

2025 Sustainability Highlights

Caleb Charland;
*Four Spheres with
Compass, Penlight,
and Drill (detail);*
2008; gelatin silver
print; 24" x 20"

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 has 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
- A leading provider of insurance through more than 40,000 independent insurance agencies throughout the country, as well as 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.

[1] Based on 2025 premiums written.

Our Core Values guide our decisions and serve as our compass. These principles provide a consistent decisional framework that combines adherence to uncompromising standards of conduct with a focus on long-term value. We approach decisions through the rigorous and balanced lens of our growth goals, our Core Values, and due consideration of financial and strategic factors.

We're guided by our "always grow" philosophy—a mindset that's been intrinsic to our identity from the start. It reflects our commitment to growing as fast as possible while maintaining a 96 or better combined ratio and delivering high-quality customer service.

We believe our sustainability efforts directly support our Strategic Pillars, create business value, and help us achieve our Vision.

Our Vision as a company is to become consumers', agents', and business owners' #1 destination for insurance and other financial needs.

Strategic Pillars

Ensuring that 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



Our complete 2025 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](#).

[About Progressive](#)

[Our Core Values](#)

[Our leadership](#)

[Our Purpose](#)

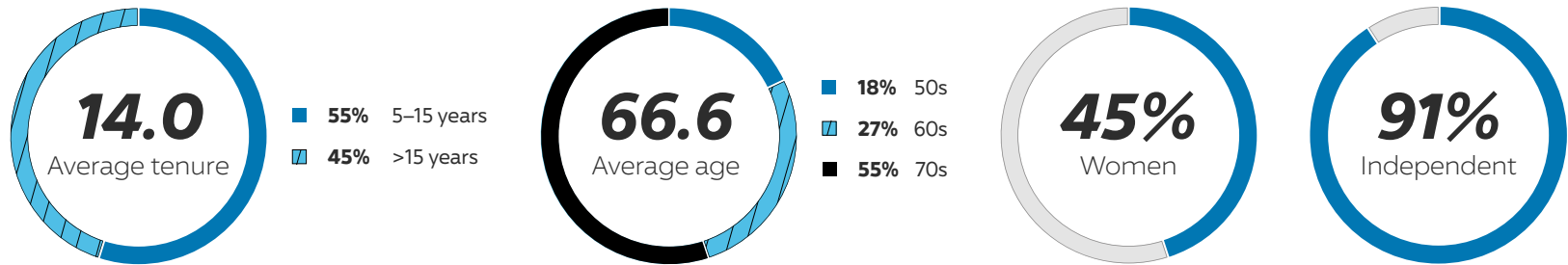
[Diversity, equity,
and inclusion](#)

[Financial results](#)

Corporate governance

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

Board composition^[1]

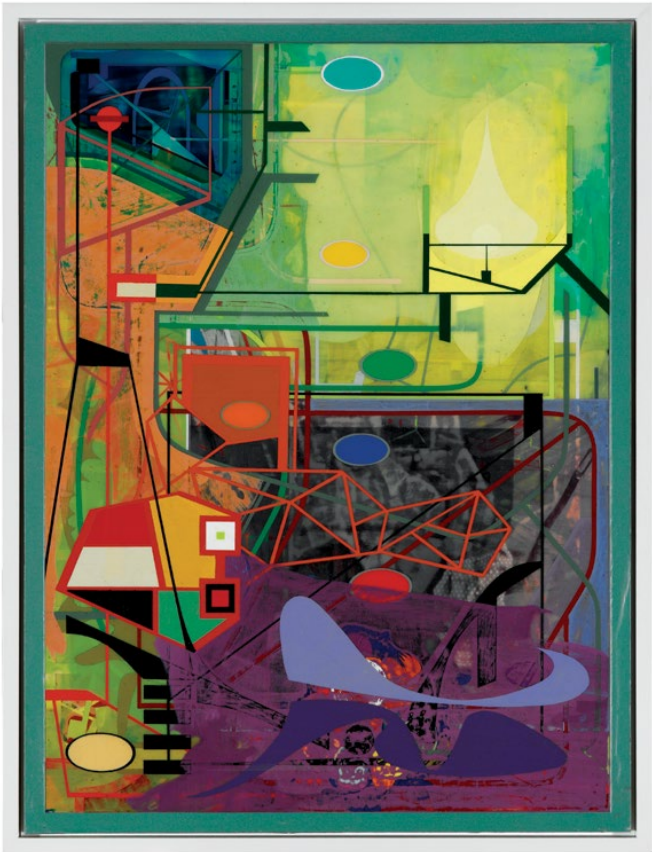


[1] Data is presented as of March 23, 2026.



See our 2026 [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.



David Wetzl; *Spectrum Navigator II*; 2005; ink, acrylic, graphite on illustration board; 19 1/2" x 14 1/2"

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.

- [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](#)

- [Privacy Policy](#)
- [Cybersecurity](#)
- [Artificial intelligence](#)
- [Three Horizons framework](#)
- [Sustainability product features](#)
- [Customer experience and communication](#)

Our people, our culture, our Purpose

We recognize that people and culture are foundational to our competitive advantage and long-term business success. Our culture is deeply rooted in our Core Values.

Core Values



Integrity



Golden Rule



Objectives



Excellence



Profit

We strive to live up to our name and our Purpose: to help people move forward and live fully

Our people, living our Purpose

Charitable giving through ERGs^[1]

In 2025, directly or through The Progressive Insurance Foundation (the Foundation), Progressive contributed over \$1.6 million to charitable organizations identified by our ERGs.

Name Your Cause^{®[2]}

The Foundation donated nearly \$5 million through Name Your Cause in 2025.

Volunteer Time Off (VTO)

During 2025, more than 25% of our people participated with just over 132,000 VTO hours.

Our company, driving our Purpose

On the road

The Keys to Progress[®] veteran vehicle giveaway program has gifted more than 1,200 vehicles in 13 years to veterans in need.

In the home

In 2025, we introduced the UpPayment[®] program, which provided over \$1.5 million in down payment assistance for first-time buyers, helping more than 100 families secure homes.

For small business

Grants of \$50,000 were awarded to 20 small businesses across the U.S. in 2025. Progressive has awarded \$2.5 million in grants over four years to small businesses across the U.S.



Equal pay

Progressive is committed to pay equity and pays its people fairly for the work they do. This furthers talent management, enables Progressive to attract, retain, and engage top talent, and is consistent with our Core Values.

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]

- [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 Foundation's charitable giving without requiring the employee to make an out-of-pocket donation. This is the Foundation's way of supporting causes and reaching communities across the country where Progressive's people, and its customers, live and work.
- [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 2026) 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](#)

Environment

We believe that managing climate-related risks can help reduce expense and allow us to offer competitive rates while maintaining our obligations to our customers. We pursue environmental stewardship opportunities that are intended to promote a sustainable, enduring business aligned with our Core Values. We believe our energy and emissions initiatives have lowered costs, improved operational efficiency, and supported reliable performance.

Carbon neutrality^{[1], [2]}

We achieved carbon neutrality by purchasing Renewable Energy Credits (RECs) and retiring sufficient offsets to compensate for our total Scope 1 and 2 emissions for the year ended 12/31/2025.

Aspirational goals

40% reduction in Scope 1 and 2

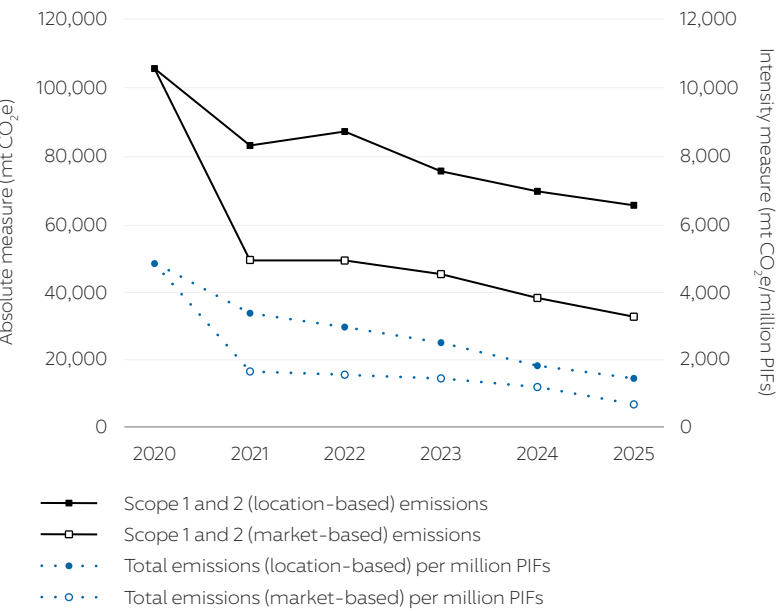
In 2025, we achieved a 21% reduction in Scope 1 and 2 emissions relative to our 2022 base year and continue to make progress toward our aspirational 2030 goal of a 40% reduction.

75% renewable energy

We achieved 65% renewable energy for our owned buildings and data center locations at the end of 2025, with the goal of achieving 75% for these locations by the end of 2027.

Our emissions reporting

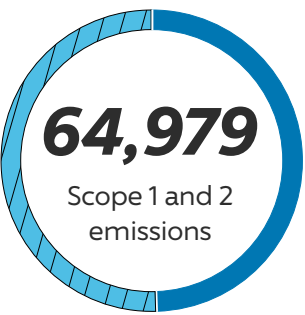
Scope 1 and 2 emissions 2020–2025^{[3], [4], [5]}



- [1] In 2025, Progressive purchased Renewable Energy Credits which have been retired and were applied to arrive at reported market-based Scope 2 figures.
- [2] Progressive retired carbon offset credits equal to 32,250 mtCO₂e to compensate for our 2025 emissions and support our 2025 carbon neutrality claim.
- [3] Includes emissions from electricity and natural gas consumption, fuel used by fleet vehicles, company aircraft, generators, and refrigerants. The volume of emissions from these sources have been estimated using actual real estate portfolio information and industry standard calculation methods. Emission factors were adjusted for 2025 calculations to reflect updates to standards. Prior years were not retroactively updated. In 2021, Progressive began purchasing Renewable Energy Credits (RECs) which is reflected in the market-based figures. Emissions intensity factors were updated in 2025 to reflect U.S. Energy Information Administration (EIA) standards and will be reviewed annually as part of Progressive’s emissions reporting efforts.

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

2025 Scope 1 and 2 emissions^{[2], [5]}
(metric tons CO₂e)



- 32,250 Scope 1
- 32,729 Location-based Scope 2

In 2025, RECs equivalent to **32,729 mtCO₂e** were retired and applied to arrive at reported market-based Scope 2 emissions of **zero**

4% decrease in Scope 1 and 2 emissions from 2024 to 2025

2025 Scope 3 emissions (metric tons CO ₂ e) ^[6]	
Category 6—Business travel	14,380
Category 7—Employee commuting ^[7]	14,469

- [5] We engaged PricewaterhouseCoopers LLP to perform an attest review of 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, 2025 (see their report in the [Appendix](#)). For clarity, reported Scope 3 emissions and achievement or interim progress on our aspirational goals is outside the scope of the attestation.
- [6] Progressive leverages Greenhouse Gas Protocol standards and guidance.
- [7] Work from home emissions associated with Progressive employees are not included.

Data summary (as of December 31, 2025)

Topic	Metric	2025	2024	2023
Financials (millions)	Net premiums written	\$83,174	\$74,424	\$61,550
	Net premiums earned	\$81,661	\$70,799	\$58,665
	Total revenue	\$87,671	\$75,372	\$62,109
	Net income	\$11,308	\$8,480	\$3,903
	Total investments	\$97,373	\$80,250	\$65,999
	Combined ratio	87.4%	88.8%	94.9%
Policies in force (thousands)	Total Personal Lines	37,428	33,811	28,591
	Auto	26,780	23,774	19,526
	Special Lines	6,998	6,520	5,969
	Property	3,650	3,517	3,096
	Commercial Lines	1,191	1,141	1,099
	Company-wide total	38,619	34,952	29,690
Workforce metrics	Number of people employed	70,053	66,308	61,432
	Annualized employee retention	90%	89%	86%
	Employees promoted from within ^[1]	81%	77%	70%
	Employee Resource Group membership	44%	44%	44%
	Engagement and culture survey			
	Engaged	76%	75%	73%
	Not engaged	21%	22%	24%
	Actively disengaged	3%	3%	3%
	Average training hours per employee	55	61	67

Topic	Metric	2025	2024	2023
Greenhouse gas emissions (mtCO ₂ e)	Scope 1	32,250	32,281	31,662
	Scope 2 location-based	32,729	35,986	42,849
	Scope 2 market-based	0	5,265	12,750
	Total Scope 1 & 2 location-based	64,979	68,267	74,511
	Total Scope 1 & 2 market-based	32,250	37,546	44,412
	Total emissions (Scope 1 & 2 location-based) per million PIFs	1,683	1,953	2,510
	Total emissions (Scope 1 & 2 market-based) per million PIFs	835	1,074	1,496
	Total emissions (Scope 1 & 2 location-based) reduction from 2022 base year	21%	17%	10%
	Scope 3 Category 6—Business travel	14,380	11,643	N/A
Environmental metrics	Scope 3 Category 7—Employee commuting	14,469	14,120	N/A
	Total electricity (MWh)	85,781	92,010	101,328
	Total energy consumption (MWh)	222,705	228,874	235,978
	Renewable energy	43,165	41,384	65,481
	Non-renewable energy	179,540	187,490	170,497
	Renewable energy for owned buildings and data centers	65%	58%	N/A
	Water usage (m3)	157,000	186,000	165,000

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



The Progressive Corporation

Investor Relations

300 North Commons Blvd., Box W94

Mayfield Village, OH 44143

investor_relations@progressive.com

[Investor Relations](#) [↗](#)

[The Progressive Art Collection](#) [↗](#)

About the Sustainability Highlights

The CSR and these Sustainability Highlights include information about Progressive's sustainability and corporate governance efforts and use certain terms and include various topics, including sustainability-related terminology and topics identified by the reporting frameworks, SASB and TCFD, to reflect issues of greatest importance to Progressive and our stakeholders. The inclusion of any topic or data in these reports or use of certain terms in these reports are not an indication that we view such topic or data as "material," nor should any terms be confused with terms such as "material" or "materiality," as defined by or construed in accordance with United States (U.S.) securities laws, as used in the context of U.S. GAAP financial statements and financial reporting, or used by any other jurisdiction imposing reporting or disclosure requirements relating to sustainability and corporate governance matters. See [About this report](#) in the CSR for more information.

Caleb Charland;

*Four Spheres
with Compass,
Penlight, and Drill;*
2008; gelatin silver
print; 24" x 20"

