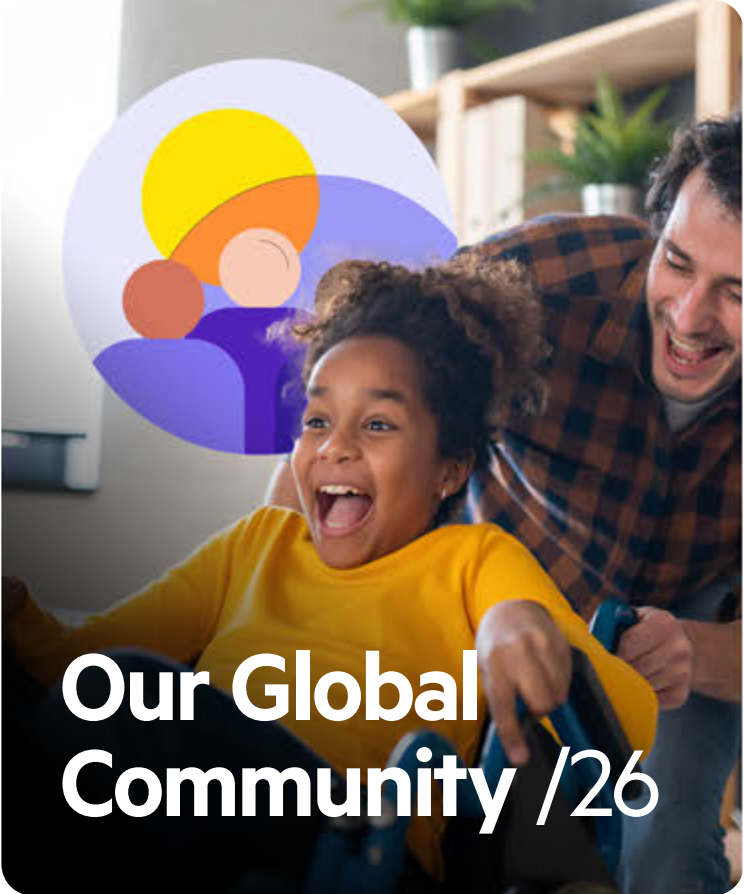
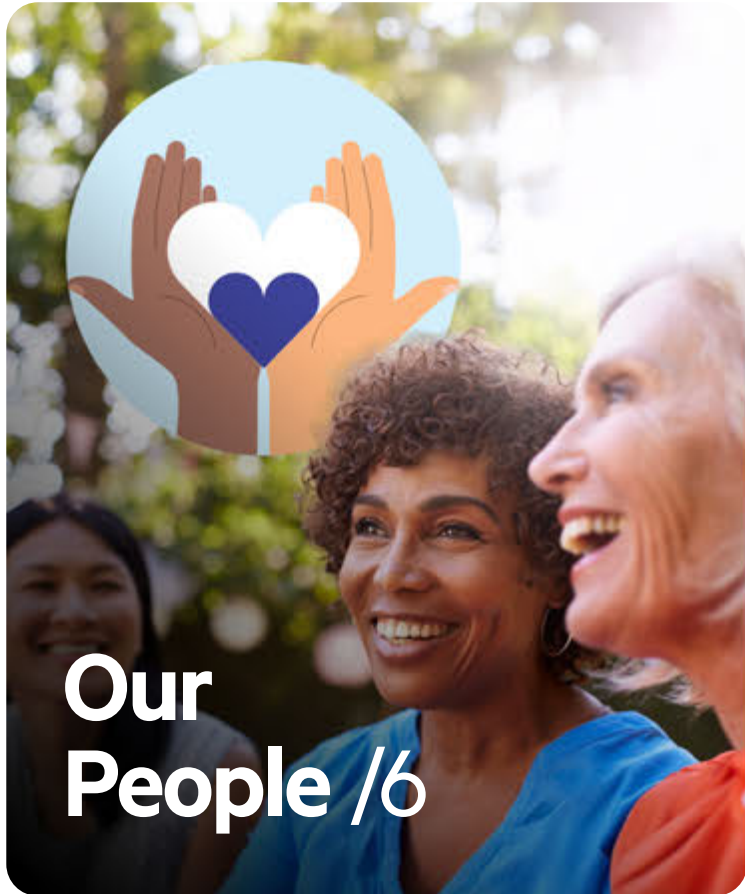
Each year brings new opportunities for our Progress team to support one another while giving back to our communities and the world around us. We embrace this responsibility wholeheartedly and remain energized by the prospect of furthering our impact in the years to come.

## Yogesh Gupta

President and Chief Executive Officer  
Progress



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# 2024 CSR Highlights

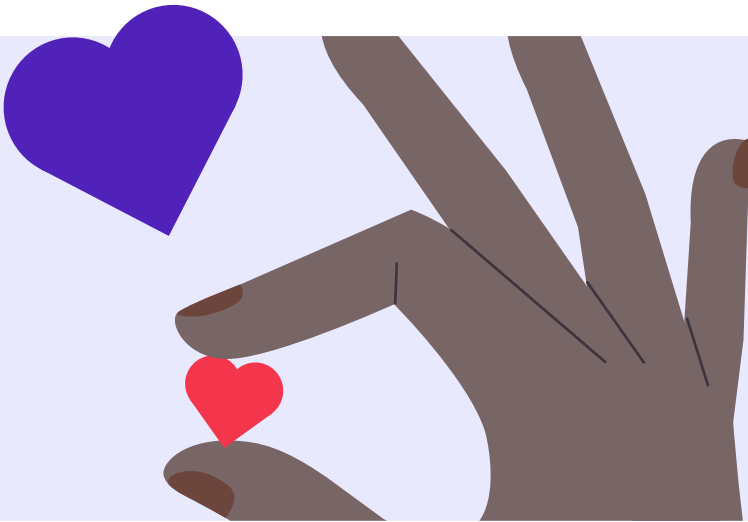
Our People, Our Global Community and Our Planet are the three pillars of our Corporate Social Responsibility Program—Progress for Tomorrow. In 2024, we strengthened these pillars by prioritizing employees' growth and wellbeing through career development, wellness, mentorship and leadership activities. Globally, we supported disaster relief, mental health and human rights with increased efforts around including those with disabilities and neurodiversity. We endeavored to promote sustainability for our planet through tree-planting drives, community clean-up and species conservation. Read on to find out more about these meaningful initiatives and how they reflect our commitment to supporting our employees, contributing to our communities and promoting environmental sustainability.<sup>2</sup>



<sup>2</sup> Due to the recency of Progress' acquisition of ShareFile, the 2024 report does not include ShareFile employees or activities.



# Our People

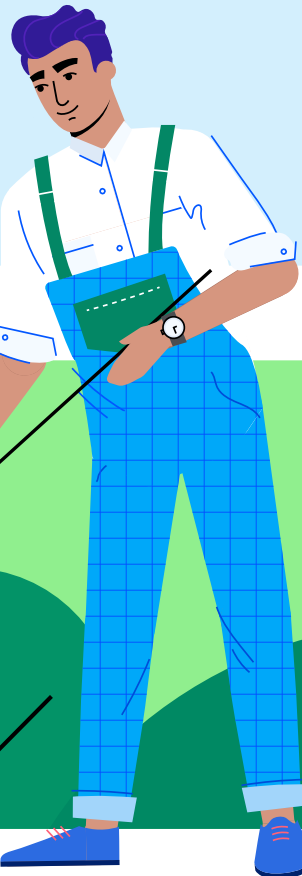
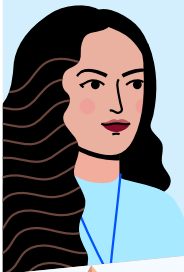


We conducted impactful training sessions such as Inclusive Leadership, Mentorship at Progress and Exploring Leadership. These sessions equipped Progress employees, including almost 160 managers, with skills to foster inclusivity.

Our Employee Resource Groups (ERGs), which are open to all employees, organized more than 45 events promoting cultural awareness, mental health and allyship—empowering employees to connect and support each other.

Our ERGs raised over USD 18,000 for multiple causes including disaster relief, youth crisis support and education. We partnered with local organizations for community impact through charity runs, donation drives and awareness events.

# Our Global Community

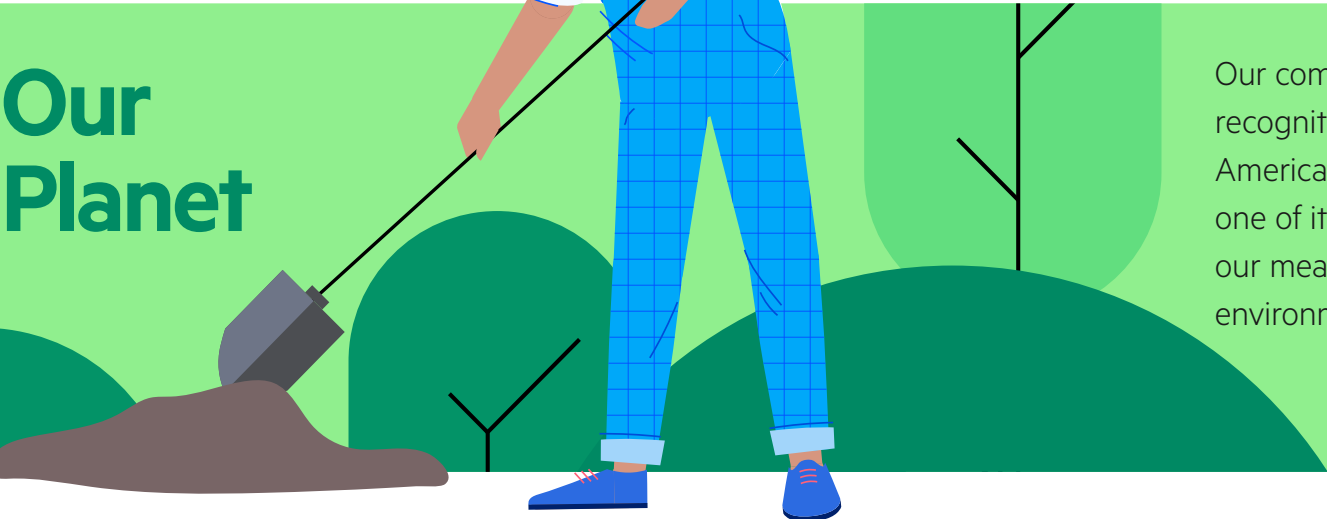
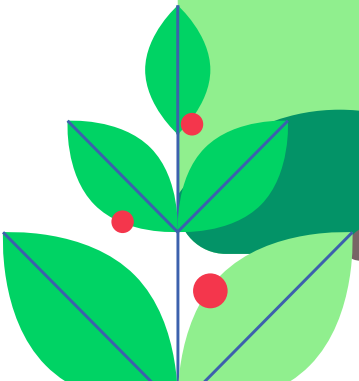


In 2024, we broadened the scope of our financial contributions to over 120 charitable organizations and causes.

We supported global communities, including humanitarian and social causes around the world, disaster relief and cancer research.

We awarded scholarships to seven talented students as part of our annual STEM Scholarship Series.

# Our Planet



Our community earned multiple recognitions, including being one of America’s greenest companies and one of its best climate leaders for our meaningful work in addressing environmental issues.

Our Earth Team promoted active employee participation with events like World Clean-Up Day and Plastic-Free July.

In partnership with the Friends of Tribals Society (EKAL), our teams planned several tree-planting drives across locations contributing to local conservation efforts.



# Our People

Together, we make Progress.

## Kevin Jones

participated in a skydive to raise funds for Alzheimer's Society in September 2024. Progress supported by matching contributions up to USD 500.

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Our People

# Highlights

9/10

employees are proud to work here.

93% and 90%

(Teamwork) (Empowerment)

top-scoring employee engagement drivers.

>90%

employee retention rate.<sup>3</sup>

56%

increase in participation in Mentorship Program this year, with strong cross-functional and global participation.

45+

activities hosted by employee resource groups to support a healthy and positive working environment.

220+

employee participants of the Connect with Leaders program—our series of small group sessions with the CEO and senior leaders.

Named a

top employer

by the Boston Business Journal and The Boston Globe.



“By valuing different perspectives and empowering everyone, Progress is fostering a workplace where innovation and creativity thrive. Together, we’re building a stronger and more resilient future.”

Vivek Taparia,  
Senior Manager,  
Software Engineering  
at Progress



<sup>3</sup>The retention rate is calculated by subtracting percentage voluntary attrition (for employees with 90+ days at Progress) from 100%.



## Our People

# Putting People First

At Progress, we embrace a people-centric culture that prioritizes the well-being, development and engagement of our employees. We empower our employees to thrive in a supportive, flexible environment. By promoting teamwork, fostering leadership and offering a wide range of well-being resources, we have cultivated a workplace where each employee is valued. Our commitment to employee engagement drives our culture of continuous learning, recognition and growth, thereby enabling our people to successfully make a positive impact. Through initiatives like mentorships, educational and training opportunities, ERG events and a strong sense of community-led social responsibility, we champion personal and professional development for all.



“It is inspiring to see all the extraordinary ways that Progress and our employees are giving back both globally and locally to support our people, communities and the planet. It is an important part of our culture that we care about supporting others and helping make things better for the future.”

**Amanda Arria,**  
EVP & Chief Human Resources Officer  
at Progress





## Our People

# Professional Development and Employee Resources

We are constantly exploring innovative ways to support the personal and professional growth of our team. Along with enhancing our mentorship program, we introduced additional leadership initiatives and broadened our professional development resources to include the following:

## Team Effectiveness Initiatives

Our HR Team supports all departments by creating resources for effective collaboration and conflict resolution. In addition to providing tools like Predictive Index evaluations and Thomas-Kilmann Conflict Mode Instrument assessments, we built a new self-assessment tool this year to help employees resolve challenges at work that impact their well-being. We also added a Meeting Audit toolkit to enhance meeting productivity.





## Mentorship Program

In a program that now spans ten countries, we matched 84 mentor-mentees, representing a 56% increase from 2023. In fact, 83% of the connections were made across different functions in the organization and 73% were made by employees based in different countries. The program themes include leadership, negotiation, time management and career perspectives.

## Leadership Talk Series

We organized a collection of workshops to develop “Leadership@Scale” among Progressers. Topics included team motivation, learning from mistakes, leadership values and building leadership skills. Participants were encouraged to share real-life experiences and lessons.

## Exploring Leadership

We launched a highly successful pilot with roughly 140 participants (more than double the initial target), which focused on how to cultivate self-mastery, collaborate effectively and generate impact as an individual contributor. The program received an average participant satisfaction rating of 8/10, with 98% agreeing to recommend the program to other Progressers.

## Educational and Training Resources

We offer self-paced learning, access to platforms like Pluralsight and Udemy, training budgets for every business unit, mentorship programs, career development resources, a structured onboarding program and reimbursement for professional development courses.

## Learning Hour Webinars

These 60-minute company-wide webinars feature both internal and external experts and are designed to enhance understanding and knowledge of various topics related to work effectiveness.





Our People

# Personal Care and Well-being



“Through the numerous initiatives organized year-round, Progress demonstrates a commitment to employees’ health and well-being and creates an environment that gives us opportunities to develop professionally as well as personally.”

**Lili Potzkova,**  
Technical  
Program Manager  
at Progress



Physical, mental and financial health are essential for peak performance at work. In 2024, we provided a variety of local and global initiatives to promote our employees’ overall well-being.



## Physical Well-being

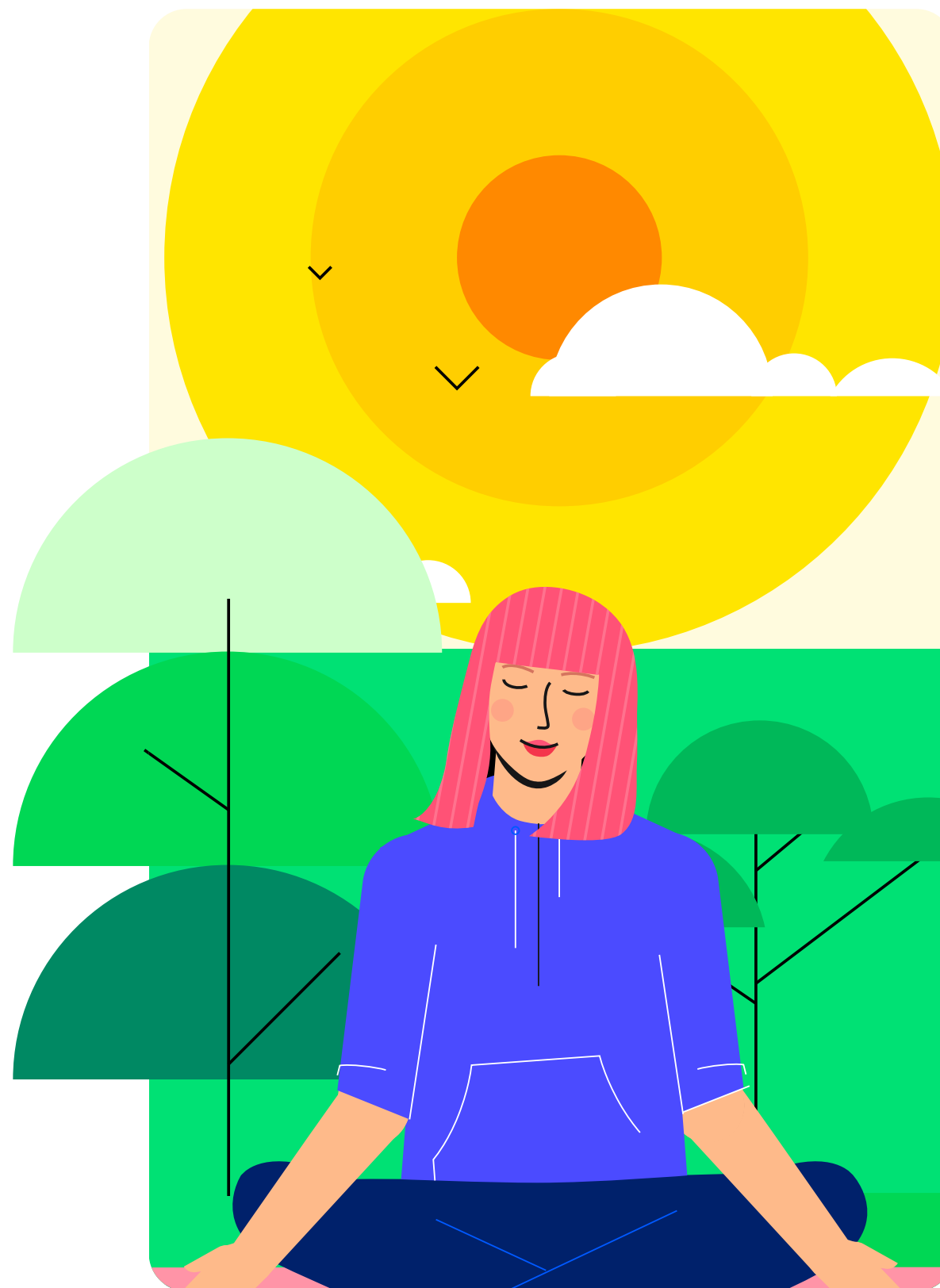
Instructor-led sessions on **corrective gymnastics, spinal health, running, eye health** and **improving ergonomics** at work.

Expert webinars on **nutritional wellness, dietary guidance** and **energy management**.

Partnership with FITFAM to provide tips on **aging gracefully** and maintaining **long-term wellness**.

**30 Days to Optimal Health Challenge** in September as Progressers practiced healthy habits for long-term wellness.

**Health check-ups and psychotherapy** (India), **December of Wellness** (Americas), **Bike to Work Challenge** (Czech Republic) and **Overcoming Insomnia** (Asia-Pacific and Japan).



## Financial Well-being

Hosted a **presentation on pension systems** and planning for future financial security.

Organized **quarterly financial webinars** on investment strategies and protecting against market volatility.

Provided **information regarding Financial Essentials** in our internal learning hub for employees.

## Mental Well-being

Workshop on creating **container kitchen herb gardens** tailored to local climates.

**Pottery appreciation sessions** to boost creativity, teamwork and relaxation.

Live session with wellness experts in a **Virtual Health Fair** to prevent burnout, manage stress and optimize well-being.

Explored the concept of **“Five Love Languages”** and how to appreciate them in the workplace.



## Our People

# Belonging, Empowerment and Respect

Progressers believe that mutual respect and understanding are the key drivers of growth in our business and culture. Here are some of the ways we cultivate belonging within our company and programs:

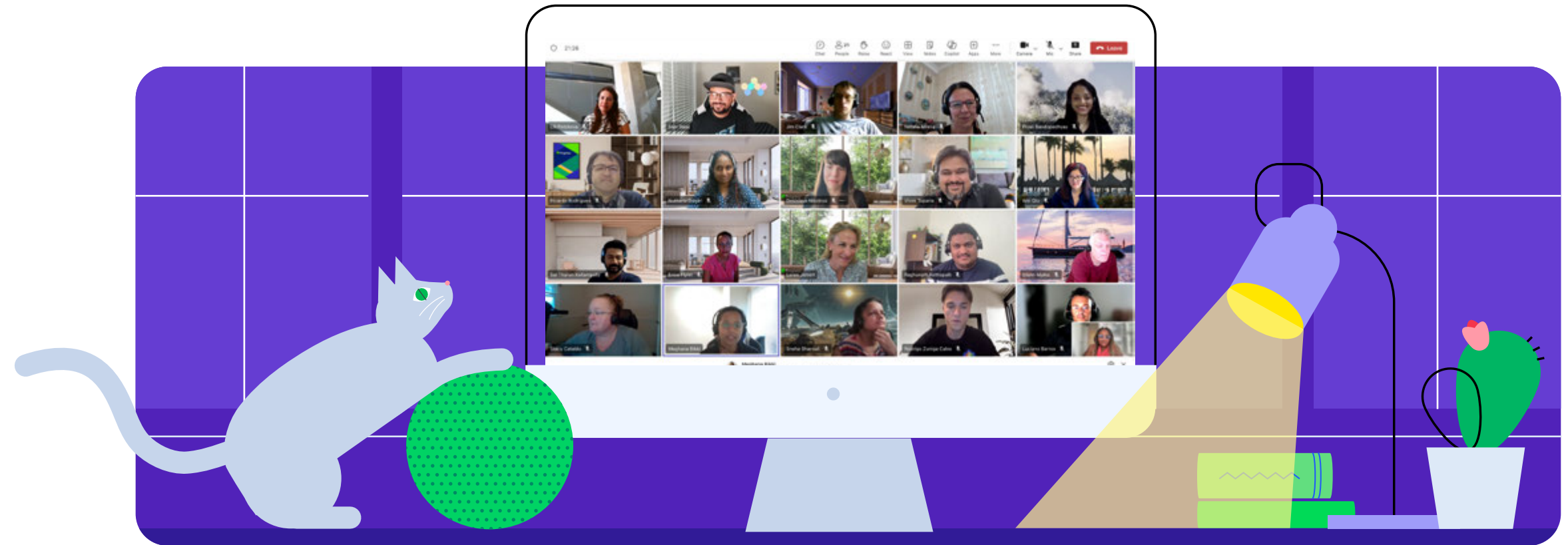




## The Connect with Leaders Program

allows Progressers to connect with senior leadership and CEO staff through small group sessions. Since its launch, 250 employees have attended these sessions.

**Mindvalley** is a wellness platform that was introduced by the I&D Committee. Its goal is to prioritize the mental, physical and emotional health of employees at Progress. In addition to assisting active users, the platform will continue to be available to all employees at Progress who wish to make well-being a top priority in 2025.



**The Listening Tour** is a mechanism for employees to share their experience as it relates to empowerment and belonging at Progress. The program is open to all employees irrespective of their work locations. Conversations on the tour have inspired the launch of additional initiatives, including mental health support during Mental Health Awareness Month in May.





A circular graphic with a dark blue background and a laurel wreath border. At the top center is the Progress logo, a green stylized 'P' made of three chevrons. Below the logo, the text 'THE STEVE FABERMAN AWARD' is written in white, bold, sans-serif capital letters.

# THE STEVE FABERMAN AWARD

**The Steve Faberman Award** is a Progress-lifetime award which honors one Progresser each year who epitomizes the unique spirit of Steve Faberman, who was Progress' Chief Legal Officer and Chief Compliance Officer until his passing in late 2022.



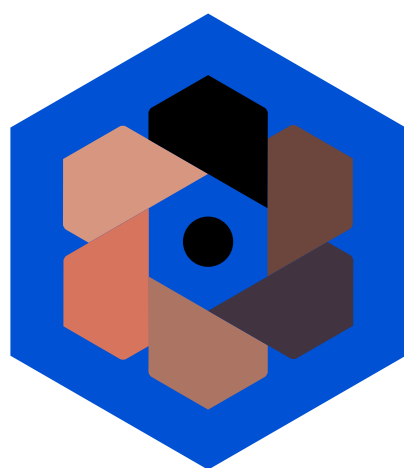
## Our People

# Employee Resource Groups (ERGs)

Progress is PROUD to honor and support the work of seven ERGs.



**ASPIRE**  
(Asian & Pacific  
Islanders Resource  
for Employees)



**Blacks@  
Progress**



**ENABLE**



**PLUS**



**Progress for  
Her**



**Unidos en  
Progress**



**Veterans@  
Progress**

While each of these ERGs is focused on a specific community, ERGs at Progress are open to all employees as either members or allies.



Our People

# ERG Community Contributions, Celebrations and Events



Our ERGs hosted fundraisers, training and activities throughout the year to support and engage with their communities. These events were open for all employees at Progress to participate.





Progress®  
ASPIRE

- Organized Virtual Art Tours to celebrate Asian and AAPI heritage.
  - National Gallery of Asian Art: Paintings from Royal Udaipur
  - Great Wall of China: A Guided Tour
- Celebrated Lunar New Year, Diwali, Sankranti and Dussehra in the U.S. and India.
- Hosted webinars and speaker sessions on the following topics:
  - Creativity and Innovation
  - Efficiency in the Kitchen
  - Insomnia
- Organized Kids' Summer Camp and Kids' Day Out in India.

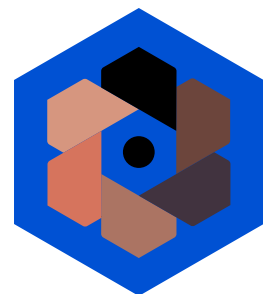


“I want to express my gratitude for the opportunity to serve as a co-lead for ASPIRE. It has been a privilege to work alongside dedicated people, fostering an inclusive and supportive community. I’m proud to reflect that our efforts fostered togetherness and learning while celebrating cultural heritage and creative expression. I am excited to see how ASPIRE continues to grow and make an impact. Thank you to everyone who contributed their time, energy, and passion.”

**MeiLani Dumont,**  
Co-Leader of ASPIRE,  
Senior Sales Engineer







Blacks@  
Progress®



- Celebrated Martin Luther King Jr.'s birthday and Black History Month in the U.S.
- Hosted Juneteenth Sip & Paint event with a live DJ to celebrate the liberation of Black Americans.
- Celebrated Black History and Heritage Month in the U.K., Ireland and the Netherlands. This year's themes— "Reclaiming Narratives" and "New Generations"—focused on elevating Black stories and achievements.
- Organized webinars and events covering:
  - Global mental health and its impact on people of color
  - The evolution and expansion of family
  - Allyship in the Workplace with Abi Adamson
- Donated laptops to Trust for Social Achievement, a nonprofit dedicated to empowering Roma youth across Bulgaria. Also, hosted Roma students from Bulgarian universities jointly with Plus.
- Donated to support the victims of Hurricane Helene in the U.S.



"This year, Blacks@Progress celebrated key moments of Black culture and heritage with exciting events. For Black History Month in the U.S. and around the world, we held global sessions on mental health for people of color and workplace allyship. We also marked Juneteenth with a virtual paint-and-sip where Progressers bonded over art, music and good vibes. These moments brought us closer together and highlighted the power of community."

**Janelle Richey**, Co-Leader of Blacks@Progress and Senior Customer Success Manager at Progress







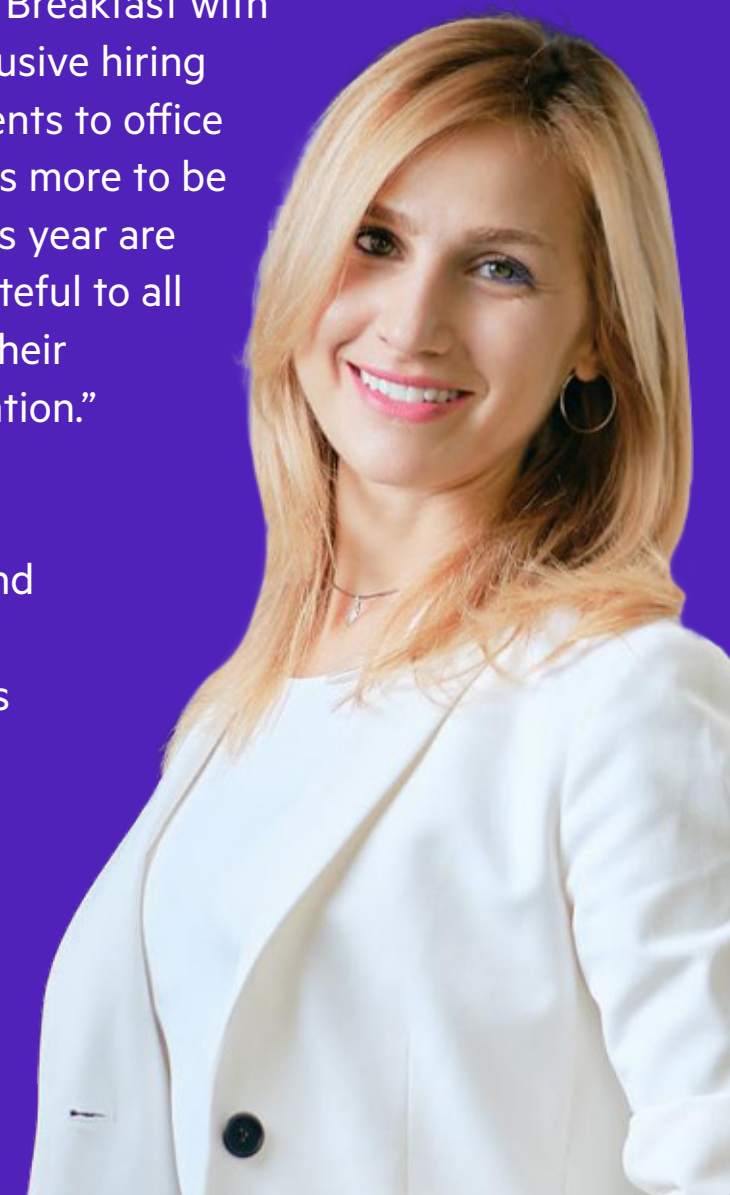
**Progress®**  
**ENABLE**

- Hosted session on communication best practices and accessibility with HearsDustin, an organization providing equitable access for everyone.
- Partnered with JAMBA, an organization that works to improve disability rights to promote accessibility within the company in the following ways:
  - Trained managers on using effective recruitment strategies and advocating for employees with disabilities to make the workplace more welcoming.
  - Hosted breakfast with meals prepared by persons with disabilities. Proceeds were donated to JAMBA.
  - Conducted sessions on how to best interview people with disabilities and support employees with disabilities.
- Donated to support the victims of Hurricane Helene in the U.S.



“In 2024, ENABLE promoted inclusivity for people with disabilities through impactful initiatives like “Breakfast with a Cause,” training on inclusive hiring practices and improvements to office accessibility. While there’s more to be done, the steps taken this year are quite meaningful. I’m grateful to all our group members for their contributions and inspiration.”

**Mariya Kabaivanova,**  
Co-Leader of ENABLE and  
Counsel Director  
Enterprise Legal Services  
at Progress







**Progress®**  
Plus

- Raised funds for The Trevor Project to facilitate crisis support services for LGBTQIA+ youth.
- Co-hosted Monica D. Livingston’s “The Modern Family” session with Blacks@Progress and Progress for Her to support discussions for LGBTQIA+ families.
- Held in-person Pride events to celebrate the LGBTQIA+ community in the U.S., the Netherlands, Bulgaria and for the first time, India.
- Partnered with GLAS Foundation to sponsor Bulgaria’s Pride and reaffirm our commitment to supporting the LGBTQIA+ community.
- Progress Bulgaria observed International Day Against Homophobia, Biphobia and Transphobia in an event hosted by the Sofia Pride Organizing Committee and attended by dignitaries from the Netherlands and Britain.
- Conducted session on “Finding Balance, Peace, and Routine through Life Coaching” with Cator Sparks.
- Donated to support the victims of Hurricane Helene in the U.S.



“The Progress Plus Employee Resource Group is dedicated to creating a safe and inclusive space for meaningful conversations. Through global events, fundraising and education, we actively champion mutual respect and belonging, while promoting mental well-being and a commitment to equality for all.”

**Dale Foster,**  
Leader of Plus and  
Workplace Services Coordinator  
at Progress







Progress®  
for Her

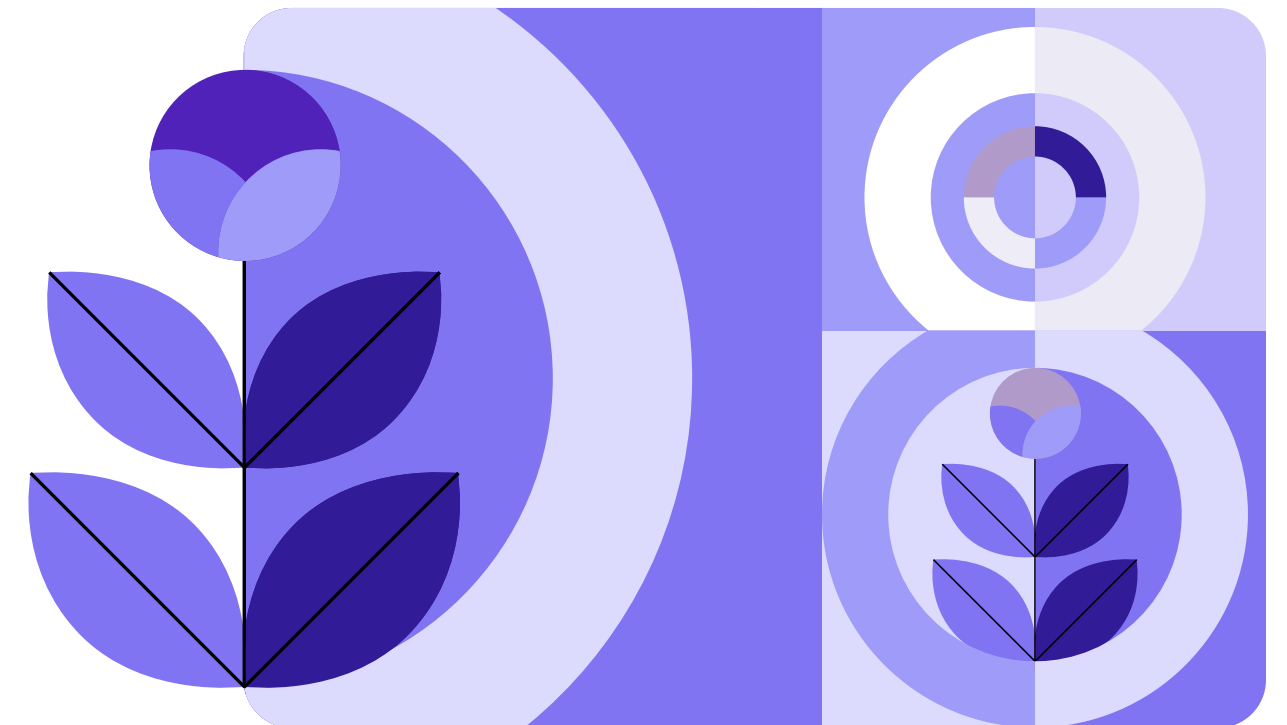


- Celebrated International Women's Day across the U.S., India and Bulgaria offices to honor women's achievements.
- Hosted expert-led panel in India to share insights on effective management of personal finances.
- Invited Olympic racer and inspirational speaker Simidele Adeagbo, who shared her experience in accelerating impact and achieving big outcomes through personal reinvention.
- Celebrated Women's History Month in March with a special focus on women in sports leadership.
- Held awareness sessions in India on preventing occupational sexual harassment (POSH) and building a safer work environment.
- Organized a hybrid self-defense workshop to empower employees with safety skills.
- Organized a donation drive for Catie's Closet, a non-profit that provides clothes, toiletries and other essentials to students living in poverty.
- Donated to support the victims of Hurricane Helene in the U.S.



"FY'24 has been an amazing year for Progress for Her, a group that's close to my heart. I enjoyed contributing to initiatives like International Women's Day celebrations, an economist-led talk on personal finance management, Kids' Day Out, a session on workplace harassment prevention and a virtual talk on goal setting. We also partnered with other groups for impactful initiatives including donation drives."

**Girija Kolagada,**  
Co-Leader of Progress for Her and  
VP, Engineering at Progress







Unidos en  
Progress®

- Organized session on “Creating Cultures of Respect,” which explored the neuroscience behind respect.
- Co-sponsored session on business creativity and innovation with ENABLE.
- Celebrated Latin American and Hispanic Heritage Month by recognizing tech innovators and trailblazers from the Hispanic and Latin American communities.
- Honored the cultural significance of the Day of the Dead with celebration in the Alpharetta office on October 30.
- Held Cinco de Mayo celebration in the Morrisville office on May 1, marking the rich cultural traditions of the holiday with a vibrant and inclusive event.
- Donated to support the victims of Hurricane Helene.



“Being an Unidos ERG leader means celebrating our rich heritage, amplifying our voices and fostering a community that values all perspectives. By embracing our culture, we empower others to embrace their identities, create spaces where our contributions are recognized and support professional growth, mentorship and allyship. Let’s continue building bridges and ensuring that our heritage inspires innovation, unity and success for all. ¡Juntos somos más fuertes!”

**Fernanda Murillo,**  
Co-Leader of Unidos and Field Marketing Manager  
at Progress







Veterans@  
Progress®

- Sponsored fundraising drives for servicepersons and veterans in honor of Veterans Day 2024.
- Raised funds for Catch A Lift, an organization working towards the recovery and rehabilitation of post-9/11 combat-injured veterans.
- Hosted a webinar on ways to manage workplace anxiety, support mental health and reduce stigma.
- Donated to support the victims of Hurricane Helene.



“As co-chair of Veterans@Progress, I have been floored by the amount of support shown by Progress and its employees for the veteran community. The attendance numbers at our events and interest in our initiatives show the passion in our community for supporting veterans. This makes it that much more rewarding to be part of Veterans@Progress!”

**Erica Flynn,**  
Co-Leader of Veterans@Progress and  
Senior Principal Financial Analyst  
at Progress



Our People

# Top Employer Awards



MassTLC Tech Top 50  
Mosaic Award



Employer Branding Awards  
Employer of the Year  
Ranked #3



Stevie Awards for Great Employers  
Employer of the Year  
Bronze



Boston Business Journal  
Middle Market Leader  
Honoree



Boston Globe's  
Top Places to Work in MA  
Ranked #5



B2B Media Leaders of Influence Awards  
Diversity Leader  
Ranked #1



Career Show Index  
Top 100 Best Employers  
in Bulgaria



Forbes Business Awards in Bulgaria  
Employer of 2024  
Ranked #2



Boston Business Journal  
Best Places to Work  
Ranked #4



# Our Global Community

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



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Progress continues to make a positive impact through various philanthropic initiatives across the world. From supporting veterans and promoting mental health awareness and making donations to worthy causes, we are determined to give back to the communities that we serve. Here are the key highlights from our recent charitable efforts:



Donated 10 laptops to support training and awareness campaigns to combat sexual violence.



Sponsored and donated to the 11th Annual NYC Benefit helping post-9/11 combat-injured veterans in mental and physical recovery.



Supported women's empowerment and hosted a panel on work-life balance.



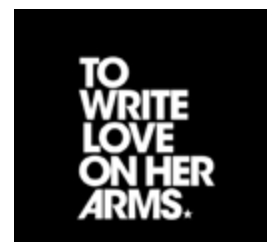
Our leadership team visited and supported this NGO, which empowers orphaned girls through education.



Our team donated to the relief center and participated in assembling and processing relief kits.



Employees volunteered at an after-school program and hosted a fun-filled terrarium workshop.



Sponsored a virtual 5K to raise awareness for mental health challenges.



Progress participated in a charity run to raise funds for a high school.



Organized event to promote inclusivity and accessible communication for persons with disabilities.





Participated in charity table tennis event to raise funds for the organization, which looks after children without parental care.



Organized Christmas and Easter Bazaars to raise funds and distribute Christmas gifts to support these NGOs.



Employees volunteered time and effort for causes including healthy eating, refugee aid and education.



Participated in the 15th Annual Blood Donation event, contributing to life-saving efforts.

## Give a Paw

Progressers volunteered at this dog shelter and donated 300 kg of dog food.



Helped raise funds for breast cancer awareness, early detection and life-saving treatment for patients.

## Eyes on Four Paws

Participated in the special night-time [Svetulki RUN](#) to support guide dog training for persons with disabilities.



Employees participated in our third annual walk to fundraise and support Dana Farber Cancer Research.

## Global Matching Momentum Week

From September 30 to October 4, Progress matched all employee donations, to raise money for charities we care most about.



Raised funds and matched donations for a parachute jump undertaken by one of our own in support of Alzheimer's awareness.

## US Disaster Relief

Donated and mobilized support in aid of the victims of Hurricane Helene.



Continued the annual tradition of participating and sponsoring a team in the Scores Cup, a charity soccer tournament.





Promoted and supported this organization, which advocates for children and youth in the foster care system who have experienced abuse or neglect.



Progress Champions

Supported and donated to charities including National Animal Welfare trust, Wounded Warrior Project and Dominican Missionary Sisters.



“Through our CSR efforts, we strive to create a meaningful impact on our global community by fostering inclusivity, empowering individuals and championing sustainable initiatives. Together, we are building a brighter future for all.”

**Nagashree D M,**  
Regional HR Business  
Partner, India & APJ  
at Progress





## Our Global Community

# Progress in the Community

At Progress, we're committed to educating both employees and external audiences on the importance of cultivating a work environment where all feel a sense of belonging. In 2024, we were honored to serve as thought leaders through the following engagements:



- Progress employees participated as panelists in:
  - **The Women's Edge** event on advancing women in leadership and workplace equality.
  - **IDEA24 Global Inclusion, Diversity, Equity & Allyship Summit**, sharing insights with leaders from global brands on building inclusive cultures.
- We engaged with the media through:
  - **Conversation with the CEO of Electives, Inc.** on how global companies can build inclusive cultures while engaging employees.
  - **Bulgaria's bTV Before Lunch**, advising organizations on ways they can support happiness and well-being of employees.
  - **Forbes**, providing commentary on how tailored benefits for employees with disabilities drive growth.
  - **Chief Talent Officer, People Management** and **Dev.BG**, addressing how global companies can cultivate empathetic work environments across their offices.
  - **BW People** and **TechGig**, sharing thoughts on how workplaces can empower and celebrate neurodiversity.
  - **Karieri.bg** and **SheCanCode**, providing insights on how employers can enhance gender fairness in the workplace.
- Representatives from Bulgaria joined a **conclave hosted by Financial Times** to discuss and learn about the successes and challenges of creating innovative workplace practices to establish a culture of belonging, empowerment and respect.



## Our Global Community

# Advocates for STEM Education

Inspiration is the key to enabling innovators. By supporting education and empowering students with the knowledge and tools for success in science, technology, engineering and mathematics, Progress aims to bridge opportunity gaps and inspire the next generation of problem solvers.



Here are some of the ways we supported STEM education in 2024:

## Donated laptops to schools

Progress proudly donated laptops to schools, a contribution that will significantly enhance the students' educational experiences and support their academic growth:

- Burlington, MA donated 147 computers to Computers4People.
- Morrisville, NC donated 56 laptops to World Computer Exchange.
- Sofia, Bulgaria donated 10 laptops to schools in Pasarel and Sofia.

By providing these much-needed technological resources, we are empowering students with the tools to better engage in hands-on education and apply their knowledge through practical learning..



## Kids in Tech (KIT) Sponsorship

Progress had the honor of sponsoring and attending KIT's Pathways to Success Dinner and Awards. The event recognized community changemakers who embody KIT's mission to excite, educate and empower children from low-income backgrounds across Massachusetts, encouraging them to explore technology, engineering and STEM opportunities.



## Our Global Community

# STEM Scholarship Series

Progress selected the recipients of its 2024 Women in STEM Scholarships series. Established in 2019, the scholarship series aims to open opportunities to students in the U.S., Bulgaria and India pursuing degrees in computer science, software engineering, IT and/or computer information systems. This year, the scholarship was awarded to seven talented recipients.

## The Progress Mary Székely Scholarship for Women in STEM (U.S.)

This four-year renewable scholarship was created to honor the late Mary Székely (pronounced: “See-kay”), one of Progress’ founders, first employee, primary developer of the company’s first product and a lead software engineer and mentor for Progress employees for more than 30 years. The scholarship, recognizing Mary’s significant contributions to both Progress and the software industry, has been historically granted to one recipient each year. In 2024, Progress made a unique exception and awarded the scholarship to two students: **Neidy Merida-Lopez** and **Emma Normand**.



“I’ve always been surrounded by coding, engineering, math and science. And as much as it surrounded me, I was so allured by it. This scholarship has done so much for me already. It has alleviated such a big burden and enables me to fully immerse myself in my education.”

**Neidy Merida-Lopez**

Vassar College, Computer Science



“I am a huge advocate for women in STEM and for women to not feel afraid to pursue their passions. Progress’ scholarship is a wonderful opportunity for women to continue their pursuits in the STEM field. I’m always in the process of learning and I’m very excited to be able to learn as much as humanly possible in coding.”

**Emma Normand**

Worcester Polytechnic Institute, Computer Science



# Women in Tech Scholarship Program in Bulgaria

This program consists of three scholarships that support women pursuing STEM careers in Bulgaria: The Women in Tech Scholarship at American University in Bulgaria (annual donation to their fund) and two Women in Tech Scholarships for women students from other accredited universities in Bulgaria. This year’s recipients include:



“The Progress Women in Tech Scholarship is more than financial aid; it’s an acknowledgment of the hurdles women face and an investment in the potential we hold to drive progress. I’m eager to contribute to a future where technology is shaped by diverse voices, ensuring it serves everyone equitably.”

**Violeta Kastreva**  
Sofia University, Faculty of Mathematics and Informatics, Computer Science

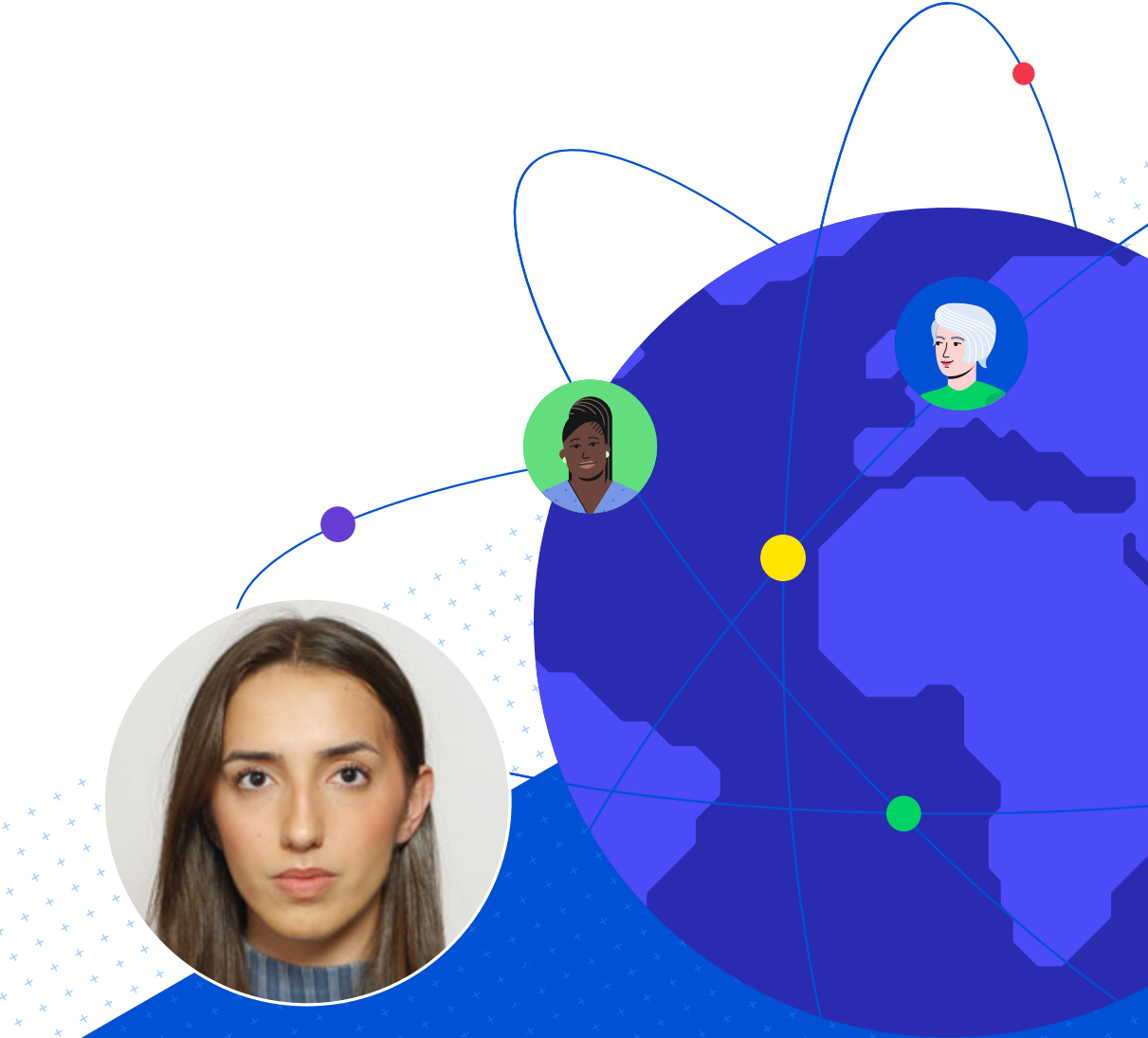


“I was a member of the Robotics Club where I developed a robot named “Solar Reviver.” Despite being the only woman, I persevered through challenges and skepticism and led our team to win three significant awards. This experience strengthened my technical skills and instilled a profound sense of empowerment.”

**Teodora Savcheva**  
Technical University of Sofia, Intelligent Systems and Artificial Intelligence



In addition to these two awards, Progress contributes to the scholarship program at the American University in Bulgaria to support women working toward a degree in the computer science field. This year, our EUR 8,000 donation was given to Blagovesta Blagoeva, a computer science and psychology major.





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

This is a four-year renewable scholarship to cover tuition, fees, educational expenses and equipment (including laptops) for women pursuing STEM careers in India. This year, three young women were selected as recipients:



“I believe luck is the intersection of diligent preparation and opportunities. My goal is to make a meaningful impact in the world of technology and to continuously contribute to its growth and innovation.”

**Prarthana R**

RV College of Engineering, Information Science and Engineering



“STEM has driven curiosity in me and will do so forever. Pursuing a degree in engineering has exposed a new world to me where even the sky is not the limit. A heartfelt thanks to Progress for helping me pursue my passion for STEM.”

**Nikita S Raj Kapini**

RV College of Engineering, Engineering



“Artificial intelligence and machine learning is a branch where we must commit ourselves to continuous learning. I am eager to learn and apply my skills to advance the industry.”

**Garnepudi Bhavika**

Siddhartha Institute of Technology, Engineering



Our Global Community

# Charitable Giving Awards





# Our Planet

Our Collective Commitment  
to a Green Future

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

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## Progress® Earth Team

To strive and use our talents and resources to make the world a little brighter – and we do this most effectively when we work together!

The Earth Team is a cohort of Progress volunteers who come together to take collective action in addressing environmental issues. In 2024, the Progress community, led by volunteers from the Earth Team, organized a variety of activities focused on reducing our carbon footprint, promoting conservation efforts and fostering community involvement in sustainability.

**Progress received the following accolades in 2024:**  
**America's Greenest Companies by Newsweek and America's Climate Leaders by USA Today.**



“Sustainability isn’t just a word; it’s a way of life. By incorporating sustainable practices into our daily lives—from reducing waste to making eco-friendly choices—I believe that every small action can lead to a big impact on our planet.”

**Rachel Peters,**  
Earth Team Co-Leader,  
Sustainability Assistant  
at Progress



## Here are the Earth Team’s key achievements and activities in 2024:

### Home Electrification 101

A virtual session celebrating Earth Day, offering tips on how electric vehicles, appliances and technologies can reduce emissions and improve health and comfort.

### World Clean-Up Day

Progress employees participated in local clean-up activities by removing trash from their neighborhoods and demonstrating our commitment to a cleaner environment.

### Tree Plantation Drive

In partnership with Friends of Tribals Society (EKAL), we planted over 20 trees in January, contributing to reforestation efforts.

### Beehive Adoption

For the third year, the Earth Team adopted three beehives through Istinski Med to support pollinator populations and promote biodiversity.

### Plastic-Free July

Employees shared creative ideas to reduce plastic use, leading to increased awareness, actionable ideas and stronger commitment to sustainability within Progress.

### Live Virtual Beehive Tour

The Progress team in North Carolina live-streamed a tour of our fully-functional local beehive at the North Carolina Museum of Art.

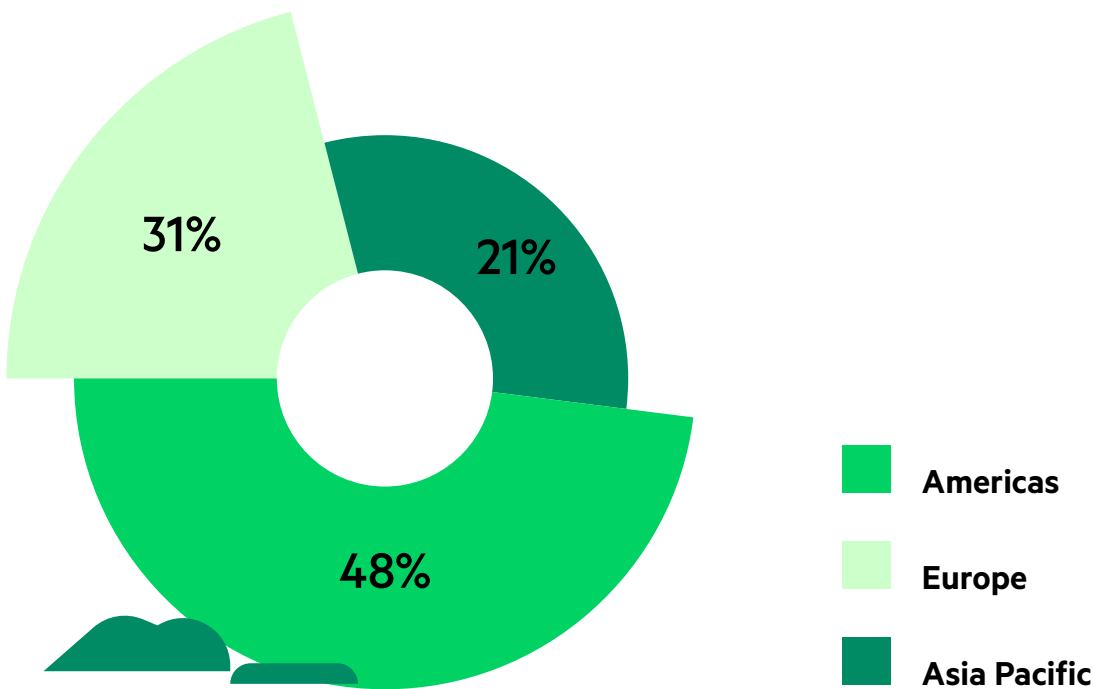


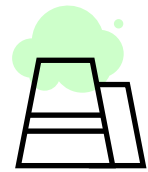
Our Planet

# Emissions and Energy Usage Data

We recognize the importance of improving sustainability performance across all regions. As our office utilization increased in 2024 and we added a new data center to our footprint, we remain focused on taking steps to reduce emissions and energy usage.

Share of Emissions by Region



Total Emissions CO <sub>2</sub> e (tons)		Total Net Emissions (Dec 2023 - Nov 2024)	Previous Period Net Emissions (Dec 2022 - Nov 2023)	Variance (39.8 t CO <sub>2</sub> e)
		4,367.51 CO <sub>2</sub> e	4,328.43 CO <sub>2</sub> e	0.9% —

Our total emissions for FY'24 saw a slight increase mainly due to increased office utilization and the expansion of our footprint tracking to include additional off-site data centers in Brno, Czech Republic. While we reduced our Scope 3 emissions, Scope 1 and 2 emissions grew as a result of these changes. The expanded data tracking allows us to identify areas for improvement and guide our ongoing efforts to reduce emissions moving forward.

Activity by Scope

	Dec 01 2023 - Nov 01 2024 CO <sub>2</sub> e (tons)	Previous Period CO <sub>2</sub> e (tons)	Variance (%)
Scope 1	61.8267	59.5168	3.88
Scope 2	1,622.2366	1,518.3903	6.83
Scope 3	2,705.1937	2,771.8008	-2.4
GHG Emissions Total (Scope 1 + Scope 2 + Scope 3)	4,389.257	4,349.7079	0.9
GHG Reduction Total	21.7457	21.2785	2.19
Net GHG Inventory Total (Total Emissions - Reductions)	4,367.5113	4,328.4294	0.9




Emissions and Energy Usage Data

# Business Travel

Total Emissions

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



Total  
(Dec 2023 - Nov 2024)

2,766.49 CO<sub>2</sub>e

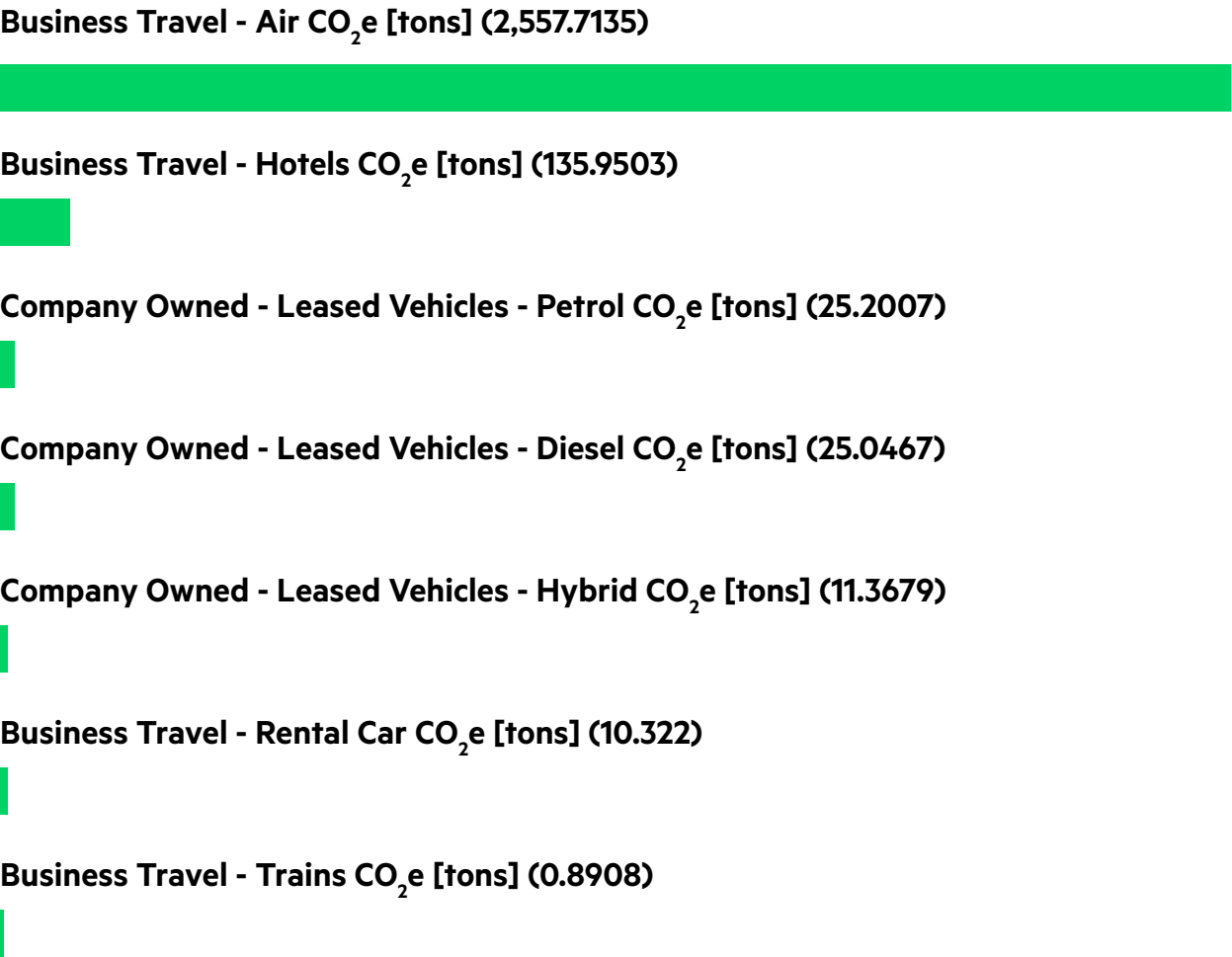
Same period previous year  
(Dec 2022 - Nov 2023)

2,830.78 CO<sub>2</sub>e

Variance  
(-64.29 t CO<sub>2</sub>e)

-2.27% ▼

## Impact by Transport Type



## Emissions by Transport Type by Month








Emissions and Energy Usage Data

Office



Our office carbon footprint has increased by 5% and our energy use by 1%, primarily due to a 2% rise in office attendance. Our energy mix continues to rely on fossil fuels (mainly coal) and that is the reason why our emissions factor is higher than our consumption.

<b>Total Office Emissions</b> CO <sub>2</sub> e (tons)		Total (Dec 2023 - Nov 2024)	Previous period (Dec 2022 - Nov 2023)	Variance 65.44 t CO <sub>2</sub> e
		<b>1,175.32 CO<sub>2</sub>e</b>	<b>1,109.89 CO<sub>2</sub>e</b>	<b>5.89% ▲</b>
<b>Energy</b> (MWh)		Total (Dec 2023 - Nov 2024)	Previous period (Dec 2022 - Nov 2023)	Variance (27.23 MWh)
		<b>2,551.47 MWh</b>	<b>2,524.23 MWh</b>	<b>1.07% —</b>
<b>Active Office Energy Usage</b> (MWh)		Total (Dec 2023 - Nov 2024)	Same period previous year (Dec 2022 - Nov 2023)	Variance (-9.54 MWh)
		<b>2,231.48 MWh</b>	<b>2,241.02 MWh</b>	<b>-0.42% —</b>

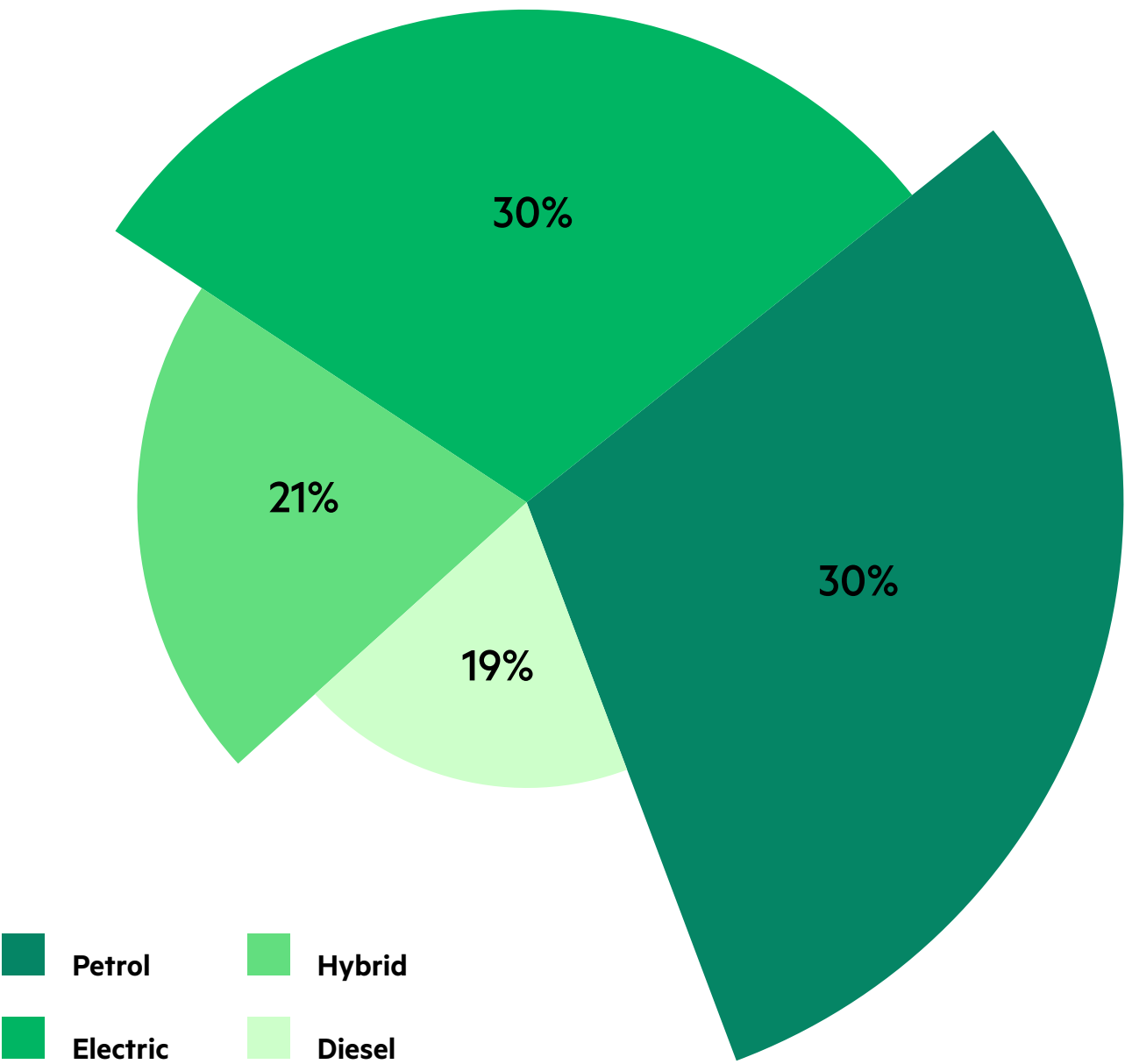
\*\* Office locations we have operated in 2023 and 2024 include Alpharetta, Brno, Burlington, Hyderabad, Limerick, Morrisville, Rotterdam, Singapore and Sofia (Scope 1 and 2 emissions).



Emissions and Energy Usage Data

# Company Vehicles

Current Fleet by Fuel Type



Emissions from Vehicles	Total (Dec 2023 - Nov 2024)	Previous period (Dec 2022 - Nov 2023)	Variance 2.31 t CO <sub>2</sub> e
CO <sub>2</sub> e (tons)	61.62 CO <sub>2</sub> e	59.31 CO <sub>2</sub> e	3.89% ▲

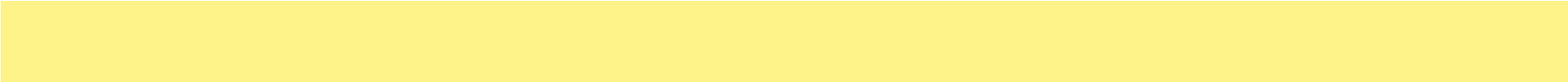
## Emissions by Vehicle Type

Active fleet of 37 company-leased vehicles

Company Owned-Leased Vehicles - Petrol CO<sub>2</sub>e [tons] (25.2007)



Company Owned-Leased Vehicles - Diesel CO<sub>2</sub>e [tons] (25.0467)



Company Owned-Leased Vehicles - Hybrid CO<sub>2</sub>e [tons] (11.3679)





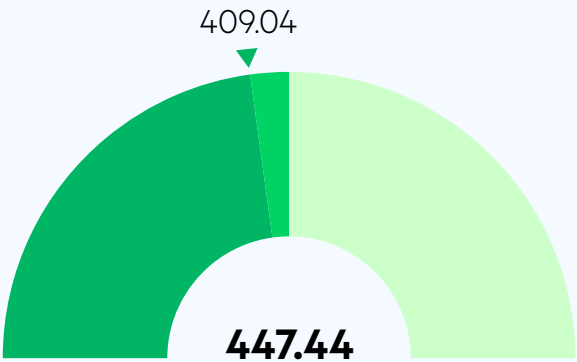
Emissions and Energy Usage Data

# Co-located Data Centers

As we continue to rely on off-site data centers, we've enhanced our tracking capabilities by including Brno's offsite location. In addition, our IT team has optimized the use of existing co-locations and closed sites that were previously untracked. While this has led to slight uptick in emissions from these locations, it also provides us with more accurate data to drive improvements.



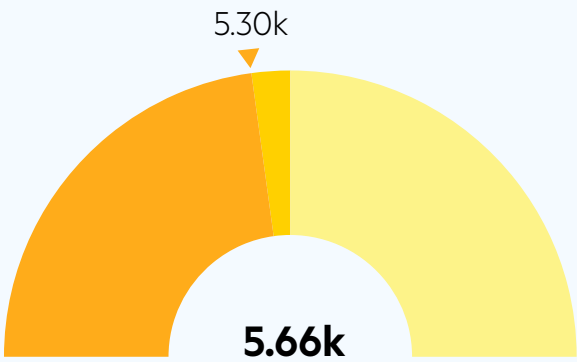
**Emissions** CO<sub>2</sub>e (tons)



9% above previous year



**Electricity** (GJ)



7% above previous year

- Data measured in Brno, Marlborough, Morrisville, and Sofia data centers
- Data health at 99% Actual Data

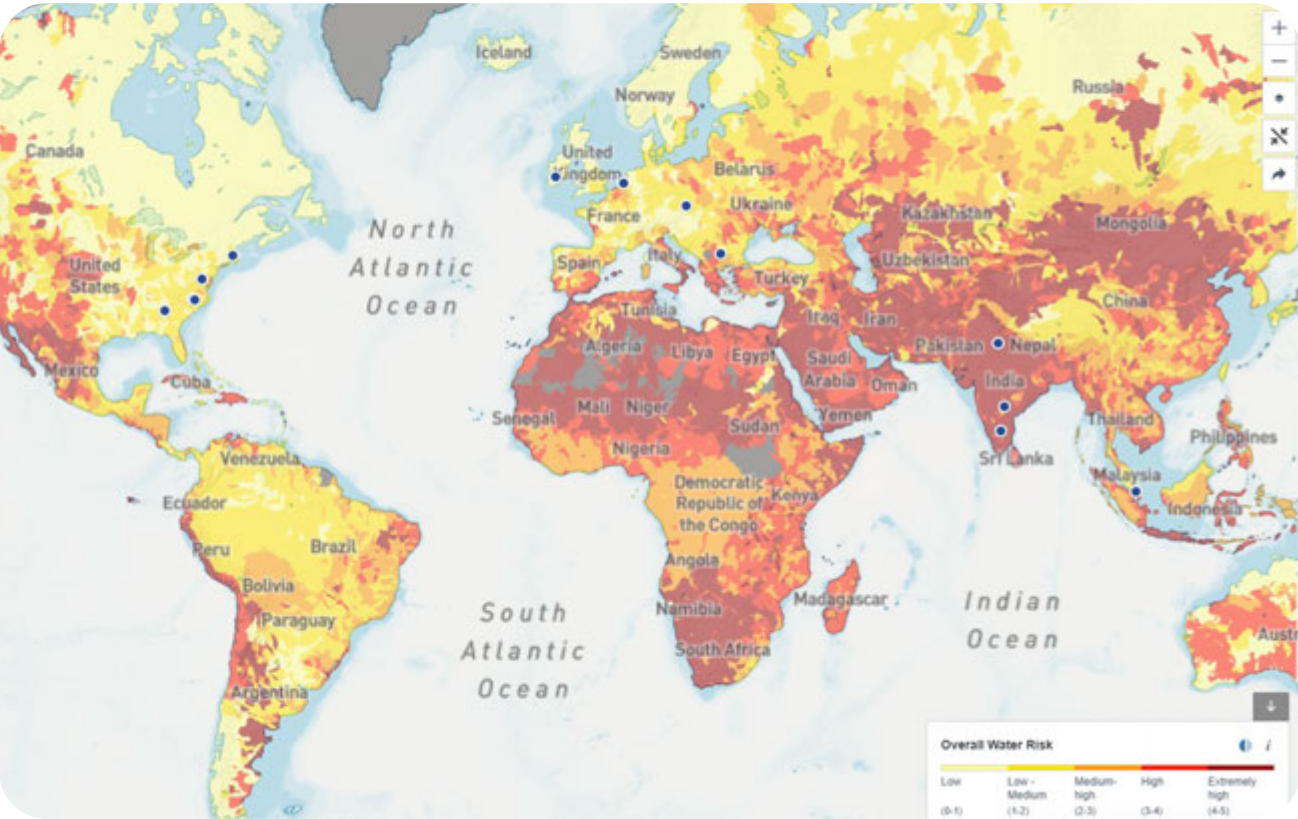




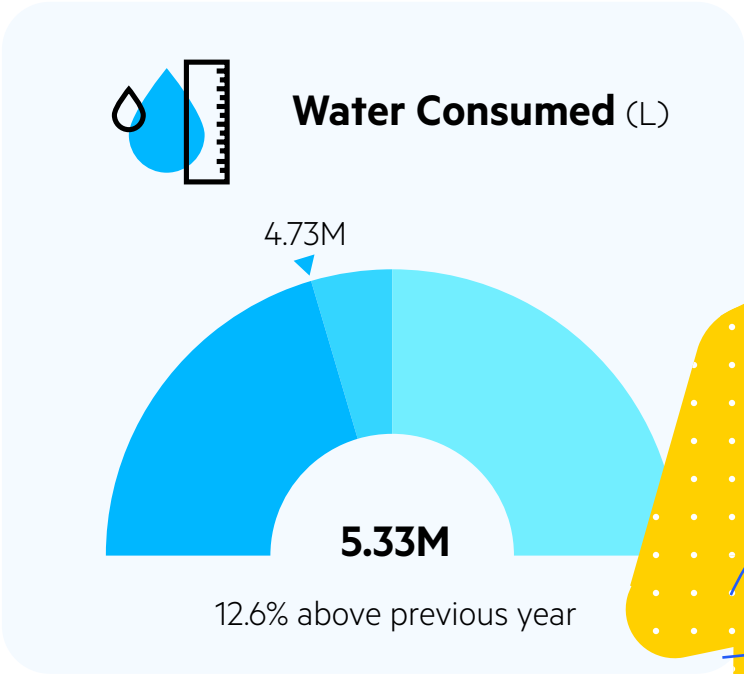
Emissions and Energy Usage Data

# Water

Approximately 23% of our office locations (mainly in India) are situated in areas with high overall water risk. Overall water risk is measured by aggregating key indicators across physical water quantity, quality, regulatory and reputational factors. Higher values indicate higher water risk.



Source: World Resource Institute (www.wri.org)



Bottles saved by using water dispensers  
**140,641 bottles (0.5l)**

Estimated emissions avoided  
**11,645 kgCO<sub>2</sub>e**

\*Burlington and Sofia





# Protecting Confidential Information

Privacy and data protection for our customers and employees is consistently top of mind. 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

The security environment of our company and customers is of paramount importance to us. 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 [Trust 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, including a whistleblower hotline, for employees to raise concerns to our Chief Compliance Officer about the conduct of the company, employees or others connected to the company.



# Progress That's Built Around You.

## About Progress

[Progress](#) (Nasdaq: PRGS) empowers organizations to achieve transformational success in the face of disruptive change. Our software enables our customers to develop, deploy and manage responsible AI-powered applications and digital experiences with agility and ease. Customers get a trusted provider in Progress, with the products, expertise and vision they need to succeed. 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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