Progress®
for Tomorrow

2021
Corporate Social Responsibility

REPORT

Letter from Our President and CEO

At Progress, our North Star is people, because people power Progress and we strive to build and fortify an inclusive and diverse culture. As an organization and as individuals, we encourage and promote contributions to the community and to social and environmental causes.

I am enormously proud of our accomplishments in 2021—from the way our people continued to meet and overcome the challenges of COVID-19, to our global recognitions as a best place to work, and to our recognized leadership in inclusion, diversity and social justice efforts.

About Progress

Est. 1981

NASDAQ: PRGS

Headquartered in Bedford, Massachusetts, USA

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

2,000 + employees

This report highlights some of our Corporate Social Responsibility (CSR) achievements during 2021 organized around the program's three key pillars:

- **Our People**—Inclusion and diversity (I&D), health, safety and well-being, employee development and ethics
- **Our Communities**—Social justice, STEM education and emergency relief
- **Our World**—Environmental sustainability matters

As we marked our 40th year, the strides we have made and continue to make in business are a testament to the engaged, dedicated people who make up Progress. Together we learn, grow and evolve and challenge ourselves every day to exceed our own expectations at work and in life.

Yogesh Gupta
President and Chief Executive Officer
Progress Software Corporation

Table of Contents

Our People

Our Communities

Our World

Progress
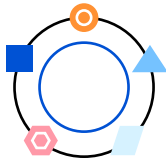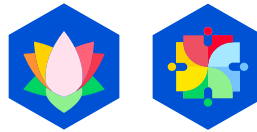
2021 CSR Highlights

Our People

Hired our first Chief Inclusion and Diversity Officer, Dr. Shirley Knowles, reiterating our commitment to building and fortifying an inclusive and diverse culture.

Welcomed two new Employee Resource Groups (ERGs):
• ASPIRE - Asian-Pacific Islanders
• Unidos en Progress - Hispanics and Latinx

Established International Women's Day as global paid holiday and Juneteenth as a US paid holiday.

Our Communities

Donated $400,000 to 74 charitable organizations worldwide.

Expanded our charitable giving program in the US with the addition of an employee-driven sponsorship program where employees can submit for Progress sponsorship of charitable events or organizations.
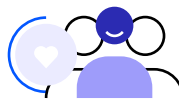
Created the Progress Software Akanksha Scholarship for Women in STEM, in India, expanding the overall Progress Women in STEM scholarship series, beyond the US and Bulgaria.

Our World

Established the Progress Earth Team, focused on developing fresh ideas for how we can promote sustainable behavior at Progress.

Invested in certified sustainable and healthy office spaces in, Hyderabad, India, Rotterdam, the Netherlands and Burlington, MA, while retaining ENERGY STAR® certification of our Global Headquarters.

Continued improvement of our energy utilization tracking with the installation of new electric and water meters in offices in the US and the Netherlands.
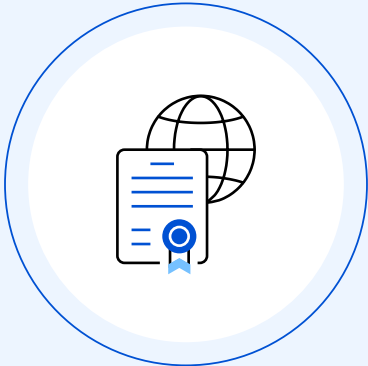
Our People

People power Progress.
They are our most valuable
resource and our greatest strength.

Highlights

8 best employer recognitions worldwide

7 awards for Corporate Social Responsibility

8 HR-related honors for Culture and Learning and Development (L&D)

60+ members from the CEO staff and their direct reports completed inclusivity training
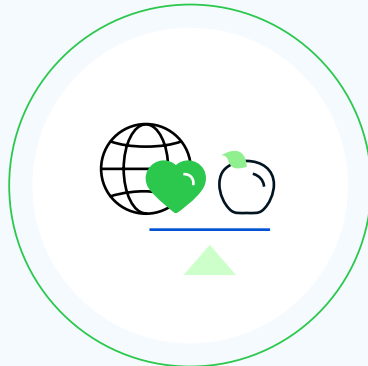
96% of employees participated in global well-being program

87% of employees would recommend Progress as a great place to work

80% positive engagement score on AllSpark, the semi-annual company-wide employer survey (8% above industry average)

88% employee retention rate worldwide

Progress®

Our Values - ProgressPROUD

In 2021, we went to great lengths to articulate who Progress is as an employer and trusted software provider. Part of this was the rollout of our updated core values, ProgressPROUD. Our values represent the fundamental beliefs that guide our actions and are core to who we are.

P
PROGRESS
collaboratively

Close relationships and spirited teamwork move us forward.

R
RESPECT
differences and diversity

Distinct viewpoints and backgrounds improve our work, culture and success.

O
OWN
our tomorrow today
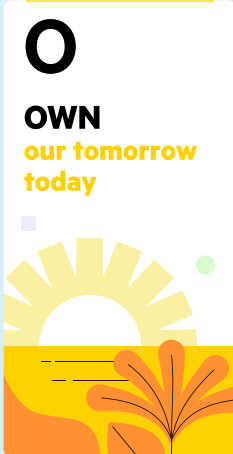
Our initiative, seen through to completion, secures future results.

U
UPHOLD
trust

Consistently keeping our promises earns loyalty.

D
DARE
to innovate
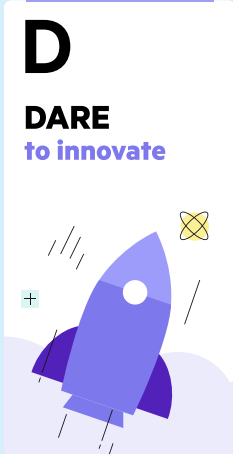
Our bold thinking drives tomorrow's breakthroughs.

97% of employees know how their work contributes to company objectives

95% of employees know what they need to do to be successful in their role

95% of employees say team members respect their opinions and ideas
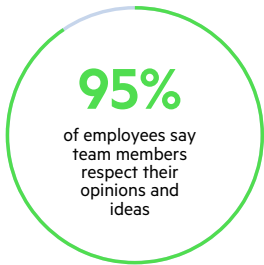
People First, Safety First

As the COVID-19 pandemic continued through 2021, the actions we took in response were guided by the philosophy of "people first, safety first."

COVID-19 Response - We maintained a steady cadence of frequent, regular communication with our people and took steps to ensure all Progress employees had the information and resources they needed to remain productive and both mentally and physically healthy.

COVID response tactics included:

Created a COVID-19 task force of cross-functional employees to ensure employee voices are part of decision making.

Provided a dedicated intranet with comprehensive remote work information, third-party resources, testing and vaccination information, company policies, guidelines and more.
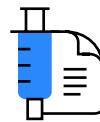
Instituted daily health self-assessment for those employees opting to use our offices and instituted a contact tracing system to ensure proper notification of COVID-19 cases.

Organized COVID vaccination drives for employees and their families in Hyderabad, India, facilitating both COVISHIELD & COVAXIN.
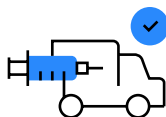
Delivered technology enablement for more effective hybrid work environments.

Progress Global Well-Being Program - We seek to improve the overall well-being of our employees, through a series of programs focused on physical, mental and financial health. In 2021, 1,920 employees took advantage of such programs worldwide.

Employee engagement efforts included:
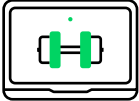
A year-long, global Progress 40th anniversary celebration.

75% of employees received a Praise Award, the recognition program enabling employees to acknowledge the achievements, contributions and milestones of their colleagues.

Memberships for 600 employees to Daily Burn, an online workout platform providing a variety of fitness classes.

Care packages and corporate-sponsored gifts delivered to employees and their families at home at multiple points throughout the year.

Regional and departmental team-building activities including wine tasting, candle making, tie-dye, trivia nights and more.

Nurturing Our People Through Learning and Development

Progress is committed to the development of our employees, empowering them through many growth and development opportunities. In addition to our award-wining LEAD management development program, custom-built learning experience, created specifically for Progress managers, we offer career development programs, well-being programs and reimbursement on educational and training opportunities.

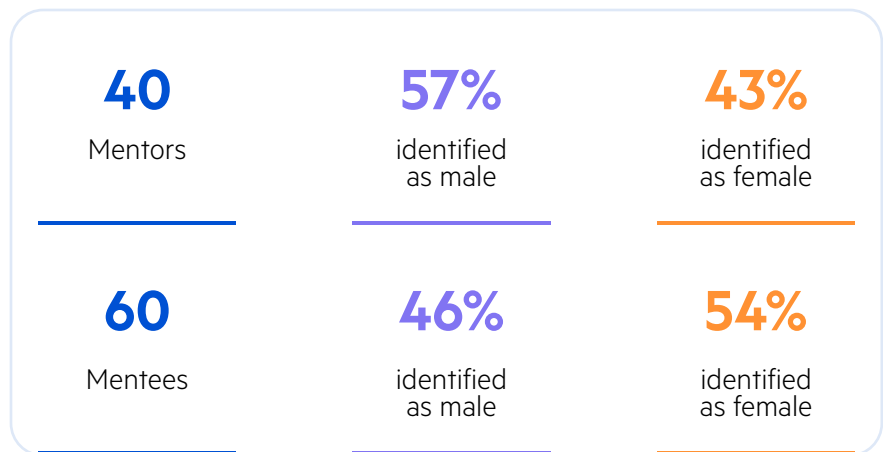Progress expanded its learning and development in 2021 through:

Team Enablement Portal—The portal, focused on hybrid work environment, includes resources on Future of Work (FOW) best practices, meeting effectiveness, psychological safety, accountability, growth and development and more.

Mentorship Program—We continued to offer and expanded upon our mentorship program with approximately 100 participants.

40 Mentors	**57%** identified as male	**43%** identified as female
60 Mentees	**46%** identified as male	**54%** identified as female

Inclusion Training—Our entire CEO staff and more than 50 of their direct reports participated in a three-hour intensive training on how to be an inclusive manager. This was followed by employee training centered on what inclusion and belonging looks like, the importance of intersectionality and what leaders can do to support and grow talent from all backgrounds. We also completed sessions on inclusive hiring practices, the negative impacts of unconscious bias, appreciating our individual differences and how to be a better ally in the workplace.

"The I&D training was extremely helpful, enlightening, and valuable. It reinforced for me that Inclusion & Diversity is really about how we interact and treat each other so that "everyone" feels they are valued. Every single employee has a stake in helping to make us a more inclusive and diverse company."

Michael, Customer Success, US

Inclusion and Belonging

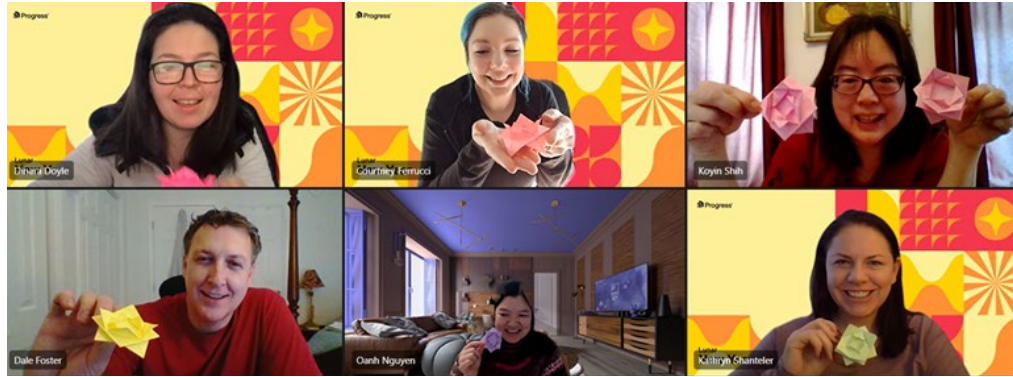## Fostering awareness, respect and inclusion in the workplace.

Inclusion and Diversity Team

In 2021, we expanded our Inclusion and Diversity (I&D) team by bringing in dedicated resources to raise awareness and drive our initiatives globally. This includes identifying and understanding regional needs whether looking at gender, ethnicity, religion, cultural norms, social status or other factors. This team includes our first Chief Inclusion and Diversity Officer (CIDO), Dr. Shirley Knowles, and Courtney Gagne, Diversity Program Manager.

Shirley is responsible for enhancing inclusion and diversity awareness across all areas and geographies of our organization. She chairs the Inclusion and Diversity Committee and partners directly with Progress leadership and employee resource groups (ERGs) to develop strategies, initiatives and practices that support and advance a respectful, equitable and inclusive workplace. She also collaborates with the heads of our talent acquisition team and other human resource business partners to attract, retain and grow diverse talent. Additionally, she contributes to our strategies that enhance the employee experience by ensuring inclusivity is embedded in the company's practices and strives to advance those practices within our ecosystem, including suppliers and the local and tech communities.

Courtney plays a key role in building scalable programs and developing initiatives to drive a global inclusive work environment that supports our diverse employees. In addition, she leverages quantitative and qualitative data to identify root causes and barriers to inclusion and defines and evaluates the success of structural and programmatic interventions.

Shirley Knowles

Courtney Gagne

Employee Data

Progress is a global organization with employees in over 50 countries. As of the end of our FY21 fiscal year (November 30, 2021) our regional distribution is as follows:

Region:	% of Global Employee Population:
Europe, Middle East and Africa	**43%**
Americas	**38%**
Asia Pacific (including India)	**19%**

Gender Representation (Global):

% of female representation in all Progress	**34%**
% female representation on board of directors & executive team	**32%**
% female representation in leadership roles (directors, senior directors, executives, and individual contributor experts and fellows)	**30%**
% female representation in technical roles (software development, technical support, IT job families)	**26%**

Ethnicity/Race Representation (US only):

% people of color representation in technical roles (software development, technical support, IT job families) in US-based Progress	**30%**
% people of color representation in all US-based Progress	**22%**
% people of color representation in leadership roles (directors, senior directors, executives, and individual contributor experts and fellows) in US-based Progress	**12%**
% people of color representation on board of directors and executive team	**11%**

I&D Highlights

Progress has continued to build upon a strong foundation of Inclusion and Diversity (I&D) efforts as it strives to be an organization that values the whole person, gaining valuable insights from the many diverse perspectives our people have to offer. Adding to elements such as our Inclusion & Diversity Committee, Women in STEM Scholarship series and the many cultural celebrations, Progress brought forward:

Inclusion and Diversity Listening Tour

The CIDO and I&D committee volunteers conducted a listening tour across Progress. These small group sessions, virtually hosted in regions such as Australia, Bulgaria, India, the Netherlands, and the US, were designed to learn what inclusion means to individuals, how they see it within the Progress culture today and where they would like see it in the future.

Employee Resource Groups (ERGs)

2021 saw the launch of two new Progress ERGs—ASPIRE – connecting Asian-Pacific Islanders to learn, grow and make a difference and Unidos en Progress – celebrating Hispanics and Latinx employees.

They join our four existing ERGs: Progress for Her, Blacks@Progress, Plus (our LGTBQ+ group) and Military Veterans@Progress.

Additional Celebrations

In 2021, we added two celebrations to our paid-time-off calendar: Globally, International Women's Day to celebrate the social, economic, cultural and political achievements of women, and in the US, Juneteenth, celebrating Black culture as well as the innumerable achievements of Black Americans.

ERG Event Highlights

Blacks@ Progress®

Progress® ASPIRE

Progress® for Her

Progress® Plus

Unidos en Progress®

Veterans@ Progress®

Understanding Unconscious Bias and Cross-Cultural Differences

ASPIRE, Blacks@Progress and Progress for Her co-sponsored an interactive one-hour discussion with Dr. Josephine M. Kim highlighting the pitfalls of unconscious bias and how to identify and diminish it.

Leading from Anywhere on the Stage

Blacks@Progress in partnership with Progress for Her hosted a session with Dr. Lynn Perry Wooten, where she discussed strategizing a leadership agenda with the team in mind.

Better Together International Forum in Sofia, Bulgaria

Plus team leader, Todor Totev, spoke about how the Plus ERG came to be and what the founders learned along the way.

Quarterly Board of Director Series

Hosted by Progress for Her, women Progress Board members took part in live interviews discussing their career journeys and the challenges they've overcome.

# Cultural Awareness and Community Celebration

Pride Month

Plus started a [thoughtful dialogue](#) around acceptance and understanding to foster a better present and future. This included a pronoun education campaign.

Asian-Pacific American Heritage Month

We had the pleasure of interviewing the [ASPIRE ERG leaders](#) about their personal perspectives and the group's goals of inspiring unity and change.
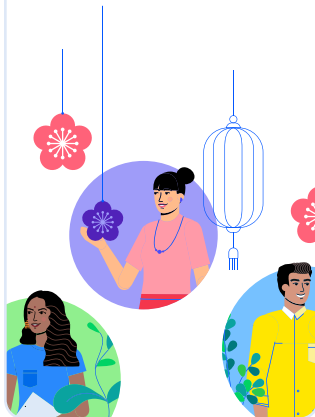
Diwali, the Festival of Lights

In addition to celebrations and gift giving in India, the ASPIRE ERG hosted an outdoor [Diwali celebration](#) at our headquarters. The event included lights, food, games, music and family.

Hispanic Heritage Month

Unidos en Progress sponsored activities including a cooking class for traditional Hispanic foods and a trivia game about [Hispanic heritage](#).

International Day of the Girl

In honor of both International Day of the Girl and Ada Lovelace Day, we invited our two Mary Székely Women in [STEM Scholarship](#) winners, Gavriela Tejedor and Kaya Dorogi, to discuss their future goals, current experiences and the reasons why they chose STEM.

Veterans Day

Veterans@Progress published a blog post thanking [Veterans for their service](#) and they made a charitable donation to [Fisher House Foundation,](#) known for its network of comfort homes for military and veterans' families to stay at no cost while a loved one is receiving medical treatment.

Black History Month

We conducted an interview with [Blacks@ Progress leaders](#) about what Progress can do to lead on issues of inclusion, diversity and social justice. We also [published a blog post](#) by social justice writer Colette Coleman about how tech companies can help eliminate inequalities in education, finance and the workplace.
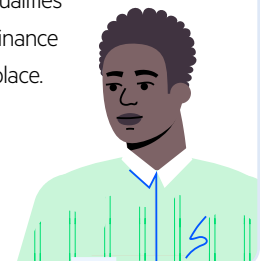
Compliance and Ethics

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

1. [Code of Conduct and Business Ethics](#)
2. [Progress Supplier Code of Conduct](#)
3. [Human Rights Statement](#)
4. [Privacy Policy](#)
5. [Cookie Policy](#)
6. [Progress Software Statement on Modern Slavery and Human Trafficking](#)

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

Progress®

Best Employer Awards & Certifications

We are proud to have been named to The Boston Globe's annual Top Places to Work list for 2021 and to be certified as a Best Employer in Bulgaria and in the Netherlands for 2021 by Kincentric, an organization with over 50 years of experience in employee research. The recognition is based on employee feedback and is given to companies who score above the industry benchmarks in employee engagement, business flexibility, senior and middle leadership and focus on talent. This is the second certification for the Bulgarian office and the first one for the Netherlands.

We have also been certified for the first time as a Great Place to Work in India by Great Place to Work®, the global authority on workplace culture. Companies who receive this certification are recognized as being able to deliver a consistent experience to all their employees.
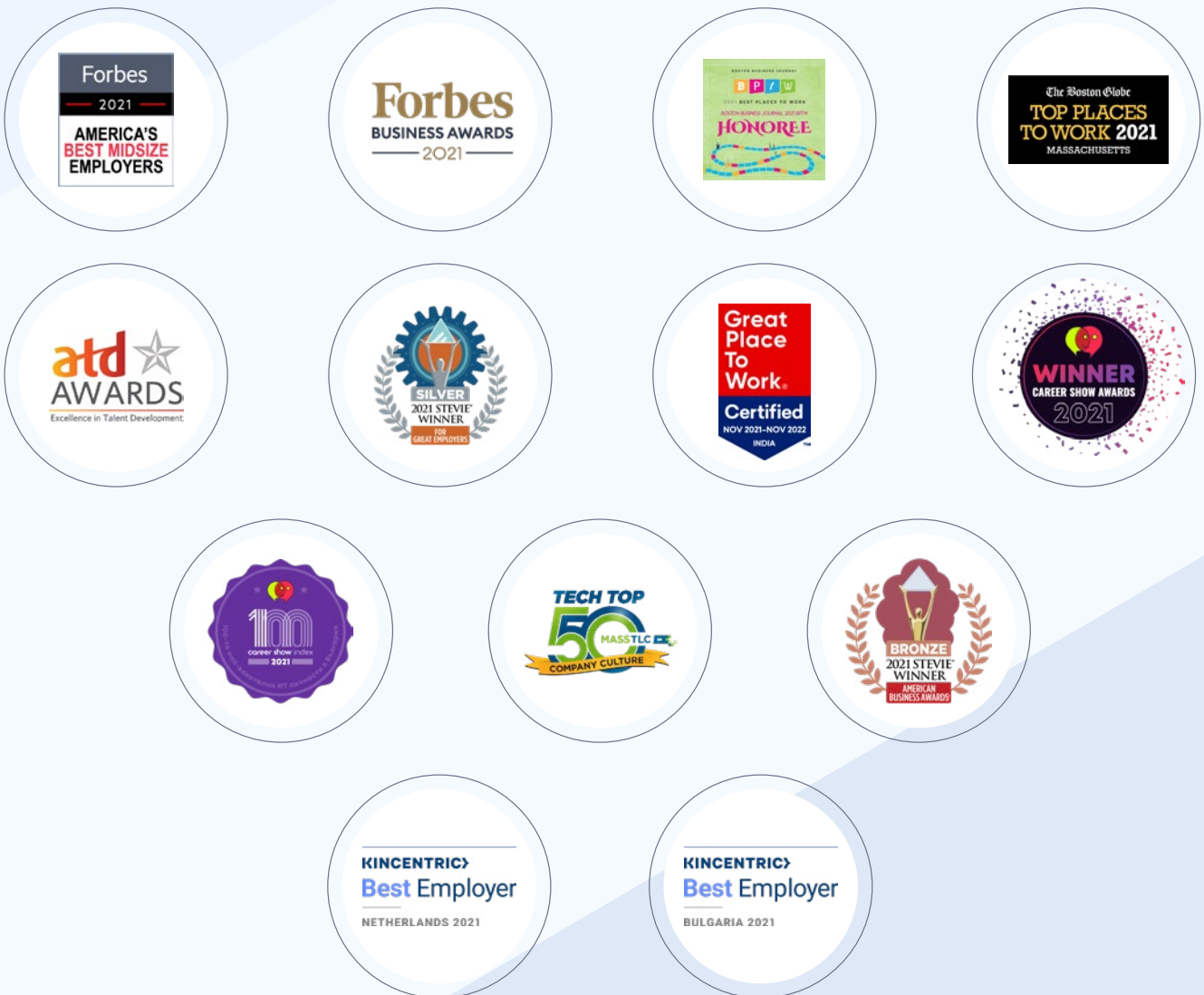
Our Communities

Applying our can-do spirit to serve the communities where we live and work.

A Sampling of Our Work

In 2021, Progress and its employees donated $400,000 in funds, equipment, supplies and time to 74 charities around the world.

Social Justice

For the third year in a row, donated to and participated in the 16th annual Boston Scores corporate charity soccer tournament, helping urban youth build essential life skills and character through soccer and team-based enrichment programs.

Sponsored the Tech Together Hackathon, which, since its inception in 2018 has served 2,411 people of marginalized genders through its annual hackathons.

In response to a hate-fueled attack, contributed funds and volunteered time to help renovate Rainbow Hub, an LGBTQ+ community center.

STEM Education

Donated to the Association for Women in Science (AWIS) Global Network that inspires bold leadership, research and solutions that advance women in STEM.

Donated to the Telerik Academy to support young people's development in software programming.

Sponsored the Worthy Web Hackathon, where developers of all stripes from 83 countries competed to build apps for good.

Children in Need

Donated to and/or volunteered at Cradles to Crayons, Department of Children and Families (for 15th year), Foundation Zaal Vol Geluk, Hope for the Little Ones, The Jarige Job Foundation, Save the Children, SOS Children Villages and Sphoorti Foundation, to support underprivileged children in need of food, shelter, clothing and more.

Donated to Guide Dogs, Kangaroos Fun Disability Clubs and The Samarthanam Foundation, providing much needed services, technology and resources to support children's educational needs.

Donated to Home for Medical and Social Care and Stara Zagora, for children with a need for medical equipment.

A Sampling of Our Work

Emergency Relief

Donated to the Texas Food Bank to assist the local community after areas of the state suffered significant, destructive flooding.

Donated funds to IITMAANA India COVID-19 Relief Fund, Oxygen for India and Bhoomika Trust (through Deserving Causes India) to procure CPAP machines and oxygen supplies for healthcare facilities and hospitals in India.

Organized a fundraising for the Society of St. Vincent de Paul to support families struggling with poverty that have been impacted by COVID-19.

Donated to Global Giving, which applied the funds toward earthquake relief in Haiti.

Donated to Brown Bag Ministry, a charitable organization that serves the homeless and hungry in the Triangle area of North Carolina.

Donated funds to Deserving Causes India in collaboration with the Universal Health Foundation to support hospitals and healthcare facilities to handle the second wave of COVID-19.

Held a 12th annual blood donation drive in Bulgaria.

Volunteered during the floods in Germany, helping the community.

Employee-led sponsorship

Sponsored a Progresser's 321-mile bicycle ride to raise awareness and funds for the Down Syndrome Community of Puget Sound.

Sponsored a team of Progress runners and walkers at the Wings for Life World Run, where 100% of entry fees and donations go to spinal cord injury research.

Donated to Victoria Cancer Council in Australia, a non-profit involved in cancer research, patient support, cancer prevention and advocacy.

Matched donations to over 16 employee chosen charities, ranging from small local animal shelters and community art centers to larger organizations such as St. Jude's Children's Research Hospitals and the Dana Farber Jimmy Fund.

Scholarships for STEM Education

Women in STEM Scholarship Series

Comprised of three geographically dispersed scholarships, the Women in STEM Scholarship series provides financial support for women interested in studying computer science, computer information systems, software engineering and/or IT.

Progress Software Akanksha Scholarship for Women in STEM in India

New in 2021, a $2,000 four-year renewable scholarship that covers tuition, fees and educational expenses for women pursuing an undergraduate degree in computer science, computer information systems, software engineering and/or IT.

Our first recipient is Akhila Karanam, who is studying for her Bachelor of Technology in Computer Science & Engineering at Keshav Memorial Institute of Technology, Hyderabad.

"I was deeply honored to receive this scholarship. It will help me pursue my studies to develop my computer science and engineering skills and achieve my dream of establishing my own business."

Akhila Karanam

The Progress Mary Székely Scholarship for Women in STEM

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

This year's recipient, Gavriela Tejedor Meyers, is a graduate of Brookline High School in Brookline, Massachusetts. A National Honor Society member, Gavriela founded her high school's Technovation chapter for young women and was part of the group established to incorporate computer science into the math curriculum at her school. She volunteered teaching English as a second language (ESL) to immigrant adults and helped Spanish-speaking residents with voter registration during the last presidential election. Gavriela is attending Wesleyan University majoring in computer science and minoring in integrated design, engineering and applied science.

> "Mary Székely loved people as much as problem solving and teaching as much as she loved learning. I want to be just like that. I hope I can inspire and help people and create something lasting like Mary did. I am grateful and honored to have been granted a scholarship in her name."

Gavriela Tejedor Meyers

Women in Tech Scholarship at American University in Bulgaria

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

The 2021 recipients include -

Nadezhda Traykova is majoring in computer science and is passionate about entrepreneurship and engineering and has experience in artificial intelligence, machine learning, neural networks and deep learning.

Diana Radkova is a senior majoring in Computer Science. In her time at American University, she has been part of the entrepreneurship club and the tech club.

> "Receiving this scholarship motivates me to spend more time in gaining new knowledge and skills which will help me in my future career development."
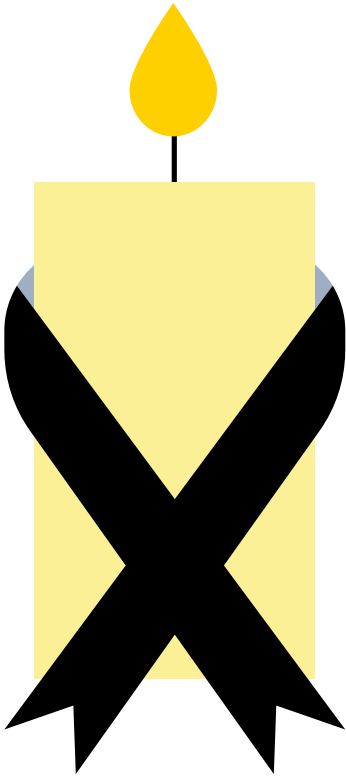
Diana Radkova

> "As a person who grew up in a more traditional and patriarchal community, no one believed that I could succeed in such a male-dominated world, so this scholarship proves that my efforts matter and I must follow my dreams."

Nadezhda Traykova

Memorial Scholarships

In memory of valued employees Preslav Kozovski and Peter Raykov whom we lost in 2021 and 2020, respectively, we have established two scholarships of 2,500 BGN each for talented underprivileged university students as part of the Get Ready to Succeed program. Recipients for this year include:

Ivan Ivanov is studying software engineering at the Department of Mathematics and Informatics at Plovdiv University and developed a website and calculator using C#.

Slavi Bozhilov is a freshman in the Sofia University "St. Kliment Ohridski," where he studies software engineering.

"The scholarship for me means that you see something valuable in myself, it means you put your trust in me and that is quite a responsibility and a motivation to keep growing."

Ivan Ivanov

Community Awards & Accolades

Our World

US – Headquarters and Burlington building retained ENERGY STAR® certification from the U.S. Environmental Protection Agency

US – Burlington building BOMA360 certified

India – LEED Gold certified building
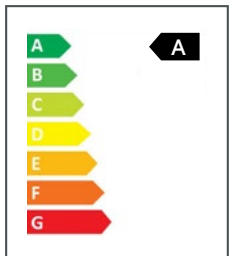
The Netherlands – Energy A-rated building (per EU standards)
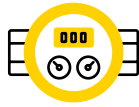
Sustainability Highlights

FY21 performance data was still largely affected by the COVID-19 pandemic. As our employees are still largely working from home, we've managed to keep our office consumption to a minimum, further reducing the company's footprint compared to FY20.

In the last year, Progress has made improvements to our office spaces as well as moved into new offices that meet regional certification requirements.

Installation of new electric meters in North Carolina office to measure our impact and find ways to reduce consumption.
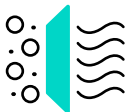
Installation of new water meters in Georgia office to track our water usage.

Retrofitted all light fixtures to LED energy efficient lightbulbs at US headquarters to improve energy efficiency.

Installed higher class air filters to improve the airpurification in our US headquarters.

Upgraded HVAC systems in the Bulgaria office to improve air quality for people in the office.

Installed new electric and water meters in the Netherlands office to more accurately measure our impact on the environment.

Earth Team

In May, we formed the Earth Team, focused on developing fresh ideas for how we can promote sustainable behavior at Progress.

Earth team initiatives include:

Adoption of beehives in Bulgaria and the Netherlands

World Cleanup Day

Reduction of disposable plastics in the office

Responsible SWAG purchasing from sustainability-minded vendors

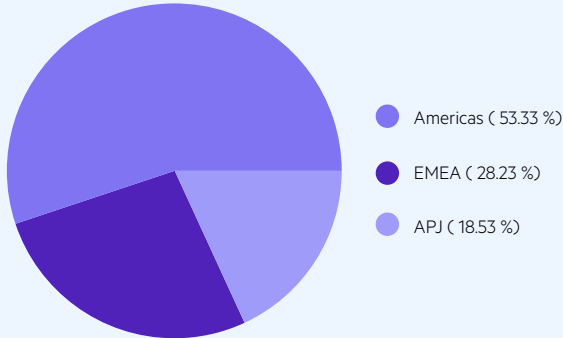Collaboration on sustainability initiatives with green organizations and local government agencies

Progress®
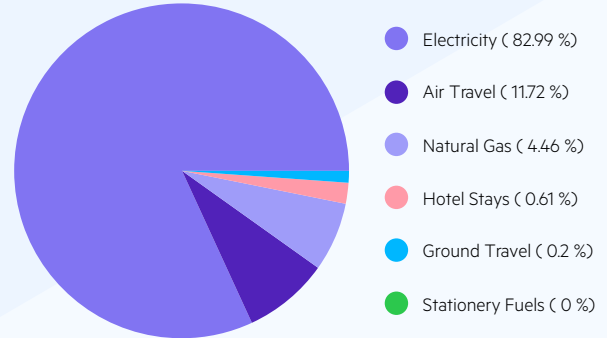
Total Emissions (t CO2e)

	Total (Dec 2020 - Nov 2021)	Previous Period (Dec 2019 - Nov 2020)	Variance (-202 T CO2e)
	1,574 t CO2e	**1,776 t CO2e**	**-11.39 %** ▽

Emissions by Region

- Americas (53.33 %)
- EMEA (28.23 %)
- APJ (18.53 %)

Emissions by Category

- Electricity (82.99 %)
- Air Travel (11.72 %)
- Natural Gas (4.46 %)
- Hotel Stays (0.61 %)
- Ground Travel (0.2 %)
- Stationery Fuels (0 %)

Total Energy (MWh)

	Total (Dec 2020 - Nov 2021)	Previous Period (Dec 2019 - Nov 2020)	Variance (-1,180 MWh)
	3,996 MWh	**5,176 MWh**	**-22.79 %** ▽

Activity by Period

- Previous Year
- Current
- Energy (MWh)/Floor Space
- Energy (MWh)/Floor Space-Previous Year
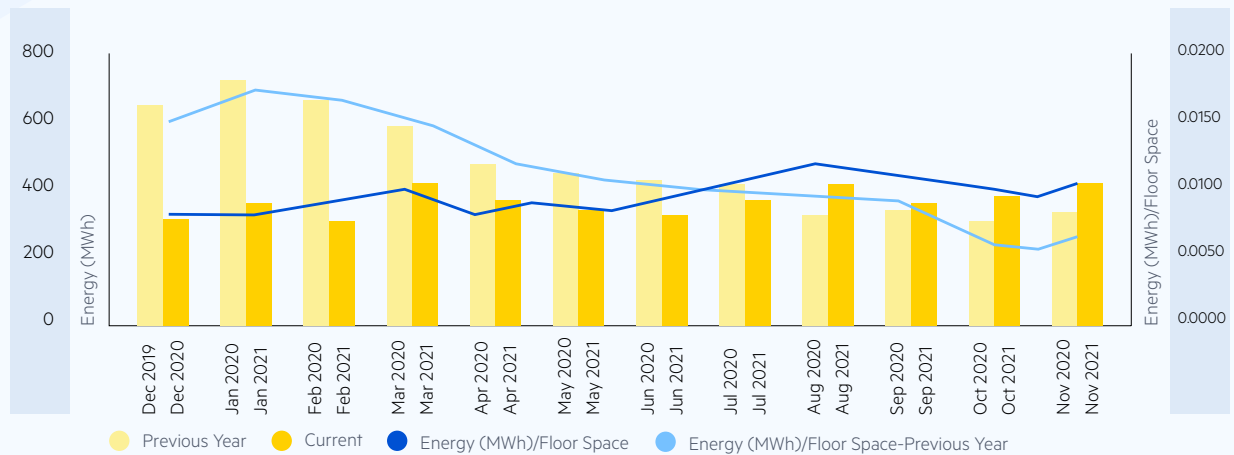
Emissions by Data Type

Display Maximum: 10 / Sort By: Highest to Lowest

Electricity (kWh) (3,607.87 MWh)

Natural Gas (therms) - Scope 2 (387.87 MWh)

Electricity from Generator (kWh) (0.45 MWh)

Diesel Stationery (gal) (0.07 MWh)
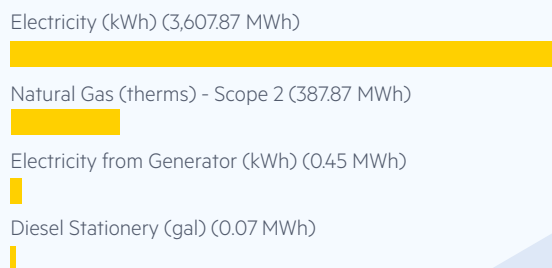
Electriciy (kWh)
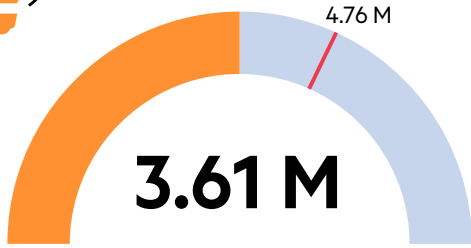
4.76 M

3.61 M

-24 % compared to previous year

Performance

Consumption		
3.61 M Current	**4.76 M** Previous	**-24.23 %** Variance

Emissions (t of CO2e)		
1.31 M Current	**1.70 K** Previous	**-23.27 %** Variance

Cost		
3.19 M Cost	**5.45 K** Cost Previous	**-41.41 %** Variance

◯ Data health is currently rated at 90.6 % Actual Data

Emissions (t of CO2e)

1.78 K

1.57 K
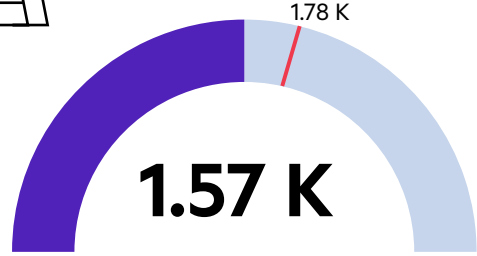
-11 % below previous year

Performance

Scope 1		
0.02 Current	**0.00** Previous	**0.00 %** Variance

Scope 2		
1.38 K Current	**1.78 K** Previous	**-22.48 %** Variance

Scope 3		
197.31 Current	**(Blank)** Previous	**0.00 %** Variance

◯ Data health is currently rated at 91 % Actual Data

Water (L)
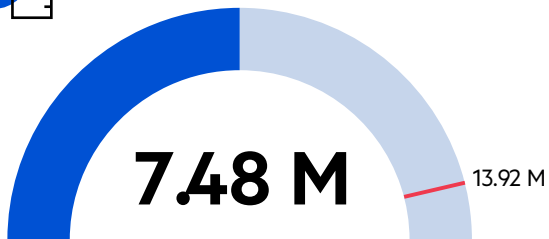
7.48 M

13.92 M

-46 % below previous year

Performance

Consumption		
7.48 M Current	**13.92 M** Previous	**-46.26 %** Variance
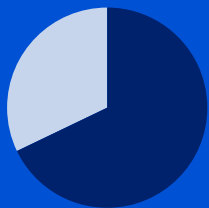
- Water (m3)
- Water In - Irrigatio...

◯ Data health is currently rated at 69 % Actual Data

Waste (t)

Bedford Only
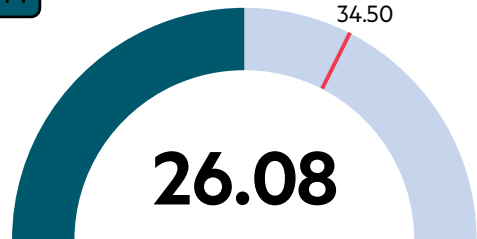
34.50

26.08

-24 % below previous year

Performance

Consumption		
26.08 Current	**34.50** Previous	**-24.40 %** Variance
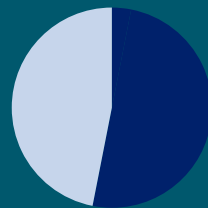
- Recycled Waste
- Waste

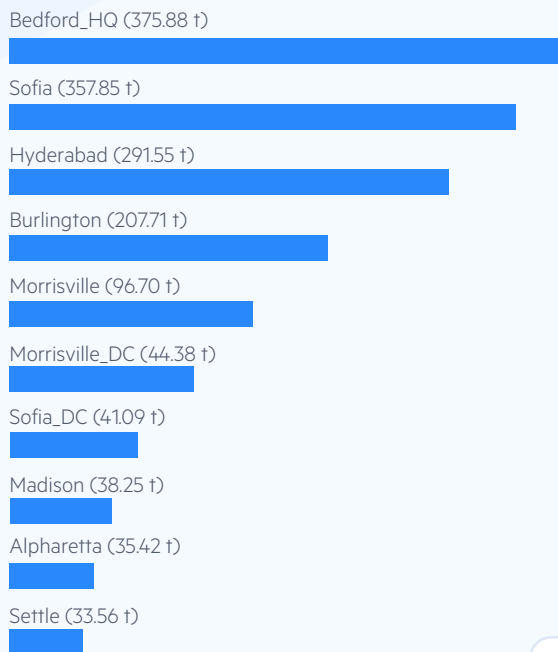◯ Data health is currently rated at 100 % Actual Data

Benchmarks
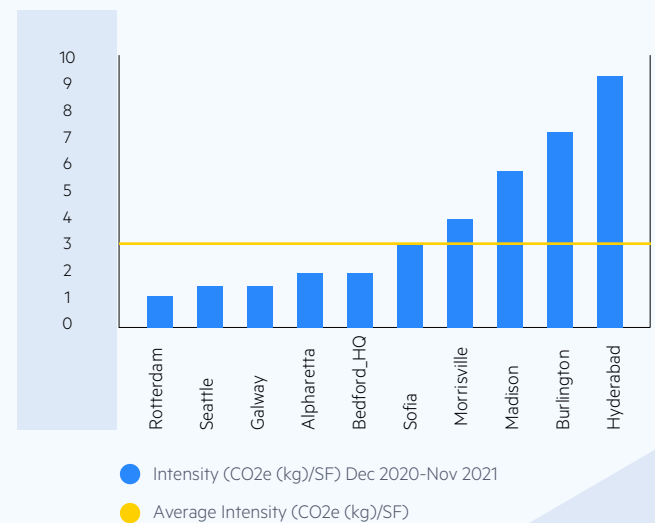Office Locations Ranked by Intensity (top 10)

Location Name	Intsnesity (CO2e (kg)/SF) Dec 2020-Nov 2021	Total (CO2e (kg)) Dec 2020-Nov 2021	KPI (Floor Space)	Average Intensity (CO2e (kg)/SF)
Rotterdam	0.9059	15570.1165	17188.3333	3.1006
Seattle	1.3181	33560.0673	25460	3.1006
Galway	1.331	2299.2532	1727.5	3.1006
Alpharetta	2.157	35419.3724	16420.4166	3.1006
Bedford	2.278	375877.1162	165000	3.1006
Sofia	2.8311	357846.8584	126400	3.1006
Morrisville	3.9913	96697.4701	24227	3.1006
Madison	5.1139	38247.0595	7479	3.1006
Burlington	6.2633	207722.4652	33165	3.1006
Hyderabad	8.0097	291551.5982	36399.9166	3.1006

Total Emissions per Location

Display Maximum: 10 / Sort By: Highest to Lowest

Bedford_HQ (375.88 t)

Sofia (357.85 t)

Hyderabad (291.55 t)

Burlington (207.71 t)

Morrisville (96.70 t)

Morrisville_DC (44.38 t)

Sofia_DC (41.09 t)

Madison (38.25 t)

Alpharetta (35.42 t)

Settle (33.56 t)

Emissions Intensity (CO2e/sq.ft)

● Intensity (CO2e (kg)/SF) Dec 2020-Nov 2021

● Average Intensity (CO2e (kg)/SF)

- Includes available data from all directly leased or owned properties.
- Does not include data from utilized co-working spaces
- Includes data from our co-located Data Centers in Sofia, but does not include data from our Marlborough co-located Data Center
- Water consumption data provided where available
- Include Travel Data from trips booked via TripActions (Progress' travel portal)

About Progress

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

Worldwide Headquarters

Progress, 14 Oak Park,
Bedford, MA 01730 USA
Tel: +1-800-477-6473

f facebook.com/progresssw
twitter.com/progresssw
youtube.com/progresssw
in linkedin.com/company/progress-software
progress_sw_

Progress

Sustainability Appendix

This marks the first year that Progress includes this Sustainability Appendix with its CSR Report, with the goal of providing additional information about the company's sustainability efforts. We are including certain information recommended by the Sustainability Accounting Standard Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD).

For SASB, we are including information relevant to Progress based on SASB's recommendation for companies in the Software and IT Services industry, and specifically, the Technology and Communications sector. We are also including certain information recommended for disclosure by TCFD. TCFD reporting includes disclosures related to governance, strategy, and risk management. As this is the first time Progress includes information guided by SASB and TCFD, we do not currently disclose all metrics included in the standards, but we will continue to evaluate them in the future.

Sustainability Disclosure
Topics & Accounting Metrics

Progress has elected to report to the Sustainability Accounting Standards Board (SASB): Software and IT Services Standard. SASB connects business and investors on the financial impacts of sustainability. Unless otherwise noted, all data and descriptions apply to our entire company. All data for the year ended November 30, 2021, unless otherwise noted.

Topic	Code	Accounting Metric	Unit of Measure	Response
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	Total Energy Consumption	Gigajoules (GJ)	14,390[1]
		% of Total Energy Consumption that is Grid Electricity	Percentage (%)	90.3%
		% of Total Energy Consumption that is Renewable Energy	Percentage (%)	1%[2]
		Global Fuel Purchased and Consumed (Natural Gas, Diesel	Gigajoules (GJ)	3,250
	TC-SI-130a.2	Total Water Withdrawn	Thousand cubic meters (m^3),	We do not currently calculate total water withdrawals as it is not considered a priority CSR topic for our business.
		Total Water Consumed	Thousand cubic meters (m^3),	7.483[3]
		Percentage of Water Consumption in Regions with High or Extremely High Baseline Water Stress	Percentage (%)	We currently have two facilities in regions with Extremely High Baseline Water Stress and two facilities in regions with High Baseline Water Street. Our estimated total water consumption is 1% with respect to our two facilities in Extremely High Stress regions, and 21.6% with respect to our two facilities in High Stress regions.

	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	N/A	We are committed to taking actions to improve our environmental impact, including in our strategic planning for data center needs and our offices generally. Except for our headquarters building in Bedford, Massachusetts, we lease the remainder of our office spaces and co-location data center. We partner with the landlords of our leased offices and co-location data center to reduce our power consumption and thereby our CO_2 emissions footprint. The measures taken include: • Implementing a monitoring system to manage equipment status, history reports, loads, and volume on equipment • Automating power metering at the device level • Benchmarking to track performance over time • Purchasing green information technology equipment to reduce a facility's energy footprint • Developing disaster recovery plans and security awareness curriculums to protect physical and virtual assets • Increasing automation capabilities to improve uptime
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	N/A	We have adopted data privacy and security policies and procedures in place to protect our customers, partners, and employees. Our privacy policy describes the information we collect from our customers and how we use it. Please refer to our Privacy Center for more information.
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Number	We do not use personal information for secondary purposes. Please refer to our Privacy Center for more information.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Reporting currency	Zero Information on any material legal proceedings is disclosed in our filings with the Securities and Exchange Commission (www.sec.gov).
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Number, Percentage (%)	Zero

	TC-SI-220.5	List of countries whose core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	N/A	Zero. To our knowledge, none of our products or services are subject to government required monitoring, blocking content, filtering or censoring.
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Number, Percentage (%)	We experienced immaterial security incidents in 2021 but none of these incidents involved personally identifiable information (PII), and no users were affected.
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	N/A	We operate a formal information security program comprised of skilled staff, mature and documented processes, and modern technologies appropriate for the size and nature of our business. The program is architected in alignment with recognized frameworks such as ISO 27001, SOC2, and HIPAA. Independent audits are performed on an annual basis. SOC2 reports and other related artifacts are available at our Security page.
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	Approximately, 37% of our employees at the end of FY21 (November 30, 2021) are based in the US. Our regional distribution at fiscal year-end is as follows: **Data Security** / **# of Employees:** / **% of Global Employee Population:** Americas / 806 / 37.5% APAC (including India) / 406 / 19.0% EMEA / 935 / 43.5%
	TC-SI-330a.2	Employee engagement as a percentage	Percentage of Satisfaction Level of Employees	Our June 2021 engagement score was 80%, well-above the Technology Industry Benchmark of 72%. In June 2021, 87% of our employees agreed or strongly agreed that Progress is a great place to work.

	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Percentage (%)	See our diversity statistics in our CSR report.
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Reporting currency	Zero. No legal actions were pending or completed during the reporting period regarding anti-competitive behavior. Information on any material legal actions is disclosed in our filings with the Securities and Exchange Commission (www.sec.gov).
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	For competitive and security related reasons, details about service disruptions relating to our products are not shared beyond the affected customer should a disruption occur. Any material incidents are disclosed in our filings with the Securities and Exchange Commission (www.sec.gov). Most of the products and services that we are offer are intended for on-premise installation and usage at customer facilities and are monitored by our customers.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	N/A	We operate a formal business continuity planning (BCP) program that was established to help us identify possible threats and their potential impact to business operations and provide a formal framework for responding. Our BCP is built on best practices promoted by ISO and NIST. We worked to strengthen our program significantly over the past few years, which enabled an agile response to the COVID-19 pandemic. We recognize that a prepared and resilient business is essential to the overall vitality of our company, customers, partners, and stockholders. We evaluate the effectiveness of the BCP on an annual basis through independent audits and other table-top exercises.