



# Progress Software Corporation 2019 Corporate Social Responsibility Report





## Letter from our President and CEO

Progress and its employees have long been actively involved in working to make our world a better place through a diverse array of cultural, philanthropic and environmental initiatives. As an organization, we have always believed that it is incumbent upon us to consider the social and environmental impact of our business activities and to create social and corporate value for the benefit of the communities we serve. In 2019, we made great strides in formalizing our **Corporate Social Responsibility (CSR)** program, Progress For Tomorrow, and adding structure around our collective efforts to ensure a strong program foundation moving forward.

Our CSR program is organized around three key pillars: **Our People**, which is centered on our inclusion and diversity (I&D) initiatives and human rights, **Our Community**, which encompasses our philanthropic efforts, and **Our World**, which is focused on environmental and sustainability matters. Below are some of the highlights of our CSR achievements during 2019.

### Our People:

In 2019, we continued to advance our I&D efforts, by seeking ways to further embed our inclusion and diversity philosophy into our culture, people processes and employee experience. In early 2019, we formed an Inclusion and Diversity Advisory Committee, made up of a diverse group of Progress employees from around the globe. Additionally, we sought to maximize the engagement of our diverse employee population through encouraging the formation of Employee Resource Groups, such as Progress For Her, which was launched in August of 2019. We also invested significant resources to expand our employee growth and development programs, and continued to support a multitude of employee health and wellness initiatives.

### Our Community:

In 2019, we completed our work to identify areas of philanthropic focus, such as support of education in science, technology, engineering and math (STEM), in order to maximize the impact of our charitable giving. In December 2019, we formed the Progress Software Mary Székely Scholarship for Women in STEM to support the education of young women pursuing STEM fields. We and our employees also supported a variety of organizations dedicated to helping those in need in our local communities and our world.

## **Our World:**

In 2019, we completed a comprehensive audit of the enterprise-wide sustainability measures we employ here at Progress and established sustainability focus areas. We also formalized our processes for measuring, monitoring and benchmarking our efforts in this area.

We believe it is imperative that we at Progress conduct our business in a manner that will have a positive impact on our society as a whole as well as our employees, customers and other stakeholders, as it is in this way that we best serve our stockholders. It is this belief that forms the foundation of our CSR program.

We are excited for what the future holds and proud to be a part of the larger corporate community focused on creating a better, more sustainable tomorrow.

**Yogesh Gupta**  
**President and Chief Executive Officer**  
**Progress Software Corporation**



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# Our People

## Inclusion and Diversity:

As a multicultural company serving a global community, we encourage a wide range of views and celebrate our diverse backgrounds. We are committed to creating a culture of innovation and inspiration, where employees feel a strong sense of community and pride in the company and the successes they have helped to achieve.

In 2018, we launched an inclusion and diversity (I&D) undertaking focused on fostering an inclusive environment and diverse workforce by strengthening the following core areas of our organization: culture and belonging; talent acquisition; leveraging talent; management and leadership; and career development. In 2019, we continued to advance our I&D efforts, by further embedding our inclusion and diversity philosophy into our culture, processes and employee experience.

In early 2019, we formed an Inclusion and Diversity Advisory Committee, made up of a diverse group of Progress employees from around the globe with varying backgrounds, skill sets and viewpoints. This committee has been tasked with supporting the formation and implementation of enterprise-wide I&D initiatives and ensuring a clear I&D vision is established and articulated in a way that is authentic for everyone at Progress. Among its many accomplishments in 2019, the committee helped to establish a governance framework for Progress Employee Resource Groups (ERGs), supported the formation of our first ERG, Progress for Her, and contributed to the strengthening of our career and hiring processes.



Progressers in Hyderabad rejoice for the Hindu Celebration of Lights - Diwali. Visiting members of our Morrisville, NC office happily join in the celebration.

Our commitment to gender diversity is exemplified by the composition of our Board of Directors and our diverse senior management team. In 2019, Progress welcomed new director, Vivian Vitale, to our Board of Directors, increasing the number of women on our nine-person board from two to three. Progress also announced the appointments of Jennifer Ortiz to the role of Vice President of Corporate Marketing, in September 2019, and Katie Kulikoski to the role of Chief People Officer, in November 2019. Progress was the proud recipient in 2018 of the Boston Club's Advancement of Women Award, and in 2019, directors Sam King and Angela Tucci were honored as two of the "2019 Most Influential Corporate Board Directors" by WomenInc. Additionally, in 2019, Loren Jarrett, our General Manager, Developer Tools Business, received a Silver Stevie Award for Women in Business in the category of "Female Executive of the Year – Business Products – 11 to 2,500 Employees."

## Employee Growth and Development:

In 2019, we invested significant resources to develop our in-house talent and deepen our employees' skill sets, both to strengthen our company and help further our employees' personal career goals. A few key highlights include:

- *Advancing employee development conversations through our performance management approach.* We empower our employees to drive their career aspirations and set personal development objectives in partnership with their managers. To strengthen these conversations, in 2019, we trained managers across the globe to partner with employees through career conversations. In 2020, we will be providing career development training for all employees so that they can successfully leverage the many tools in place to support them.



Members of our Sofia Bulgaria team receive top honors at the Employer Branding Awards where Progress took home multiple accolades including an award for Employer of the Year

- *Leveraging partnerships with world class learning providers, as well as a pool of internally crafted, customized Progress development solutions, to help employees achieve their development objectives.*

To match the location and learning specifics of our people, we combine various channels for personal and technical development: on-demand videos, webinars, classroom trainings, text-based resources, coaching, and more. We also believe strongly in fostering our employees' personal growth and offer programs like tuition reimbursement.

- *Investment in career development for our managers.*

In 2019, we launched a new all-company program: LEAD | Global Management Development, which attracted more than 70% of all managers for its inaugural run. We combine on-demand e-learning with in-person group sessions and consistent learning support to ensure that managers have a robust learning experience, regardless of their location, tenure, time zone or learning preferences.



Progressers feeling empowered after taking a self-defense course in honor of International Women's Day

## Employee Health & Wellness Programs:

At Progress, we are strongly invested in the physical, mental and financial wellbeing of our employees. Just a

few of the many examples of our global commitment to health, well-being and productivity in the office include onsite fitness centers at each of our larger locations, an abundance of healthy food options available at our snack areas and cafeterias worldwide and weekly fruit deliveries across all of our geographies. Our offices are carefully engineered and designed with the goal of providing a comfortable working environment. They utilize a lighting design focused on natural lighting and ergonomic furniture, and we have air and water quality programs in place across our facilities globally.

In addition to global wellness offerings, we match the specific needs of our employees through locally relevant wellness initiatives, such as financial education classes, first aid trainings, stress management workshops, yoga and Zumba classes. Specific examples from our larger locations include:

### USA

- Wellness concepts webinars including financial, mental and physical health topics; onsite cooking classes by registered dietitians; walking challenges; financial classes; flu shots; onsite workout classes; WeightWatchers subsidies and an employee assistance program.

### India

- Health club reimbursement for employees and their families; onsite Zumba classes; stress management seminars; celebration of International Yoga Day; self-defense classes for women and an employee assistance program.

### Bulgaria

- Additional health and pension insurance; an onsite children's center that offers free day care services to children of our employees; personal assistants to support employees with various services during working hours; sports subsidies; onsite yoga classes; first aid trainings and flu shots.

## Ethics

### Human Rights:

Progress is strongly committed to upholding human rights for all people, regardless of race, gender, gender identity, sexual preference, nationality, ethnicity, language, religion, or any other status. In 2019, we adopted a human rights statement, which can be found [here](#).

### Ethics and Compliance:

All Progress employees are required to complete annual training on our [Code of Conduct and Business Ethics](#) (our “Code”). Our officers and directors are also required to abide by our Code. We have an Ethics and Compliance hotline that has been established for the reporting of suspected violations.

We expect all employees and our directors to comply with all applicable local, state, U.S. federal and international laws, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act, as well as other applicable private and public regulatory agency requirements.

### Lobbying/Political Contributions:

Progress does not contribute to U.S. federal elections, nor did we contribute to state or local candidate committees in fiscal year 2019.

### Privacy and Security:

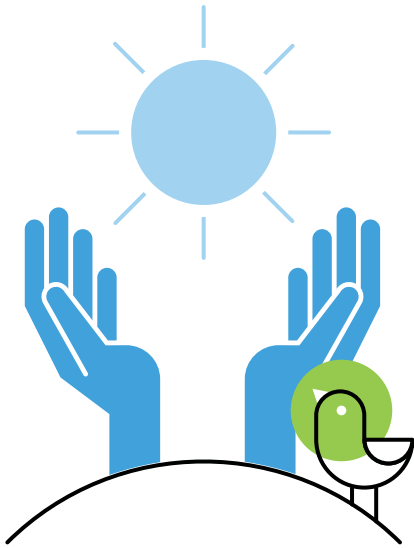
Progress is committed to protecting the privacy of our customers, employees and vendors. You can learn more about our commitment to privacy and data security by reading our [Privacy Policy](#); our [Cookie Policy](#); and our [Privacy Shield Statement](#).

### Suppliers:

Progress has established high standards for ethical behavior from our suppliers and does not condone slavery or human trafficking in our supply chain. Progress’s Supplier Guidelines, which can be found [here](#), outline the requirements for becoming a Progress supplier. These guidelines require Progress’s suppliers to comply with all applicable laws and regulations, including laws relating to human trafficking. Our UK Modern Slavery Act of 2015 Statement can be found [here](#).



Progress Melbourne AU celebrates integrity and teamwork



# Our Communities

Philanthropy and volunteerism have been at the core of Progress since its founding. During 2019, we undertook efforts to further formalize and focus our charitable giving program, to strengthen the overall impact that we, as an organization, can make on the communities in which we live and work. As a part of these efforts, we identified areas of corporate philanthropic focus that align closely with who we are, what we do, and what we care about. We chose two global priority areas:

- One directly aligned with our business purpose: education in science, technology, engineering and math (STEM)
- One reflecting the cause most important to our employees: the care, education, safety and health of children in need

In addition, our offices around the world support organizations in their communities based on local needs and team preferences.

In acknowledgment of service, on an employee's third anniversary, Progress donates funds to a charity of the employee's choice on their behalf. We also support communities impacted by disasters through corporate donations to relief organizations.

In fiscal 2019, Progress donated over \$150,000 globally to many impactful charities.

In 2019, we also formed the Progress Software Mary Székely Scholarship for Women in STEM to support the education of women pursuing STEM fields.

More information about our corporate philanthropy program can be found [here](#).

We encourage employees to volunteer through paid volunteer time, and team volunteer events. A great deal of our philanthropic endeavors have been driven by the passions of our employees, who have dedicated their time and talents to support many causes across the globe.

## 2019 Global Engagement Highlights:

Progress recently donated \$50,000 to fund the renovations of two schools in Morocco. With the help of our donation, nearly 250 students and their teachers were provided with safe, clean, beautiful spaces for learning. Previously the schools had fallen into disrepair, with crumbling walls and broken fences that allowed break-ins and vandalism of the property. Upon their completion, 150 Progress employees visited the schools to put on the final touches, building walls, painting exteriors and planting vegetation.



To support education efforts in Morocco, Progress donated \$50,000 to fund the renovation of two schools



## USA

Progress employees made their way to Gillette Stadium to play in the Boston Scores' 2019 Scores Cup, the largest charity soccer tournament in the U.S. In addition, Progress made a donation to Boston Scores, an organization that provides urban youth with team-based education programs that promote health & well-being, academic achievement and civic engagement.



A day of play to support underprivileged children. Progressers showcase their skills on the soccer field during the 2019 Boston Scores Cup

## India

Progress donated funds and school supplies to Samarthanam Trust for the Disabled. Progress employees from our Bangalore office spent time with the children and organized different activities and games. Additionally, a team of 15 Progress employees from Hyderabad spent a day at Sphoorti, a non-profit organization that works to enrich the lives of children in need. The children will soon have access to solar water heaters through the contributions made by Progress.



Progressers in Bangalore IN arrive with supplies in hand at The Samarthanam Trust for the Disabled, spending a rewarding afternoon playing games and coloring with disadvantaged children

## The Netherlands

Our team members in Rotterdam got together to support Stichting Jarige Job, an organization in the Netherlands committed to helping children in need celebrate their birthdays. The team packed 264 birthday boxes in one afternoon, providing smiles and laughter to hundreds of children on their birthdays.

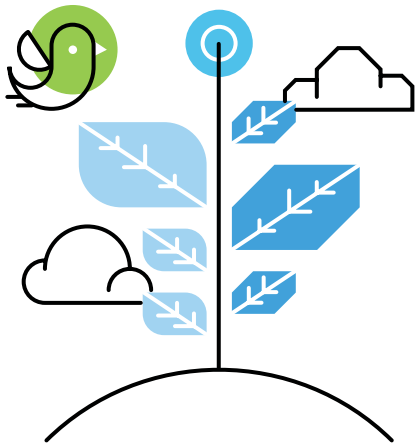


Our Rotterdam team thinks every kid deserves a happy birthday which is why they spent time packing over 250 special birthday surprises for children in need

## Bulgaria

For the fourth consecutive year, our Sofia office celebrated "Holiday Vibes Week" in December with fundraising activities. Many employees participated in the traditional charity bazaar and sport tournament and gathered nearly \$5,000 in support of the local organizations I Can Too, For Our Children and Get Ready to Succeed. As part of the tradition, employees donated clothes and personal care products to people in need supported by the local St. Nicola Fund.

In 2019, the office hosted its Local Heroes Meetup to celebrate the engagement of our volunteers in various causes throughout the year. Representatives from local foundations and volunteering organizations shared best practices on community service projects and fundraisers. Three Progress employees were acknowledged for their community service efforts with a "Local Hero" financial grant to support their favorite causes.



# Our World

Progress continually works to implement sustainable practices that minimize harm and maximize benefit to the environment, to develop a comprehensive approach to environmental sustainability, and to implement strategies and methods that preserve and improve the quality of human life. The following commitments guide our approach in this area:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes
- To apply rigorous operating and energy efficiency standards to our buildings
- To continue to conduct responsible corporate engagement with respect to sustainability matters
- To increase awareness of our sustainable operations among our investors, employees, customers, partners and suppliers

## Carbon Footprint

During fiscal year 2019, we sought to establish a baseline against which future year absolute greenhouse gas emissions will be compared. The following are our key areas of focus:

### Facilities:

We evaluate our building operations related to energy use and other impact areas. While most of our properties

are leased and we don't have complete control over energy usage, we strive, through automation and employee education, to reduce our impact on the environment. In addition, we closely monitor and adjust our energy utilization. We have also implemented several programs aimed at reducing waste, including recycling initiatives, workstation setups that encourage double-sided printing and programs across all locations that provide employees with ceramic coffee cups and reusable water bottles to reduce paper usage.

### Vehicle Fleet:

We have made a concerted effort to reduce our small fleet of vehicles and to replace any gas-powered vehicles with electric or hybrid options. For example, as of fiscal year 2019, all of our vehicles in Sofia, Bulgaria have been replaced with new all-electric vehicles and we have reduced the total number of vehicles in that location from four to three. Additionally, we have installed electric vehicle charging stations at each of our Bedford, Sofia and Rotterdam locations.



Conscious of our environmental impact, the Progress office in Sofia, BG replaces gas-powered vehicles with electric to lower carbon emissions

### Business Travel:

We aim to reduce our carbon footprint by providing our employees with tools that can help to reduce travel needs, such as virtual meeting software that decreases the need for face-to-face meetings.

### Data Centers:

We strive to minimize data center energy usage through server virtualization and selection of efficient equipment that meets industry standards, allowing us to reduce our environmental impact in this area.

# Performance Data<sup>1</sup>

## Greenhouse Gas Emissions:



**195**

### Scope 1:

Direct emissions from owned/  
controlled operations<sup>2</sup>  
[metric tons CO<sub>2</sub>e]



**2,190**

### Scope 2:

Indirect emissions from the use  
of purchased electricity, steam,  
heating, and cooling (including  
renewables)<sup>2</sup> [metric tons CO<sub>2</sub>e]

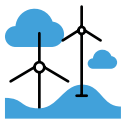


**1,171**

### Scope 3:

**Business Travel<sup>3</sup>**  
[metric tons CO<sub>2</sub>e]

## Direct Energy Use:



**7,823**

### Total Direct Energy Use

[MWh]



**14.37**

### Direct Energy Use Per Square Foot

[kWh]



**6,753**

### Electricity

[MWh]



**1,070**

### Fuel

(for utilities)  
[MWh]

## Other:



**5,530**

### Water Usage<sup>4</sup>

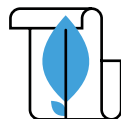
[CCF]



**0.01**

### Water Usage Intensity<sup>4</sup>

[CCF/ft<sup>2</sup>]



**1**

### LEED Certifications<sup>5</sup>



**6.75**

### Waste Generation<sup>5</sup>

[US ton]



**0/\$0**

### Environmental Violations and Fines

[USD]

<sup>1</sup> Sites included in the data: Alpharetta, Bangalore, Bedford, Bedford Data Center, Burlington, Hyderabad, Madison, Melbourne, Morrisville, Rotterdam, Sofia and Waltham.

<sup>2</sup> Data calculated using market-based methodology.

<sup>3</sup> Business travel data is the only Scope 3 available for 2019. Total Scope 3 upstream and downstream emissions not available.

<sup>4</sup> Where data is available.

<sup>5</sup> Bedford (headquarters) location.



Learn More

## About Progress

Progress (NASDAQ: PRGS) offers the leading platform for developing and deploying strategic business applications. We enable customers and partners to deliver modern, high-impact digital experiences with a fraction of the effort, time and cost. Progress offers powerful tools for easily building adaptive user experiences across any type of device or touchpoint, the flexibility of a cloud-native app dev platform to deliver modern apps, leading data connectivity technology, web content management, business rules, secure file transfer, network monitoring, plus award-winning machine learning that enables cognitive capabilities to be a part of any application. Over 1,700 independent software vendors, 100,000 enterprise customers, and two million developers rely on Progress to power their applications. Learn about Progress at [www.progress.com](http://www.progress.com) or +1-800-477-6473.

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