

GAINSHARE—ANNUAL INCENTIVE PROGRAM

RETHINK
PROGRESSIVE

$$\boxed{\text{Gainshare Eligible Earnings}} \times \boxed{\text{Gainshare Target}} \times \boxed{\text{Gainshare Performance Factor}} = \boxed{\text{Gainshare Payout}}$$

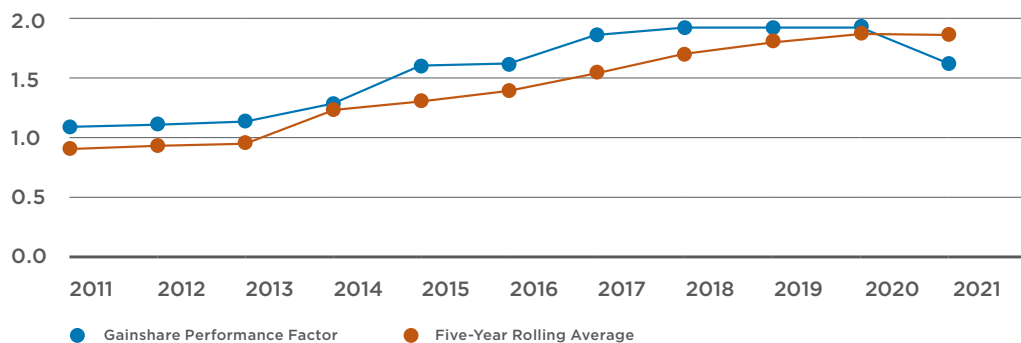
Gainshare Eligible Earnings—Actual pay received during the year

Gainshare Target—Stated as a % of base pay and is based on job level

Gainshare Performance Factor—Can vary from zero to two based on actual company performance versus pre-established annual objectives for growth and profitability

Gainshare Payout—Generally, Gainshare is paid in two separate installments. The first in December and the second in January/February.

HISTORICAL GAINSHARE FACTOR



[Learn more about our 2022 Gainshare Plan.](#)

NOTE: This information is subject to and qualified by the terms of the applicable plan documents. If there is a conflict between this summary or any other informal communication with the applicable plan document, the plan documents will control.

GAINSHARE PERFORMANCE

Year	Factor	Five-year rolling average
2021	1.62	1.83
2020	1.92	1.84
2019	1.91	1.78
2018	1.91	1.66
2017	1.79	1.52
2016	1.67	1.38
2015	1.60	1.27
2014	1.32	1.25
2013	1.21	1.13
2012	1.12	1.05
2011	1.10	0.97