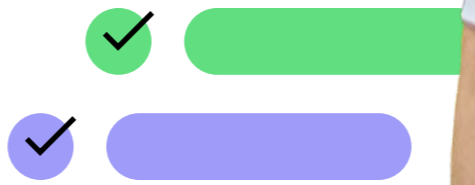




Progress[®]
for Tomorrow

Corporate Social Responsibility Report 2025



Letter From Our President and CEO

Our mission at Progress is to power AI experiences and infrastructure for every business through leading software products. At the heart of that mission is our commitment to our company values: Courage, Teamwork and Accountability. Every day, we work hard to positively support and stay accountable to Our People, Our Global Community and Our Planet. These three pillars form the foundation of our Corporate Social Responsibility (CSR) program, Progress for Tomorrow. This long-established program is integral to our culture, and I am incredibly proud of how our CSR efforts continue to generate positive impact.

In 2025, Progress and our employees supported more than 290 charities around the world and proudly gave 674 hours of time to volunteer for causes in our communities.

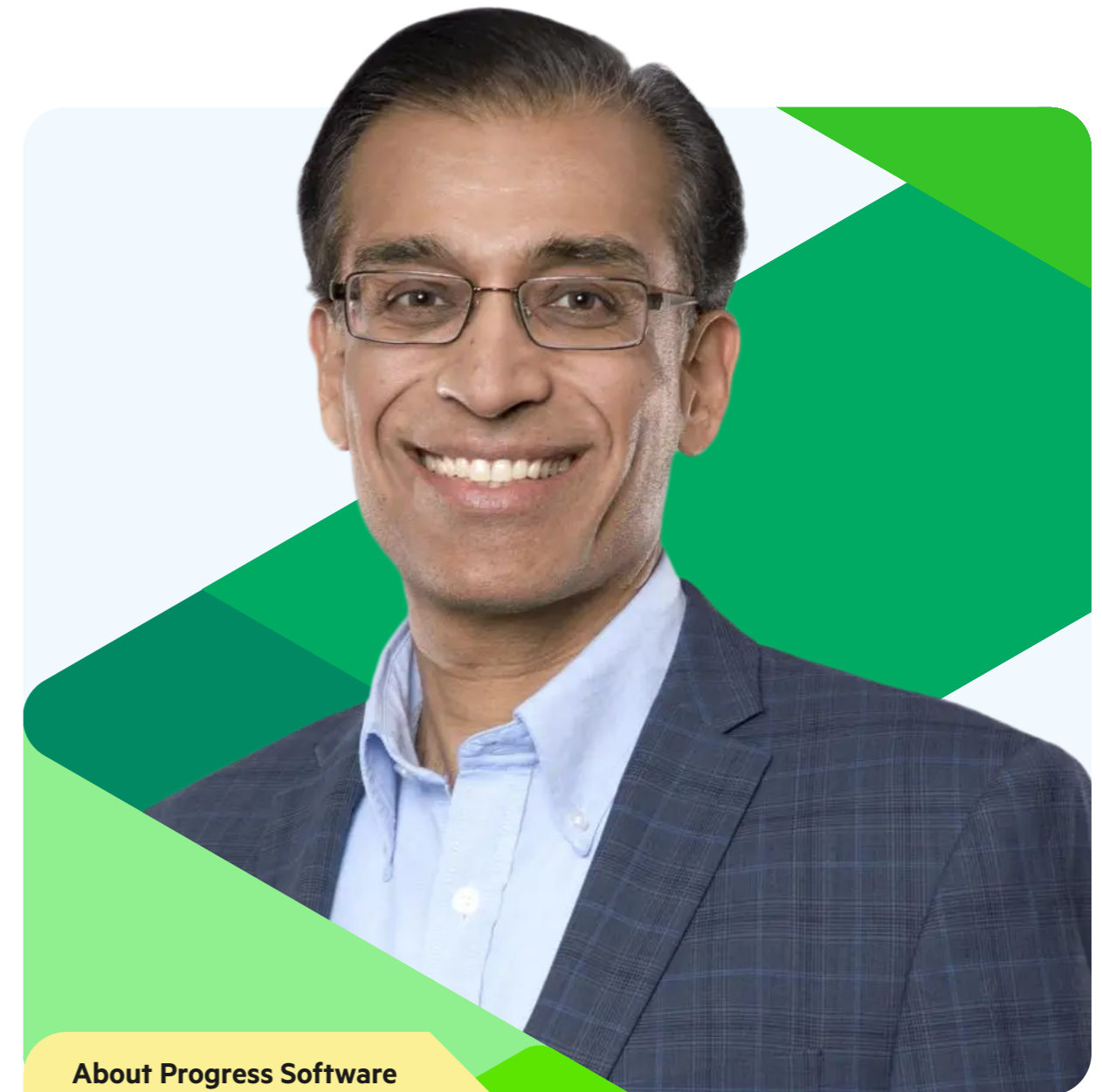
We made thoughtful investments in health and wellness programs and career development opportunities to help our employees thrive. This included hosting over 40 well-being activities to support a healthy and happy working environment as well as providing access to AI tools and training for every employee across the company.

We supported initiatives focused on STEM education and sustainable communities, reflecting our values and the passions of our employees. Our annual STEM Scholarship Series received the highest number of applications to date, and we awarded five extraordinary students with scholarships to advance their learning.

Our Earth Team advanced sustainability awareness through composting workshops, clothing drives and hands-on environmental activities. The foundation of our sustainability efforts was also strengthened this past year by engaging with an advisory service to guide the next phase of our program.

Each year brings new opportunities for our Progress team to support one another while giving back to our communities and the world around us. Through Progress for Tomorrow, we turn this responsibility into meaningful action and we remain energized by the future we're building together.

Yogesh Gupta
President and Chief Executive Officer
Progress Software



About Progress Software

Est. 1981 | NASDAQ: PRGS

Headquartered in Burlington, Massachusetts, USA

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

3,000+ employees

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Our Mission

Power AI experiences and infrastructure for every business through leading software products.

Our Vision

Help every business turn AI disruption into a competitive advantage.

Our Values

Courage

We work boldly, think creatively and take risks to solve what matters most to our customers.



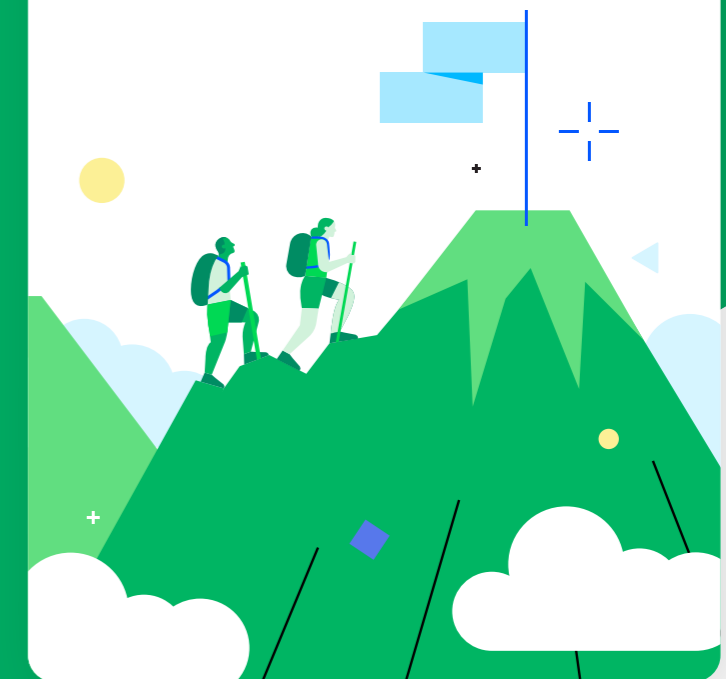
Teamwork

We collaborate to solve difficult challenges, value inclusion, build trust and respect each other's differences.



Accountability

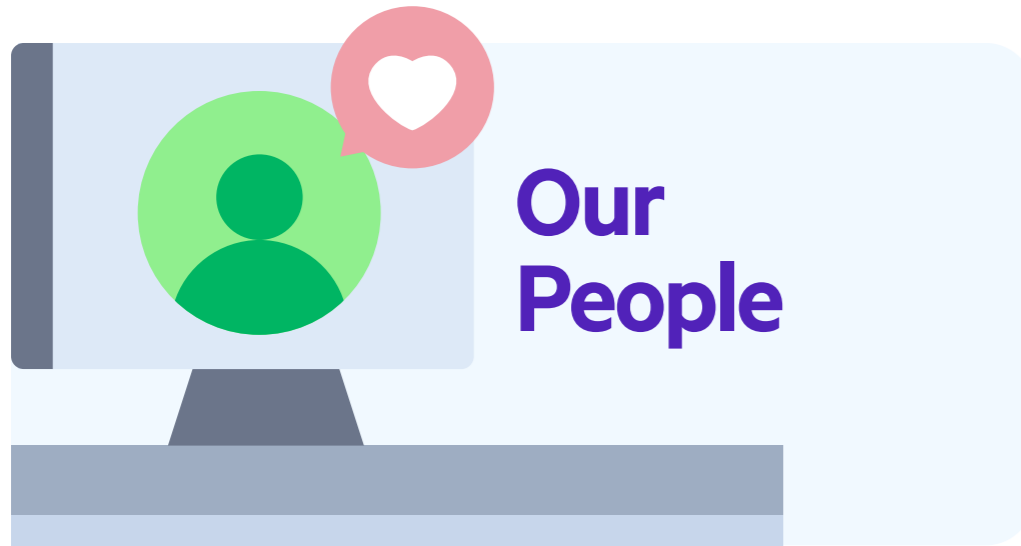
We do what we say, overcome hurdles with agility and resilience, to achieve valuable outcomes.



2025 CSR Highlights

Our 2025 achievements reflect the momentum behind our commitment to lead with purpose and deliver meaningful impact across every part of our business. We continued to invest in initiatives that help our teams grow, support the places where we live and work, and advance responsible practices that protect the planet. These achievements demonstrate how our values come to life through action, collaboration and steady progress.





Our learning programs continued to evolve to meet the needs of our growing organization, including **expanded mentorship, leadership and professional learning offerings** globally.

We focused on **AI enablement and access** for our people, with more than 90% of employees actively engaging with AI-powered tools.

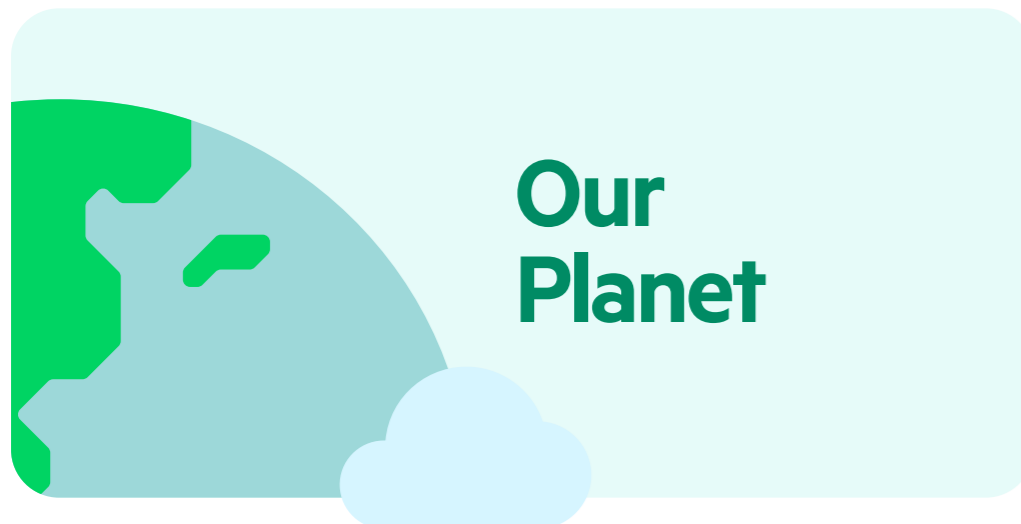
Our **Employee Resource Groups** hosted several events and opportunities for employees to come together, share perspectives, build relationships and reinforce a culture of openness and continuous learning.



Our **STEM Scholarship Series** received the highest number of applications to date, including a 2x increase year-over-year in India.

Our **Quarterly Donation Matching campaigns** achieved increased employee participation, amplifying support for community organizations around the world.

We focused our support on **STEM education, children and sustainable communities**, reflecting our values and the priorities of our employees.



Progress Earth Team advanced sustainability awareness through composting workshops, clothing drives and hands-on environmental activities.

Team members in Costa Rica demonstrated outstanding enthusiasm for environmental action, contributing through local volunteer events and installing a new exterior solar-powered logo sign in the local office — the first solar-powered sign in the entire corporate center.

We **strengthened the foundation of our sustainability efforts** by engaging with an advisory service to guide the next phase of our program.

Our Approach to CSR

Progress for Tomorrow is our global Corporate Social Responsibility (CSR) program, created to reflect our company mission and values while generating meaningful, measurable impact. Our vision is to lead with purpose and accountability, helping build a more inclusive, resilient and sustainable world.

The program is grounded in three pillars:

Our People: We invest in initiatives that help our employees grow, feel supported and thrive in a safe and inclusive workplace

Our Global Community: We work to uplift the communities where we live and operate through volunteering, charitable giving and partnerships with nonprofit organizations.

Our Planet: We pursue efforts that safeguard the environment and embed sustainability into our operations.

The foundation of our CSR pillars is Our Business. It is the engine that turns intention into action so that CSR is embedded in how we operate, innovate and grow.




Our Approach

CSR Governance

This year, we strengthened our CSR program by building a dedicated global team, bringing all activities together under a unified governance framework to improve alignment with our business strategy.

Our governance model is structured as follows:

- The **Progress Board of Directors and CEO Staff** provide annual strategic oversight.
- The **Progress for Tomorrow Steering Committee**, comprised of the CEO and several CEO Staff members, delivers quarterly strategic guidance and approves major programmatic initiatives.
- The **CSR Team** is responsible for ongoing strategy execution, global program management and reporting.
- Employee-led groups, such as our **Employee Resource Groups (ERGs)** and Earth Team, drive local and regional initiatives with oversight from the CSR Team and senior leadership.



“Progress has a rich history of CSR initiatives and a deep commitment to supporting our people, our global community and our planet. We look forward to building on that momentum and continuing to grow our global impact in the future.”

Lindsey Smith,

VP, Corporate Social
Responsibility at Progress



Our People

Together, we make Progress.

Our people are the foundation of Progress. We aim to create an environment where courage, teamwork and accountability are part of the daily experience and where employees feel supported, empowered and connected. Our approach centers on listening closely, acting on feedback and investing in programs that strengthen engagement, growth and belonging across all regions.



Our People

Highlights

92%

participation in our annual engagement survey.

93%

(Teamwork)

were the top scoring employee engagement drivers.

90%

(Empowerment)

88%

(Direct Manager Support)

800+

employees self-enrolled in AI courses hosted by Progress or our technology partners.

170+

employees graduated from our Exploring Leadership program.

116

mentor-mentee pairings in our Mentorship Program, up from 84 last year.

>90%

employee retention rate.*

40+

wellbeing activities hosted to support a healthy, inclusive and happy working environment.

25+

events organized by our Employee Resource Groups, boosting community and connections across our offices.

Progress was the recipient of several workplace awards, embodying its work culture and charitable giving efforts, including the following:



“At Progress, we create space for different voices, enabling us to build not just a better product, but also a community. When people feel seen and supported, their ideas can change the entire direction of what’s possible – and that’s how we solve what matters most for our customers.”

Jordan Rickard,
Field Enablement Manager
at Progress



*The retention rate is calculated by subtracting percentage voluntary attrition (for employees with 90+ days at Progress) from 100%

Our People

Talent, Development and Learning

At Progress, we are deeply committed to empowering every employee to reach their full potential. Our comprehensive approach spans technical, leadership and professional development. This ensures that every team member has access to the resources, training and support needed to thrive.



Technical & Functional Skill Development

Technical skills are the foundation of our ability to innovate and deliver high-quality products. We ensure our teams remain at the forefront of technology, security and operational excellence by providing learning in software development, product security, AI and other role-specific competencies essential for driving Progress forward.

Product Security Enablement

We launched a dedicated Product Security learning portal providing role-based security training focused on secure coding practices and policies. We also introduced role-specific learning paths for QA, DevOps, Security Champions, engineers and product managers, covering topics like threat modeling and vulnerability response, and provided access to over 40 on-demand courses and expert-led workshops to deepen technical and security expertise.

AI Skill Enablement

We rolled out comprehensive AI enablement programs in 2025 to foster innovation, efficiency and confidence in emerging technologies. We offered interactive training sessions, curated learning modules, hands-on workshops and self-paced digital courses that emphasized practical application, ethical use and continuous learning to integrate AI into daily work. These efforts established a strong foundation and are an ongoing area of focus for us as AI continues to evolve.



Leadership & Management Skill Development

Our focus in this area ensures that managers and leaders are equipped to inspire, guide and support their teams.

Manager Resources

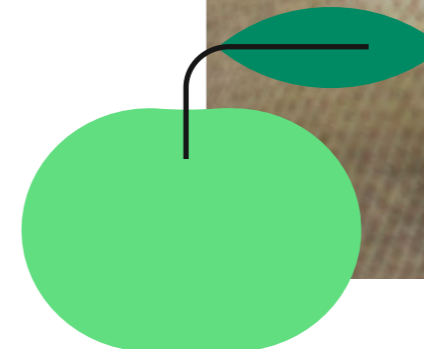
In 2025, we developed a new manager resource center, launched in FY'26, to provide quick access to essential tools, guidance and training. We also refreshed the manager onboarding journey including location-specific information to help managers understand regional nuances, benefits and policies.

LEAD (Leadership Excellence and Development) Program

LEAD is the cornerstone of our management development strategy, now in its eighth consecutive year. In 2025, we refreshed the curriculum with expanded resources and deepened practical application. At present, approximately 80 managers participate in each cohort as they work together to build their leadership and management skills.

Exploring Leadership Program

Exploring Leadership is a six-month global learning journey for individual contributors seeking to grow leadership capabilities. Recently, we expanded this widely popular program to include two cohorts per year. Our current cohort has more than 100 participants.





Professional Skill Development

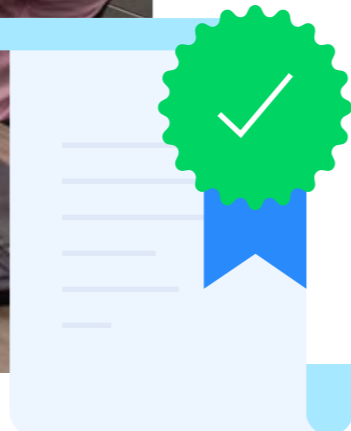
Professional skills empower employees to excel in their roles, collaborate effectively and pursue continuous personal growth.

Mentorship Program

Our mentorship program continues to grow year-over-year with record engagement in 2025. Our program is structured, inclusive and open to all regular employees with at least six months of tenure which includes a six-month journey focused on career development.

Learning Series

We provide sessions open to all employees on topics such as communication, M&A, financial literacy and security, hosted by experts from across the company. In 2025, more than 800 employees participated in our monthly learning hour series. We also hosted external experts for 11 learning sessions held on topics including AI, leadership and cultural awareness which engaged over 300 employees.



Individual and Team Effectiveness

Amplify

Amplify check-ins are bi-annual, structured conversations between employees and managers that foster meaningful dialogue and support ongoing development.

Team Effectiveness Initiatives

In 2025, our Team Effectiveness Initiatives focused on equipping teams with practical frameworks to strengthen collaboration. Our Team Enablement Portal provides behavioral and work style tools, such as Predictive Index (PI) and Insights Discovery, that play an essential role in helping teams understand each other better.



“One of the things I appreciate at Progress is that growth isn’t limited to a single role or function. The company’s global presence and ongoing acquisitions create opportunities to continuously learn, stay relevant and explore new paths into roles that truly inspire me.”

Prashanth Nanjundappa,
VP Product Management
at Progress



Our People

Employee Engagement

We continue to invest in programs and initiatives that strengthen connection, foster feedback mechanisms and support growth across Progress.



AllSpark Survey

Our annual employee survey, conducted every year in Q2, remains a key channel for listening to our people. It captures how employees experience essential workplace indicators such as communication, collaboration, teamwork and execution. AllSpark acts as a reliable assessment tool to keep a pulse on the organization's health and help us understand what makes Progress a great place to work and how we can improve.

This year, we achieved an exceptional **92% participation rate**. The strong response underscored our shared commitment to accountability and transparent dialogue. Following the survey, action planning is a central focus with managers crafting action plans to support career development, improving meeting quality, strengthening decision making, enhancing cross-functional collaboration and more. These actions reflect our collective drive to turn insights into meaningful progress.

Here are some statements that people agreed with the most:

94%

“The people on my team collaborate well to get the job done.”

94%

“When I need support from people I work with, I receive it.”

92%

“I feel I'm part of the team.”

Global All Hands

Our quarterly company-wide meetings keep employees informed on business performance, major updates and strategic priorities. They also provide an important forum for two-way communication through live Q&A and post-meeting responses. In 2025, attendance grew steadily. We added an extra Strategic Update session and featured more employee voices to foster internal thought leadership and celebrate achievements.



New Hire Meetings with Yogesh

To welcome new colleagues and hear their perspectives firsthand, our CEO, Yogesh Gupta, hosted 20 sessions, both in-person and virtually, with participation from more than 400 new employees. These two-way conversations offer an opportunity for new employees to ask the CEO any questions they're interested in and to provide valuable feedback about their early experience with the company. Participants consistently shared that they appreciated the opportunity to engage directly with leadership.



Building Connections

Throughout the year, we organized events across our global offices that brought employees together and reinforced our sense of community. These gatherings encouraged teamwork, strengthened relationships and allowed us to celebrate moments that matter. Here are some highlights:

Raleigh, North Carolina Fall Fest, featuring a canned food drive that drew nearly 60 employees and supported a local food bank.

Burlington, Massachusetts Food Trucks, which offered Progressers a chance to connect informally over great food.

Virtual Summer Crafting Events, including cooking and pottery workshops that were led by experts which brought teams together to experience new passions in a shared learning opportunity.

Bulgaria Summer Teambuilding, which helped employees reconnect, collaborate and build trust.

Diwali Events celebrated in partnership with ASPIRE ERG.

Family Day in India, where our talented employees lit up the stage with dazzling dance and soulful singing performances, showcasing the creativity and spirit that define our workplace culture. The little ones enjoyed the dedicated Kids' Corner, enjoying treats from the chocolate fountain, getting creative at the tattoo bar and bouncing away on the bouncy castle!

Holiday Vibes Week, an annual celebration focused on festive gatherings, well-being activities and opportunities to support meaningful causes.



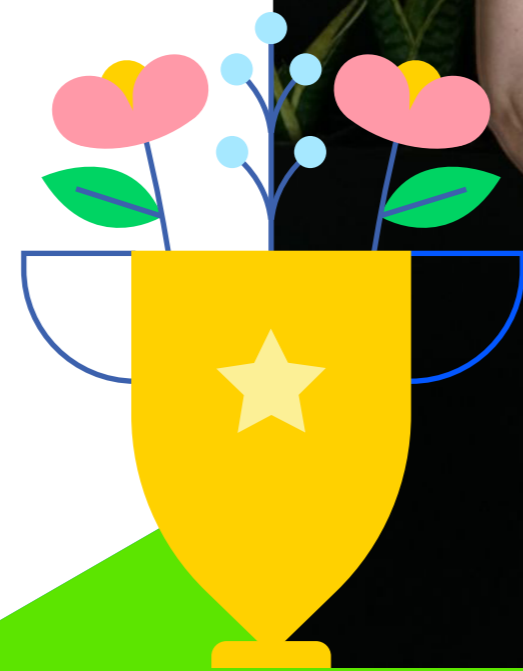
Our People

Recognition

We continue to celebrate the dedication, achievements and milestones of employees around the world. Our recognition programs are designed to reinforce our values of courage, teamwork and accountability while acknowledging the many ways colleagues contribute to our shared success.

Praise Program

Our global Praise program empowers employees to recognize one another for actions that reflect our values and strengthen our workplace. Colleagues can offer both monetary and non-monetary awards as well as celebrate important life moments through the platform's features. Collectively, Progressers received thousands of recognitions in 2025, including awards for living our values, service milestones and life events.



Year of Service Anniversaries

The Praise Service Anniversary Program offers a meaningful opportunity for employees to reflect on their contributions and celebrate their growth with us. Each year is recognized through a personalized experience that includes messages from leaders and colleagues along with highlights from prior recognition moments.

To recognize and reward long-term dedication, Progressers are honored with the following benefits upon reaching key service milestones:

- Praise Points, commemorating each milestone, beginning at two years. These points can be redeemed for a selection of products through the company's rewards platform.
- Additional one-week of paid time off with every 5-year milestone with Progress.

Birthday Time Off

All Progressers receive their birthday as a paid day off to celebrate in their own way and have flexibility to use the day any time during their birthday month.





THE
STEVE FABERMAN
AWARD

The Steve Faberman Award

This award honors the legacy of our former Chief Legal and Compliance Officer, Steve Faberman, whose leadership embodied empathy, integrity, fairness and justice and a continuous drive for excellence. Presented annually, it recognizes one Progresser who carries this spirit forward.

Our People

Benefits and Well-Being

At Progress, we're committed to fostering a thriving, inclusive and resilient workforce. Our approach to well-being is grounded in three pillars that shape how we support employees across all regions.

Physical well-being encourages employees to take ownership of their health as a foundation for sustainable performance. Our programs promote daily movement, healthy habits and opportunities to rest and recharge.

Mental and emotional well-being focuses on psychological safety and resilience, offering resources that help employees stay grounded and supported.

Financial well-being empowers employees to make confident, future-focused decisions through education and practical tools.



2025 Highlights

Our global and regional programs this year reflected both the breadth of experiences of our workforce and the shared needs of our growing organization.

Physical Well-being

- The Move More Challenge, a global effort to inspire Progressers to increase their daily activity and build awareness about their physical well-being
- Six-week virtual fitness program designed for remote workers
- Bike to Work with Us community ride in Czech Republic

- Preventative health exams and flu vaccinations in Bulgaria
- On-site health clinic in India
- Go the Distance steps challenge in the United States
- Quick, Easy, Fresh cooking workshop on fast, healthy meals in Costa Rica





Mental Well-Being

- Leadership session on the topic, “From Obstacles to Opportunities: Women Leading the Way”
- Make Healthy Gains wellness challenge
- Gardenuity herb-planting class

Financial Well-Being

- Expert-led webinars on topics such as Psychology of Money, Pathways to Financial Wellness and Investing 101
- Financial well-being master class
- Financial sessions focused on tax literacy
- Global webinars to support equity and ESPP knowledge

In FY’26, we look forward to expanding our initiatives in social well-being and continuing with a robust suite of global and local programming.

“Over the past year, Progress has focused on a variety of dedicated initiatives that have positively impacted our everyday work experience. Through a thoughtful mix of global and locally tailored events and campaigns delivered throughout 2025, our company has supported employees’ physical and mental health, contributed to overall well-being, strengthened our sense of community, and helped build stronger financial awareness—creating an environment where employees can thrive both personally and professionally.”

Alexandrina Stoyanova, Senior Regional HR Business Partner at Progress



Our People

Inclusion

Inclusion remains central to our identity as a company. Even as we navigate change, we continue to invest in initiatives that strengthen belonging, respect and shared purpose across our global workforce. This commitment is reflected in our values and in the actions we take to make sure every employee feels seen and supported.

Over the past year, we focused on bringing greater clarity and alignment to our inclusion efforts by defining how they connect to our values, why they matter for our culture and business and what they look like in practice. This foundational work is helping us create a clearer framework for decision-making and ensuring that our actions consistently reflect the inclusive environment we aim to build.

We also enhanced the infrastructure supporting our

Employee Resource Groups (ERGs) by rolling out new resources that help leaders and members engage more intentionally with their programs, including a toolkit for both Executive Sponsors and ERG Leaders.

These resources provide clear guidance and practical strategies for community building. We also simplified how employees join ERGs, making it easier for Progressers to find spaces where they belong.



Our People

Employee Resource Groups (ERGs)

The seven ERGs in Progress play a vital role in bringing our culture to life. They foster inclusion across all pillars of our CSR strategy and create opportunities for learning, connection and shared impact. Each group has dedicated leadership and executive sponsorship. All employees are welcome to join any ERG and attend all ERG activities.



Progress®
ASPIRE



Blacks@
Progress®



Progress®
ENABLE



Progress®
Plus



Progress®
for Her



Unidos en
Progress®



Veterans@
Progress®



Progress® ASPIRE

ASPIRE's mission is to create a vibrant and inclusive network that builds understanding and appreciation for Asian cultural traditions by encouraging learning, leadership and collaboration.

- Celebrated culture and community with Diwali events in Burlington, Raleigh, Bengaluru and Hyderabad, bringing colleagues together across regions.
- Members participated in a virtual volunteering event to support the East at Main Street Project — a global initiative launched by the [Asian and Pacific Islander Americans in Historic Preservation](#) (APIAHiP) to document and map AAPI heritage sites across the U.S. and around the world using the HistoryPin platform.



“Having worked across multiple teams and business groups, I’ve witnessed firsthand the power of inclusion, collaboration and shared purpose in driving meaningful change. ASPIRE represents our collective commitment to building a supportive community—one that celebrates diversity, continuous learning and cultural expression. I’m incredibly proud of the impact we’ve created together and deeply grateful to every colleague who contributed their time, energy and passion. This journey has reinforced my belief that when people come together with intention, lasting impact truly follows.”

Vara Prasad,
Co-Leader of ASPIRE,
Senior Engineering Manager
at Progress





Blacks@Progress®

The mission of Blacks@Progress is to build a strong and connected community that celebrates Black culture and fosters understanding across our global workplace.

- Hosted students from [Junior Achievement of North Carolina](#) for a conversation on career pathways, joined by CEO, Yogesh Gupta.
- Delivered speaker sessions including:
 - *Black History is American History*, during U.S. Black History Month.
 - *Lessons from Black Trailblazers*, during Black History Month in the U.K./Ireland and Black Achievement Month in The Netherlands.
 - A talk on Values-Based Leadership hosted by an external HR executive.



“Having the opportunity to be a part of the Blacks@Progress leadership team has reminded me that representation matters. Driving inclusion is not just an organizational goal—it is also a personal commitment to equity and empowerment.”

Negesti Goodwin,
Co-Leader of Blacks@Progress
and Senior Manager, Regional
Business Partner at Progress

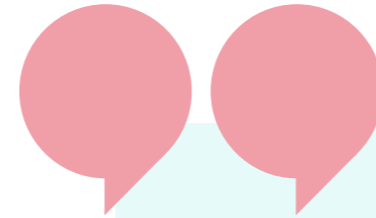




Progress® ENABLE

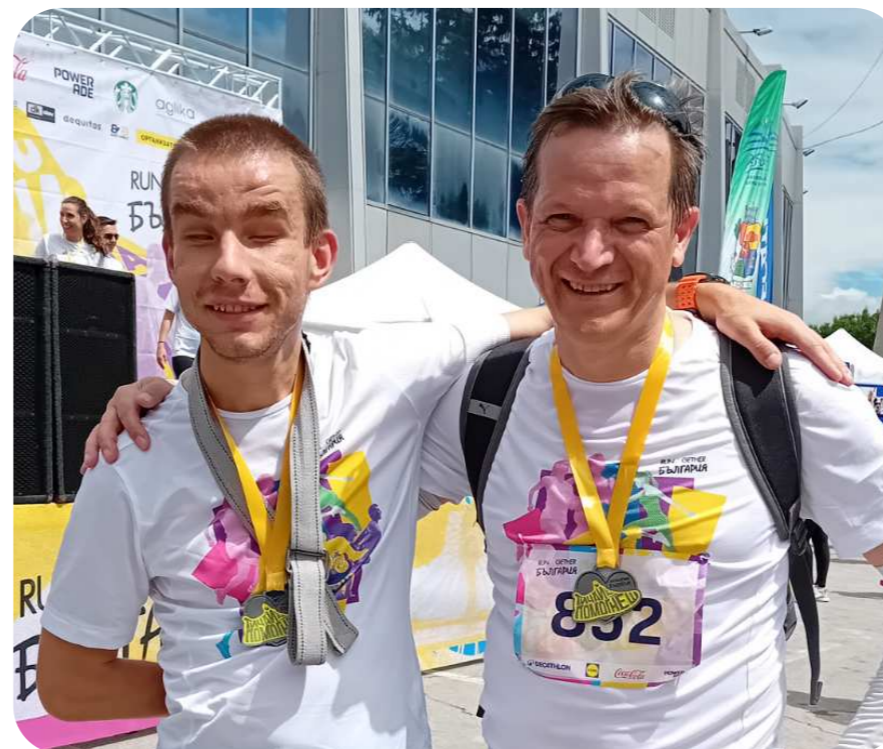
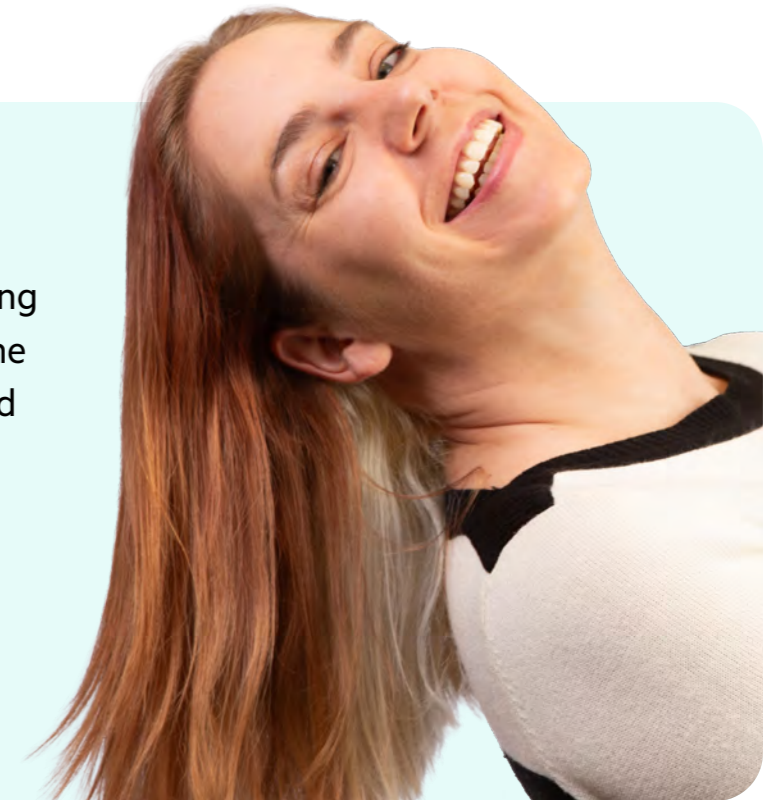
ENABLE’s mission is to create a welcoming and supportive community for people of all abilities at Progress.

- Sponsored [Run2Gether](#) in Bulgaria by supporting Progressers who participated in a 5K as guide runners.
- Partnered with [Donatapa](#) for the Progress Costa Rica office opening, to help transform recycled bottlecaps into accessible boardwalks on Costa Rica’s beaches.
- Delivered sign language classes in Hyderabad and Bengaluru in partnership with the NGO [GiftAbleD](#), streamed across the Asia-Pacific region.
- Hosted mock interviews with [Triangle Inc.](#) in Burlington to prepare disabled job seekers for employment.
- Brought [321 Coffee](#) baristas to the Raleigh office for an inclusion-focused coffee hour.
- Hosted a session, *Singlehandedly*, with Ruth Rathblott, showing how not to hide disability but recognize it and add value to our identity and work.
- Supported organizations that deliver essential social and medical support by donating to [Touch Community Services \(Singapore\)](#) and [DEBRA \(Czechia\)](#).



“2025 was a big year for ENABLE, with events across the globe. From donations to sign-language courses, from creating accessible beach walkways to hosting mock-interviews for the developmentally disabled, our members really dove deep and opened their hearts to all. I’m grateful for all we’ve achieved together and I’m looking forward to what’s to come.”

Nichol Goldstein,
Co-Leader of ENABLE
Community Manager at Progress





Progress® Plus

Plus exists to create a meaningful LGBTQ+ community at Progress, where connection and inclusion thrive. We work to amplify voices, promote visibility and build deeper understanding of LGBTQ+ experiences.

- Continued our support of the [GLAS Foundation](#) by contributing to their annual Sofia Pride event.
- Hosted the session, *Amplifying Pride*, with former U.S. soccer player Joanna Lohman, highlighting authentic leadership and identity.
- Organized a campaign for the second consecutive year during Pride Month to raise funds for [The Trevor Project](#).



“Being a part of the Plus ERG for the past four years has been one of the most rewarding parts of my job. Creating a safe environment where members can share their personal experiences and challenges and feel supported has been incredibly gratifying to me and I look forward to continuing my involvement and remaining an ally.”

Jeremy Segal,
Executive Sponsor of Plus and EVP,
Corporate Development at Progress





Progress® for Her

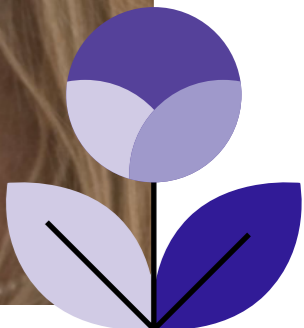
Progress for Her is dedicated to building a strong global community where women across Progress foster connection, leadership development, networking and collaboration.

- Celebrated International Women’s Day with a discussion panel centered on defining moments of self-belief. The program featured stories shared by Progressers, interactive discussion and artwork created by members of the Design Services Team. In addition to this main panel, local meetings and celebrations were held in Bengaluru, Burlington, Delhi, Hyderabad, Raleigh and Sofia.
- Held speaker sessions on the following topics:
 - *Leadership Legacy*, by author and leadership expert, Jacqueline Baker.
 - *AI as a Thinking Partner*, with Prapti Jha, researcher and strategist on behavioral design and cybersecurity.
- Hosted two Zumba sessions in the Bengaluru office with remote participations available in Hyderabad and New Delhi. The sessions concluded with a networking lunch for the in-person attendees.
- Mindfulness Break with Progress for Her hosted in Bengaluru and Hyderabad with the option to livestream for remote workers.



“Reflecting on 2025, Progress for Her delivered a year filled with connection, learning and meaningful celebration. We began with a powerful Women’s History Month, featuring an interactive panel discussion that went on to set the tone for our global International Women’s Day events. Growing our knowledge was a major priority, from exploring practical ways to use AI in our daily work to diving into innovative leadership strategies that help each of us shape our own legacy. We also gave back through charity clothing drives and a variety of local initiatives that strengthened our communities. It was truly a remarkable year of growth, empowerment and impact. I’m incredibly proud to be part of Progress for Her and excited for an inspiring 2026 ahead.”

Terrie Butcher,
Co-Leader of Progress for Her and Director,
Technical Support at Progress

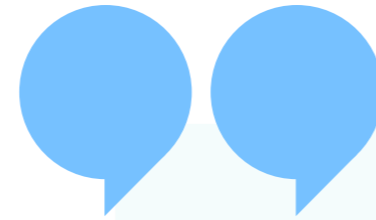




Unidos en Progress®

The Unidos en Progress mission is to celebrate and build awareness of Hispanic and Latino cultures by creating spaces for learning, sharing and collaboration.

- Hosted a regional roundtable on *The Power of Cultural Intelligence*, featuring three Progressers with Hispanic and Latin American heritage, focused on shaping commercial strategy across the diverse Caribbean and Latin America (CALA) region.
- Organized a cooking session featuring Progresser Barbara Gurgel, who shared her recipe for *Palha Italiana*, a traditional Brazilian dessert.
- Delivered a poetry event with celebrated poet, Alejandro Jimenez, exploring identity and storytelling.



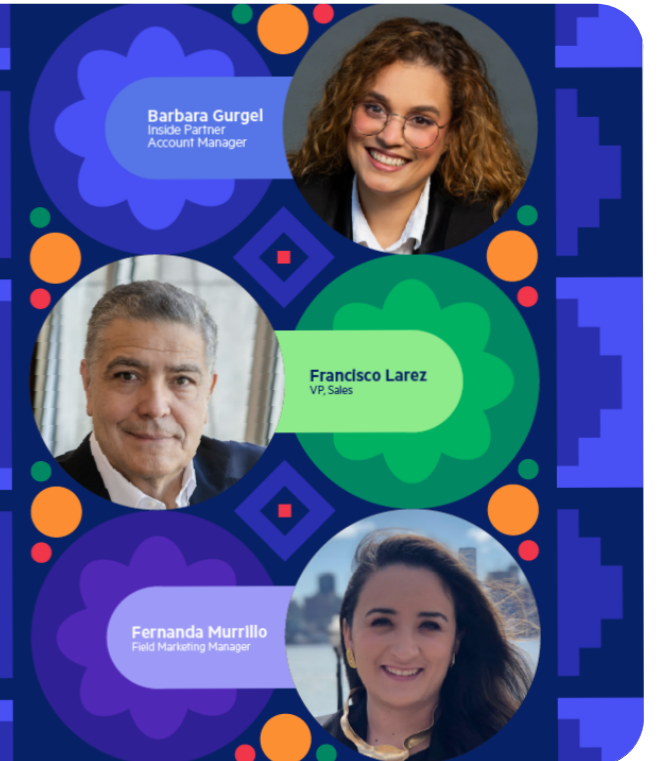
“Being a Unidos leader means showing up with purpose, uplifting our community and creating opportunities where culture, identity and collaboration thrive. Through leadership, mentorship and advocacy, we help open doors, strengthen connections and drive meaningful impact because together, we move forward stronger.”

Madelline Sanchez,
Co-Leader of Unidos
Senior Field Enablement Specialist
at Progress



The Power of Cultural Intelligence in Sales: Selling in CALA

Thursday, October 9, 2025 at 1:00 p.m. ET





Veterans@Progress®

Veterans@Progress aims to create a welcoming and connected community of veterans, reserve service members and military families at Progress and in our local communities.

- Hosted Jon Jackson of [Stag Vets Inc](#) in our Alpharetta office. The event was attended by CEO Yogesh Gupta and included a corporate and employee giving campaign.
- Partnered with ENABLE to donate to [Disabled American Veterans](#).
- Organized Memorial Day and Veterans' Day donation trivia events to benefit the [Gary Sinise Foundation](#) and Disabled American Veterans.
- Held speaker sessions on *Don't Tell Me to Relax: How to Help Your Colleagues Manage Anxiety*, with author and youth mental health advocate Sophie Riegel.



“Working in Silicon Valley for over two decades, I’ve experienced the full spectrum of veteran support — from begrudged acceptance to heartfelt recognition — at some of the largest tech companies in the world. That said, I can honestly state that no other organization has put their money where their mouth is quite like Progress. Through active executive sponsorship, financial contributions and dedicated volunteer time, Progress and the ERG team have proven themselves as true friends to the Veteran community. They make us feel valued in a way that stands far above any organization I’ve been a part of.”

Stephen Blankenship,
Co-Leader of Veterans@Progress
Senior Director, Product Management
at Progress



Our Global Community

We continued to strengthen our commitment to the communities where we live and work through giving, volunteering and strategic nonprofit partnerships. This year, we refined our focus areas to **advancing STEM and AI education, supporting the next generation and contributing to a more sustainable future.**

We also champion the causes that matter most to our employees by offering flexible global giving and volunteering programs that empower them to make a difference. This multi-layered approach reinforces our culture of shared responsibility and collective impact.

We enhanced the foundation of our community programs by launching a new partnership with Percent Pledge, a platform that now powers both our giving and volunteering initiatives.

Through this enhanced approach, Progress and our employees supported **290** charities across **14** countries, reflecting the global reach of our commitment to social impact. Employees showed incredible passion for the causes they care about and we achieved our highest-ever global participation in quarterly matching campaigns.

Progressers proudly gave **674** hours of their time to volunteer for causes in their communities and directed their support to a wide variety of organizations such as local shelters, food banks, animal welfare groups and humanitarian aid providers.



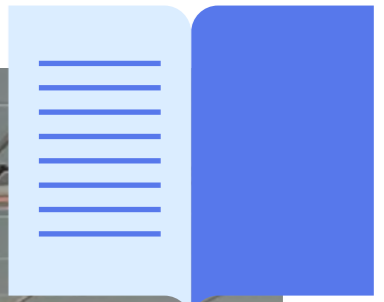
Our Global Community

Partnership Highlights

We maintained long-standing relationships with several nonprofit partners and provided targeted support for additional causes based on employee interest and local community needs.

Investing in STEM and AI Education

We continued to support STEM pathways for students around the world by expanding our scholarship program, sponsoring robotics teams and hosting hands-on learning opportunities. Through investing in STEM and AI education, we aim to empower future innovators by bridging opportunity gaps and equipping students with the skills needed for the future of work.



Our Global Community

STEM Scholarship Series

We proudly continued the Progress STEM Scholarship Series this year. Launched in 2019, the series supports students studying computer science, software engineering, IT and/or computer information systems through three programs – the Mary Székely Scholarship (United States), the Akanksha Scholarship for Women in STEM (India) and the Women in STEM Scholarship (Bulgaria).

Mary Székely Scholarship

Established to honor Progress co-founder Mary Székely, the Progress Mary Székely Scholarship is a four-year renewable scholarship for a student in Massachusetts. Our 2025 recipient was Alexa Arrevillaga Angel, a student at the University of Massachusetts Lowell studying computer science.



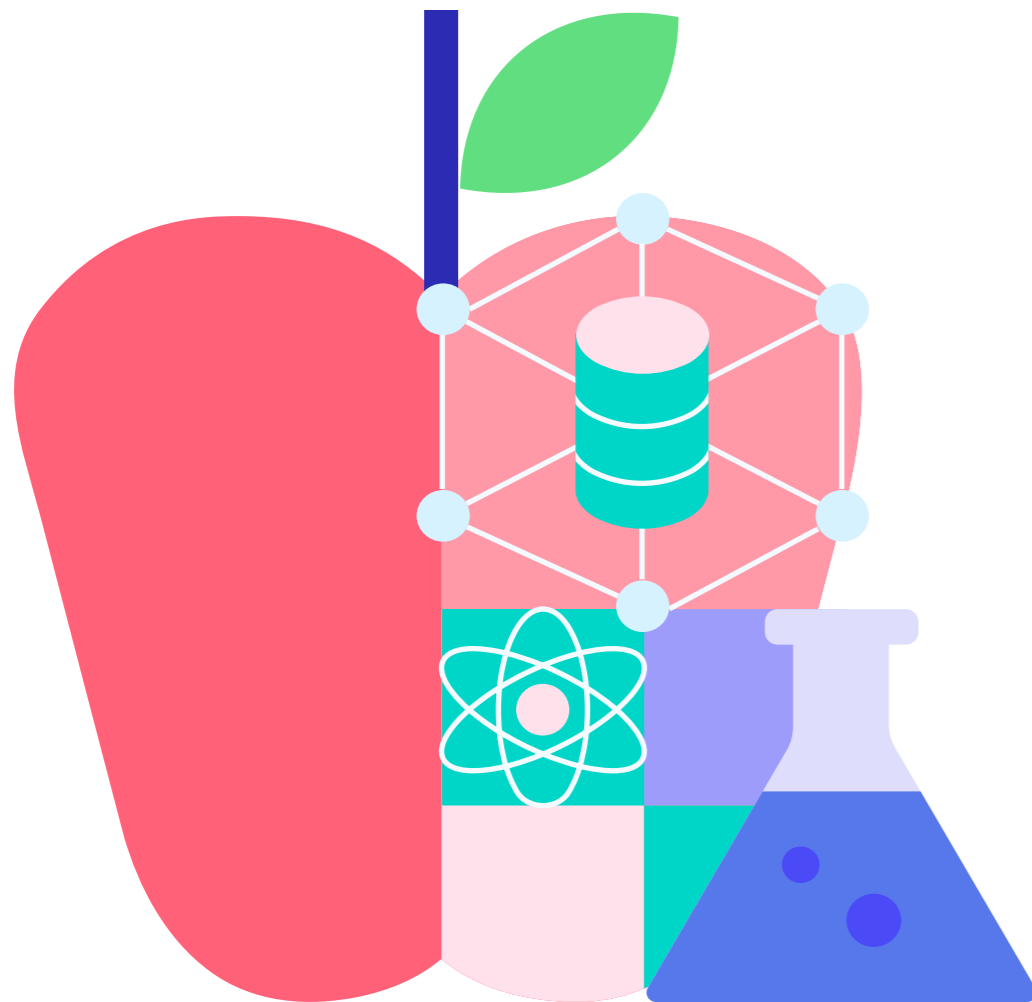
“Mary Székely’s legacy is more than her technical brilliance. It’s her dedication to using STEM as a force for good and her empathy as a leader. These are qualities I strive to emulate every day: curiosity, compassion and the courage to break new ground. I want to not only pursue my own goals in technology but to light the way for others, especially those who have been left out or overlooked.”

Alexa Arrevillaga Angel



Women in STEM Scholarship in Bulgaria

Our Women in STEM Scholarship includes two scholarships to support students pursuing STEM degrees at public universities in Bulgaria. Our 2025 recipients were Dana Bachvarova and Hrista Ivanova.



“I believe that the combination of knowledge in both technology and economics will allow me to contribute to the development of industries and innovations in the future...[cross-disciplinary] initiatives not only enrich our student community but also provide opportunities for future collaborations and innovations in the tech sector.”

Dana Bachvarova



“Beyond my devotion to physics, I am committed to using my knowledge to contribute to the global scientific community. I believe that the Women in STEM Scholarship Program will help me achieve my goal and pursue my dreams. I am excited about the prospects of being a part of such a dynamic and esteemed world and I look forward to the opportunity to contribute even more.”

Hrista Ivanova

Akanksha Scholarship for Women in STEM

The Progress Akanksha Scholarship for Women in STEM is a four-year renewable scholarship to cover tuition, fees and educational expenses for a woman in India pursuing her undergraduate degree. This year, Aditi Narang and Nikitha G were selected as recipients.



“My passion for technology is deep-rooted, and I wish to give my fullest to what I’m rooting for. I believe that science and technology are tools to build a better, more connected world. I’m excited to keep learning, keep growing and eventually contribute something truly meaningful, not just as a technologist but as a responsible global citizen wishing for global wellness.”

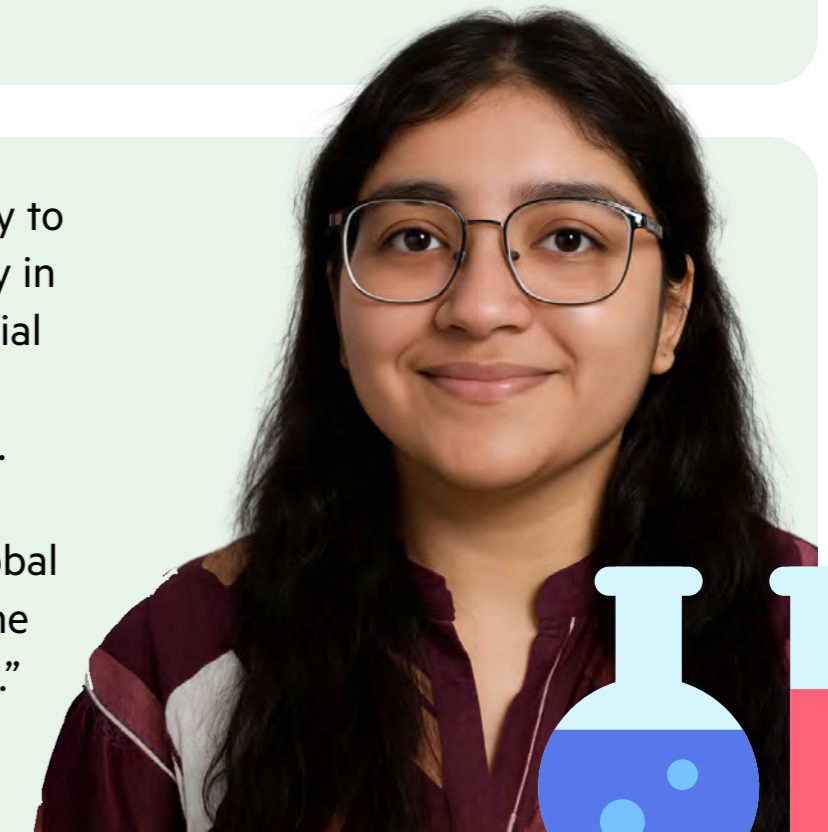
Nikitha G

We also continued sponsorship of two external scholarships:

- **American University in Bulgaria (AUBG) Women in Tech Scholarship:** An annual scholarship awarded to a student at AUBG pursuing a degree in the computer science field. Our 2025 recipient was Sherife Tufan.
- **CSF Bedford Dollars for Scholars:** An annual scholarship for five Bedford, Massachusetts students pursuing degrees in technology and computer science fields.

“I want to be an AI/ML Engineer and use technology to create solutions that improve human lives, especially in healthcare and education. This scholarship is essential to me because it will relieve financial stress and allow me to pursue my education without hindrance. It will give me the chance to research the latest AI developments and share my knowledge with the global STEM community. More significantly, it will enable me to keep inspiring others, just as I have been inspired.”

Aditi Narang



Additional STEM Highlights

- We donated to [The Forge Initiative Inc.](#) and [Gracious Youth Inc.](#) to support their FIRST Robotics teams.
- Hosted the [Technovation Girls Challenge](#) at our Burlington office. Students presented apps developed over the course of the program, with judging supported by senior company leaders. Several Progressers also hosted a career panel alongside Emma Normand, last year's Mary Székely Scholarship winner, sharing personal insights on technology careers.
- [Kids in Tech](#): We continued our partnership with Kids in Tech, supporting STEM after-school programming for students in the Boston metro area.



Our Global Community

Supporting the Next Generation

Children are our future leaders, thinkers and innovators. We take pride in supporting organizations that protect and uplift them.

SOS Children's Villages Bulgaria

- Progress remains a Platinum Corporate Partner for SOS Children's, a multi-year relationship that continues to deepen our impact.
- SOS Children's participated in last year's Bulgaria Holiday Bazaar and will return to this year's event.
- Local Progress leaders attended the organization's 35th anniversary celebration.



DESIRE Society
Caring For Special Children



Swaks Jatra
Innately Strong



[Hope for the Little Ones](#)

Continued our partnership with this organization in Bulgaria that helps support children and families navigating the state care system, often providing temporary housing for kids in their journeys between returning home, being adopted and entering foster care.

[Desire Society](#)

Donated to Desire Society, a local nonprofit, to aid in the delivery of holistic care and essential services including food, medical care and education for children with HIV in a Hyderabad, India care home.

[Swakshatra Trust](#)

“Swakshatra”, in Sanskrit, means innate strength. We continue to support this Indian organization in its effort to strengthen the innate abilities of children by aiding in the construction of a home for child survivors of sex crimes, trafficking and labor.

[Sri Vidhya Bharathi Trust School](#)

Supported the construction of a library at the Sri Vidhya Bharathi Trust School in Bengaluru, India. This project added book racks, tables and chairs to foster interest and access for the school’s 642 students, often providing temporary housing for kids in their journeys between returning home, being adopted and entering foster care.



Our Global Community

Building a Sustainable Future

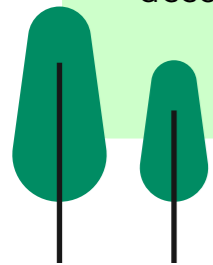
Supporting the resilience of the communities where we operate is a core part of our CSR approach. By investing in initiatives to protect our planet and strengthen communities in times of crisis and need, we aim to contribute to the future we want to see — sustainable and inclusive for all.

- **Fundación Lloverá:** To mark the opening of our Costa Rica office, we partnered with Fundación Lloverá to deliver a hands-on volunteer project. Progressers assembled 100 hygiene kits for local families in need. We also made a financial contribution to help the organization continue its essential reintegration services for individuals experiencing homelessness.
- **Namaterra:** Progressers spent the day restoring Costa Rica's native forests and supporting local biodiversity through an immersive reforestation experience led by Namaterra, a Costa Rican organization dedicated to environmental education and sustainable ecotourism.



- Partnered with the [Confederation of Women Entrepreneurs](#) of India to oversee the operations of a day care center for underprivileged working women.
- Assisted [Harerama Kshetram](#), a local NGO, in the construction of a shelter home for elderly individuals and orphans in the Chittoor district, in the state of Andhra Pradesh, India.

This year, we introduced a new feature within our Percent Pledge platform, **Grow Your Impact**, which connects employee volunteering directly to environmental restoration. For every hour of volunteering logged on the platform, the company funds the planting of one mangrove tree, amplifying individual service into meaningful climate and ecosystem benefits. In 2025, **674** trees were planted on account of the volunteering efforts of Progress employees.



Our Global Community

Employee Giving and Volunteering

Donation Match Program

During a designated period each quarter, Progress matches employee donations at 100 percent, up to \$250 USD per person. This simplified model replaces our previous nomination-based approach and provides a more direct, inclusive way for Progressers to participate. We hosted three matching campaigns during the year resulting in our employees and Progress donating more than **\$60,000** USD to **241** charities around the world.



Volunteering

Progress is proud to support the efforts of our employees to make a difference in their local communities year after year. To encourage this spirit of service, we provide all Progressers around the globe with two paid days of Volunteer Time Off (VTO) annually. A few highlights from our volunteer program in 2025:



Employees assembled children's kits for Klokánek Brno, continuing a multi-year partnership. Progress supported the organization with an additional donation of a washer.



Thomond House

Colleagues prepared and donated essential needs kits for residents of Thomond House, supporting women and families in transition.



Teams collected school, art and craft supplies in recognition of Bulgarian Literacy and Culture Day. A representative from SOS Children's visited the office to share insights and receive the donated items.



The Finance team upheld its annual tradition of service by volunteering at the VA Free Bedford Produce Market, helping distribute food to veterans and local families.



Dorothy Vaughn... were both mathem... employees. Vaughn... acting supervisor fo... Com... wo... su...



Chief Information Officer (CIO) Team Community Cleanup

CIO team members completed yardwork and outdoor revitalization for a local retirement home, improving the environment for its residents.



CIO Team STEM Kit Assembly

The CIO team assembled STEM education kits, which were donated to Foster Love to support youth learning and enrichment.



Virtual Volunteering

Progressers participated in Percent Pledge’s monthly virtual volunteering events, collaborating with peers across organizations to contribute one hour to a selected cause.



Making Progress: 2025 Charity Hackathon

The event gathered tech professionals in the city’s “Research Triangle” area to solve key organizational challenges and support three nonprofits: Independent Animal Rescue (IAR), Black Mountain Tailgate Market (BMTM), and Slice 325.



“Participating in volunteer projects together, whether partnering with a retirement community in Sofia, Bulgaria or supporting foster care organizations in Massachusetts and North Carolina, shows me just how much our team can grow when we rally around something that truly matters. The Progress volunteer program makes it easy for us to get involved and with the backing of the CIO organization on several events this year, we were able to create a real, tangible impact in our communities.”

Reny Ivanova,
Principal Business Services Partner
at Progress



Our Planet

At Progress, protecting the environment is a responsibility we embrace as part of our CSR program vision to lead with purpose and create a sustainable future. This year, we strengthened the foundation of Our Planet initiatives by enhancing our emissions tracking efforts and expanding initiatives that reduce our footprint. From engaging an advisory service to guide the next phase of our strategy, to energizing grassroots efforts through the Earth Team, we focused on creating measurable impact and meaningful action. As Progress grows, we remain committed to a practical, results-driven approach towards advancing our sustainability goals.

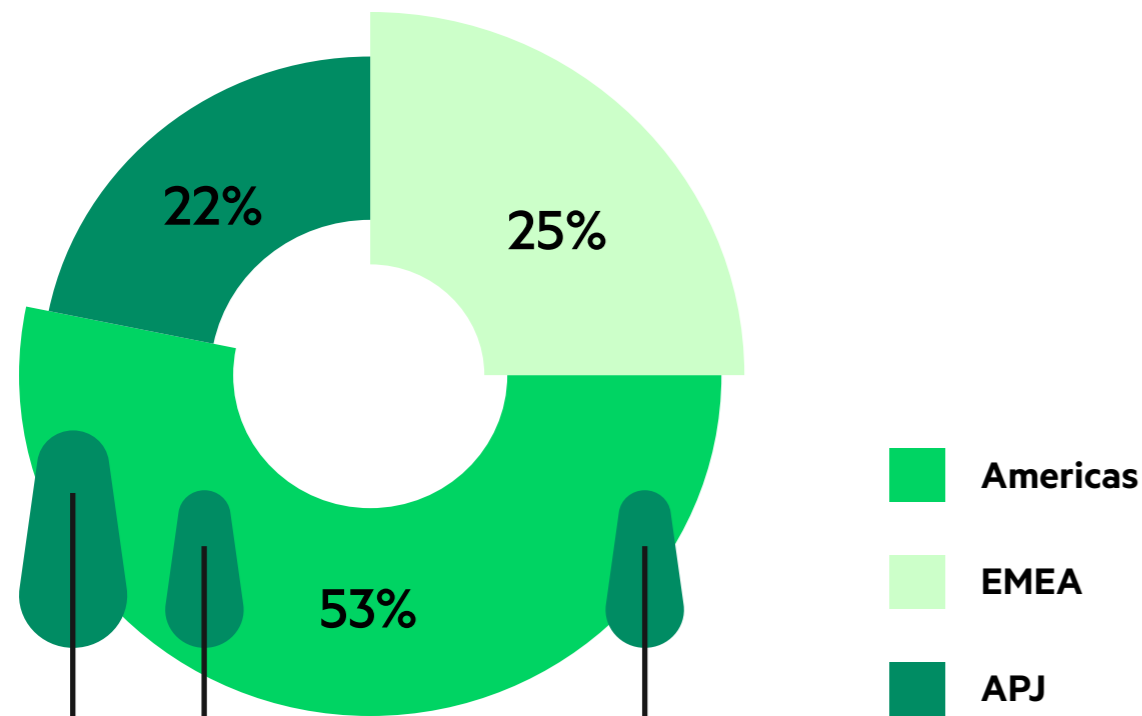


Our Planet

Emissions and Energy Usage Data

In 2025, we continued our efforts of improving our data completeness, while we were conscious of our direct impact and mindful about reducing our existing emissions and energy usage. Our total emissions for 2025 increased due to a rise in Scope 3 emissions, driven primarily by additional travel associated with integrating ShareFile into our operations. Scope 1 and Scope 2 emissions remained relatively flat compared to FY'24.

Share of Emissions by Region



Total Emissions
CO₂e (tons)



Total Net Emissions
(Dec 2024 - Nov 2025)

5,862.74 t CO₂e

Total Emissions by Scope

Dec 2024 - Nov 2025
CO₂e (tons)

Scope 1	61.8356
Scope 2	1,598.0594
Scope 3	4,229.8218

GHG Emissions Total (Scope 1 + Scope 2 + Scope 3) 5,889.7168

GHG Reduction Total 26.9746

Net GHG Inventory Total (Total Emissions - Reductions) 5,862.7422

Our Planet

Business Travel

We saw a significant increase in our business travel in 2025 due to activities associated with our acquisition of ShareFile in November 2024. We will continue to evaluate opportunities to reduce our impact in this area in the future.

Impact by Transport Type

Business Travel - Air CO₂e (4,098.9902 t)



Business Travel - Hotels CO₂e (167.4171 t)



Company Owned - Leased Vehicles - Diesel [km] (26.4437t)



Company Owned - Leased Vehicles - Petrol [km] (24.8074 t)



Business Travel - Rental Car [CO₂e] (11.9032 t)



Company Owned - Leased vehicles - Hybrid [km] (10.5845 t)



Business Travel - Trains CO₂e (1.2485 t)



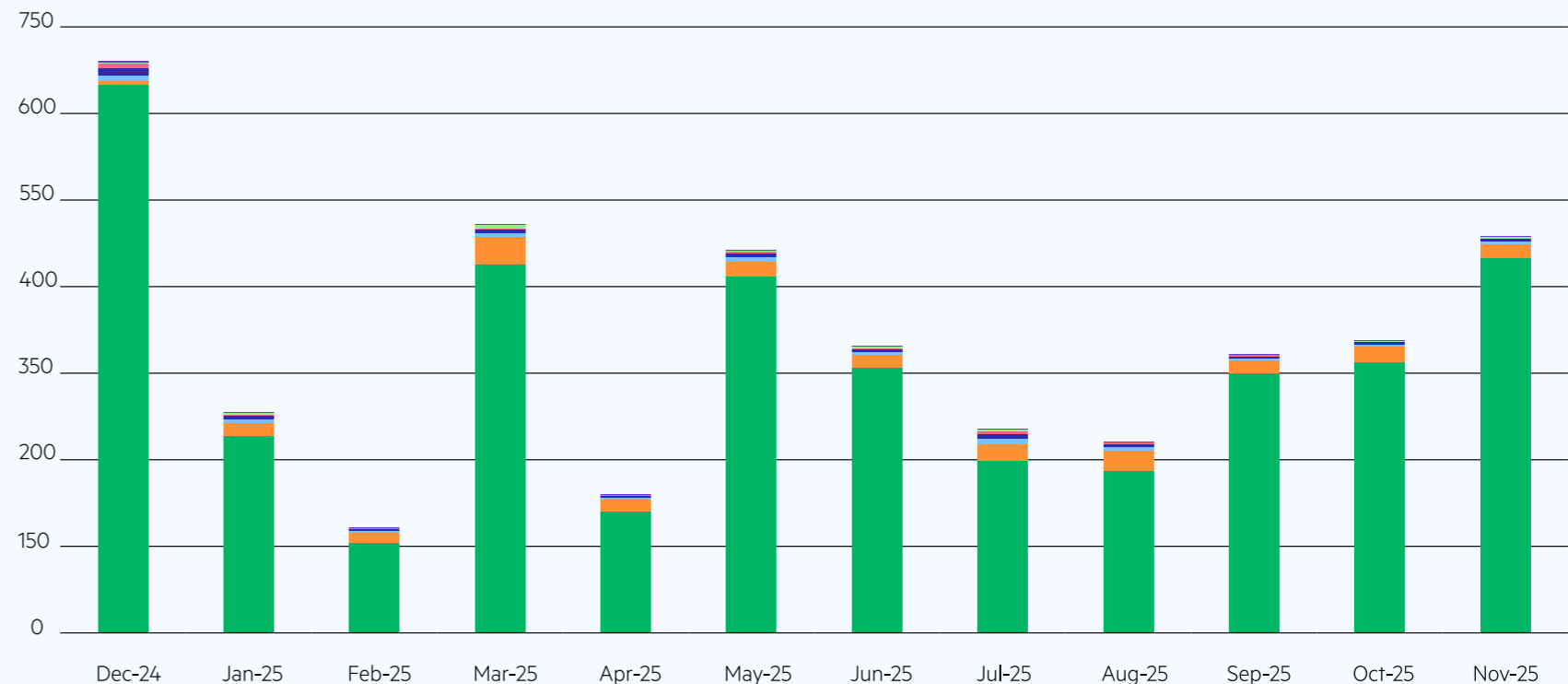
Total Emissions
CO₂e (tons)



Total
(Dec 2024 - Nov 2025)
4,291.39 t CO₂e

Same period previous year
(Dec 2023 - Nov 2024)
2,767.29 t CO₂e

Variance
(1,524.1 t CO₂e)
55.1% ▲



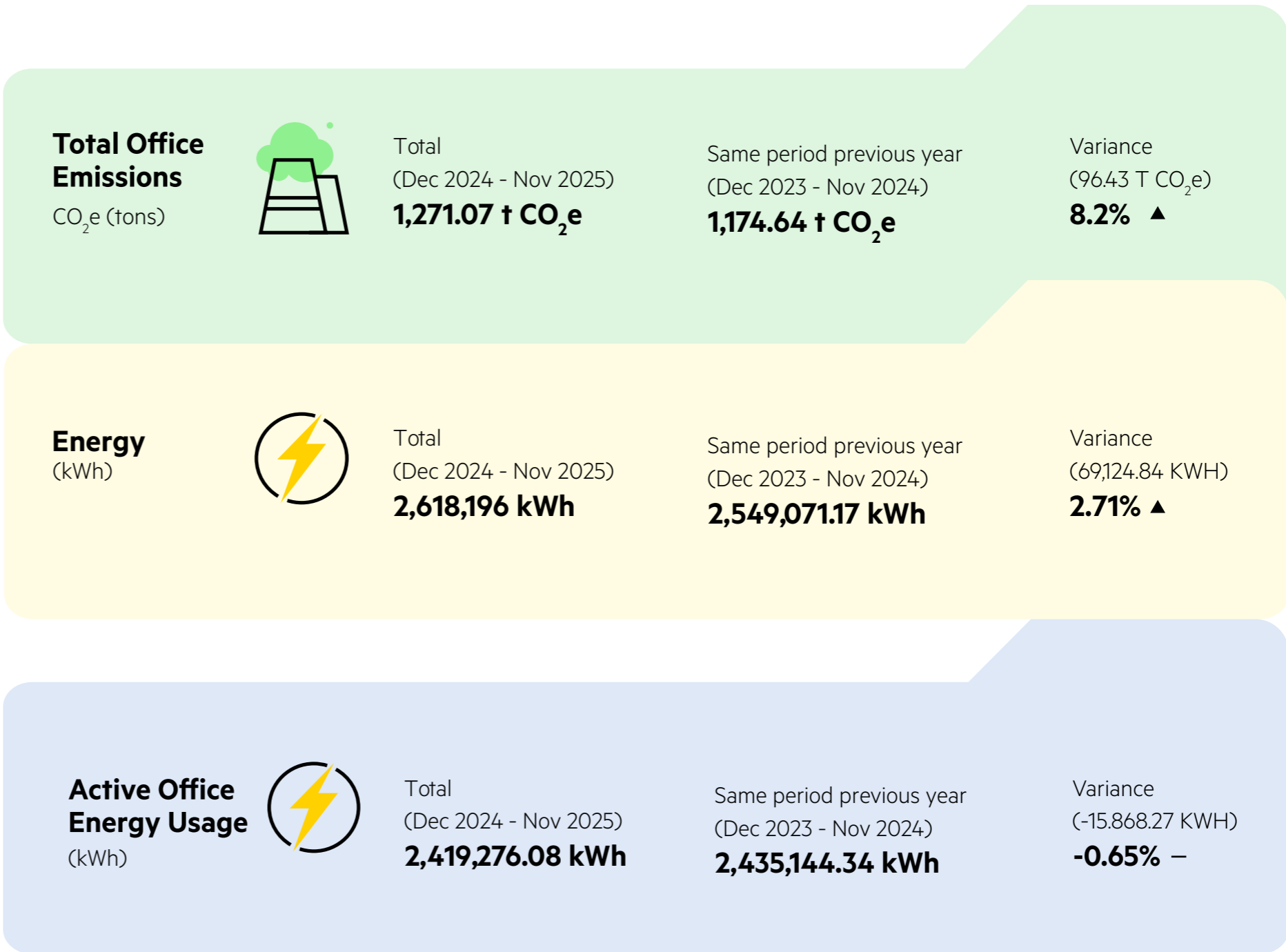
- Company Owned-Leased vehicles - Petrol
- Company Owned-Leased vehicles - Diesel
- Company Owned-Leased vehicles - Hybrid
- Business Travel - Air
- Business Travel - Hotels
- Business Travel - Trains
- Business Travel - Rental Car

Our Planet

Office Impact

Our office carbon footprint has increased by 8.2% vs. our increase in energy use of 2.7%. This is indicative that the energy mix in the market is still heavily reliant on fossil fuels. Because we lease our office spaces, building-level energy sourcing is managed by our landlords. Where possible, we engage with them to encourage and support the transition to greener energy options across our facilities.

Our office footprint fluctuated throughout the year due to evolving business needs and the ShareFile acquisition, which affected our overall energy usage. However, our performance in locations we have operated for at least two full years has remained consistent, reflecting our commitment to mindful operations and demonstrating that our offices are run efficiently.

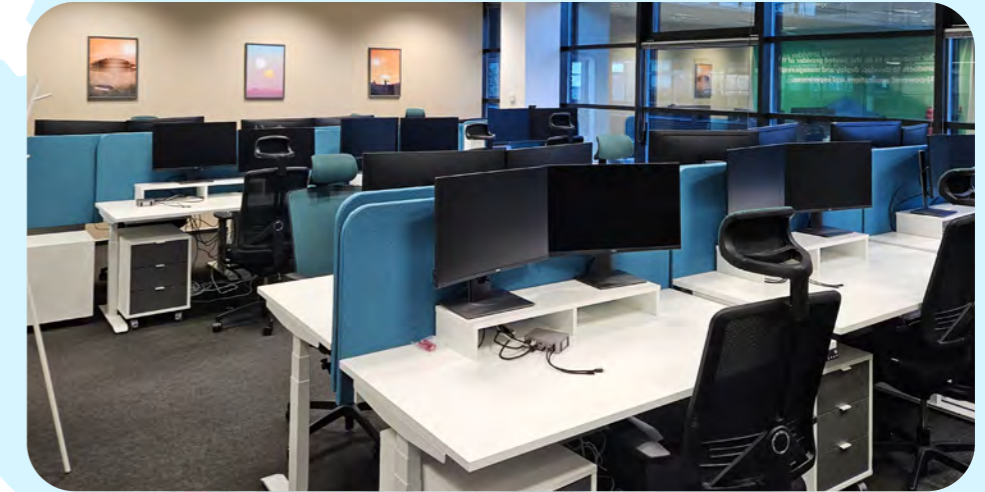


** Office locations used for 2024 vs. 2025 comparison are Alpharetta, Bengaluru, Brno, Burlington, Hyderabad, Limerick, Morrisville, Rotterdam, Sofia and Tysons Corner

Our Planet

Office Upgrades

- Our new Costa Rica office unveiled a new exterior building sign, powered by 100% solar energy. The installation reinforced our commitment to investing in renewable power and lower emissions.
- In Brno, we refurbished office furniture by repurposing existing tabletops and adding height-adjustable desk frames, creating a more ergonomic and eco-friendlier workspace.
- A new vehicle charging station was added to the parking lot in our Sofia office to enhance employee access to sustainable transportation options.

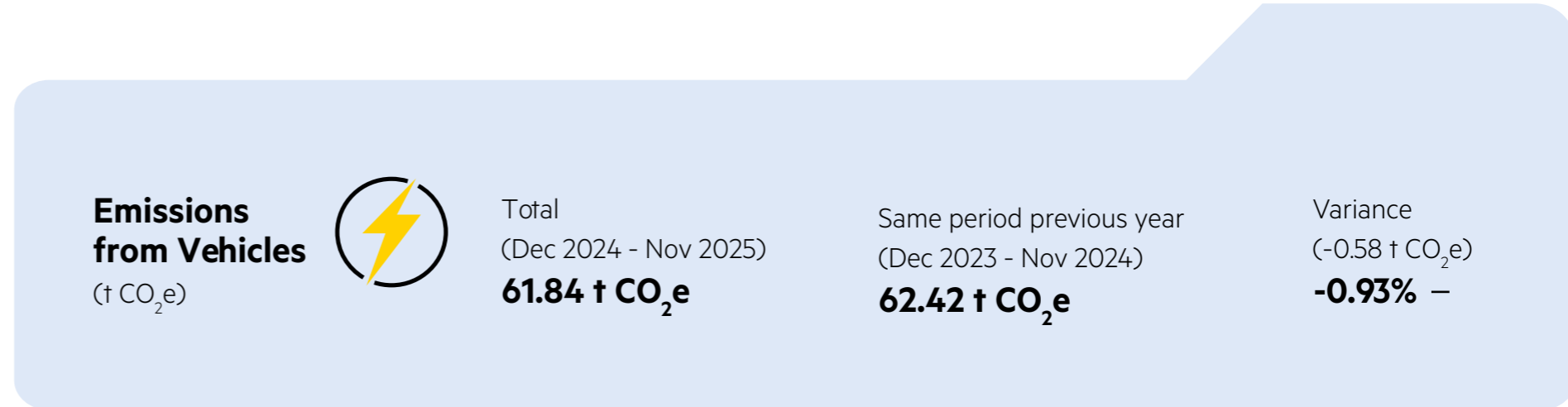
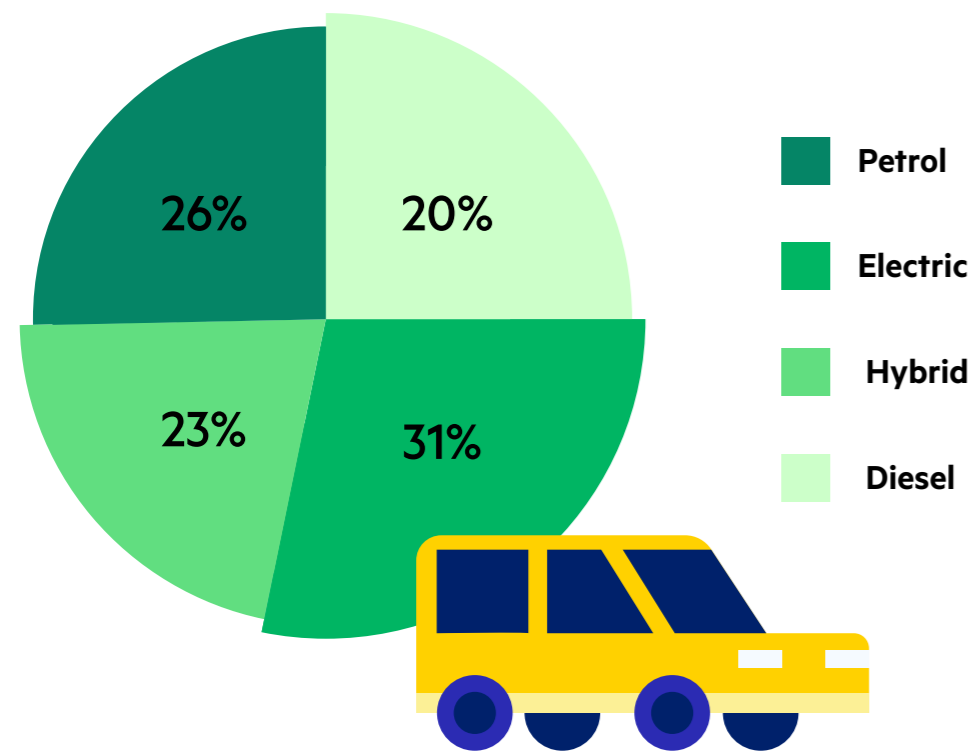


Our Planet

Company Vehicles

We maintain a small fleet of 35 company-owned and leased vehicles. In 2025, we took steps to increase the number of electric and hybrid vehicles in our fleet, resulting in a slight decrease in overall emissions compared to the previous year.

Current Fleet by Fuel Type



Emissions by Vehicle Type (t CO₂ e)

Active fleet of 35 company-leased vehicles

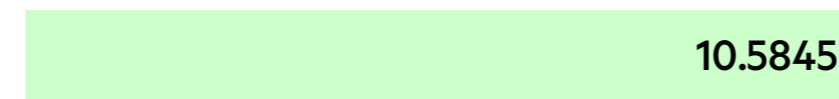
Company Owned-Leased Vehicles - Diesel



Company Owned-Leased Vehicles - Petrol



Company Owned-Leased Vehicles - Hybrid



Our Planet

Co-located Data Centers

Our IT team has optimized the use of our existing co-located facilities and the centers we partner with demonstrate strong commitments to sustainable operation, reflected in emissions and energy use that remain closely aligned with our expectations. As we

continue to rely on off-site data centers*, our next priority is to deepen our understanding of the impact of our cloud operations.

Total Office Emissions

CO₂e (tons)



Total
(Dec 2024 - Nov 2025)
327.25 t CO₂e

Same period previous year
(Dec 2023 - Nov 2024)
446.8 t CO₂e

Variance
(-119.55 t CO₂e)
-26.75% ▼

Data Center

(MWh)



Total
(Dec 2024 - Nov 2025)
1,124.49 MWh

Same period previous year
(Dec 2023 - Nov 2024)
1,569.31 MWh

Variance
(-444.82 MWh)
-28.34% ▼

* Data from data centers in Brno, Sofia, Morrisville, and Marlborough

Our Planet

Water

Approximately 20% of our office locations are situated in areas with high overall water risk. We are committed to monitoring our water use, partnering with landlords where possible to support efficient practices and identifying opportunities to reduce our impact as our environmental program continues to mature.

Bottles saved by using water dispensers

112,265 bottles (.5l)

Estimated emissions avoided

9,295.542 kg CO₂e

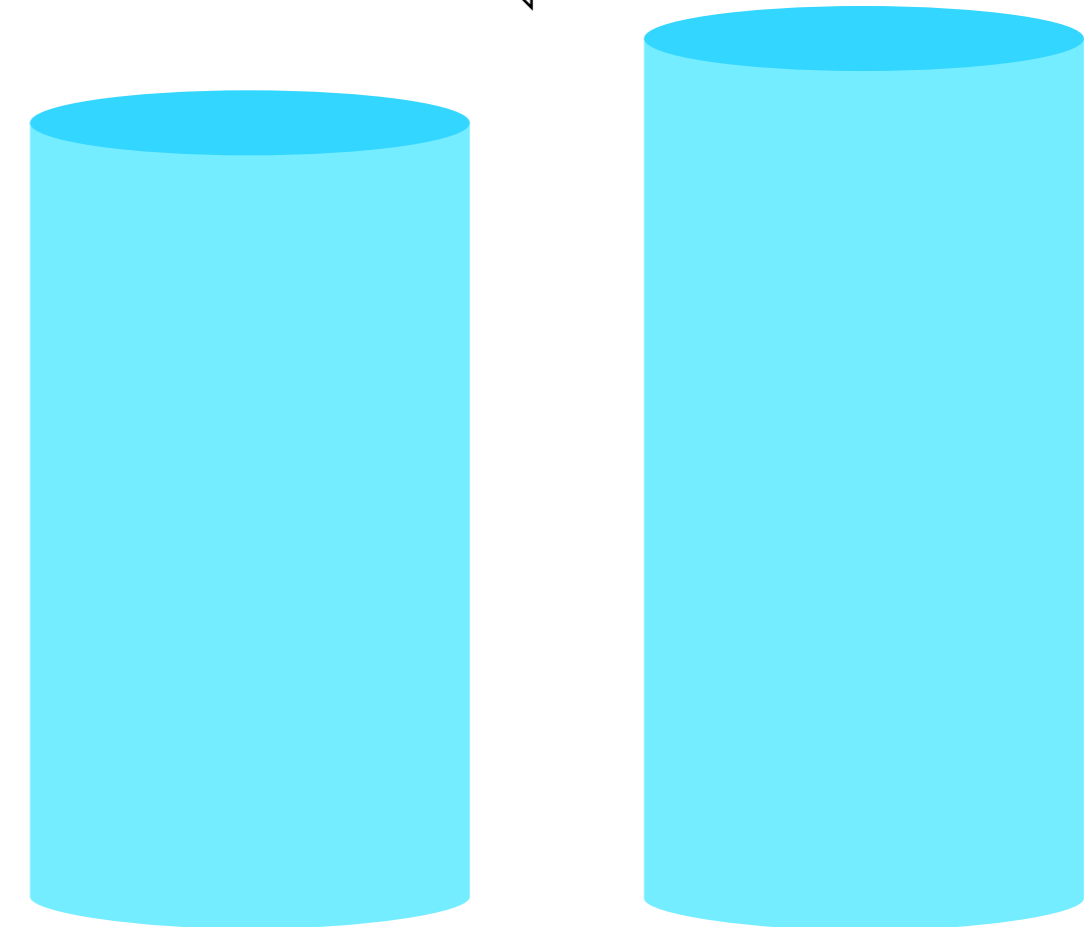
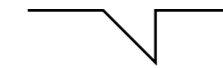
*Burlington and Sofia



Water Consumed (L)

4.0%

Variance



5.4M

Fiscal Year 2024

5.6M

Fiscal Year 2025



Progress®
Earth Team

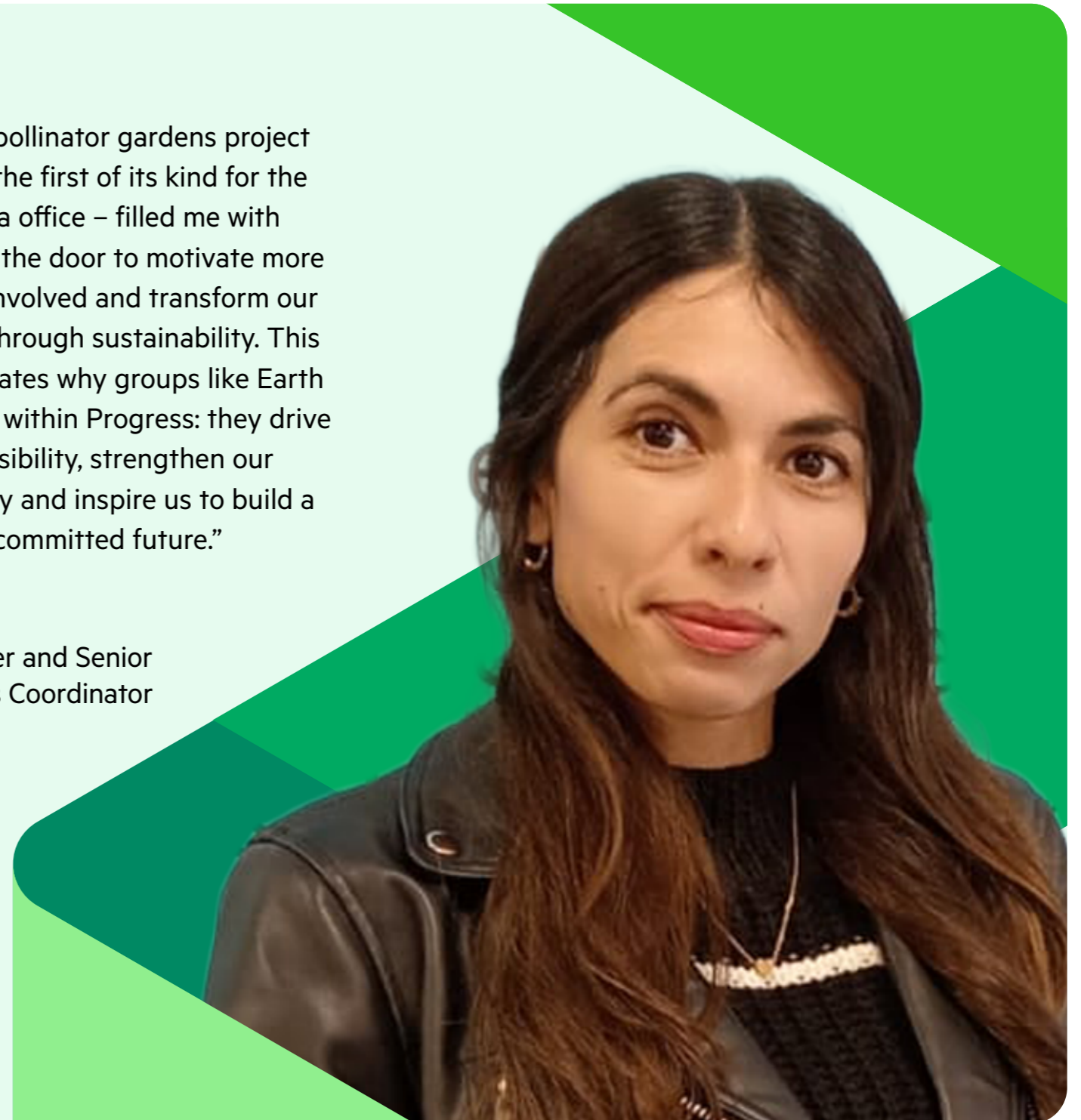
Employee-Led Environmental Initiatives

Our Earth Team, an employee-led group dedicated to environmental awareness and sustainability, continued to energize the Progress community through engaging programs and educational initiatives. The group serves as a catalyst for employee environmental action, inspiring responsible behaviors, sustainable practices and thoughtful use of technology. Their collaboration with the ERGs further strengthens a culture of shared responsibility and reinforces the fact that sustainability remains woven into our broader CSR commitments.



“Being part of the pollinator gardens project with Green Wolf – the first of its kind for the Progress Costa Rica office – filled me with pride, as it opened the door to motivate more colleagues to get involved and transform our corporate culture through sustainability. This initiative demonstrates why groups like Earth Team are essential within Progress: they drive sustainable responsibility, strengthen our sense of community and inspire us to build a greener and more committed future.”

Adriana Jimenez,
Earth Team Member and Senior
Workplace Services Coordinator
at Progress



Some highlights from our Earth Team efforts this year include:

Beehive Adoption

- We continued sponsorship of three beehives in partnership with [Istinski Med](#) in Bulgaria to support local pollinator populations.
- Progress' sponsorship of a beehive at [Bee Downtown](#) in Raleigh, NC produced 220 jars of honey this year.



Composting Education

We hosted a companywide live composting demonstration from our Raleigh, NC office. Led by Master Gardener Karen Didonato, it offered Progressers practical guidance on sustainable gardening and food-waste reduction.

Fall Clothing Drive

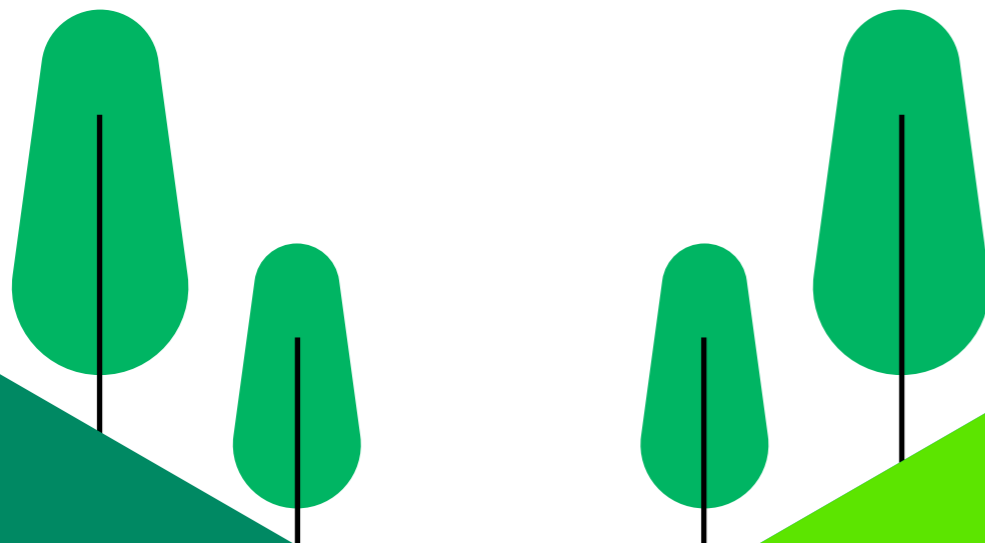
The Earth Team organized a month-long clothing drive across key office locations in the U.S.:

- Burlington donated to [Second Chances](#)
- Raleigh donated to [Note in the Pocket](#)
- Alpharetta donated to [Green Drop](#)



Volunteer Environmental Events

- [The Great Raleigh Cleanup](#) — Employees from the Raleigh office participated in a coordinated downtown cleanup effort, contributing to local beautification and waste-reduction initiatives.
- [Green Wolf Costa Rica](#) — Employees volunteered in Costa Rica to support a pollinator gardens project in Belén, reinforcing our commitment to protecting biodiversity and restoring local ecosystems.





Our Business

Progress shows up in the market and in its CSR work with the same intent: solve what matters most and do it in a way that is ethical, inclusive and built to last.

Our Business

Corporate Governance

Progress is committed to maintaining the highest standards of corporate governance, ensuring transparency, accountability and ethical conduct across all operations.

Our governance framework is anchored in our [Corporate Governance Guidelines](#), which outlines the Board's role in overseeing business strategy, risk management and compliance with applicable laws.



Our Business

Compliance and Ethics

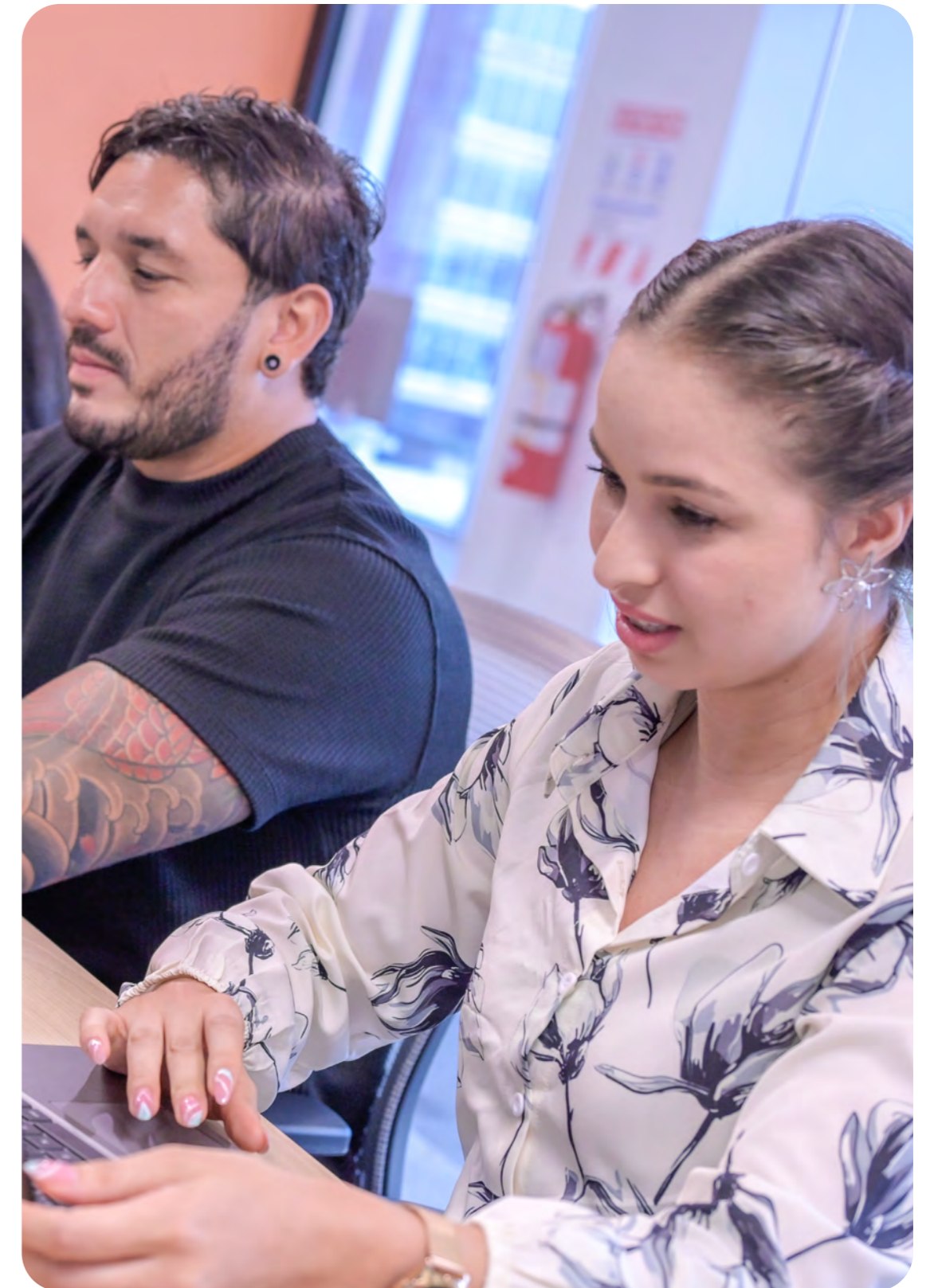
We believe honest and ethical conduct by our employees, and with all stakeholders with whom we do business, is an essential part of our success. To support this commitment, we've adopted, published and distributed a series of workplace policies, such as:

- The [Code of Conduct and Business Ethics](#) for all Progress employees, officers and Board members, guiding decisions across our global business activities.
- [Progress Supplier Code of Conduct](#), outlining the standards Progress expects suppliers to uphold across their operations and interactions.
- [Progress Human Rights Statement](#) on our commitment to respecting and protecting human rights throughout our operations.

- [Progress Privacy Policy](#) on our practices for protecting personal information and complying with applicable data privacy requirements.
- [Progress Software Statement on Modern Slavery and Human Trafficking](#), detailing our safeguards to prevent forced labor, slavery and human trafficking across our organization and supply chain.

To ensure consistent knowledge and understanding of these policies and expected behavior, employees are required to regularly attend training and get certified. When possible, employees are presented with multiple options for their mandatory compliance training and policy review. These flexible options, such as video and LMS content, ensure that Progressers can engage with the content effectively and in a manner that is most accessible to their learning style and schedule.

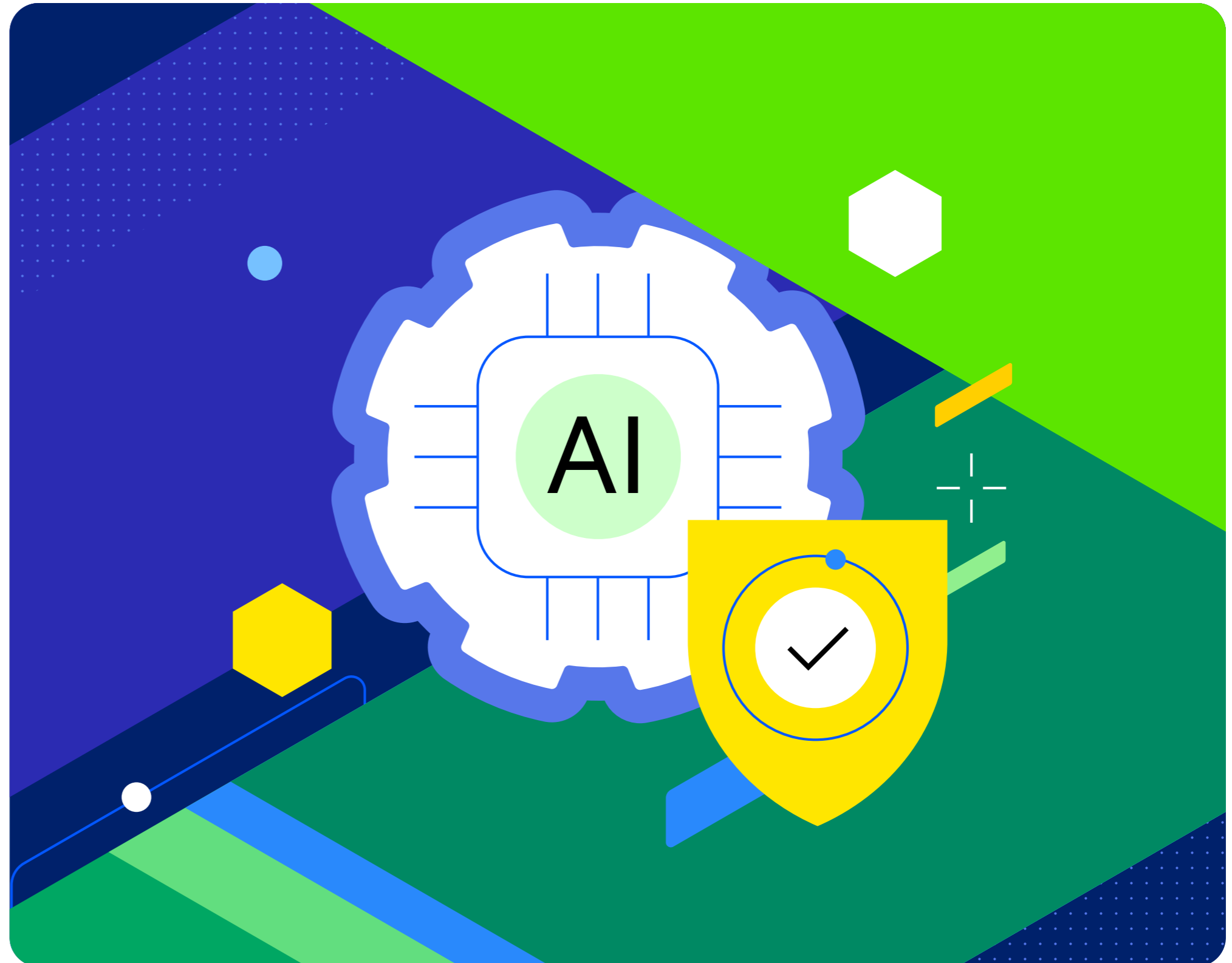
We also provide several avenues, including a whistleblower hotline, for employees to raise concerns to our Chief Compliance Officer about the conduct of the company, employees or others connected to the company.



Our Business

AI Governance

At Progress, we are taking a responsible and agile approach to Artificial Intelligence. We implement AI by first establishing clear processes to assess the suitability and performance of AI models and applications, as well as understanding data flows and ensuring appropriate protections — both within the models and across third-party integrations. We vet all AI usage against our well-established company policies, including our AI Policy. This disciplined approach enables us to launch products with advanced AI capabilities, delivering productivity gains while also focusing on safety and responsibility. This is central in our approach to AI, not just with ourselves but with our customers, under the pillars of trust, accuracy, security and scalability. Progress products employ AI that customers can trust by grounding AI-powered experiences in privacy-by-design and security-by-design practices, backed by our careful enterprise-wide AI usage standards. As a result, our products empower our customers to quickly integrate and leverage AI, unlocking actionable insights and operational efficiencies in a way that is secure, verifiable and transparent.



Our Business

Data Privacy and Security

Data Privacy

Progress takes data privacy seriously as a core element of trust and compliance. The [Progress Privacy Center](#) provides transparency around our privacy practices, privacy policies, HIPAA Compliance and Data Processing Addendum (DPA), in addition to other helpful information for employees and customers.

Security Practices

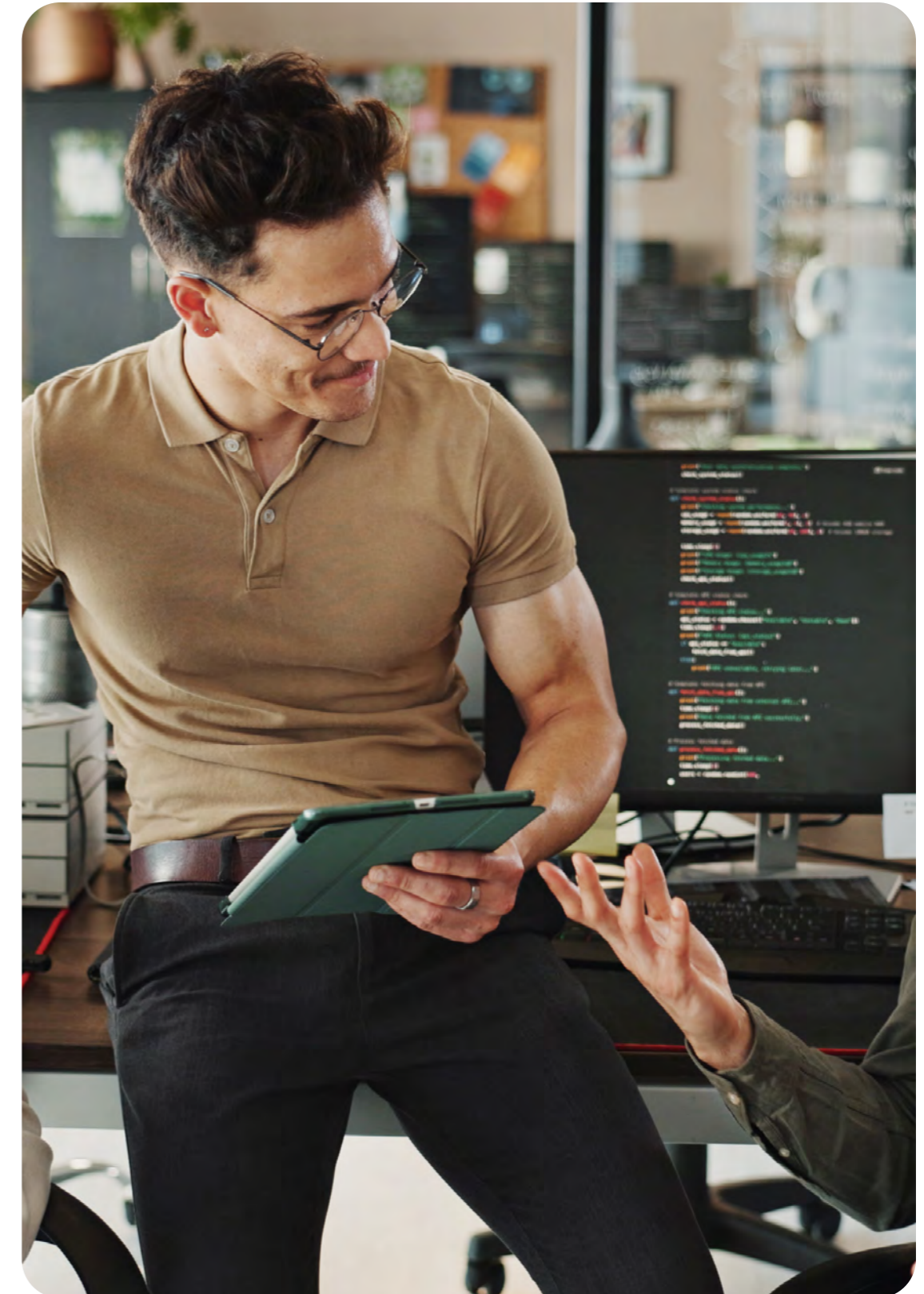
The security environment of our company is of paramount importance to us. Progress has a comprehensive cybersecurity program in place, which includes a zero-trust cybersecurity architecture approach, compliance audits and verifications, source-code scanning, external penetration tests, third-party deep-dive 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](#).

Security Training

At Progress, safeguarding data and systems is a shared responsibility, and we prioritize employee education as a cornerstone of our security strategy. All employees complete mandatory annual security awareness training, covering phishing prevention, password hygiene and incident reporting. To reinforce these principles, we host our Cybersecurity Awareness Month each October, featuring interactive sessions, leadership messages and practical tips on emerging threats such as AI-driven cybercrime.

Complementing these efforts, Data Privacy Week each January provides targeted workshops on privacy and compliance obligations, ensuring teams understand their role in protecting personal and corporate data. Additional resources through the Progress Learning Hub offer continuous education on cybersecurity best practices. These initiatives underscore our commitment to building a culture where security and privacy are integral to every decision and action.



Our Business

Accessibility

We continue to strengthen accessibility across our product ecosystem by embedding inclusive design principles into everyday development and expanding awareness throughout the global developer community.

Our commitment goes beyond improving our own product development processes, ensuring that our products directly empower customers to create accessible digital experiences of their own. Developers rely on Progress tools to build websites, web applications and mobile applications that meet modern accessibility expectations, extending our impact well beyond our own products.

Our tools for UI development are built with accessibility in mind. Keyboard navigation, semantic markup and inclusive interface patterns are becoming standard in both the [Kendo and Telerik UI libraries](#), helping customers deliver accessible, compliant and user-friendly digital experiences.

We raise awareness in our developer community through participation in Global Accessibility Awareness Day (GAAD) and ongoing developer content to elevate accessibility alongside AI and UX topics to guide modern and responsible development.

We are committed to making accessibility a foundational principle in our next generation of Infrastructure Management and DevOps SaaS-based cloud products — WhatsUp Gold 360, LoadMaster 360 and Chef 360. Our goal is to align with Web Content Accessibility Guidelines (WCAG) 2.0 Level AA and continuously enhance accessibility with each release, ensuring an inclusive experience for all users.

Furthermore, we launched the Progress Data Platform Design System initiative to ensure consistency and usability across our product portfolio, with Web Content Accessibility Guidelines (WCAG) 2.0 Level AA compliance as our north star. We'll continue to roll out the initiative in FY'26.



Our Business

Corporate Development

Corporate development is a key driver of growth and value creation for Progress. We take an intentional approach to our strategy, ensuring that each acquisition strengthens, not disrupts, our culture, values and commitments. With a long history of bringing together teams from varied backgrounds, Progress has developed robust diligence and integration practices focused on culture and designed to strengthen collaboration, preserve institutional strengths and enable effective integration.

As we expand (such as the recent office opening in Costa Rica), we prioritize systems and practices that sustain our mission and reinforce strong corporate governance.



Our Business

Corporate Awards & Recognitions

We received multiple awards and recognitions this year, reflecting on our continued momentum and leadership in the industry.



TIME America's Growth Leaders 2026

Progress was named to the inaugural TIME | America's Growth Leaders 2026 list. This recognition is based on an independent analysis of growth performance, financial stability and stock strength, underscoring the resilience and discipline behind our expansion.



Channel Insider AI 50 Top Leaders 2025

Chief AI Officer Ed Keisling was named to Channel Insider's "Top AI Leaders in the Channel" list for 2025.



EY Entrepreneur of the Year 2025 New England Award

CEO Yogesh Gupta was honored with the Entrepreneur of the Year 2025 New England Award by Ernst & Young LLP (EY U.S.). This prestigious program celebrates visionary leaders who drive innovation, accelerate growth and create a lasting impact for future generations.

Progress That's Built Around You.



About Progress Software

[Progress Software](#) (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 personalized digital experiences with agility and ease. Businesses of all sizes get a trusted provider in Progress, with the products, expertise and vision they need to turn AI disruption into a competitive advantage. Millions of developers and technologists at hundreds of thousands of organizations depend on Progress every day. Learn more at www.progress.com.

California AB 1305 Disclosure Statement

The following disclosure is provided pursuant to the California Voluntary Carbon Market Disclosures Act (AB 1305). References to “we” or “our” refer to Progress Software Corporation and its subsidiaries.

We make certain emissions-related claims based on our internal measurement and reporting of resource consumption and greenhouse gas impacts. The emissions-related figures presented in this report are derived from documented resource-use data processed through a third-party software application that utilizes market-average emissions data.

Unless otherwise specified, our emissions-related statements are not supported by the purchase or use of voluntary carbon offsets. In instances where we reference emissions reductions or progress

toward climate-related goals, such statements are based solely on operational measures and internal calculations rather than external offset projects. AB 1305 requires entities that use carbon offsets in support of emissions claims to disclose project-level offset-specific details; because we do not rely on offsets for the claims referenced here, no such project-level disclosures apply.

Our emissions-related data and associated statements are subject to review through internal audit processes. However, consistent with our current reporting approach, no independent third-party verification of these calculations or claims has been obtained.

We will update this disclosure annually, or more frequently if material changes occur, to align with the ongoing requirements of AB 1305 and to maintain transparency regarding the basis for our climate-related statements.

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