PROGRESSIVE®

2024 Sustainability Highlights

Company overview

Progressive's story started in 1937. Our success is built on the foundation of two guys from Cleveland, Ohio, who saw an opportunity to serve an under-served market and offer something to consumers that no one else was offering: basic insurance that anyone could afford. Since then, Progressive's become:[1]

- The 2nd largest auto carrier in the U.S.
- The largest seller of motorcycle and boat policies
- A market leader in commercial auto insurance
- One of the top 15 homeowners carriers
- Known for selling policies through more than 40,000 independent insurance agencies throughout the country and directly to consumers

Progressive is grounded on four cornerstones: our Core Values, Purpose, Vision, and Strategy. Our Core Values define who we are; our Purpose expresses why we're here; our Vision guides where we're headed; and our Strategy articulates how we'll get there.

We see sustainability as part of the value we bring to our customers, communities, employees, independent agents, and shareholders. We believe our sustainability efforts directly support our Strategic Pillars, delivering value to the business and helping us achieve our vision.

[1] Based on premiums written.

Strategic Pillars

Ensuring our people and culture collectively remain our most powerful source of competitive advantage

Meeting the broader needs of our customers throughout their lifetimes

Maintaining a leading brand recognized for innovative offerings and supported by experiences that instill confidence

Offering competitive prices driven by industry-leading segmentation, claims accuracy, and operational efficiency

Carlos Rosales-Silva

Cascaron

2021

sand, crushed stone, and glass bead in acrylic paint on panel

16" x 12"

About Progressive ↗

Our Core Values ↗

Our leadership ↗

Our Purpose ↗

Diversity, equity and inclusion ↗

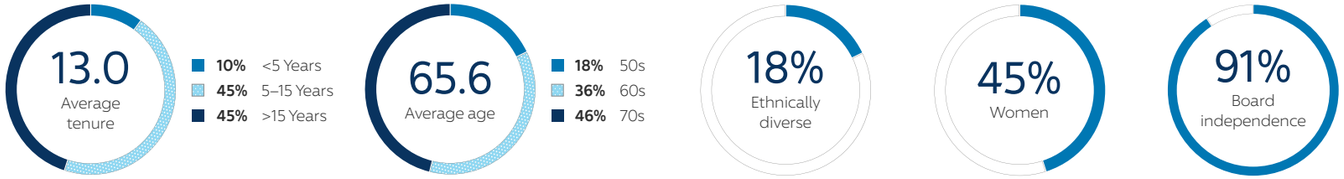
Financial results ↗

Our complete 2024 Corporate Sustainability Report (CSR) is available on our Investor Relations website. This report is informed by elements from SASB and TCFD. Please refer to the applicable indices in the Appendix.

Corporate governance

Sound governance is an organizing principle at Progressive, starting with the Board and extending to management and all employees.

Board composition[1]



[1] Data is presented as of March 18, 2025

See our 2025 Proxy Statement for a discussion of significant corporate governance practices, which we designed to support sustained value creation for our shareholders.

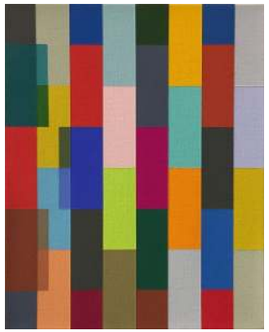
See our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q for more governance information and a full discussion of risk factors.

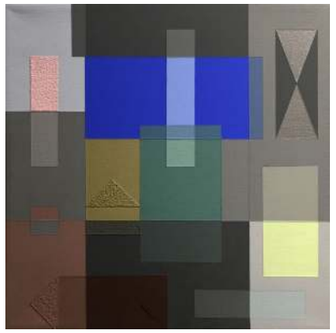
Our Board of Directors
Committee composition
Committee charters
Corporate Governance Guidelines
Code of Business Conduct and Ethics
Whistleblower protections
Supplier Code of Conduct
Risk management including climate risk
Sustainability in our investment portfolio

Left: **Dan Tranberg;** *Untitled*; 2015; acrylic on canvas; 12" x 12"

Center: **Dan Tranberg;** *Untitled*; 2016; acrylic DayGlo on canvas; 12" x 9"

Right: **Dan Tranberg;** *Untitled*; 2015; acrylic on canvas; 12" x 12"





Business model and innovation

We strive to create long-term value for our stakeholders through our commitment to innovation and our growth mindset. Innovation is a central component of Progressive's business and since our founding we've approached insurance with a different, forward-thinking perspective.
We also work to build and maintain trusting relationships that last for decades by always being there for our customers and meeting the needs of consumers over their lifetimes.

Privacy Policy
Cybersecurity
Artificial Intelligence
Three Horizons framework
ESG product features
Customer experience and communication

Our people, our culture, our Purpose

We strive to live up to our name and our Purpose: to help people move forward and live fully, and our Core Values are the foundation of our culture and sustainability efforts.

Core Values

INTEGRITY **GOLDEN RULE** **OBJECTIVES** **EXCELLENCE** **PROFIT**

+$27 million ↗

donated in 2024, achieving our goal to reach $25M by 2025

Equal pay

We're proud to report that for Progressive employees with similar performance, experience, and job responsibilities, women earn one dollar for every dollar earned by men, and people of color earn one dollar for every dollar earned by their white coworkers.[3]

We recognize that our commitment to pay equity requires our constant attention, and we take regular steps to ensure that our people's compensation reflects their performance, experience, job responsibilities, and nothing else. We report our pay equity measures annually.

[3] In evaluating pay equity companywide, we use a regression model that considers the following components of compensation: annual salary, bonus (Gainshare), and equity awards. These are point-in-time measures (as of February 2025) that include all Progressive employees other than our CEO and the C-level executives, whose compensation is approved by the Board's Compensation and Talent Committee. For information on executive compensation, please refer to our Proxy Statement.

Diversity, equity, and inclusion ↗

Community involvement ↗

Policy Statement on Political Contributions, Trade Groups, and Lobbying ↗

Report on political expenditures ↗

Our people, living our Purpose

Charitable giving through ERGs[1]

In 2024, directly or through The Progressive Insurance Foundation (the Foundation), Progressive donated nearly $1.4 million to charitable organizations supported by our ERGs.

Name Your Cause®[2]

The Foundation donated over $5 million through Name Your Cause in 2024.

[1] Employee Resource Groups (ERGs).

[2] Through our Name Your Cause® program, each employee can recommend an eligible charity to receive a fixed amount of The Progressive Insurance Foundation's charitable giving without requiring the employee to make an out-of-pocket donation. This is the Foundation's way of supporting more causes and reaching more communities across the country where Progressive's people, and its customers, live and work.

Our company, driving our Purpose

On the road

The Keys to Progress® veteran vehicle giveaway program has gifted more than 1,100 vehicles in 12 years to veterans in need.

Vehicle giveaways ↗

In the home

In 2024, Progressive committed over $7 million to initiatives that help families achieve homeownership and build lasting legacies.

Housing access initiatives ↗

For small businesses

Grants of $50,000 were awarded to 20 small businesses across the U.S. in 2024. Progressive has awarded $1.5 million in grants over three years to small businesses across the U.S.

Driving Small Business Forward grant ↗

Karen Beckwith
Backyard Gate
2008
lithograph and stencils
11" x 8 ½"

Environment

We believe that managing climate-related risks can help reduce expense and allow us to offer competitive rates. We're committed to making efforts to reduce our carbon emissions and operate efficiently in all aspects of our business.

Aspirational goals

Carbon neutrality

Achieve carbon neutrality in Scope 1 and 2 emissions by the end of 2025.

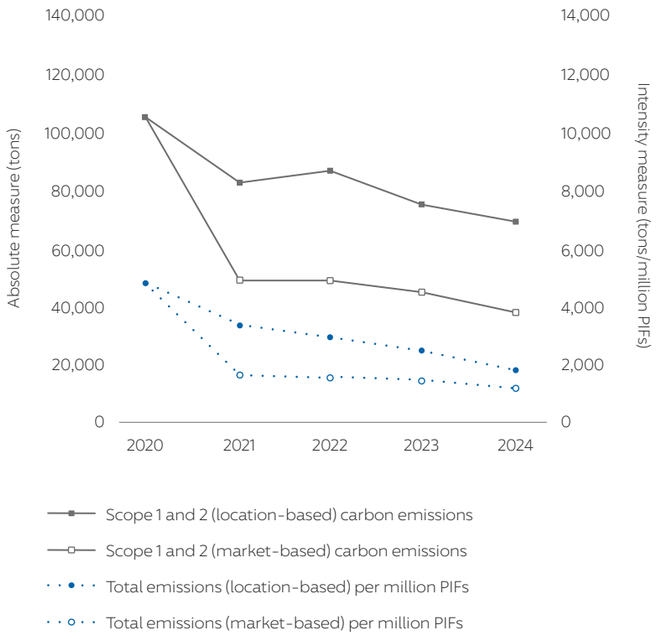
40% reduction in Scope 1 and 2

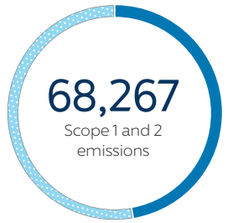
We reduced our total Scope 1 and 2 emissions by 17% from our 2022 base year, which is almost halfway to our 40% reduction goal by the end of 2030.

75% renewable energy

We achieved 58% renewable energy for our owned buildings and data center locations at the end of 2024, with the goal of achieving 75% for these locations by the end of 2027.

Scope 1 and 2 carbon emissions 2020–2024[1], [2], [3]





2024 Scope 1 and 2 emissions[4]

(metric tons CO_2e)

- **32,281** Scope 1
- **35,986** Location-based Scope 2

2024 Scope 2 emissions[5]

(metric tons CO_2e)

- **30,721** Renewable Energy Credits
- **5,265** Market-based Scope 2[4]

2024 Scope 3 carbon emissions[6] *(metric tons CO_2e)*

Category 6—Business travel	11,643
Category 7—Employee commuting[7]	14,120

Cal Lane; *Wheelbarrow*; 2005; plasma cut steel; 36" x 24" x 24"

Cal Lane; *Shovel; 2005;* plasma cut steel; 57" x 8"

[1] Includes carbon emissions from electricity and natural gas consumption, fuel used by fleet vehicles, company aircraft, generators, and refrigerants. The volume of carbon emissions from these sources have been estimated using actual real estate portfolio information and industry standard calculation methods. Emission factors were adjusted for 2024 calculations to reflect updates to standards. Prior years were not retroactively updated. In 2021, Progressive began purchasing Renewable Energy Credits (RECs) to reduce emissions which is reflected in the market-based figures. Emissions intensity factors were updated in 2024 to reflect U.S. Energy Information Administration (EIA) standards and will be reviewed annually as part of Progressive's emissions reporting efforts.

[2] Global Warming Potentials (GWP) were adjusted for 2024 calculations to reflect updates to standards. Prior years were not retroactively updated.

[3] Intensity measure is per million policies in force (PIFs).

[4] We engaged PricewaterhouseCoopers LLP to perform an attest review engagement over our Scope 1 emissions and Scope 2 emissions (location-based and market-based), as represented in The Progressive Corporation Management Assertion, for the year ended December 31, 2024 (see their report in the Appendix). For clarity, reported Scope 3 emissions and interim progress on our aspirational goals is outside the scope of the attestation.

[5] In 2024, Progressive purchased Renewable Energy Credits to reduce emissions, which is reflected in the market-based figures.

[6] Progressive leverages Greenhouse Gas Protocol standards and guidance.

[7] Work from home emissions associated with Progressive employees are not included.

Energy and carbon emissions management ↗

Fleet operations ↗

Responsible waste management ↗

Water usage ↗

Data summary

(as of December 31, 2024)

Topic	Metric	2024	2023
Financials (millions)	Net premiums written	$74,424	$61,550
	Net premiums earned	$70,799	$58,665
	Total revenue	$75,372	$62,109
	Net income	$8,480	$3,903
	Total investments	$80,250	$65,999
	Combined ratio	88.8%	94.9%
Policies in force (thousands)	Total Personal Lines	33,811	28,591
	Auto	23,774	19,526
	Special Lines	6,520	5,969
	Property	3,517	3,096
	Commercial Lines	1,141	1,099
	Company-wide total	34,952	29,690
Workforce metrics	Number of people employed	66,308	61,432
	Annualized employee retention	89%	86%
	Employees promoted from within[1]	77%	70%
	Employee Resource Group membership	44%	44%
	Engagement and culture survey		
	Engaged	75%	73%
	Not engaged	22%	24%
	Actively disengaged	3%	3%
	Average training hours per employee	61	67

Topic	Metric	2024	2023
GHG emissions ($mtCO_2e$)	Scope 1	32,281	31,662
	Scope 2 location-based	35,986	42,849
	Scope 2 market-based	5,265	12,750
	Total Scope 1 and 2 location-based	68,267	74,511
	Total Scope 1 and 2 market-based	37,546	44,412
	Total emissions (Scope 1 and 2 location-based) per million PIFs	1,953	2,510
	Total emissions (Scope 1 and 2 market-based) per million PIFs	1,074	1,496
	Total emissions (Scope 1 and 2 location-based) reduction from 2022 base year	17%	10%
	Scope 3 Category 6—Business travel	11,643	N/A
	Scope 3 Category 7—Employee commuting	14,120	N/A
Environmental metrics	Total electricity (MWh)	92,010	101,328
	Total energy consumption (MWh)	228,874	235,978
	Renewable energy	41,384	65,481
	Non-renewable energy	187,490	170,497
	Renewable energy for owned buildings and data center locations	58%	N/A
	Water usage (m^3)	186,000	165,000

[1] Percentage of internal promotions to fill open positions above entry level.

About the Sustainability Highlights

The CSR and these Sustainability Highlights include information about Progressive's environmental, social, and governance (ESG) activities and uses certain terms that SASB and TCFD refer to as "Material Topics." These terms should not be confused with terms such as "material" or "materiality," as defined by or construed in accordance with U.S. securities laws or as used in the context of U.S. GAAP financial statements and financial reporting. See About this report in the CSR for more information.

Carlos Rosales-Silva

Border Logic

2021

sand, crushed stone, and glass bead in acrylic paint on panel

16" x 12"

Carlos Rosales-Silva

Border Bloom no. 2

2021

sand, crushed stone, and glass bead in acrylic paint on panel

16" x 12"

Carlos Rosales-Silva

Biblioteca no. 2

2021

sand, crushed stone, and glass bead in acrylic paint on panel

16" x 12"

PROGRESSIVE®

The Progressive Corporation

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Investor Relations ↗

Corporate Art ↗