

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [] Form 5558 [] automatic extension... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here...

Part II Basic Plan Information—enter all requested information

1a Name of plan THE PROGRESSIVE 401(K) PLAN
1b Three-digit plan number (PN) 003
1c Effective date of plan 11/04/1984
2a Plan sponsor's name (employer, if for a single-employer plan) THE PROGRESSIVE CORPORATION & ITS PARTICIPATING SUBSIDIARIES
2b Employer Identification Number (EIN) 34-0963169
2c Plan Sponsor's telephone number 440-395-4222
2d Business code (see instructions) 524290

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include plan administrator, employer/plan sponsor, and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor THE PROGRESSIVE CORPORATION & ITS PARTICIPATING SUBSIDIARIES 300 N COMMONS BLVD # W91 MAYFIELD VILLAGE, OH 44143-1589	3b Administrator's EIN 34-0963169 3c Administrator's telephone number 440-395-4222
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4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
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5 Total number of participants at the beginning of the plan year	5	69645
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	62521
a(2) Total number of active participants at the end of the plan year	6a(2)	67357
b Retired or separated participants receiving benefits.....	6b	89
c Other retired or separated participants entitled to future benefits	6c	6574
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	74020
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	98
f Total. Add lines 6d and 6e	6f	74118
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	65960
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	70397
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	3772

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2K 2O 2R 2S

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1) **R** (Retirement Plan Information)

(2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary

(3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

(4) **DCG** (Individual Plan Information) – Number Attached _____

(5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

(1) **H** (Financial Information)

(2) **I** (Financial Information – Small Plan)

(3) **A** (Insurance Information) – Number Attached _____

(4) **C** (Service Provider Information)

(5) **D** (DFE/Participating Plan Information)

(6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan THE PROGRESSIVE 401(K) PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 THE PROGRESSIVE CORPORATION & ITS PARTICIPATING SUBSIDIARIES	D Employer Identification Number (EIN) 34-0963169	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INV INST OPER CO INC

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BAKER & HOSTETLER LLP

34-0082025

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	ATTORNEY/LEGAL	93040	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

FIDELITY INV INST OPER CO INC

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	589892	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INV INST OPER CO INC	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BROKERAGE LINK	SEE ATTACHMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>THE PROGRESSIVE 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>003</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>THE PROGRESSIVE CORPORATION & ITS PARTICIPATING SUBSIDIARIES</u>	D Employer Identification Number (EIN) <u>34-0963169</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIDELITY MIP II CL3</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY INVESTMENTS</u>		
c EIN-PN <u>04-3022712-003</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>235783162</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan THE PROGRESSIVE 401(K) PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 THE PROGRESSIVE CORPORATION & ITS PARTICIPATING SUBSIDIARIES	D Employer Identification Number (EIN) 34-0963169

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	922339	45899
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	317270	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	169684312	193958437
(2) U.S. Government securities	1c(2)	4762616	4996872
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	1134594	345701
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	648819	749765
(B) Common	1c(4)(B)	147218302	201452409
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	132502278	154364279
(9) Value of interest in common/collective trusts	1c(9)	256133147	235783162
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	5608741679	6774465129
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	455216	869237

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	2903052491	3966515404
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	9225573063	11533546294
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	9225573063	11533546294

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	232817733	
(B) Participants.....	2a(1)(B)	395845803	
(C) Others (including rollovers).....	2a(1)(C)	57107407	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		685770943
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	9306786	
(B) U.S. Government securities.....	2b(1)(B)	55062	
(C) Corporate debt instruments.....	2b(1)(C)	34264	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	11862713	
(F) Other.....	2b(1)(F)	32376	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		21291201
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	61557	
(B) Common stock.....	2b(2)(B)	22216200	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	174734229	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		197011986
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	830417187	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	668551437	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		161865750
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	1309586437	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		5989063
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		714513696
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		3096029076

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	787277075	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		787277075
f Corrective distributions (see instructions)	2f		10615
g Certain deemed distributions of participant loans (see instructions)	2g		135195
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	539920	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	93040	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		632960
j Total expenses. Add all expense amounts in column (b) and enter total	2j		788055845

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2307973231
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **MEADEN & MOORE**

(2) EIN: **34-1818258**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
--	---	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>THE PROGRESSIVE 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>THE PROGRESSIVE CORPORATION & ITS PARTICIPATING SUBSIDIARIES</u>	D Employer Identification Number (EIN) <u>34-0963169</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	
--	---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

THE PROGRESSIVE 401(k) PLAN

FINANCIAL STATEMENTS
WITH
INDEPENDENT AUDITOR'S REPORT

As of and for the Years Ended December 31, 2024 and 2023

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MEADEN & MOORE

INDEPENDENT AUDITOR'S REPORT

Board of Directors
The Progressive Corporation
Mayfield Village, Ohio

Opinion

We have audited the financial statements of The Progressive 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of

not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

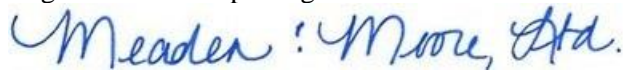
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.

Other Matter - Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets Held for Investment Purposes at End of Year as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.



Meaden & Moore, Ltd.
Cleveland, Ohio

May 14, 2025

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

The Progressive 401(k) Plan

	(In Thousands)	
	December 31	
	<u>2024</u>	<u>2023</u>
Assets:		
Pending trade settlement	\$ 46	\$ 1,240
Notes receivable from participants	154,364	132,502
Investments, at Fair Value:		
The Progressive Corporation Common Shares	3,966,530	2,903,077
Other investments	<u>7,412,606</u>	<u>6,188,754</u>
Investments, at Fair Value	<u>11,379,136</u>	<u>9,091,831</u>
Net Assets Available for Benefits	<u>\$ 11,533,546</u>	<u>\$ 9,225,573</u>

See accompanying notes.

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

The Progressive 401(k) Plan

	(In Thousands)	
	Year Ended December 31	
	2024	2023
	<u>2024</u>	<u>2023</u>
Additions to Net Assets Attributed to:		
Contributions:		
Employer	\$ 232,818	\$ 205,254
Participants	395,846	344,800
Rollovers	<u>57,107</u>	<u>71,948</u>
	685,771	622,002
Interest income on notes receivable from participants	11,863	7,813
Investment Income:		
Net appreciation in fair value of investments	2,186,060	1,352,956
Dividends on The Progressive Corporation Common Shares	20,523	7,552
Interest and other dividends	191,812	146,488
Revenue Share - see footnote 2	<u>564</u>	<u>414</u>
Total Investment Income	2,398,959	1,507,410
Deductions from Net Assets Attributed to:		
Benefits paid to participants	782,051	518,365
Employee stock ownership program dividend distribution	5,372	1,840
Other expenses	<u>1,197</u>	<u>955</u>
Total Deductions	<u>788,620</u>	<u>521,160</u>
Net Increase	2,307,973	1,616,065
Net Assets Available for Benefits:		
Beginning of Year	<u>9,225,573</u>	<u>7,609,508</u>
End of Year	<u>\$ 11,533,546</u>	<u>\$ 9,225,573</u>

See accompanying notes.

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

1 Description of the Plan

General:

The Progressive 401(k) Plan (the "Plan") is designed to encourage employee savings and provide benefits upon an employee's retirement, death, disability or termination of employment.

Effective April 5, 2023, The Fidelity Low Priced Stock Fund-Class K6 and The Vanguard Balanced Index Fund Institutional Shares were removed. All existing balances were transferred to various Vanguard Target Retirement Funds. The Vanguard Target Retirement 2070 Fund was also added April 5, 2023.

All employees of The Progressive Corporation ("the Company") and certain of its subsidiaries that have adopted the Plan, who have met certain requirements, are eligible to participate in the Plan beginning 31 calendar days after the date of employment ("Covered Employee"). The Plan includes an automatic enrollment feature, in which new hires are auto-enrolled effective 30 days after receiving notification from Fidelity, with the option to opt-out. New hires who do not opt-out are automatically enrolled in a Vanguard Institutional Target Retirement fund at a 6% pre-tax contribution rate unless they select a different contribution rate and/or investment option(s).

The Plan is currently maintained pursuant to a January 1, 2020 Amendment and Restatement and three amendments thereto.

Contributions:

Participants may contribute to the Plan, on a pre-tax or post-tax basis, any combination up to 99.98% of eligible compensation. However, participants who are classified as "highly compensated employees" under federal tax law are subject to contribution limits that may vary from year to year. Participant contributions are matched 100% by the Company dollar-for-dollar up to 6% of participants' eligible compensation.

Various Internal Revenue Code regulations concerning both employee and Company contributions may limit the contribution amounts defined above. The Company has the right to limit these contributions to conform to applicable regulations.

There is a 10% limit on contributions to The Progressive Corporation Stock Fund.

Vesting:

The portion of the participant's account in the Plan attributable to the participant's own contributions, including earnings thereon, vests immediately. Company matching contributions made on or after January 1, 2009, and before January 1, 2021, vested immediately. Company matching contributions made on or after January 1, 2021, will vest according to a two-year cliff vesting schedule.

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

1 Description of the Plan, Continued

Forfeitures:

Forfeitures of non-vested Company match contributions are held pending reinstatements to former employees who are subsequently rehired and who had an unvested balance when leaving the Company. Unused forfeiture balances are periodically used to offset Company match payments for current participants. The ending Company contribution forfeiture balances for 2024 and 2023 were \$316,842 and \$243,184, respectively.

Investment Options for Company Match:

Company matching contributions are invested according to participants' elections.

Notes Receivable from Participants:

Participants may borrow up to 50% of their total vested account balance from a minimum of \$1,000 up to a maximum of \$50,000. Two loans may be outstanding at one time. The highest outstanding balance for prior loans plus any new loans may not exceed \$50,000 in a 12-month period. Loan repayment periods range from one to four years, except for certain loan balances from prior Plan mergers (which do not exceed Code §72(p) maximum repayment periods). Loans are secured by participant account balances and bear interest at the same rate throughout the life of the loan.

At the beginning of each calendar quarter, the interest rate applied to new loans during that quarter is set at 1% above the prime rate. Principal and interest are paid through bi-weekly payroll deductions. A \$35 loan initiation fee and a quarterly maintenance fee of \$3.75 are deducted from the participant's account for each new loan.

Loan repayments may be suspended for up to one year in case of an approved leave of absence. Loans to participants on a leave of absence due to a Qualified Military Leave will be automatically suspended for the period of the Qualified Military Leave.

Participants who terminate employment at the time a loan is outstanding may arrange with the Administrator to continue to repay the loan through automatic or electronic withdrawals or debits from a financial institution known as "ACH" debits.

Loans are valued at unpaid principal plus accrued but unpaid interest. Defaulted participant loans are recorded as distributions on the basis of the terms of the Plan.

2 Summary of Significant Accounting Policies

Use of Estimates and Basis of Accounting:

The accompanying financial statements have been prepared on an accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

2 Summary of Significant Accounting Policies, Continued

Use of Estimates and Basis of Accounting, Continued:

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the amounts reported and the accompanying notes. Actual results could differ from those estimates.

Investment Valuation and Income Recognition:

Investments are stated at fair value.

Common/Collective Trust:

The Fidelity Managed Income Portfolio II, a common/collective trust, investment objective is to seek preservation of capital and a competitive level of income over time. To achieve its investment objective, the Portfolio invests in underlying assets (typically fixed-income securities or bond funds and may include derivative instruments such as futures contracts and swap agreements) and maintains a wrap contract issued by a third-party. Fidelity Management Trust Company ("FMTC") seeks to minimize the exposure of the Portfolio to credit risk through, among other means, diversification of the wrap contracts across an approved group of issuers. The Portfolio's ability to receive amounts due pursuant to these contracts is dependent upon the issuers' ability to meet their financial obligations.

Investments in wrap contracts are valued at fair value. These investment contracts provide for withdrawals at fair value including those instances when, in connection with wrap contracts, underlying investment securities are sold to fund normal benefit payments prior to the maturity of such contracts.

The investment contract and fixed-income security commitments are backed solely by the financial resources of the issuer. Participant withdrawals and exchanges are paid at book value (principal and interest accrued to date) during the term of the contract. However, withdrawals prompted by certain events (e.g., the Plan's disqualification under the Internal Revenue Code, substantive portfolio modification not consented to by the wrap issuer, establishment of another employer plan that competes with the Plan for employee contributions, etc.) may be paid at market value, which may be less than book value. The portfolio strives to maintain a \$1 unit price but cannot guarantee that it will be able to do so, and its yield will fluctuate.

Company Stock/Mutual Funds/Brokerage:

The Progressive Corporation Stock Fund and mutual funds are valued at the last reported trade price on the New York Stock Exchange on the last business day of the year. Investments in the Brokerage Accounts are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year-end.

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

2 Summary of Significant Accounting Policies, Continued

Money Market Fund:

The fair value of the money market fund is determined using amortized cost, in accordance with rules under the Investment Company Act of 1940. The underlying investments of the money market fund are primarily U.S. Treasury Bills and other obligations of the U.S. Government, including mortgage obligations. Since there is an active market for these investments, the money market fund is classified in Level 1 of the fair value hierarchy.

Investments held in the Self-Directed Brokerage Account consist of common stocks, mutual funds, certificates of deposit, unitized investment funds, corporate and government bonds, preferred stocks, and various rights, warrants and options that are valued on the basis of readily determinable market prices.

The statement of changes in net assets available for benefits presents the net appreciation/(depreciation) in the fair value, which consists of realized gains/(losses) and unrealized appreciation/(depreciation) on those investments.

Investment securities are exposed to various risks such as interest rate, market, credit and liquidity risks. Market values of securities fluctuate based on the nature and magnitude of changing market conditions; significant changes in market conditions could materially affect the Plan's investments. The Progressive Corporation Stock Fund is an Employee Stock Ownership Program ("ESOP"). Security transactions in The Progressive Corporation Stock Fund are recorded on a trade date basis. All other security transactions are recorded on a settlement date basis.

Realized gains/(losses) on the sale of securities are determined based on the average cost of the securities sold from the Trust's assets. Realized gains/(losses) on the distribution of Company common shares are determined based on the historical cost of the shares distributed.

Dividends are recorded on their payment date for shareholders of record on the ex-dividend date. Interest and other income are recorded as earned on an accrual basis. There have been no changes in the methodologies used at December 31, 2024 and 2023.

For dividends on The Progressive Corporation common shares, the financial statements reflect an annual dividend of \$.75 with an ex-dividend date of January 18, 2024. Quarterly dividends of \$.10 are also included with ex-dividend dates of January 18, April 3, July 3 and October 3, 2024 and January 5, April 5, July 6 and October 4, 2023.

With the ESOP, plan participants have the option to have dividends on vested shares of The Progressive Corporation Stock Fund reinvested or receive those dividends as a cash distribution from the Plan. Dividends are automatically reinvested unless the participant makes an election for a cash distribution.

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

2 Summary of Significant Accounting Policies, Continued

Fair Value:

The Plan has categorized its financial instruments, based on the degree of subjectivity inherent in the method by which they are valued, into a fair value hierarchy of three levels, as follows:

Level 1: Inputs are unadjusted, quoted prices in active markets for identical instruments that the Plan can access at the measurement date (e.g., U.S. Government obligations and active exchange-traded equity securities).

Level 2: Inputs (other than quoted prices included within Level 1) that are observable for the instrument either directly or indirectly (e.g., certain common/collective trusts and unitized investment funds). This includes: (i) quoted prices for similar instruments in active markets, (ii) quoted prices for identical or similar instruments in markets that are not active, (iii) inputs other than quoted prices that are observable for the instruments, and (iv) inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3: Inputs that are unobservable. Unobservable inputs reflect the Plan's subjective evaluation about the assumptions market participants would use in pricing the financial instrument (e.g., certain structured securities and privately held investments).

The composition of the investment portfolio as of December 31 was:

Description	12/31/2024	Level 1	Level 2	Level 3
Mutual Funds	\$ 6,620,119,322	\$ 6,620,119,322	\$ -	\$ -
Progressive Stock	3,966,530,253	3,966,530,253	-	-
Money Market	135,133,732	135,133,732	-	-
Common/Collective Trust	235,783,162	-	235,783,162	-
Brokerage	421,569,647	342,272,323	79,297,324	-
Total	<u>\$11,379,136,116</u>	<u>\$11,064,055,630</u>	<u>\$ 315,080,486</u>	<u>\$ -</u>

Description	12/31/2023	Level 1	Level 2	Level 3
Mutual Funds	\$ 5,494,626,828	\$ 5,494,626,828	\$ -	\$ -
Progressive Stock	2,903,077,494	2,903,077,494	-	-
Money Market	110,532,696	110,532,696	-	-
Common/Collective Trust	256,133,147	-	256,133,147	-
Brokerage	327,461,011	274,830,549	52,630,462	-
Total	<u>\$ 9,091,831,176</u>	<u>\$ 8,783,067,567</u>	<u>\$ 308,763,609</u>	<u>\$ -</u>

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

2 Summary of Significant Accounting Policies, Continued

Funding:

Participant and employer contributions are funded on a bi-weekly basis generally coincident with the pay date.

Expenses:

Most administrative expenses of the Plan, including trust management, legal and other fees, are paid by the Company and are not expenses paid by the Plan. Certain ERISA approved legal expenses are paid from assets at the Plan level. Investment management fees are expenses of the Plan but are netted against investment income. Transaction fees for loan initiation, quarterly loan maintenance, exchanges of Company stock and short-term fund trading are paid from assets in participant accounts.

Risks and Uncertainties:

The Plan provides for several investment options, which are subject to various risks, such as interest rate, credit, foreign currency exchange rate, liquidity and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the statement of net assets available for benefits.

Revenue Share:

Revenue sharing amounts for investments that generate such amounts for Fidelity are returned to the Plan and credited on a quarterly basis to the participants who are invested in those funds.

3 Participant Accounts

Each participant's account is credited with the participant's contributions and Company match and an allocation of earnings. Allocations are based on the portion of each participant's account balance to the total account balances for all participants.

The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants can invest in any of the options offered under the Plan.

The Plan uses the share value method for allocating Plan earnings. The share values are determined on a daily basis.

NOTES TO FINANCIAL STATEMENTS

The Progressive 401(k) Plan

December 31, 2024 and 2023

4 Party-in-Interest Transactions

The fund investment options include The Progressive Corporation Stock Fund. This fund consists of the Company's common shares.

Certain Plan investment choices are Fidelity mutual funds managed by Fidelity Management & Research Company ("FMR Co."). FMTC, as a subsidiary of FMR Co., is the trustee. These transactions, therefore, qualify as party-in-interest transactions.

5 Income Tax Status

The Plan obtained its latest determination letter on September 3, 2015, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended; however, the Plan Administrator believes that the Plan is still currently designed and being operated in compliance with those requirements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken uncertain tax positions that more-likely-than-not would not be sustained upon examination by applicable taxing authorities. The Plan administrator has analyzed tax positions taken by the Plan and has concluded that, as of December 31, 2024, there are no uncertain tax positions taken, or expected to be taken, that would require recognition of a liability or that would require disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions. However, currently no audits for any tax periods are in progress.

6 Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts, to the extent not already vested.

7 Subsequent Events

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through May 14, 2025, which is the date the financial statements were available to be issued.

SCHEDULE H-SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR

Part IV Line 4i
The Progressive 401(k) Plan
Plan No. 003
EIN 34-0963169
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
*	Fidelity	14,974,806.03 shares of Fidelity Diversified International Fund - Class K6	\$ 212,043,253
*1	Fidelity	14,848.96 shares of Fidelity Cash Reserves	14,848
*	Fidelity	235,783,162.20 shares of Fidelity Managed Income Portfolio II Class 3	235,783,162
	Brokerage Account	Various Common Stocks	201,452,409
	Brokerage Account	Various Mutual Funds	128,159,304
	Brokerage Account	Various Preferred Stocks	749,765
	Brokerage Account	Various Unitized Investment Funds	79,297,324
	Brokerage Account	Various Rights/Warrants/Options	246,808
	Brokerage Account	Various Certificates of Deposit	5,699,189
	Brokerage Account	Various Corporate Bonds	345,701
	Brokerage Account	Various Government Bonds	4,996,872
	Brokerage Account	Various Municipal Bonds	622,275
	Pacific Investment Management Company	8,618,154.61 shares of PIMCO Total Return Fund Institutional Class	73,081,951
	The Vanguard Group	3,478,894.31 shares of Vanguard Value Index Fund Institutional Shares	229,711,391
	The Vanguard Group	689,861.62 shares of Vanguard Total International Stock Index Fund Institutional Shares	87,419,265
	The Vanguard Group	1,098,408.05 shares of Vanguard Mid-Cap Index Fund Institutional Plus Shares	391,154,092
	The Vanguard Group	3,035,203.80 shares of Vanguard Growth Index Fund Institutional Shares	641,126,099
	The Vanguard Group	135,133,732.12 shares of Vanguard Federal Money Market Fund	135,133,732
	The Vanguard Group	928,549.57 shares of Vanguard Small Cap Index Fund Institutional Plus Shares	308,622,020
	The Vanguard Group	13,746,734.20 shares of Vanguard Total Bond Market Fund Institutional Plus Shares	130,319,040
	The Vanguard Group	2,036,582.09 shares of Vanguard Institutional Index Fund Institutional Plus Shares	975,278,430
	The Vanguard Group	5,073,421.24 shares of Vanguard Target Retirement Income Fund Investor Shares	66,461,818
	The Vanguard Group	2,760,677.76 shares of Vanguard Target Retirement 2020 Fund Investor Shares	73,102,747
	The Vanguard Group	12,555,521.90 shares of Vanguard Target Retirement 2025 Fund Investor Shares	234,662,704
	The Vanguard Group	13,740,973.75 shares of Vanguard Target Retirement 2030 Fund Investor Shares	520,508,086
	The Vanguard Group	23,711,038.79 shares of Vanguard Target Retirement 2035 Fund Investor Shares	568,590,710
	The Vanguard Group	13,125,531.31 shares of Vanguard Target Retirement 2040 Fund Investor Shares	567,285,463
	The Vanguard Group	19,326,743.03 shares of Vanguard Target Retirement 2045 Fund Investor Shares	573,424,466
	The Vanguard Group	8,845,246.01 shares of Vanguard Target Retirement 2050 Fund Investor Shares	440,847,061
	The Vanguard Group	5,457,255.72 shares of Vanguard Target Retirement 2055 Fund Investor Shares	303,477,991
	The Vanguard Group	3,239,755.48 shares of Vanguard Target Retirement 2060 Fund Investor Shares	166,037,469
	The Vanguard Group	1,519,358.16 shares of Vanguard Target Retirement 2065 Fund Investor Shares	51,080,822
	The Vanguard Group	220,556.42 shares of Vanguard Target Retirement 2070 Fund Investor Shares	5,884,445
			<u>7,412,620,712</u>
*	The Progressive Corporation	16,554,047.85 shares of The Progressive Corporation Common Shares	3,966,515,404
*	Participant Loans	4.25% and 9.50% at various maturities; participant account balances as collateral	<u>154,364,279</u>
			<u>\$ 11,533,500,395</u>
*	Party-in-interest		
1	Included in The Progressive Corporation Stock Fund for the recordkeeping of fractional shares of stock		

(a) Service Provider Name	(b) Fee Code	(c) Amount of Indirect Compensation	(d) EIN/Address of Source of Indirect Compensation	Street Address	City	State	Zip	(e) Description of Indirect Compensation (Annualized Formula)
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		INVESCO STEELPATH MLP INCOME A	11 GREENWAY PLAZA; STE 100	HOUSTON	TX	77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		INVESCO DEVELOPING MARKETS A	11 GREENWAY PLAZA; STE 100	HOUSTON	TX	77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		INVESCO DEVELOPING MARKETS Y	11 GREENWAY PLAZA; STE 100	HOUSTON	TX	77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		INVESCO DEVELOPING MARKETS R	11 GREENWAY PLAZA; STE 100	HOUSTON	TX	77046	\$10.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMG YACKTMAN FOCUSED N	600 STEAMBOAT RD, STE 300	GREENWICH	CT	06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMG YACKTMAN FUND I	600 STEAMBOAT RD, STE 300	GREENWICH	CT	06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMG RIVER ROAD MID CAP VALUE CL N	600 STEAMBOAT RD, STE 300	GREENWICH	CT	06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AQR RISK BALANCED COMMOD STRATEGY FD N	1 GREENWICH PLAZA	GREENWICH	CT	06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ADVISORS PREFERRED QUANTIFIED STF INVST	1445 RESEARCH BLVD STE 530	ROCKVILLE	MD	20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GQG PARTNERS US QUALITY SEL EQ INSTL	1 FREEDOM VALLEY DR	OAKS	PA	19456	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HUBER CAPITAL EQUITYINCOME FUND INVESTOR	2321 ROSECRANS AVE., STE 3245	EL SEGUNDO	CA	90245	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALGER SMALL CAP FOCUS CLASS A	600 PLAZA ONE, 6TH FL	JERSEY CITY	NJ	07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALGER SPECTRA FUND CLASS CL A	600 PLAZA ONE, 6TH FL	JERSEY CITY	NJ	07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		IMAN FUND RETAIL SHARES	721 ENTERPRISE DR	OAKBROOK	IL	60523	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALLSPRING GLOBAL LONG/SHORT EQUITY I	525 MARKET ST MAC A0103 122	SAN FRANCISCO	CA	94105	\$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMANA MUTUAL FUND TRUST INCOME	1300 NORTH STATE ST	BELLINGHAM	WA	98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMANA MUTUAL FUND TRUST GROWTH	1300 NORTH STATE ST	BELLINGHAM	WA	98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN BEACON SMALL CAP INVESTOR	220 E LAS COLINAS BLVD, STE 1200	IRVING	TX	75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN BALANCED CLASS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN BEACON MAN LG CAP VAL INVST	220 E LAS COLINAS BLVD, STE 1200	IRVING	TX	75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN BEACON TOCQUEVILLE INT VAL	220 E LAS COLINAS BLVD, STE 1200	IRVING	TX	75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY SHTDUR STRAT INC INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY VALUE INV CL	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY FOCLARGE CAP VALUE INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY ONECHOICE INRETIR INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CEN FOCUSEDYNAMIC GROWTH INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY EQUITY GROWTH INV CL	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY GOVERNMENT BOND	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY INFLN ADJ BOND INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY SMALL CAP GRWTH INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY HERITAGE INVESTOR CL	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY ULTRA INVESTOR CLASS	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CENTURY LARGE CAP EQUITY INV	4400 MAIN ST 1ST FL	KANSAS CITY	MO	64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN MUTUAL FUNDCLASS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ANGEL OAK MULTI STRATEGY INC INSTL	400 CITY CENTER	OSHKOSH	WI	54901	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARIEL FUND	811 E. WISCONSIN AVE	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARIEL APPRECIATION	811 E. WISCONSIN AVE	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARTISAN SMALL CAP FUND INVESTOR CL	875 E WISCONSIN AVE STE 800	MILWAUKEE	WI	53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARTISAN INTERNATL INVESTOR CLASS	875 E WISCONSIN AVE STE 800	MILWAUKEE	WI	53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARTISAN DEVELOPING WORLD FD INVESTOR CL	875 E WISCONSIN AVE STE 800	MILWAUKEE	WI	53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARTISAN INTERNATIONAL ADV	875 E WISCONSIN AVE STE 800	MILWAUKEE	WI	53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARTISAN HIGH INCOME FUND INVESTOR	875 E WISCONSIN AVE STE 800	MILWAUKEE	WI	53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ARTISAN GLOBAL VALUE FD INVT SHARES	875 E WISCONSIN AVE STE 800	MILWAUKEE	WI	53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AZZAD ETHICAL MID CAP FUND CL A	8000 TOWN CENTRE DR STE 400	BROADVIEW HEIGHTS	OH	441474031	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BNY MELLON CORE PLUS CL A	144 GLENN CURTISS BLVD 8TH FL	UNIONDALE	NY	11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BNY MELLON NATURAL RESOURCES A	144 GLENN CURTISS BLVD 8TH FL	UNIONDALE	NY	11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BNY MELLON DYNAMIC VALUE A	144 GLENN CURTISS BLVD 8TH FL	UNIONDALE	NY	11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BAIRD CORE PLUS BOND FD INVESTOR CL	777 E. WISCONSIN AVE, 18TH FL	MILWAUKEE	WI	53202	0.28%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BARON OPPORTUNITY FUND	767 5TH AVE 49TH FL	NEW YORK	NY	10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BARON DURABLE ADVANTAGE FD INSTL	767 5TH AVE 49TH FL	NEW YORK	NY	10153	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BARON PARTNERS FUND	767 5TH AVE 49TH FL	NEW YORK	NY	10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BARON REAL ESTATE FUND RETAIL	767 5TH AVE 49TH FL	NEW YORK	NY	10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK MID CAP GROWTH EQUITY CL A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK TECHNOLOGYOPPORTUNITIES CL A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK HEALTH SCIENCES OPP PRT I	40 EAST 52ND ST	NEW YORK	NY	10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK EQUITY DIVIDEND FD CL A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK GLOBAL ALLOCATION CL A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK TOTAL RETURN FUND CL A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%

(a) Service Provider Name	(b) Fee Code	(c) Amount of Indirect Compensation	(d) EIN/Address of Source of Indirect Compensation	Street Address	City	State	Zip	(e) Description of Indirect Compensation (Annualized Formula)
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ISHARES RUSSELL 2000SMALL CAP IDX INV A	40 EAST 52ND ST	NEW YORK	NY	10022	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKSTONE ALTERV MULTI STRATEGY CL D	345 PARK AVE	NEW YORK	NY	10154	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK STRATEGIC INC OPP PORT CL A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK HIGH YIELD PORTFOLIO SERVICE	40 EAST 52ND ST	NEW YORK	NY	10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK HIGH YIELDPORTFOLIO INSTL	40 EAST 52ND ST	NEW YORK	NY	10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK HIGH YIELDPORTFOLIO INVESTOR A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK FLOATING RATE INC PORT INSTL	40 EAST 52ND ST	NEW YORK	NY	10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK FLOATING RATE INC PORT INV A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACKROCK SYSTEMATICMULTI STRAT INV A	40 EAST 52ND ST	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BNY MELLON SMALLCAP STOCK INDEX INVESTOR	144 GLENN CURTISS BLVD 8TH FL	UNIONDALE	NY	11556	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BROWN ADVISORY SUSTAIN GROWTH ADV	777 E. WISCONSIN AVE, 4TH FL	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BROWN ADVISORY GRWTH EQUITY INVESTOR	777 E. WISCONSIN AVE, 4TH FL	MILWAUKEE	WI	53202	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN CAPITAL INCOME BUILDER CL F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		CARILLON SCOUT MID CAP FUND CL I	P. O. BOX 33022	ST PETERSBURG	FL	337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COHEN & STEERS REALTY SHARES	280 PARK AVE, 10TH FL	NEW YORK	NY	10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA ACORN EUROPEAN FUND CL A	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA MORTGAGE OPPORTUNITIES CL A	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA LARGE CAP GROWTH OPP CL A	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA HIGH YIELD BD FD CL I2	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA SELIGMAN TECH AND INFO CL A	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA DIVIDEND INCOME FUND CL I2	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		COLUMBIA REAL ESTATEEQUITY S	225 FRANKLIN ST, BX25 10320	BOSTON	MA	02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MACQUARIE HEALTH CARE FIMD CL A	2005 MARKET ST	PHILADELPHIA	PA	19103	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		DOMINI IMPACT BOND INVESTOR	536 BROADWAY 7TH FL	NEW YORK	NY	10012	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		DOUBLELINE TOTAL RT BOND FD CL N	777 EAST WISCONSIN AVE	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		DOUBLELINE FLEXIBLE INCOME CL I	777 EAST WISCONSIN AVE	MILWAUKEE	WI	53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		DOUBLELINE SHILLER ENHANCED CAP CL I	777 EAST WISCONSIN AVE	MILWAUKEE	WI	53202	\$11.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		DRIEHAUS EMERGING MARKETS	25 EAST ERIE ST	CHICAGO	IL	60611	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN EUROPACIFICGROWTH CLASS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FPA QUEENS ROAD SM CAP VALUE INVSTR	11601 WILSHIRE BLVD, STE 1200	LOS ANGELES	CA	90025	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FPA CRESCENT FUND	11601 WILSHIRE BLVD, STE 1200	LOS ANGELES	CA	90025	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FMI LARGE CAP FUND	777 EAST WISCONSIN AVE	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FMI INTERNATIONAL	777 EAST WISCONSIN AVE	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FMI COMMON STOCK FUND	777 EAST WISCONSIN AVE	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FEDERATED HERMES KAUFMANN SM CAP IS	4000 ERICSSON DR	WARRENDALE	PA	150867515	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FEDERATED HERMES PRUDENT BEAR CL A	4000 ERICSSON DR	WARRENDALE	PA	150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALPS SMITH SHORT DURATION BOND CL I	1290 BROADWAY STE 1100	DENVER	CO	80203	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		EMERALD INSIGHTS FUND CLASS A	3175 OREGON PIKE	LEOLA	PA	17540	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FIRST EAGLE GLOBAL CLASS A	1345 AVE OF THE AMERICAS 48TH FLR	NEW YORK	NY	10105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FIRST EAGLE GLOBAL CLASS I	1345 AVE OF THE AMERICAS 48TH FLR	NEW YORK	NY	10105	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JP MORGAN MID CAP VALUE FUND CLASS A	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FRANKLIN DYNATECH FUND A	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	\$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FRANKLIN INCOME CLASS A1	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	\$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FRANKLIN INCOME CL A	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	\$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		FRANKLIN INTL GROWTH CL A	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	\$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN FUNDAMENTALINVESTORS CL F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		POLEN GROWTH FUND INST'L SHARES	1825 NW CORPORATE BLVD, STE 300	BOCA RATON	FL	33431	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		POLEN GLOBAL GROWTH INSTITUTIONAL CLASS	1825 NW CORPORATE BLVD, STE 300	BOCA RATON	FL	33431	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GABELLI UTILITIES	401 THEODORE FREMD. AVE.	RYE	NY	10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GOLDMAN SACHS DYNAMIC BOND A	71 S. WACKER DR, 4TH FL	CHICAGO	IL	60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GOLDMAN SACHS GQG PART INTERNL OPP A	71 S. WACKER DR, 4TH FL	CHICAGO	IL	60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GOLDMAN SACHS CLEAN ENERGY INCOME A	71 S. WACKER DR, 4TH FL	CHICAGO	IL	60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GRANDEUR PEAK GLOBAL STALWARTS FUND INV	1290 BROADWAY STREET, SUITE 1100	DENVER	CO	80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN GROWTH FUND OF AMERICA CLASS A	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	\$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		GUGGENHEIM TOTAL RETURN BOND FD INSTL	9601 BLACKWELL RD STE 500	ROCKVILLE	MD	20850	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JOHN HANCOCK FDMTL LRG CAP CORE CL A	601 CONGRESS ST., 9TH FL.	BOSTON	MA	02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HARBOR CAP APP INV	111 S. WACKER DR, 34TH FL	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HARDING LOEVNER INST EMERGING MRKTS CL I	PO BOX 4766	CHICAGO	IL	60680	0.15%

(a) Service Provider Name	(b) Fee Code	(c) Amount of Indirect Compensation	(d) EIN/Address of Source of Indirect Compensation	Street Address	City	State	Zip	(e) Description of Indirect Compensation (Annualized Formula)
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OAKMARK FUND INVESTOR CLASS	111 SOUTH WACKER DR.	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OAKMARK INTL INVESTOR CL	111 SOUTH WACKER DR.	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OAKMARK EQUITY & INCOME INVESTOR CL	111 SOUTH WACKER DR.	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OAKMARK INTERNAT'L SMALL CAP INVESTOR	111 SOUTH WACKER DR.	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OAKMARK SELECT INVESTOR CL	111 SOUTH WACKER DR.	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OAKMARK GLOBAL FUND INVESTOR CLASS	111 SOUTH WACKER DR.	CHICAGO	IL	60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HARTFORD BALANCED INCOME FD CL C	100 MATSONFORD RD, STE 300	RADNOR	PA	19087	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HARTFORD BALANCED INCOME FD CL A	100 MATSONFORD RD, STE 300	RADNOR	PA	19087	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HEARTLAND VALUE	789 N. WATER ST	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HENNESSY CORNERSTONEGROWTH INV CL	7250 REDWOOD BLVD., STE 200	NOVATO	CA	94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HOMESTEAD VALUE FD	4301 WILSON BLVD	ARLINGTON	VA	22203	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN INTERNATL GROWTH & INCOME F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN INVESTMNT CO OF AMERICA CL A	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	\$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TOWLE VALUE FUND	2220 E. ROUTE 66, STE 226	GLENDORA	CA	91740	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		EP EMERGING MARKETS CLASS A	LOTS 81 82, ST C, STE 204	DORADO	PR	00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		EUROPAC INTL VALUE FUND CLASS A	LOTS 81 82, ST C, STE 204	DORADO	PR	00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		EUROPAC INTERNATNL DIVIDEND INC CL A	LOTS 81 82, ST C, STE 204	DORADO	PR	00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		EUROPAC GOLD FUND CLASS A	LOTS 81 82, ST C, STE 204	DORADO	PR	00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN INCOME FUNDCLASS I	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN HEDGED EQUITY CLASS A	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TRILLIUM ESG GLOBAL EQUITY FUND INVESTOR	500 SALEM ST	SMITHFIELD	RI	02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON GLOB TECH & INNOV I	151 DETROIT ST.	DENVER	CO	80206	\$15.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON VENTURE T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON GLOBAL SELECT T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON CONTRARIAN T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON GLOB TECH & INNOV T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON GL LIFE SCIENCES T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON ENTERPRISE T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON RESEARCH T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JANUS HENDERSON GLOBLEQUITY INCOME T	151 DETROIT ST.	DENVER	CO	80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JOHN HANCOCK GLOBAL SHAREHOLDER YLD I	601 CONGRESS ST., 9TH FL.	BOSTON	MA	02210	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JOHNSON EQUITY INCOME FUND CL I	3777 WEST FORK ROAD	CINCINNATI	OH	45247	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JOHNSON ENHANCED RETURN FUND	3777 WEST FORK ROAD	CINCINNATI	OH	45247	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN VALUE ADVANTAGE CL A	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN LIQUID ASSETS MMTK INSTL CL	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN CORE BOND CLASS I	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN EQUITY INCOME FUND CL A	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		JPMORGAN EQUITY INCOME CLASS I	1111 POLARIS PARKWAY	COLUMBUS	OH	43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		KINETICS SMALL CAP OPPORTUNITIES	470 PARK AVE SOUTH	NEW YORK	NY	10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		LAZARD GLOBAL LISTEDINFRASTRUCTURE OPEN	30 ROCKEFELLER PLAZA, 57TH FL.	NEW YORK	NY	10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		LAZARD INTL STRATEGYEQUITY PORT INTL CL	30 ROCKEFELLER PLAZA, 57TH FL.	NEW YORK	NY	10112	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		CLEARBRIDGE SELECT FUND CL A	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BRANDYWINEGLOBAL HIGH YIELD I	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		LOOMIS SAYLES INVST GRADE BOND CL A	399 BOYLSTON ST, 8TH FL	BOSTON	MA	02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		LOOMIS SAYLES GLOBAL BOND RETAIL	399 BOYLSTON ST, 8TH FL	BOSTON	MA	02116	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		LOOMIS SAYLES BOND RETAIL SHARES	399 BOYLSTON ST, 8TH FL	BOSTON	MA	02116	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MFS INTERNATIONAL GROWTH FD CL I	111 HUNTINGTON AVE	BOSTON	MA	021997632	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MFS TECHNOLOGY FD CLASS I	111 HUNTINGTON AVE	BOSTON	MA	021997632	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MFS VALUE CLASS A	111 HUNTINGTON AVE	BOSTON	MA	021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MFS GROWTH FUND CLASS A	111 HUNTINGTON AVE	BOSTON	MA	021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MFS MID CAP GROWTH CLASS A	111 HUNTINGTON AVE	BOSTON	MA	021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MANNING & NAPIER HIGH YIELD BD SRS S	290 WOODCLIFF DR.	FAIRPORT	NY	14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MFS MASS INVESTOR GROWTH STOCK A	111 HUNTINGTON AVE	BOSTON	MA	021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MATTHEWS EMERG MRKTSSM COMPANIES INVSTR	4 EMBARCADERO CENTER STE 550	SAN FRANCISCO	CA	94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MATTHEWS CHINA SMALLCOMPANIES INVESTOR	4 EMBARCADERO CENTER STE 550	SAN FRANCISCO	CA	94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MATTHEWS CHINA FUND	4 EMBARCADERO CENTER STE 550	SAN FRANCISCO	CA	94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MATTHEWS INDIA FUND	4 EMBARCADERO CENTER STE 550	SAN FRANCISCO	CA	94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MATTHEWS ASIA GROWTH FUND INV	4 EMBARCADERO CENTER STE 550	SAN FRANCISCO	CA	94111	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MEEDER BALANCED FUND	6125 MEMORIAL DR	DUBLIN	OH	43017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MEEDER MODERATE ALLOCATION RETAIL	6125 MEMORIAL DR	DUBLIN	OH	43017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MERIDIAN CONTRARIAN FUND LEGACY	100 FILLMORE ST.	DENVER	CO	80206	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TCW METWEST STRATEGICINCOME FUND CL M	865 S FIGUEROA ST 1400	LOS ANGELES	CA	90071	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TCW METWEST HIGH YLDBOND CL M	865 S FIGUEROA ST 1400	LOS ANGELES	CA	90071	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY DISCOVERY PORT CL I	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY DISCOVERY PORT CL A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY GROWTH PORTFOLIO A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STA INST INC.INCEPTION PORT CL A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY INSIGHT A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MSIF GLOBAL INSIGHT PORT CL A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY GLOBAL OPPORTUNITY A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY GLOBAL OPPORTUNITY I	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MORGAN STANLEY INSTLADVANTAGE CL A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MSIF ASIA OPPORTUNITY CL A	522 FIFTH AVE, 4TH FL	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NEEDHAM AGGRESSIVE GROWTH	445 PARK AVE 15TH FL	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NEEDHAM SMALL CAP GROWTH	445 PARK AVE 15TH FL	NEW YORK	NY	10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NEUBERGER BERMAN GENESIS TRUST CLASS	1290 AVE OF THE AMERICAS, 22ND FL	NEW YORK	NY	10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NEUBERGER BERMAN SUSTAINABLE EQTY INV	1290 AVE OF THE AMERICAS, 22ND FL	NEW YORK	NY	101040002	\$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NEUBERGER BERMAN LARGE CAP VALUE INST	1290 AVE OF THE AMERICAS, 22ND FL	NEW YORK	NY	101040002	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NEUBERGER BERMAN REAL ESTATE TRUST CL	1290 AVE OF THE AMERICAS, 22ND FL	NEW YORK	NY	10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN NEW PERSPECTIVE CLASS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN NEW WORLD CLASS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NORTHERN INCOME EQUITY	801 SOUTH CANAL, CSS	CHICAGO	IL	60675	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HCM INCOME PLUS FUNDINVESTOR	1145 HEMBREE ROAD	ROSWELL	GA	30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ABSOLUTE CAPITAL ASSET ALLOCATOR INVS	101 PENNSYLVANIA BLVD	PITTSBURGH	PA	15228	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HCM DIVIDEND SECTOR PLUS FUND INVESTOR	1145 HEMBREE ROAD	ROSWELL	GA	30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		HCM TACTICAL GROWTH FUND INVESTOR	1145 HEMBREE ROAD	ROSWELL	GA	30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		USA MUTUALS VICE FD INVESTOR	615 EAST MICHIGAN ST	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG JP MORGAN TACTICAGGRESSIVE STRAT R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG JP MORGAN TACTICMODERATE STRATEGY R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		CENTERSTONE INVESTOR FUND CLASS I	228 PARK AVE S, STE 75938	NEW YORK	NY	10003	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG INVESCO EQ FACTRRROTATION STRATEGY R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG FIDELITY INST AMCORE PLUS BD STRG R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG EQUITY INDEX FOCUSED STRATEGY R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG SECTOR EQUITY BUS CYCLE STRAT R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG BR TRGT ALLOCAT EQ STRATEGY FD CL R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG AMERICAN FUNDS GROWTH STRAT CL R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PFG AMERICAN FDS CONS INC STRAT CL R	777 108TH AVE NE, STE 2100	BELLEVUE	WA	98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NUVEEN SMALL CAP VALUE CLASS A	333 WEST WACKER DR	CHICAGO	IL	60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WHITE OAK SELECT GROWTH FUND	225 PICTORIA DR, STE 450	CINCINNATI	OH	45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		RED OAK TECHNOLOGY SELECT	225 PICTORIA DR, STE 450	CINCINNATI	OH	45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BLACK OAK EMERGING TECHNOLOGY FUND	225 PICTORIA DR, STE 450	CINCINNATI	OH	45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ROCK OAK CORE GROWTH FUND	225 PICTORIA DR, STE 450	CINCINNATI	OH	45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		OBERWEIS CHINA OPPORTUNITIES FUND	3333 WARRENVILLE RD, STE. 500	LISLE	IL	60532	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO LOW DURATION CLASS A	1633 BROADWAY	NEW YORK	NY	10019	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO TOTAL RETURN CLASS C	1633 BROADWAY	NEW YORK	NY	10019	0.20%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO TOTAL RETURN CLASS A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PARNASSUS MID CAP GROWTH FUND INVST	1 MARKET ST STEUART TOWER STE 1600	SAN FRANCISCO	CA	94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PARNASSUS MID CAP	1 MARKET ST STEUART TOWER STE 1600	SAN FRANCISCO	CA	94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PARNASSUS CORE EQUITY INVESTOR	1 MARKET ST STEUART TOWER STE 1600	SAN FRANCISCO	CA	94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO LOW DURATION INCOME FUND CL A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO DIVERSIFIED INCOME FUND CL A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO INCOME FUND CL A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO MORTGAGE OPPOR AND BOND FUND A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO TOTAL RETURN ESG FUND CL A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO RAE US SMALL FUND A	1633 BROADWAY	NEW YORK	NY	10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIMCO HIGH YIELD MUNICIPAL BOND CL I3	1633 BROADWAY	NEW YORK	NY	10019	0.10%

(a) Service Provider Name	(b) Fee Code	(c) Amount of Indirect Compensation	(d) EIN/Address of Source of Indirect Compensation	Street Address	City	State	Zip	(e) Description of Indirect Compensation (Annualized Formula)
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIONEER MULTI-ASSET INCOME FUND CL Y	60 STATE ST, 17TH FL.	BOSTON	MA	02109	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIONEER STRATEGIC INCOME CLASS A	60 STATE ST, 17TH FL.	BOSTON	MA	02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PIONEER STRATEGIC INCOME FD CL Y	60 STATE ST, 17TH FL.	BOSTON	MA	02109	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE COMM & TECHNOLOGY INVESTOR	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE HEALTH SCIENCES	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE GLOBAL TECHNOLOGY	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE RET 2030 FD	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE RETIREMENT 2045 FD	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE US LARGE CAP CORE FUND	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PRIMECAP ODYSSEY GROWTH FUND	2020 E. FINANCIAL WAY, STE 100	GLENDDORA	CA	91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AKRE FOCUS FUND RETAIL	777 E. WISCONSIN AVE. 4TH FL	MILWAUKEE	WI	53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		NASDAQ-100 PRO FUND INVESTOR CLASS	7501 WISCONSIN AVE, STE 1000 E TOWER	BETHESDA	MD	20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		INTERNET ULTRASECTORPRO FD INVESTOR	7501 WISCONSIN AVE, STE 1000 E TOWER	BETHESDA	MD	20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ULTRA BULL PRO FUND INVESTORS SHARES	7501 WISCONSIN AVE, STE 1000 E TOWER	BETHESDA	MD	20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PGIM JEN INTL OPPORTUNITIES CL Z	655 BROAD ST	NEWARK	NJ	07102	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PGIM SHRT DUR MULTI-SECT BND CL A	655 BROAD ST	NEWARK	NJ	07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PUTNAM INCOME FUND CLASS A	1 POST OFFICE SQ MAILZONE G3C	BOSTON	MA	02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		BOSTON PARTNERS ALL CAP VALUE INVS	223 WILMINGTON W CHESTER PIKE 216	CHADDS FORD	PA	19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE DIVIDEND GROWTH	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE FINANCIAL SERVICES	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE BLUE CHIP GROWTH INC	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE GLOBAL GR STOCK INVESTOR CL	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE GLOBAL STOCK	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE VALUE	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE SCIENCE& TECHNOLOGY	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE US TREINTERMEDIATE IND INV	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE US TREALONG TERM INDEX INV	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE MID CAP VALUE	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE DIVERSDMID CAP GROWTH	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE MULTI STRAT TTL RTRN INVST	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE INTRTD US SM CAP GR EQUITY	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE REAL ESTATE FUND	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ROYCE SMALL-CAP TOT RETURN INVESTMENT CL	745 FIFTH AVE STE 2400	NEW YORK	NY	10151	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		RYDEX ELECTRONICS CLASS H	9601 BLACKWELL RD STE 500	ROCKVILLE	MD	20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		RYDEX BIOTECHNOLOGY INV CLASS	9601 BLACKWELL RD STE 500	ROCKVILLE	MD	20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AVE MARIA VALUE FUND	801 W. ANN ARBOR TRAIL STE 244	PLYMOUTH	MI	48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		PALM VALLEY CAPITAL FUND INVESTOR	422 JACKSONVILLE DR	JACKSONVILLE BEACH	FL	32250	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		SHELTON NASDAQ 100 INDEX INVESTOR	P.O. BOX 87	DENVER	CO	802010087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		SIT QUALITY INCOME FUND	80 SOUTH 8TH ST	MINNEAPOLIS	MN	55402	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN SMALLCAP WORLD CLASS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		SMEAD VALUE FUND INVESTOR CL SHARES	1290 BROADWAY, STE 1100	DENVER	CO	80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		SPROTT GOLD EQUITY FUND INVESTOR	200 BAY ST, STE 2600	TORONTO	CA	M5J 2J1	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		T ROWE PRICE RETIRE BLEND 2045 FD INVSTR	4515 PAINTERS MILL RD	OWINGS MILLS	MD	21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		THOMPSON BOND FUND	1255 FOURIER DR STE 200	MADISON	WI	53717	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		THORNBURG INV INCOME BUILDER FUND CL C	2300 NORTH RIDGETOP RD	SANTA FE	NM	87506	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		THORNBURG INTL EQUITY FUND CL A	2300 NORTH RIDGETOP RD	SANTA FE	NM	87506	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		THRIVENT MID CAP STOCK FUND CL S	4321 N. BALLARD ROAD	APPLETON	WI	549190001	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TOUCHSTONE LARGE CAP FUND CL Y	303 BROADWAY, STE 1100	CINCINNATI	OH	452024203	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TOUCHSTONE FOCUSED CLASS Y	303 BROADWAY, STE 1100	CINCINNATI	OH	452024203	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TOUCHSTONE SANDS CAPINTL GROWTH EQTY Y	303 BROADWAY, STE 1100	CINCINNATI	OH	452024203	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TOUCHSTONE MID CAP FUND CLASS A	303 BROADWAY, STE 1100	CINCINNATI	OH	452024203	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		CROMWELL CENTERSQUARREAL ESTATE INVESTOR	100 SALEM ST	SMITHFIELD	RI	02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TRANSAMERICA SMALL/ MID CAP VALUE CL I	4333 EDGEWOOD RD NE	CEDAR RAPIDS	IA	52499	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TRANSAMERICA SHORT-TERM BOND CL A	4333 EDGEWOOD RD NE	CEDAR RAPIDS	IA	52499	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		MAIRS & POWER GROWTH FUND	777 E WISCONSIN AVE, FL 4	MILWAUKEE	WI	53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		TWEEDY BROWNE INTERNATL VALUE FUND	ONE STATION PLACE, 5TH FL	STAMFORD	CT	06902	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VICTORY PRECIOUS METALS& MINERALS A	4900 TIEDEMAN RD 4TH FL	BROOKLYN	OH	44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VICTORY NASDAQ-100 INDEX FUND	4900 TIEDEMAN RD 4TH FL	BROOKLYN	OH	44114	0.15%

(a) Service Provider Name	(b) Fee Code	(c) Amount of Indirect Compensation	(d) EIN/Address of Source of Indirect Compensation	Street Address	City	State	Zip	(e) Description of Indirect Compensation (Annualized Formula)
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		STANDPOINT MULTI ASSET FUND INVESTOR	225 PICTORIA DR, STE 450	CINCINNATI	OH	45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WORLD PRECIOUS MINERALS FUND	3 CANAL PLAZA, STE 600	PORTLAND	ME	04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VALUE LINE MID CAP FOCUSED INVESTORS FD	7 TIMES SQUARE, STE 1606	NEW YORK	NY	10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VAN ECK INTERNAT'N'L INVESTORS GOLD CL A	666 3RD AVE, 9TH FL	NEW YORK	NY	10017	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VICTORY RS SELECT GROWTH FUND CL A	4900 TIEDEMAN RD 4TH FL	BROOKLYN	OH	44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VIRTUS KAR SMALL MID CAP CORE FD CL I	100 SUMMIT LAKE DR 201	GREENFIELD	MA	01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VIRTUS ALPHASIMPLEX MANAG FUTURE STRAT A	100 SUMMIT LAKE DR 201	GREENFIELD	MA	01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VIRTUS SILVANT LRG CAP GROWTH STOCK I	100 SUMMIT LAKE DR 201	GREENFIELD	MA	01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VIRTUS INCOME & GROWTH FUND A	100 SUMMIT LAKE DR 201	GREENFIELD	MA	01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VIRTUS SILVANT FOCUSED GROWTH A	100 SUMMIT LAKE DR 201	GREENFIELD	MA	01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VIRTUS NFJ EMERGING MARKETS VALUE I	100 SUMMIT LAKE DR 201	GREENFIELD	MA	01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WASATCH EMERGING MARKETS SELECT FUND	505 WAKARA WAY, STE 300	SALT LAKE CITY	UT	84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WASATCH GLOBAL OPPORTUNITIES RETAIL	505 WAKARA WAY, STE 300	SALT LAKE CITY	UT	84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN WASHNTN MUTUAL INVESTRS CL A	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	\$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		AMERICAN WASHINGTON MUTUAL INVESTORS F1	3500 WISEMAN BLVD	SAN ANTONIO	TX	782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WEITZ LARGE CAP EQUITY INVESTOR	1125 SOUTH 103RD ST	OMAHA	NE	68124	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALLSPRING DISCOVERY INNOVATION FD CL A	525 MARKET ST MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALLSPRING GROWTH FUND A	525 MARKET ST MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ALLSPRING SPECIAL MID CAP VLUE FD A	525 MARKET ST MAC A0103 122	SAN FRANCISCO	CA	94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WESTERN ASSET CORE BOND FUND CL I	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WESTERN ASSET CORE BOND FUND CL A	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		WESTERN ASSET CORE PLUS BOND FUND INSTL	100 FOUNTAIN PARKWAY	ST. PETERSBURG	FL	33716	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		VEST US LARGE CAP 20% BUFFER INVST	8730 STONY POINT PKWY STE 205	RICHMOND	VA	23235	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY	60		ZACKS SMALL-CAP CORE FUND INVESTOR CLASS	SUITE 1600 10 SOUTH RIVERSIDE PLAZAATTENTION: ACCOUNTS PAYABLE	CHICAGO	IL	60606	0.40%

SCHEDULE H-SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR

Part IV Line 4i
The Progressive 401(k) Plan
Plan No. 003
EIN 34-0963169
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
*	Fidelity	14,974,806.03 shares of Fidelity Diversified International Fund - Class K6	\$ 212,043,253
*1	Fidelity	14,848.96 shares of Fidelity Cash Reserves	14,848
*	Fidelity	235,783,162.20 shares of Fidelity Managed Income Portfolio II Class 3	235,783,162
	Brokerage Account	Various Common Stocks	201,452,409
	Brokerage Account	Various Mutual Funds	128,159,304
	Brokerage Account	Various Preferred Stocks	749,765
	Brokerage Account	Various Unitized Investment Funds	79,297,324
	Brokerage Account	Various Rights/Warrants/Options	246,808
	Brokerage Account	Various Certificates of Deposit	5,699,189
	Brokerage Account	Various Corporate Bonds	345,701
	Brokerage Account	Various Government Bonds	4,996,872
	Brokerage Account	Various Municipal Bonds	622,275
	Pacific Investment Management Company	8,618,154.61 shares of PIMCO Total Return Fund Institutional Class	73,081,951
	The Vanguard Group	3,478,894.31 shares of Vanguard Value Index Fund Institutional Shares	229,711,391
	The Vanguard Group	689,861.62 shares of Vanguard Total International Stock Index Fund Institutional Shares	87,419,265
	The Vanguard Group	1,098,408.05 shares of Vanguard Mid-Cap Index Fund Institutional Plus Shares	391,154,092
	The Vanguard Group	3,035,203.80 shares of Vanguard Growth Index Fund Institutional Shares	641,126,099
	The Vanguard Group	135,133,732.12 shares of Vanguard Federal Money Market Fund	135,133,732
	The Vanguard Group	928,549.57 shares of Vanguard Small Cap Index Fund Institutional Plus Shares	308,622,020
	The Vanguard Group	13,746,734.20 shares of Vanguard Total Bond Market Fund Institutional Plus Shares	130,319,040
	The Vanguard Group	2,036,582.09 shares of Vanguard Institutional Index Fund Institutional Plus Shares	975,278,430
	The Vanguard Group	5,073,421.24 shares of Vanguard Target Retirement Income Fund Investor Shares	66,461,818
	The Vanguard Group	2,760,677.76 shares of Vanguard Target Retirement 2020 Fund Investor Shares	73,102,747
	The Vanguard Group	12,555,521.90 shares of Vanguard Target Retirement 2025 Fund Investor Shares	234,662,704
	The Vanguard Group	13,740,973.75 shares of Vanguard Target Retirement 2030 Fund Investor Shares	520,508,086
	The Vanguard Group	23,711,038.79 shares of Vanguard Target Retirement 2035 Fund Investor Shares	568,590,710
	The Vanguard Group	13,125,531.31 shares of Vanguard Target Retirement 2040 Fund Investor Shares	567,285,463
	The Vanguard Group	19,326,743.03 shares of Vanguard Target Retirement 2045 Fund Investor Shares	573,424,466
	The Vanguard Group	8,845,246.01 shares of Vanguard Target Retirement 2050 Fund Investor Shares	440,847,061
	The Vanguard Group	5,457,255.72 shares of Vanguard Target Retirement 2055 Fund Investor Shares	303,477,991
	The Vanguard Group	3,239,755.48 shares of Vanguard Target Retirement 2060 Fund Investor Shares	166,037,469
	The Vanguard Group	1,519,358.16 shares of Vanguard Target Retirement 2065 Fund Investor Shares	51,080,822
	The Vanguard Group	220,556.42 shares of Vanguard Target Retirement 2070 Fund Investor Shares	5,884,445
			7,412,620,712
*	The Progressive Corporation	16,554,047.85 shares of The Progressive Corporation Common Shares	3,966,515,404
*	Participant Loans	4.25% and 9.50% at various maturities; participant account balances as collateral	154,364,279
			<u>\$ 11,533,500,395</u>
*	Party-in-interest		

1 Included in The Progressive Corporation Stock Fund for the recordkeeping of fractional shares of stock