



ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2024



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LETTER FROM OUR FOUNDER & CEO



I am pleased to share with you our third annual Corporate Social Responsibility report. CoStar Group continues to make tremendous strides in key Environmental, Social and Governance (ESG) programs and initiatives, an accomplishment attributable to our underlying values of fairness and community. We continue to set ambitious goals for these important criteria and focus on the work still to come even as we celebrate all we have achieved thus far. Our ESG efforts make us a more diverse, efficient, and transparent organization.

In 2023, we improved our scores with industry standard rating agencies MSCI, Sustainalytics, ISS and JUST Capital. We continue to focus on improving our scores and are internally measuring and managing our own greenhouse gas emissions and energy footprint as a baseline for future emissions reduction and efficiency goals. We signed on to the Science Based Targets initiative (SBTi) in 2023 and plan to set our targets and submit to SBTi for approval in 2024. We are using these and other metrics to hold ourselves accountable to our sustainability obligations and track our accomplishments in this space going

forward. 2023 was a year of great environmental successes at CoStar Group. We have taken steps to ensure that our upcoming 750,000 square-foot Richmond campus expansion will attain LEED Net Zero and WELL Platinum certifications, two of the highest designations in real estate sustainability. For the first time, Homes.com includes environmental information in listings, a practice we expect to become industry standard over time. Additionally, our research fleet of eco-friendly hybrid and electric vehicles use our electric charging infrastructure to capture the property information and photography



that fuel our databases and marketplaces. This information and photography diminishes the need for wasteful trips by consumers to personally view properties. We continue to offer generous benefits to employees utilizing mass transit, and more than half of our workforce does so.

I am also enthused by our continuing strides in our professional development initiatives. We know our employees are our strongest advantage, as shown by our monthly retention rate of 99.1% and we had 15% of our employees receive internal promotions in 2023. Our team participates in best-in-class training programs and our employee average hours of training increased 23% compared to the year prior. Also driving that strength is our team's diversity of backgrounds and experiences. By the end of 2023, approximately one in five CoStar Group employees was a member of at least one Employee Resource Group (ERG), such as the Black Excellence Network, Pride Network and Women in Tech Network, a 70% increase compared to 2022. Similarly, we have prioritized diversity within our supplier network, increasing our total direct spend with small businesses and diverse suppliers by 261% in 2023. Combined with the progress made in 2022, this represents a 579% increase since the end of 2021.

We have a governance structure that prioritizes ethics and transparency in CoStar Group's management. Our 2024 Board of Directors nominees are 50% women or ethnically diverse. Also last year, the Board formalized its longstanding commitment to ESG issues by adopting oversight over ESG matters, including climate-related issues, and committed to reviewing ESG-related matters

at least annually. Elsewhere in the Company, we conducted a legal and compliance risk assessment, fortified our data privacy policies and practices to protect CoStar users, and hardened our defenses against cybersecurity threats.

Our ESG activities are fundamental to our mission of digitizing the world's real estate. Our commitment to the environment, our diverse and equitable workforce and our responsible and thoughtful governance drives our success. These values have elevated CoStar Group to new heights in 2023. I am so proud of what we accomplished last year and even more excited to look ahead at what we have planned for the years to come.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Andrew C. Florance'. The signature is stylized and fluid, with a long horizontal line extending to the right.

Andrew C. Florance,
Founder & CEO

OUR MISSION

We are digitizing the world's real estate, empowering all people to discover properties, insights and connections that improve their businesses and lives.

OUR VALUES

INTEGRITY

We uphold the highest ethical standards at all times. We earn our colleagues, customers, and stakeholders' trust by saying and doing the right thing.

KEEP THE CUSTOMER AT THE CENTER OF ALL WE DO

We succeed only when our customers succeed. We treat each of our customers the way we would prefer to be treated when buying a product or service. We invest in and enjoy the strong bonds and long-lasting, authentic friendships built with our customers.

EMBRACE AND DRIVE CHANGE

At our core we are about change. We challenge the status quo and constantly seek a better way.

RESPECT FOR THE INDIVIDUAL

Value diversity and cherish uniqueness. We are inclusive always. CoStar is for all people, without exception. We recognize that the thoughts and feelings of others are as important and valuable as our own.

COHESIVE INNOVATION

We create products of vital utility, delivering information and tools that are critical to the success of our customers and industry. Our solutions mobilize individuals to enable them to make confident, intelligent decisions.

BE COLLABORATIVE

We are all part of the bigger team, and we are at our best when we communicate, empathize, and collaborate.

WORK-LIFE BALANCE

We work hard and take pride in our professional accomplishments. We are committed to creating value for our customers, while still recognizing the need to have a sacrosanct place for our personal lives and families.

THE BEST TEAMS ANYWHERE

We hire the best. We work and learn alongside exceptionally talented peers who are passionate about building the best possible workplace and taking our business to great heights. We have a zero-tolerance policy for jerks.

BUILD AWESOME THINGS

We work passionately to design and build awe-inspiring, beautiful products that delight and improve the lives of billions of people. We know that design matters.

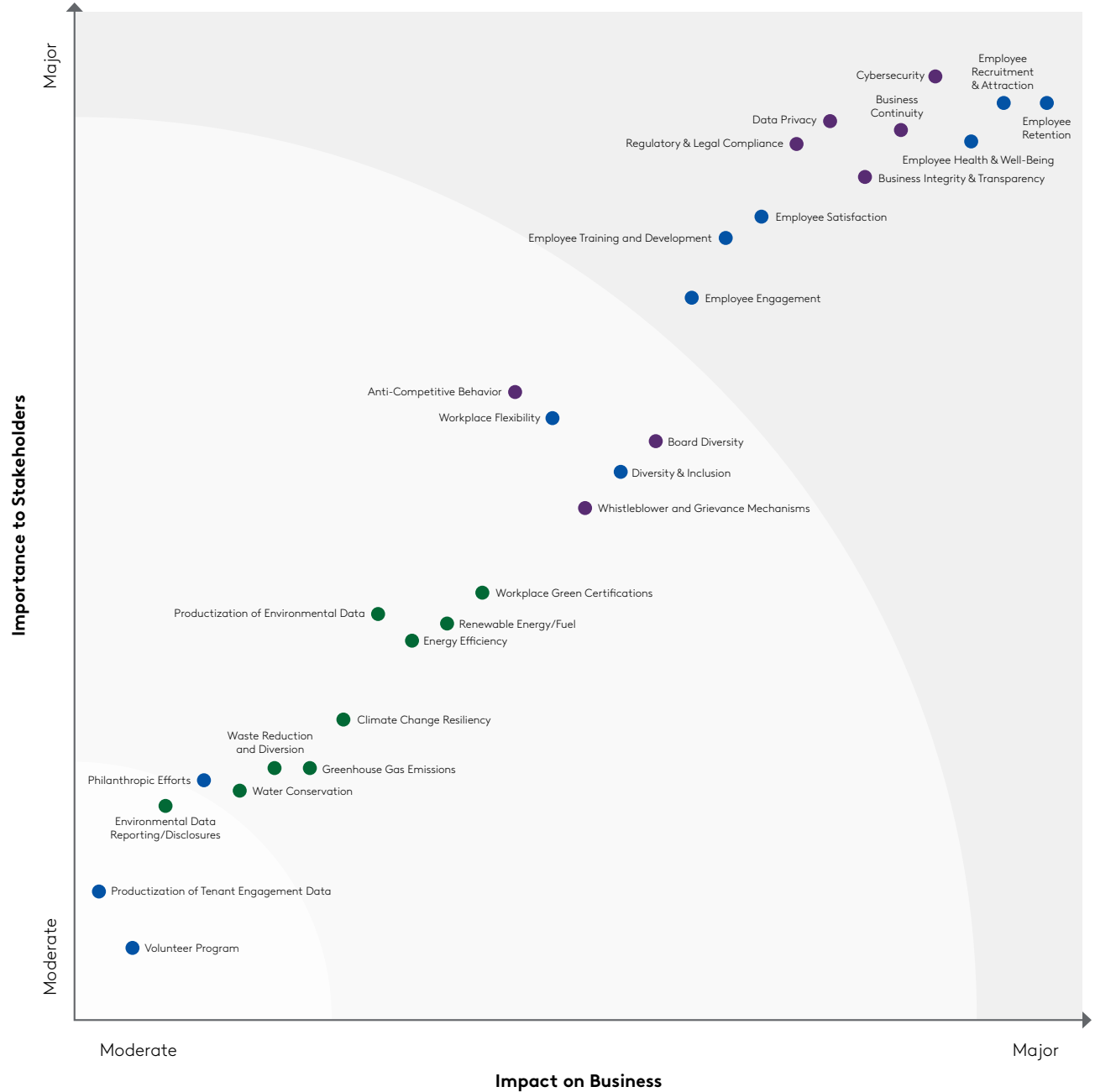
CONTINUOUS LEARNING

We are curious. We want to learn, grow, and better ourselves. We view mistakes as a necessary part of learning. Through the expertise we develop, we are better partners to our clients, shareholders, communities, and colleagues.

MATERIALITY ASSESSMENT

In 2021, we conducted a materiality assessment to determine and understand the Environmental, Social and Governance related issues that are most relevant and impactful to our business. A materiality assessment is considered best practice as the first step in an ESG planning roadmap. We used a third-party to conduct the assessment and gauge which ESG priorities are most relevant to CoStar Group and our stakeholders. Stakeholders included internal leaders from 12 contributing departments as well as seven selected investors who provided feedback on 27 categories across the three topics. Responses were gathered from internal representatives who work closely with our associates, clients, investors, external partners and suppliers as well as select external investors. The results demonstrated several top priorities of interest to our stakeholders, while also highlighting programs and initiatives already underway at CoStar Group. We are proud to say we have made several improvements this year based on these priorities and have enhanced transparency in our disclosures as seen throughout this report.

● Environmental ● Social ● Governance



ENVIRONMENTAL



CoStar Group is committed to environmental sustainability both inside and outside the company. Internally, we prioritize buildings and offices that are environmentally focused to include those that are LEED, WELL and/or Energy Star certified for most of our 80+ office footprint. We work to drive efficiency with our overall office occupancy to reduce the amount of square footage needed for our workforce. We are working to reduce our total annual data center energy consumption despite significant company growth and are transitioning to cloud-based service providers. Through a combination of energy efficient facilities, a fleet of electric and hybrid vehicles and responsible use of our research aircraft, we are committed to maintaining a sustainable work environment. We provide our customers with up to date, reliable environmental information on real estate properties and offer virtual property tours which reduce the need for in person visits. We aim to effectively manage environmental risks, including those related to climate change, for our customers while also minimizing our own environmental footprint.

In 2022, we calculated our GHG (greenhouse gases) emissions for the first time and received third party assurance. In 2023 we completed the CDP (Carbon Disclosure Project) questionnaire for the first time and achieved a score of C, which is average among our peers and for North America. Also in 2023, we signed on to the Science Based Targets initiative, committing to do our part to achieve a Net Zero future. We are currently working on setting our targets and look forward to tracking and reporting our progress towards

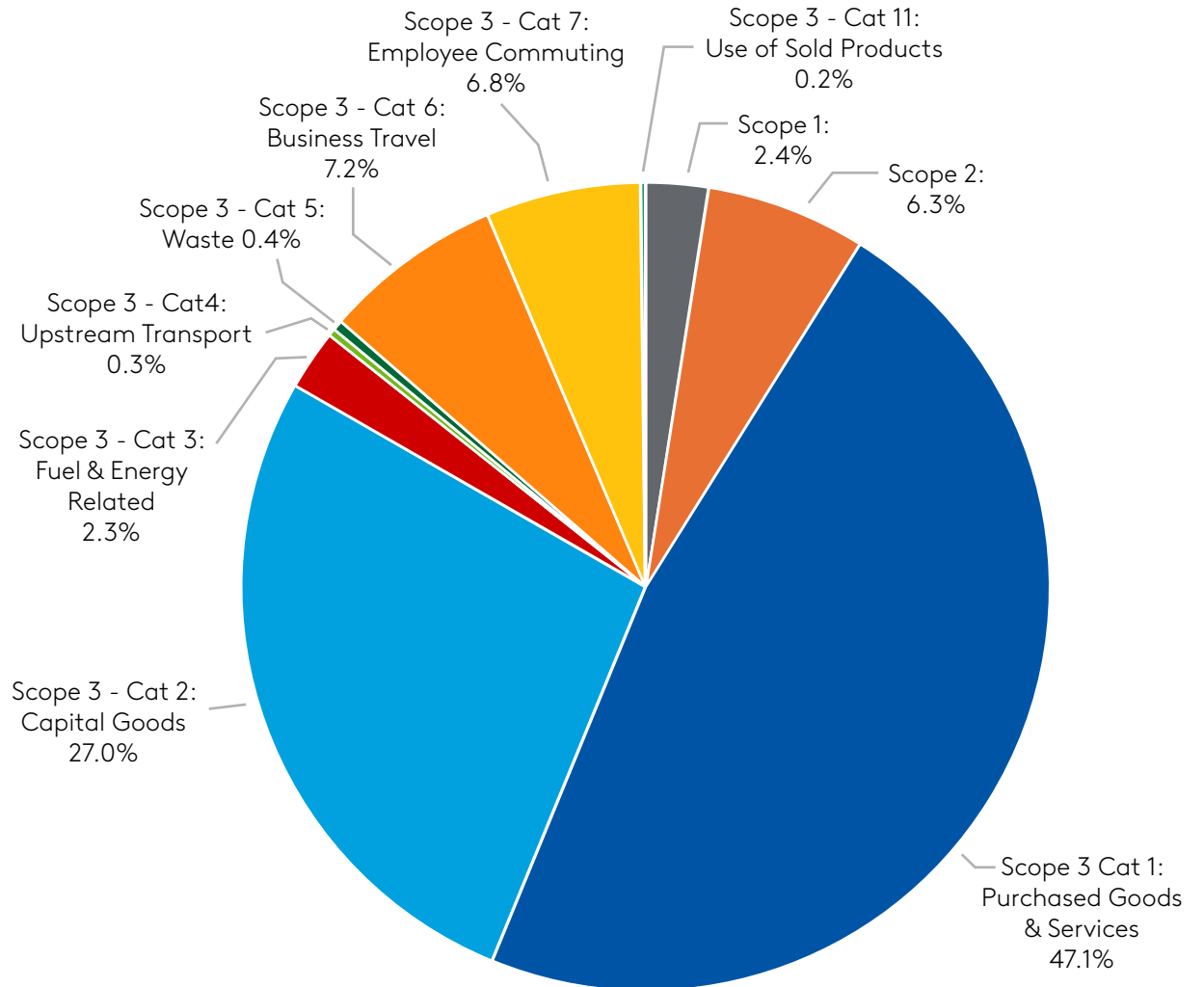
these goals over time. Through monitoring and managing our own GHG emissions and energy footprint, we plan to implement measures to reduce emissions and increase efficiency within our office locations and operations.



GREENHOUSE GAS EMISSIONS

In 2023, we calculated our baseline GHG inventory in line with the Greenhouse Gas Protocol, covering Scope 1, Scope 2 (location and market based) and relevant Scope 3 emissions using an operational control approach. Scope 1 accounts for emissions that CoStar Group is directly responsible for, including natural gas, steam, fuel and refrigerant leakages. Scope 2 accounts for indirect emissions mainly consisting of electricity, including our electric vehicles. CoStar Group's 2023 total carbon footprint was 127,601 MT CO₂e (metric tons of carbon dioxide equivalent), with Scopes 1 & 2 accounting for about 9% of the overall GHG inventory. Scope 3 are corporate supply chain emissions and are made up of 15 Categories. Through a careful analysis of our business, we determined that Categories one through eleven are most material to our business. These make up 91% of our total GHG emissions. Calculating our GHG allows us to better understand where our emissions are coming from and identify opportunities where we can implement reductions and efficiencies across our footprint. We look forward to tracking and reporting our energy consumption and efficiencies over time. See tables in the appendix for further details.

**EMISSIONS (MARKET-BASED)
BY CATEGORY**



GREENHOUSE GAS EMISSIONS BY METRIC TON

Scope 1	3,139
Scope 2 (Market Based)	8,103
Scope 3 (Cat 1-7)	117,078
Total	128,320

DATA CENTERS

CoStar Group is committed to reducing the amount of electronic waste and power consumption associated with our data center usage. Over the past 10 years, our data center consolidation initiative has resulted in a reduction of the number of physical data center locations by more than 75%. We have closed 18 data centers and are now down to 6. We also lowered our data center cabinet counts by over 40%, from 70 to 40. This consolidation initiative transitioned our on-premises sites to more energy-efficient colocation facilities. We plan to continue our investment including our plan to replace 100% of our blade servers residing in colocation centers with Energy Star compliant blade servers. The next-gen blade servers will provide a combination of density, performance, modularity, and simplified manageability. These servers can deliver up to 64% better performance and 31% lower power usage compared to previous models for greater efficiency and sustainability. We will continue to evaluate and look for efficiencies in our data centers and improvements in our data center footprint.

All of CoStar Group's computer equipment is Energy Star rated and uses automated shutdown controls whenever possible. By partnering with local electronics recyclers, we also dispose of equipment responsibly.

We continue to optimize sustainability by moving a significant amount of processing capacity to the



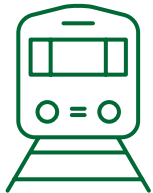
cloud. Our research shows that CoStar Group's movement to cloud service implementation is 3.6 times more efficient than a colocation footprint. The improved efficiency is the result of lower office energy consumption both directly—from the more efficient systems—as well as indirectly—from the lower cooling requirements of the more efficient Energy Star systems. In

addition, our cloud provider is on the path to reach 100% renewable energy by 2025, which will provide opportunities to harness wind and solar technologies.

ENERGY CONSUMPTION & WASTE

Facilities & People

The majority of our occupied and planned office footprint is LEED, WELL and/or Energy Star rated. Many of our offices have updated building systems to improve energy and water efficiencies and employ sustainability measures including building management technology and controls, LED lighting, daylight harvesting, green cleaning and FSC-certified recycled paper products. In our owned facilities, we are investing in updates to our building automation and control systems to further reduce energy usage and environmental impact. Lighting throughout our facilities is controlled with occupancy sensors that reduce lighting usage when spaces are not occupied by employees. Additionally, we offer our employees generous benefits for using mass transit to reduce emissions related to commuting. More than 50% of our Washington, D.C. headquarters staff utilizes mass transit subsidies.



50%+
DC HQ EMPLOYEES UTILIZE
MASS TRANSIT SUBSIDIES



Research Fleet

Our Field Research fleet is comprised of customized, high-tech, and eco-friendly electric and hybrid vehicles, equipped with state-of-the-art technology to collect comprehensive real estate information and high-quality property photography. Many of our office parking garages are equipped with electric charging stations so that our employees and fleet can park-and-charge. Additionally, we own and operate a Cessna Grand Caravan aircraft that can perform in one day the same amount of work that would take five cars a full week.

E-Waste

As a technology company offering real estate research and internet listings to our customers, the most material waste stream for us is electronic equipment. We do not generate hazardous waste from our operations, but hazardous materials are often a component of e-waste. We are committed to responsible disposal of 100% of our IT equipment. This applies to both our data centers and our office facilities. We partner with certified e-waste recycling companies in each of our locations to ensure that our equipment is responsibly recycled or disposed

of. This prevents hazardous materials from entering the waste stream via landfill or export. All drives are wiped and destroyed to ensure data security for us and our customers.

400+
ELECTRIC AND HYBRID
RESEARCH FLEET VEHICLES

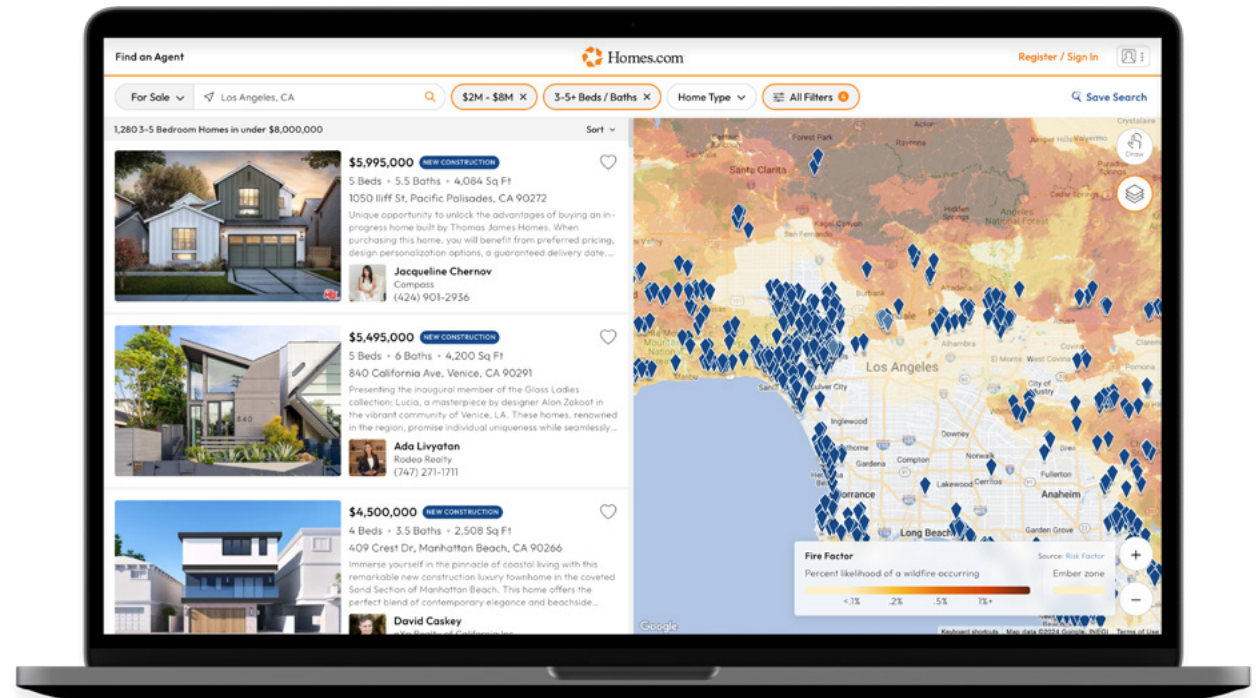


PRODUCT OFFERINGS

Our products help millions of consumers and professionals achieve their sustainability goals. We are democratizing access to real estate information, tools, and online marketplaces; helping to digitize the \$300 trillion global real estate asset class; and transforming the way people interact with real estate.

CoStar, our subscription-based integrated platform for commercial real estate intelligence, provides users with green rating certifications on buildings. Customers can identify properties that are Energy Star, BREEAM, and LEED certified. Users can also add a Flood Risk filter to their property search to assess potential risks associated with in a geographic area. The product is also enabled with a FEMA flood risk map layer for U.S. properties. Properties also have flood risk information on their property details screen.

In 2023, our CoStar Real Estate Manager product launched a comprehensive ESG solution for customers to efficiently track and manage key environmental property attributes. The platform captures utility usage data across electricity, water and natural gas and enables recording and tracking of Scopes 1, 2 and 3 metric tons of carbon dioxide equivalent (MTCO_{2e}) emissions for both leased and owned spaces, supporting informed decision-making for sustainable



property management. It also features a dedicated section for recording recognized ESG-related building certifications, ensuring compliance and enhancing property value. Our newly launched Homes.com site now contains ratings on important environmental factors including flood, fire, heat, wind and sound.

CoStar News delivers breaking updates and features on commercial real estate. Our award-winning international news operation highlights news coverage on sustainability and leadership in healthy building environments.

100K METRIC TONS OF CO₂e AVOIDED IN 2023

due to more than 30 million unique virtual tours of properties on CoStar Group platforms in 2022, which avoided the need for in-person visits.*

*Using a conservative estimate of a 10-mile round trip and EPA estimated emissions of an average passenger vehicle.

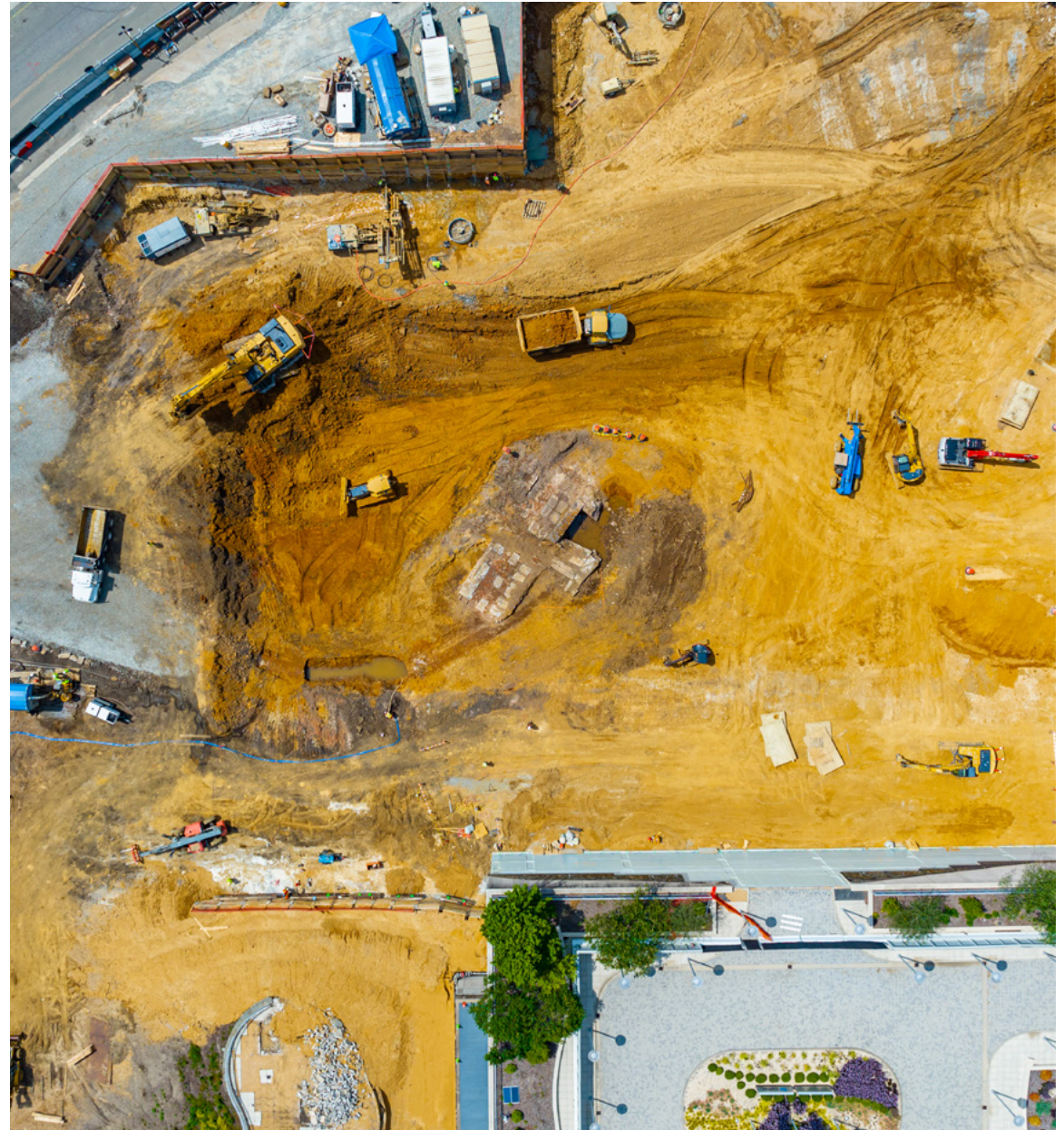
LOOKING TOWARD THE FUTURE

We aim to reduce GHG emissions and pollution across our own operations, and continuously evaluate opportunities and solutions for us and our customers to maximize energy efficiency and to minimize impacts on the environment. We look forward to setting targets in accordance with the Science Based Targets initiative (SBTi) and reporting our progress towards these goals in 2024.

Richmond Campus

The 750,000 SF campus expansion in Richmond, currently under construction and slated to deliver in early 2026, has been designed with a goal of achieving LEED Net Zero and WELL Platinum certifications. LEED Net Zero recognizes projects that have reached net zero or net positive status in the categories of carbon, energy, water or waste, which we plan to achieve with renewable energy use, on-site energy generations and energy offsets. The WELL Building Standard is a roadmap for creating and certifying spaces that advance human health and well-being.

Early tracking of both LEED and WELL scorecards is trending favorably toward those goals. As part of the LEED Net Zero plan for the campus, renewable energy will be sourced, with discussion underway with local energy providers to plan for renewable energy agreements and commitments. Among the many sustainability features are photovoltaic





panels (PV) embedded in the building facade, canopies and roof tops that are expected to offset approximately 10% of the power used in the new campus. The power from the PV panels will be used toward powering electric vehicle charges accessed by approximately 240 parking spaces.

The 3.4-acre site will retain more than one acre of green spaces comprised of ground level and green roof spaces. Special care is being paid to the selection of plants on and around the site to focus on indigenous and restorative plants as part of the overall landscape design. Rainwater collection and reuse is planned for managing the water needs of the landscape. The campus includes a destination food and beverage retail area with outdoor spaces along the canal walk to enhance the community engagement and enjoyment of this beautiful site along the James River.

SOCIAL



Our people are the key to our success at CoStar Group. We prioritize attracting, hiring and retaining a diverse and talented workforce capable of accomplishing great things. At our core, we champion collaboration and world-class training to ensure our employees have the skills to provide the most accurate and insightful real estate information, analytics and online marketplaces. We work hard to create an inclusive culture that is supportive of diversity of thought and culture, and promotes an innovative, high performing, growth oriented environment that is committed to all of our people's success. We do this by offering continuous career development, a robust community of employee resource groups, healthy lifestyle incentives, quality healthcare and a myriad of volunteer opportunities.

Attracting world-class talent starts at home by ensuring our employees are happy, healthy and have a path to career advancement. In fact, 1,021 employees (15%) moved to new roles internally in 2023. The wealth of internal mobility opportunities for our employees is an important component of our retention strategy. Our average monthly retention rate in 2023 is 99.1%, well above the average retention rate for companies nationwide, especially technology companies.

When looking outside our company for talent, we abide by a philosophy of transparency. Our roles are posted with clearly defined job requirements, and we employ a structured interview process that analyzes both technical and behavioral proficiencies. We have designed our process to identify the candidates possessing the necessary

attributes and skills to be successful in the roles, and who will thrive in our environment driven by our mission and values. To further ensure consistent evaluation of each candidate, we created a new role in 2023, Senior Director of Recruiting Operations, whose responsibilities include measuring each recruiter's consistent application of our evaluation process.

15%

**EMPLOYEES MOVED TO NEW ROLES
INTERNALLY IN 2023**

We are intentional about sourcing diverse talent. We strive to achieve diverse slates of candidates for our open roles by partnering with more than 300 external organizations that target underrepresented populations to attract candidates. To further grow our diverse pipeline of talent, our internal recruiters participate in regional and national industry events throughout the year.

We complement our experienced hiring with a dedicated entry-level hiring strategy focused on recruiting from universities for both full-time roles and summer internships. In 2023, we hired nearly 200 college students in total, split between full-time hires and summer interns from over 40 different colleges and universities. Our summer





intern program provides an important pipeline of future talent, with 70% of our 2023 interns converting to full-time roles upon graduation. We receive 5,803 applications per year from college students across the country for our entry level roles. In addition to this robust pipeline of candidates, we have formed recruiting relationships with a list of core institutions and regularly engage with administrators, faculty, and students from these partner schools. We determine those colleges and universities by analyzing institutions based on national rankings, the number of students majoring in the specific fields of study for which we are recruiting and whose campuses are within geographic proximity

of our office locations. Our partner schools include eight Historically Black Colleges and Universities (HBCUs) and five Hispanic Serving Institutions (HSIs). At each of our partner schools, we intentionally build relationships with diverse student groups and organizations on campus throughout the academic year to source diverse pipelines of talent.

In addition to these partnerships, we partner with Management Leadership for Tomorrow (MLT), a national non-profit organization that is transforming leadership pipelines by equipping high-achieving individuals from underrepresented communities – Black, Latinx and Native American –

to realize their full potential. We engaged with MLT's talent development program to promote our full-time roles and summer internship opportunities to high-achieving individuals from underrepresented communities. In 2023, we participated in several MLT events, including leading a case study designed to teach business strategy, financial acumen and provided interview tips and resume reviews. The events help to amplify our brand visibility with students from across the country who will be among the applicants for full-time roles and internships. In 2023 we were able to hire eight students sourced through MLT, three for full-time roles upon graduation and five interns.

EMPLOYEE ENGAGEMENT



Once an employee begins their career at CoStar Group, we want to ensure that their personal and professional experience sets them on a path to success. Each employee is afforded numerous avenues to help grow their skills, have a positive impact in their community, and nurture their own physical and mental well-being - all in the name of having the best employee experience possible. We measure our success in providing a positive work environment through a yearly

Employee Engagement Survey administered by a third-party agency. Surveying our employees each year gives us an opportunity to see where we are excelling and what areas need improvement. The results of these surveys have helped us innovate how we look at employee programs, benefits, environment, and our internal protocols.

In 2023, 4,440 employees, representing 88% of the population participated in the survey which contained 42 questions in the following areas:

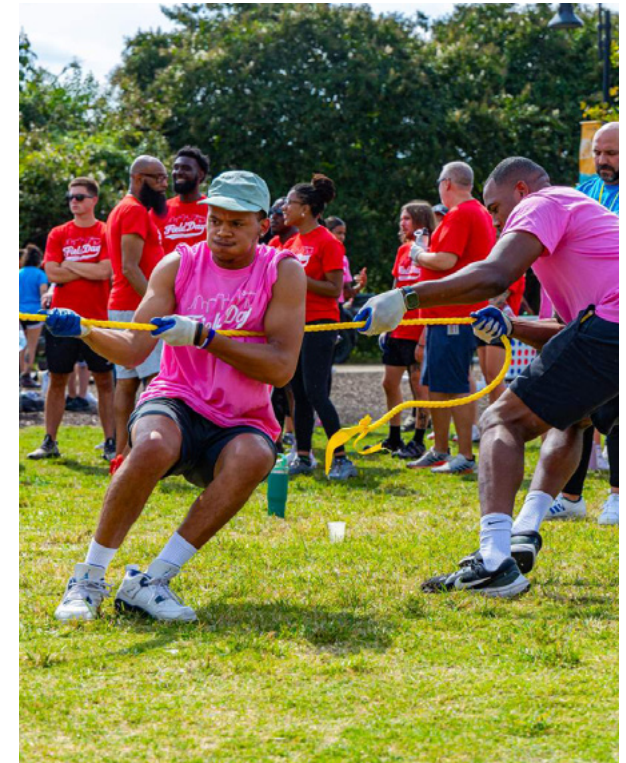
- Individual Alignment
- People Leadership
- Growth & Development
- Team Performance
- Culture
- Senior Leadership
- Engagement Outcomes
- Benefits
- Diversity, Equity & Inclusion

We are thrilled to celebrate our outstanding employee engagement scores for 2023, with an overall engagement score of 83%, which sustains our score from 2022. With a Diversity, Equity & Inclusion (DEI) Dimension Score of 86%

83% OVERALL ENGAGEMENT SCORE

(up 1 point from 2022), we know our employees are experiencing an inclusive culture and continue to embrace our commitment to an inclusive workplace. We are proud to have a highly engaged workforce, reflected in our average monthly retention rate of 99.1%.

86% DEI DIMENSION SCORE



TRAINING & EDUCATION

Investing in our employees to help them grow professionally is one of our core values at CoStar Group. In 2023, our employees averaged 54 hours of training, an increase of 22.7% over 2022. Our best-in-class training programs include:

Expert-Led Professional and Personal Development

We offer instructor-led courses, which we complement with a robust library of digital content, to facilitate personalized learning for upskilling, reskilling and generalized professional growth. We also enroll employees in courses taught by expert instructors. In 2023, we enhanced our existing sales training curriculum by adding an expert external partner to focus on a continuing professional education for all members of our sales force as well as consistent sales methodology across brands. In late 2023, we also created a new role, Principal, Sales Training Executive, to oversee and expand our sales leadership, management and sales representative training and continued learning strategy.

Leadership Development

We believe that to have a happy and engaged workforce we need a cadre of knowledgeable and caring people leaders. We invest in our leaders by training new managers, combined with ongoing management training. New in 2023, we offered a



biweekly People Leader Update communication for all leaders of people that underscores current manager requests and action items, as well as provides education and inspiration to grow one's management skills. We also offer nomination based, experiential programming for high potential leaders.

Internships

Our early workforce initiatives continue to be a strength. In 2023, we hosted 70 interns across nine cities. These interns received a wealth of technical and professional development training, averaging 44.5 hours per intern.

Ongoing Skills Development

We continue to partner with LinkedIn Learning and offer over 16,000 courses to our workforce.

In 2023, 4,851 employees had active accounts on the platform and 74% of users viewed courses. This number represents an 8% increase in usage from 2022.

Management & Leadership Training

We encourage our managers to continue their professional education and pursue opportunities to further their knowledge and skills. In 2023 we offered several different avenues for managers to lead and learn.

54

**AVERAGE TRAINING
HOURS PER EMPLOYEE**

- More than 100 CoStar Group employees participated in our New Manager Development Training program, totaling 2,828 hours of training. This program sets our managers on a path to success which helps further their leadership skills and ensure that consistent concepts and values are impressed upon the workforce.
- 57 managers participated in the Management Accelerator Program (MAP) and 23 senior leaders were selected for the Leadership & Executive Accelerator Program (LEAP). Executive level leaders selected these participants to receive augmented coaching in partnership with the University of Virginia's Darden Executive Education School. In total, these leaders participated in 3,020 training hours.
- Near the end of 2023, our LoopNet sales team became the first CoStar Group employees to participate in an advanced sales training program offered by an external expert. This program teaches a collection of models, skills, and techniques to teach sales teams how to engage customers in high-risk, high-reward dialogues to advance alignment, drive momentum, and win more high-value deals. We will continue to roll out sales training in 2024 to salespeople throughout our different brands.

Tuition Assistance

We highly encourage our workforce to pursue additional training wherever possible. In addition to our robust internal training opportunities,

we provide generous tuition assistance for those seeking external educational opportunities. CoStar Group offers tuition assistance and reimbursement up to \$5,250 per year towards an accredited undergraduate degree, graduate degree or graduate certificate program course to employees.

Compliance Training

Throughout the year we ensure that our employees receive regular compliance training. This training is mandatory, and employees must re-certify and reassess their knowledge annually. New hires are assigned compliance training at their start date and must complete it within their first 30-days of employment. As an employee's career continues at CoStar Group, we ask them to re-certify their knowledge of our Code of Business Conduct and Ethics, Anti-Corruption Compliance Policy and other corporate governance documentation. All documentation can be found [here](#).

The recertification process includes digital training related to the following elements of the CoStar Group Code of Conduct.

- Reporting and Retaliation
- Anti-Bribery
- Confidential Information
- Conflicts of Interest
- Data Privacy
- Insider Trading
- Workplace Violence and Abusive Conduct

Additional training is offered including a module on Anti-Human Trafficking, accompanied by CoStar Group's [Anti-Slavery and Human Trafficking Policy](#).



DIVERSITY, EQUITY & INCLUSION

To accomplish our mission at CoStar Group we know we need diverse perspectives to achieve innovative outcomes. Different perspectives encourage creativity and foster innovation in both research and technology solutions that best serve our customers. We are committed to equitable practices and building a global workforce that feels valued, respected and fully able to contribute to our organizational success.

Leadership Commitment

Throughout 2023, CoStar Group made significant progress in developing its Diversity, Equity and Inclusion (DE&I) strategy, which included multiple learning opportunities for leadership and our employees.

Partnership with MLT

CoStar Group continues to support Management Leadership for Tomorrow (MLT), a national non-profit organization that is transforming leadership pipelines by not only through its talent development program where we recruit college and graduate students, but also through our commitment of time and resources. Founder and CEO Andy Florance maintains his seat on the Governing Board of the organization, and we are in the second year of a five-year, \$5 million dollar investment in MLT. We have continued our participation with MLT's Career



ACHIEVED PLAN APPROVAL FOR MLT'S BLACK EQUITY AT WORK CERTIFICATION

Prep, the organization's signature program for undergraduate students. We also enrolled five employees in MLT's Career Advancement Program, a 12-month leadership development program designed to provide highly talented, mid-career professionals with the keys to unlock their full potential and advance to senior leadership roles.

In May 2023, CoStar Group achieved MLT's Black Equity at Work certification plan approval, a data-driven and comprehensive plan to address their five pillars of success:

- Representation - Increase diverse representation at every organizational level.
- Compensation - Ensure equitable pay and benefits.
- Workplace Culture - Develop strategies to improve workplace experiences.
- Business Practices - Increase spending with minority-owned businesses.
- Contributions and Investments - In-kind support for minority focused non-profits.



Employee Resource Groups

By the end of 2023, approximately one in five CoStar Group employees was a member of at least one Employee Resource Group (ERG). In total, there are 1,268 members of ERGs, with 518 employees registering in 2023, representing an increase of nearly 70% in 2023. CoStar Group currently supports six ERGs which are available to all employees:

- Black Excellence Network
- Latinx Network
- Pride Network
- Veterans Network
- Women in Tech Network
- Women's Network

Throughout the year, the ERGs, in partnership with our DE&I Team, sponsored programs and events on topics including financial wellness, personal branding and transgender awareness.

Our ERGs also partnered with external community organizations like

- American Corporate Partners to support mentoring for veterans
- The Emerging 100 of Atlanta, a professional organization for African American men that supports the academic and vocational success of youth & young adults
- The Virginia Hispanic Chamber of Commerce's ¿Que Pasa? Festival, Richmond, VA's largest outdoor celebration for the Hispanic community
- Pride Richmond, by serving as a sponsor at 2023's Pride Festival

Employee Engagement Through DE&I

The ERGs hosted a variety of educational and awareness-building events throughout the year including a Women in Tech Network event on influential leadership, a Pride Network event

on allyship, and a Black Excellence network event in multiple offices called "Homecoming," celebrating the importance of homecoming celebrations at HBCUs across the nation.

Additional events celebrated and recognized include Black History Month, Martin Luther King Jr. Day, National Hispanic Heritage Month, Asian American, Native Hawaiian, and Pacific Islander Heritage month, Mental Health Awareness Month and many more.

In 2023, CoStar Group was also honored for practices in advancing LGBTQ+ leadership and equality with an award presented by the Washington Business Journal.

Supplier Diversity

This year, we continued to expand our supplier diversity program and increased the total direct spend with small businesses and diverse suppliers by 261%. Combined with the progress made in 2022, this represents a combined 579% increase since the end of 2021. In addition, we invested \$100 Million this year in support of Minority Depository Institutions and Community Development Financial Institutions to foster economic opportunities for traditionally underserved businesses, families, and minority communities.

1 IN 5
EMPLOYEES ARE ERG MEMBERS

HEALTH & SAFETY

Keeping Our Employees Secure

No matter where in the world a CoStar Group employee may live and work, we take great care to ensure that they are physically safe.

Our Corporate Security and Safety Operation (CSSO) has made strides in the last year to safeguard our CoStar Group employees and assets by proactively mitigating risk across the enterprise through partnerships and collaboration.

In November 2023, we opened our Global Security Operations Center (GSOC) Richmond, VA. The GSOC has:

- Provided 24/7/365 access to CoStar Group Security for all employees.
- Provided proactive intelligence, monitors threats against the company, the CoStar Group brand and its employees.
- Streamlined all badging, inquiries from law enforcement, alarms and video monitoring.

In addition, the GSOC triages all travel issues and incident reports that are communicated to the security staff across the company. They also monitor world events that may affect a CoStar Group office location and have the capability to send out advisories and guidance on options to keep employees safe either by text or email.

In addition to these developments, the CSSO has expanded its operation to include the international CoStar Group portfolio. Our international employees have the same level of 24/7/365 protection provided by our GSOC. In the future, the CSSO will lead the security and life safety design of future buildings to ensure consistency and compliance across the enterprise.

Along with the launch of the GSOC, the CSSO has implemented regular drone patrols of its Richmond, VA office, and partners with local law enforcement as needed to mitigate risk.

Additional new safety measures in 2023 include:

- The establishment of a first case management records system that allows documentation and tracking of incidents in one secure place.
- NARCAN availability in Life Safety toolboxes at specific campus sites.
- A new hire architectural photographer security onboarding which focuses on citizen and law enforcement encounters and generalized safety while filming in the field.

Supporting Healthy Habits:

Physical Health

We intentionally offer nutritional food and snack choices for our employees. We have eliminated the availability of foods that are high in sodium, saturated fat and other harmful products. Instead, we offer free snacks like fruits and vegetables, coffees and teas and other healthy

items in pantries across the company. We provide healthy and subsidized meals wherever we employ a vendor.

Our partnership with the Vitality platform is among the most popular auxiliary programs we offer our workforce. Employees are incentivized to stay active by recording physical activity, check-ups, and inoculations in the Vitality rewards program. These rewards can be redeemed at stores like Nike and marketplaces like Amazon. To further incentivize physical activity, we offer a \$250-year rebate to be used towards a gym membership, at-home fitness equipment or health subscriptions.



Mental Health

We also offer employees mental health benefits, as well as access to technological solutions to manage or prevent illnesses and manage pain.

We offer all employees and their family members on-demand confidential emotional support available 24/7/365 through text-based chats with a behavioral health coach and self-guided activities via Headspace. This supplementary product is available in addition to the robust mental health coverage offered in our Benefits Plan.

Additionally, we offer coaching and advanced technology products via Livongo for those



who are looking to prevent or manage diabetes or manage hypertension. Likewise, through Hinge Health, we offer a comprehensive musculoskeletal solution to reduce joint or back pain, avoid surgery and improve depression and anxiety stemming from chronic pain.

COVID-19 Response

We continue to follow CDC guidelines for U.S. offices and local government guidance internationally throughout 2023. Our protocol remains in place for both positive and exposure cases to maintain a safe, supportive and productive environment while also managing employee privacy rights as a top priority. We update mask guidance regularly for U.S. offices based on the most recent CDC county transmission levels and we continued to facilitate contact tracing and alerting employees as necessary.

Employees on our medical insurance plans were eligible to receive up to 8 at home rapid COVID-19 tests every month or alternatively they were also able to obtain no-cost, on-demand PCR tests for themselves and their families through a bridged relationship with LabCorp.

We expanded mental health support benefits with the ComPsych Employee Assistance Program, virtual and in-person counseling through Aetna as well as enhanced virtual mental health support referenced earlier.

In 2023 CoStar Group continued to maintain the following actions to keep our workplace safe for our employees.

Air Quality Improvement:

- Installed medical grade IQAir air purifiers in all locations.
- Increased frequency of building HVAC system air filter changes.
- Installed UVC lighting in the base building mechanical systems in Washington, D.C., Richmond, VA and Hendersonville, TN, to further disinfect circulating air.
- Upgraded building air filters to higher MERV rating where possible.
- Increased fresh air intake in buildings where possible.

Personal Protection Supplies:

- Made supply of masks and sanitizing wipes available to employees in common areas throughout each office
- Installed hand sanitizer dispensers and pump units throughout the offices.
- Added touchless door opener tools that are available to staff.

Cleaning:

- Each office has contracted with professional cleaning services to provide disinfection and sanitization.
- Supplemental hospital-grade disinfection is carried out as needed.

PHILANTHROPIC PROGRAMS



Throughout our global community we have identified areas for strategic partnerships, purposeful investment and enhanced opportunities for volunteerism. Each community represents a unique opportunity for our company to invest and enrich in the localities where we work. We employ several avenues at CoStar Group to accomplish this goal, including our CoStar Group Builds volunteer program, our ERGs that champion charitable community causes, philanthropic giving, and just-in-time ad hoc matching programs when large scale disasters strike in our communities across the globe.

CoStar Group Builds

Through our volunteer arm, CoStar Group Builds provides an opportunity to enrich our communities by volunteering together. CoStar Group Builds hosted nearly 100 volunteer events across the U.S. and Toronto in 2023.

We tracked our volunteer hours through a new third-party tracking program this year. While adoption of the new tracking system remains the focus of the group, employees reported 3,073 volunteer hours. These volunteer hours represent only a portion of the actual work performed this year, bringing the total number of volunteer hours to well over 10,000 since CoStar Builds was launched.

In total, CoStar Group donated over \$3.5 million to more than 100 partners.

\$3.5M+

DONATED TO MORE THAN 100 PARTNERS

Key Community Activities:

Back to School Backpack Drives

Last September, CoStar Group marked the beginning of the school year by a coordinated giving effort throughout the company. Nearly 500 employees across eight offices donated 3,500 backpacks and 38,000 supply kits to children in need. CoStar Group donated an additional \$120,000 to purchase supplies and backpacks. Drives occurred in Atlanta, Dallas, Norfolk, Orange County, San Diego, Richmond and Washington, D.C.

Doing our Part to Support Communities in Need

CoStar Group employees are proud to support community organizations that provide essential goods and services for people in need. Some highlights:

- Texas-based employees teamed up with Rise Against Hunger to pack more than 27,000 meals to aid efforts for food security. Over 50 employees in Austin and Dallas, Texas contributed to these events' success.



- Our Boston office donated much-needed tech equipment to the Scientific and Medical Coalition Against Cancer.
- In San Diego, 500 pounds of food were donated by employees to local organizations in need. Following the donation, CoStar Group Builds made a monetary contribution that was equal to the price of the food donated.
- Our Toronto office completed their first-ever fundraiser for the Princess Margaret Cancer Foundation.
- Chapters in San Diego and Washington, D.C. partnered on sponsorship of the Compass Cares Classic which gives back to Feeding America.
- We were among the sponsors at the prestigious Library of Congress 2023 National Book Festival.

Raising Awareness Through Physical Activity and Volunteering

Throughout the company, numerous offices organized or participated in physical activity to raise money and awareness for causes within their communities.

- Atlanta Office – Making Strides Against Breast Cancer, Aids Awareness.
- Richmond Office – Richmond Heart Walk, Leukemia and Lymphoma Society.
- Washington, D.C. Office – Leukemia and Lymphoma Society, Children’s National Hospital
- Orange County – Support Sisterz Combat Cancer Walk, Jimmy Fund Walk
- Norfolk – Children’s Hospital RunWalk

Holiday Volunteer and Giving Efforts

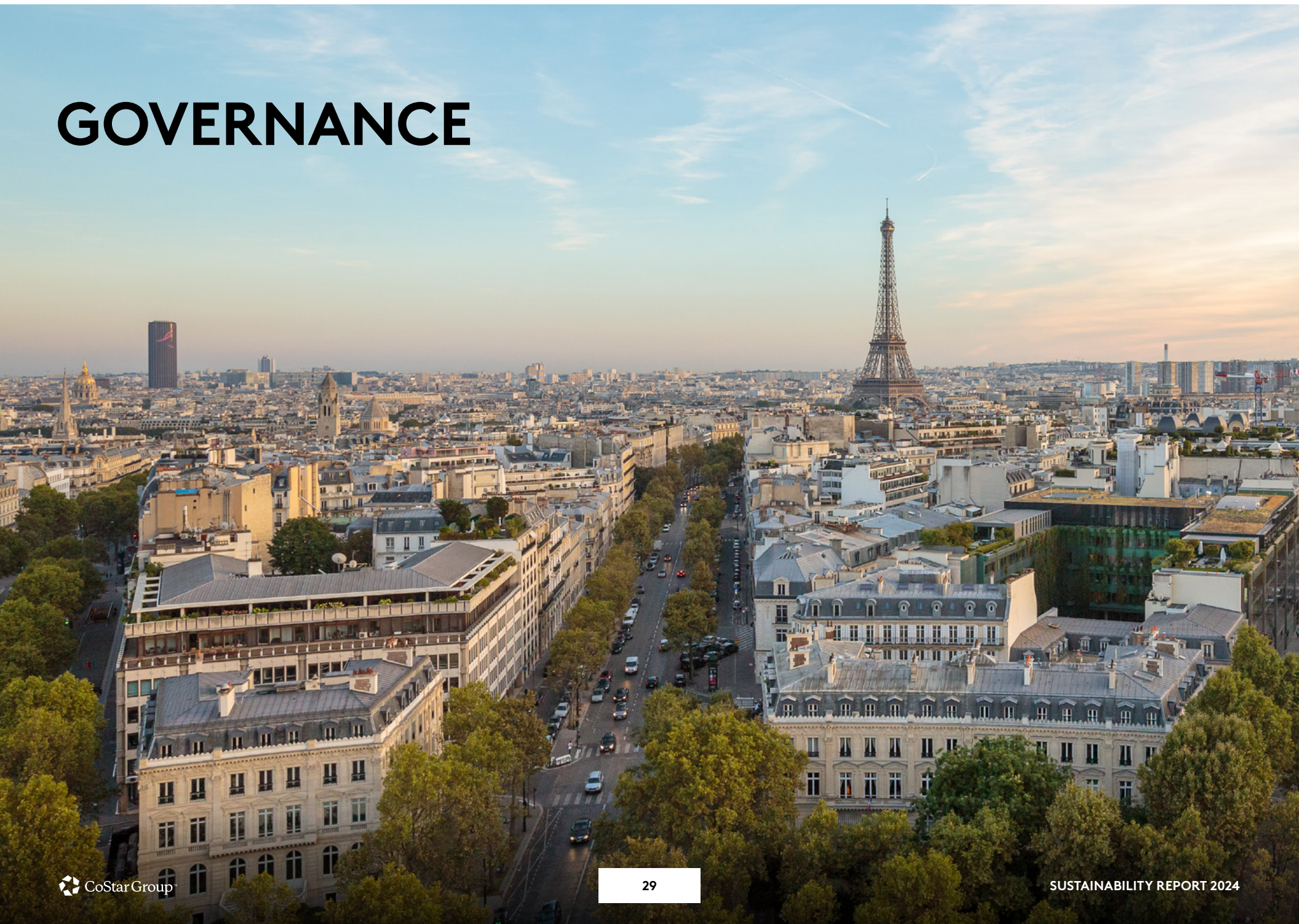
CoStar Group employees participated in holiday volunteering and giving to support children and people in need during the holiday season:

- Our DE&I team, in collaboration with ERGs Black Excellence Network and Women’s Network, partnered with Feed More, a regional nonprofit, to serve over 500 families in the greater Richmond, VA area for Thanksgiving. More than 500 turkeys, 500 produce boxes and 500 nonperishable boxes were handed out to Richmond area families.
- For the 12th consecutive year, our Richmond workforce was an integral component of donating and raising awareness for the Salvation Army Angel Tree project. More than 4,200 individuals in the community benefited from items donated to the project.

CoStar Center for the Arts

In 2023, we announced our \$18.3 million commitment to Virginia Commonwealth University (VCU) to support the planned Arts and Innovation Academic Building, the second largest corporate commitment in VCU history. The CoStar Center for Arts and Innovation’s 213,000 square feet will house flex classroom space, performance venues and makerspaces and furthers our investment into Richmond, Virginia.

GOVERNANCE



We have adopted strong corporate governance principles to build a foundation of responsible business strategies that drive value for our people, communities and shareholders through positive environmental, social and governance practices. We believe that our corporate governance principles support the interests of our communities, customers, employees, public officials, shareholders and suppliers.

In recent years, our board of directors adopted amended bylaws to incorporate new stockholder-friendly provisions, including eliminating supermajority voting requirements in order to implement simple majority voting on all matters submitted for a stockholder vote, providing for the right of holders of 25% of our outstanding common stock to call a special meeting of stockholders and adopting a proxy access provision that allows up to 20 holders of an aggregate of 3% of our outstanding common stock for at least three years to nominate the greater of 20% of the board or two nominees for inclusion in the proxy statement for our annual meeting.

As part of the board's oversight of strategy and risk management, it considers various topics that are part of ESG. In March 2023, the board formally adopted oversight over ESG matters, including climate-related issues, and committed to considering ESG-related matters at least annually. Our management anticipates regularly reviewing the ESG report and providing periodic updates to the board. The corporate governance principles for our Board of Directors, and their committee

charters, can be found in the corporate governance documents section of our corporate website.

Commitment to Diversity & Inclusion

Our commitment to diversity and inclusion is included in our Principles of Corporate Governance, which provide that when identifying, screening, recruiting and recommending candidates to the Board of Directors, the nominating & corporate governance committee is committed to including in each search qualified candidates who reflect diverse backgrounds, including diversity of gender and race/ethnicity. After appointment of a new director in August 2023, of our nine current board members, 44% are diverse.

Commitment to Ethics

We engage a third-party vendor to maintain a confidential whistleblower hotline, which can be accessed globally and allows for anonymous submissions. The third-party vendor routes employees' concerns to our Board of Directors or legal department, as appropriate, to investigate. Our employee and director codes of conduct, our supplier code of ethics and business conduct and our current modern slavery statement can be found [here](#).

We conducted a Legal and Compliance risk assessment in 2023. The risk survey was sent to approximately 70 participants across the company in different departments, varying product groups and across geographies, including executives and manager-level employees. The results identify the highest perceived risks based on impact and likelihood and provide focus areas for the company for 2024. No significant risks were identified related to corruption, and corruption risk ranked lowest of all risks surveyed (out of 38 potential risks).

We require vendors to complete supplier questionnaires, which are vetted and verified through a due diligence process by our procurement team, and all vendors and customers are screened for compliance with international sanctions requirements.

44% BOARD
DIVERSITY

DATA PRIVACY

Privacy protection remains a priority for our company, and we have established measures for protecting employee and customer information in compliance with applicable privacy laws, safeguarding the information that is entrusted to us.

At CoStar Group, we continue to invest significant resources to address privacy risk. These investments include a dedicated global Senior Director of Privacy and our continued commitment to OneTrust to fortify and automate our core privacy operations capabilities, including data mapping, privacy assessment automation, privacy rights processing and privacy incident reporting and response.

Our global privacy program priorities and capabilities are organized into six framework pillars:

- Program Strategy and Governance
- Notices and Contracts
- Policies and Procedures
- Privacy Operations
- Monitoring and Auditing
- Training and Awareness

During 2023, we made progress across all program pillars to support the global growth of CoStar Group's products and services. Examples include:



Governance and Oversight:

We have established a Data Protection Forum made up of senior representatives from across the company's core functions and products. This forum meets quarterly and provides strategic leadership in the development, implementation and sustainability of CoStar Group's data protection and information security programs; monitors compliance with relevant CoStar Group privacy and data protection policies including the Data Protection Policy and Data Subject Rights Policy; provides advice, support and assistance in the implementation of global privacy and data

protection program; assists in the promotion of a strong privacy culture within CoStar Group; provides a forum for sharing knowledge and best practices, and driving awareness to the wider data protection community; monitors identified and emerging data protection and information security risks and advises on their prevention, mitigation and management; monitors the performance of the privacy and data protection program by reference to key performance indicators; and determines and monitors the resources required to deliver the privacy program.

Privacy by Design:

We have established a program to embed privacy and security by design into our existing product design and product development processes, enabled by OneTrust. This has resulted in a significant increase in the number of privacy impact assessments conducted during 2023 across all of our brands, as well as improved timeliness of assessments being initiated, fewer operational delays, and increased privacy awareness across our product teams.

Notices and Contracts:

Significant effort was undertaken in 2023 to review, consolidate and align our legacy external privacy notices to establish a single, streamlined, and more user-friendly global privacy notice available in key local languages to support our global footprint.

Privacy notices were also rolled out to our employees across North America and in China to support emerging regional privacy laws.

Acquisitions and Rebranding:

We have developed a consistent methodology to assess privacy compliance risks related to new acquisitions. The mergers and acquisitions privacy compliance integration checklist and associated processes helps us to effectively identify, prioritize and mitigate regulatory/legal and operational data protection matters (e.g., consolidating disclosures, conducting privacy impact assessments, centralizing data access rights processing), and to support our ongoing rebranding efforts. This will continue to be an important priority in 2024.

Our external-facing global privacy notice below provides more information on how we collect, use and protect personal data.

- [CoStar.com privacy notice](#)

Our internal facing data privacy and data protection policies include:

- Data Protection Policy
- Data Protection by Design and Default Policy
- Data Subject Rights Policy
- Privacy Incident Management
- Acceptable Use Policy



CYBERSECURITY

Customer trust through continual product availability and information integrity is the guiding principle of CoStar Group's Information Security Program. Our Chief Technology Officer and Vice President of Cybersecurity oversee teams, strategies and programs to protect, employees, customers and information in accordance with all applicable laws and industry-leading practices. Our programs integrate feedback from customers, regulatory bodies, and industry professionals to stay resilient against an evolving risk landscape. We have increased our investment in cybersecurity every year since our inception to continuously ensure our safeguards outpace threats.

We are committed to aligning with industry-leading, cyber risk management practices and complying with all legal and regulatory requirements. Our global information security program is fundamentally based on ISO 27001 and aligned with the EU's GDPR. All our payment card impacted products and applications comply with PCI DSS Level 2 requirements. Our CoStar Risk Analytics and CoStar Real Estate Manager products maintain SOC-1, Type 2 accreditations. CoStar Real Estate Manager and CoStar Lender maintain SOC-2, Type-2 accreditations.

Cyber Threat Management

Our cyber threat group operates 24/7/365 to analyze threat intelligence against activity across CoStar Group's ecosystem to identify, classify,

and neutralize potential information security related events. Our incident response plan governs our response to events and incidents identified by our teams. We augment our internal threat management operation with an industry recognized threat management service to ensure comprehensive, early identification of potential events. CoStar Group validates our cyber threat management capability through multiple, annual internal and external penetration tests, tabletops and red team exercises against our applications and networks. We regularly exercise and update our incident response plans based on industry trends, changes in our operating environment and regulatory requirements. We have engaged a third-party vendor to conduct an annual audit of our information security systems in accordance with NIST CSF benchmarks. In the past three years, we have not experienced a materially disruptive information security breach.

Cyber Defense

We build, operate and enhance cyber defenses across our enterprise, platforms, and applications. Cyber defenses are continually measured and enhanced to maximize asset coverage, effective tuning, and emerging threat defense. Our cyber defense strategy is based on defense in depth, which operates sensors and controls across each layer, including web, networks, platforms, applications, endpoints, identities, development pipeline, and data.

Risk Management

Our cybersecurity risk management program starts with asset identification and classification

and then identifies, analyzes, monitors and mitigates risks to an acceptable level. Risk identification is sourced through internal sensors and controls, business operation feedback loops, and external sources. As risks are identified, they are added to a register, analyzed for potential and impact, and assigned a mitigation strategy. Executive management provides oversight of the risk management process by reviewing identified risks and providing guidance on mitigation strategies, when required.

The cybersecurity team reviews proposed third-party vendors (at an organization level) and applications for information security posture prior to introducing third-party users and applications to the company's IT environment.

Product Security

Our security starts in product design and development and extends through production run-time. Utilizing a secure software development lifecycle, threat modeling occurs at the design phase in conjunction with product development and product security to identify risks early on to establish a secure foundation. As software development begins, a series of automated security scans occur inside the pipeline to gate builds between development, test and pre-production environments. Dynamic scans are conducted against pre-production environments to identify run-time risks. Scanning in the pipeline and pre-production run-time environments significantly reduces risks from escaping into production applications. Production applications undergo annual

penetration tests via internal application security teams and external providers.

Production applications and underlying platforms employ layered defenses that provide sensors and controls to block threats and inform our cyber threat management group of potential security related events.

Information Security Training and Awareness

Our management understands each employee, regardless of role, contributes to protecting the company and customer's information. As such, management ensures employees receive regular information security training and awareness campaigns. All CoStar Group employees must complete security awareness training upon hire and annually thereafter. The training is annually reviewed and updated by the cyber security team to provide relevant and actionable guidance. Certain departments are required to take supplemental, specialized security training annually. For example, software developers undertake secure coding training annually. Throughout the year, all CoStar Group employees receive periodic, simulated social engineering communications. Furthermore, the cybersecurity team pushes regular cybersecurity alerts for employees to implement in their personal and business activities. [Our cybersecurity disclosure can be found in Part 1, Item 1C of our 10K.](#)



PERFORMANCE TABLES



DEMOGRAPHICS

Race/Ethnicity

US Employees	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	Undisclosed	White
Female	1,884	0.3%	12.0%	15.6%	6.3%	0.3%	4.2%	2.0%	59.3%
Male	3,433	0.2%	13.7%	10.7%	7.2%	0.1%	2.8%	2.5%	62.8%
Undisclosed	12	0.0%	8.3%	0.0%	8.3%	0.0%	8.3%	33.3%	41.7%
Total	5,329	0.2%	13.1%	12.4%	6.9%	0.2%	3.3%	2.4%	61.5%

Age

Region	Total	20-29	30-39	40-49	50-59	60+	Undisclosed
US	5,329	26.0%	34.0%	23.0%	13.0%	3.0%	0.0%
International	847	26.0%	37.0%	23.0%	11.0%	2.0%	1.0%
Total	6,176	26.0%	35.0%	23.0%	12.0%	3.0%	0.0%

Contractor vs Employee

	2023	2022
Employee	6,176	5,569
Contractor	315	86
Total	6,491	5,655

Leadership

	Total	Female	Male	LGBTQIA+
Board of Directors	9	3	6	2
Named Executive Officers	8	1	7	0

	Diverse	Non-Diverse
Board of Directors	4	5
Named Executive Officers	1	7

EEO-1

US	Total			American Indian or Alaska Native			Asian			Black or African American			Hispanic or Latino			Native Hawaiian or Other Pacific Islander			Two or More Races			Undisclosed			White		
	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U
All Employees	1,884	3,433	12	5	6	0	226	472	1	294	366	0	119	248	1	6	4	0	79	96	1	37	86	4	1,118	2,155	5
Executive/ Senior Level Officials & Managers	20	84	0	0	1	0	1	7	0	0	3	0	0	6	0	0	0	0	0	1	0	1	0	0	18	66	0
First/Mid-Level Officials & Managers	243	612	1	0	1	0	26	94	0	28	36	0	12	37	0	0	0	0	6	13	0	3	10	0	168	421	1
Professionals	964	1,859	8	1	1	0	183	345	1	138	212	0	51	132	0	3	4	0	41	61	0	17	52	3	530	1,052	4
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	379	708	1	4	2	0	7	15	0	28	62	0	27	54	0	2	0	0	13	15	0	6	21	1	292	539	0
Administrative Support Workers	278	170	2	0	1	0	9	11	0	100	53	0	29	19	1	1	0	0	19	6	1	10	3	0	110	77	0
Laborers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

F = Female M = Male U = Undisclosed

EEO-1 (CONTINUED)

International	Total			Asian			Black or African American			Other			Two or More Races			Undisclosed			White		
	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	F	M	U
All Employees	334	462	51	34	50	0	15	10	0	13	15	2	8	8	0	162	208	25	102	171	24
Executive/Senior Level Officials & Managers	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	3	0
First/Mid-Level Officials & Managers	40	65	0	4	6	0	0	0	0	1	1	0	0	2	0	27	37	0	8	19	0
Professionals	234	303	19	20	33	0	13	9	0	7	10	1	7	4	0	95	122	18	92	125	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	29	63	24	7	5	0	1	0	0	3	4	0	0	2	0	18	38	5	0	14	19
Administrative Support Workers	29	26	8	3	6	0	1	1	0	2	0	1	1	0	0	22	9	2	0	10	5
Laborers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

F = Female M = Male U = Undisclosed

NEW HIRES

Age

Region	Total	20-29	30-39	40-49	50-59	60 and over	Undisclosed
US	1,493	37.0%	32.1%	18.7%	10.1%	2.1%	0.0%
International	150	39.3%	40.0%	16.7%	3.3%	0.7%	0.0%

Gender

Region	Total	Female	Male	Undisclosed
US	1,493	32.9%	66.4%	0.7%
International	150	41.3%	54.0%	4.7%

Race/Ethnicity

Region	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	Undisclosed	White
US	0.1%	12.1%	11.0%	5.8%	0.3%	3.8%	4.1%	62.8%

EMPLOYEE RETENTION

Age

Year	Average	20-29	30-39	40-49	50-59	60 and over
2023	89.5%	85.9%	89.2%	93.6%	93.7%	91.0%
2022	80.8%	73.8%	79.8%	87.6%	91.5%	84.0%
2021	72.9%	60.0%	72.5%	79.7%	86.2%	79.6%

Gender

Year	Female	Male
2023	88.9%	90.7%
2022	80.7%	82.2%
2021	79.2%	80.1%

Race/Ethnicity - U.S. Only

Year	Average	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	Undisclosed	White
2023	90.0%	100.0%	92.2%	89.7%	91.3%	89.5%	93.9%	89.0%	89.3%
2022	82.4%	55.6%	83.1%	83.2%	80.0%	88.2%	76.8%	87.4%	82.5%
2021	73.3%	85.7%	76.0%	69.5%	81.2%	33.3%	65.2%	92.7%	73.0%

EMPLOYEE PARENTAL LEAVE

	Female	Male	Undisclosed	Total
Employees Eligible	2,242	3,895	39	6,176
Employees that took Parental Leave	57	141	0	198
Employees that Returned Back	55	140	0	195
Employees Still Employed	50	131	0	181

SAFETY

	2023	2022
Total # of Incidents	28	4
Total # of Deaths	0	0
Total # of Days Off Work	1,004	30
Total # of EE Job Transfers or Restriction	0	0
Total Reportable Incident Rate	0.6	0.1
Anonymous Hotline	0	0

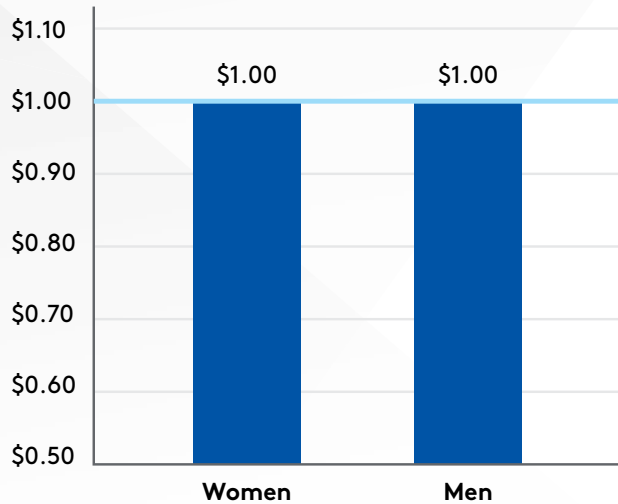
Full-Time US Employees & All International EEs**US Part-Time 30+ Hours*

US / International Equivalent Benefit	USA	CAN	GBR	FRA	DEU	ESP	ITA	AUS	CHN	IDN	JPN	SGP	UAE	COL
Life Insurance	X	X	X	X	X									
Health Insurance	X	X	X	X					X			X	X	
Disability Coverage/ Permanent Medical Insurance	X	X	X											
AD&D Insurance	X	X												
Voluntary Life Insurance	X	X												
Parental Leave	X	X	X	X	X	X	X	X	X	X	X	X		X
Retirement Provision	X													
401K*/Pension/CPF	X	X	X	X	X			X	X	X	X	X		
Stock Ownership	X		X	X	X	X	X	X		X		X	X	X
Employee Stock Purchase Plan	X													
Vacation*/Sick/Bereavement Leave	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Fitness Benefit /Gym Membership	X				X									
Holidays/Bank or Public Holiday	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Business Travel Accident Insurance*	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Employee Assistance Program*	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Commuter Benefits	X	X		X							X			
Health Savings Account	X													
Dental Plan	X	X	X									X		
Vision Plan	X	X	X											
Long-Term Care	X													
Enhanced Maternity Leave			X											
Enhanced Paternity Leave			X		X					X				
Meal Vouchers				X	X									
Housing Allowance													X	
Season Ticket Loan			X											

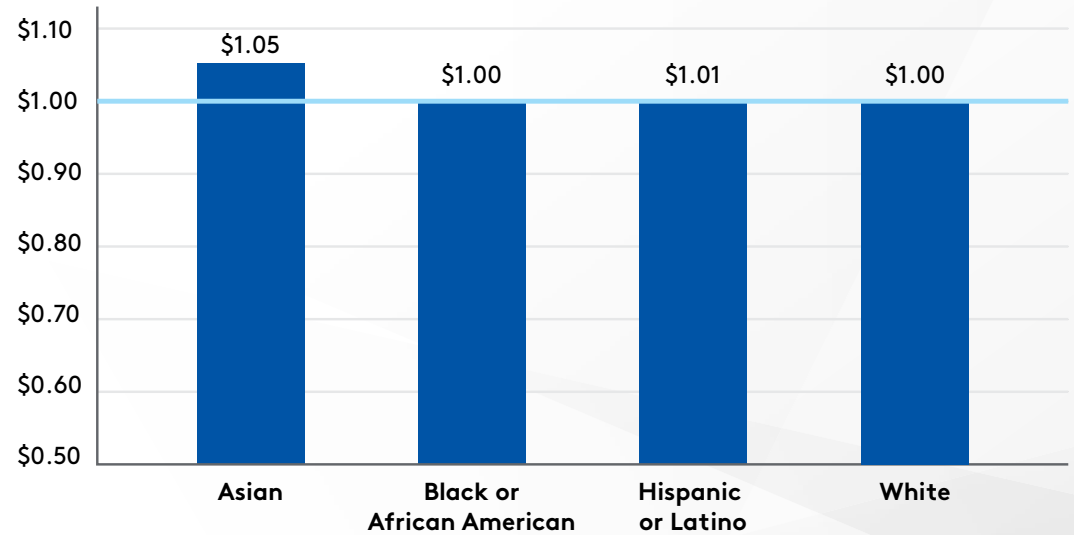
PAY EQUITY - U.S. ONLY

Equitable pay is a priority for CoStar Group. As of December 2023, when we compare pay based on role, women earn \$1.00 for every dollar earned by men. Similarly, when race/ethnicity is considered, African-American, Hispanic and Asian employees earn at least \$1.00 for every dollar earned by Caucasian employees.

Gender



Race/Ethnicity



— \$1.00

GREENHOUSE GAS EMISSIONS

	2023		2022	
	MTCO ₂ e	%	MTCO ₂ e	%
Scope 1 - Energy Type				
Natural Gas - Facilities	786	0.6%	762	0.8%
Diesel - Facilities	15	0.0%	0	0.0%
Vehicle Fuels	1,981	1.5%	2,081	2.1%
Refrigerant Leakage	357	0.3%	182	0.2%
Sub-Total Scope 1	3,139	2.4%	3,025	3.1%
Scope 2 - Energy Type				
Electricity Facilities (Location-based)	7,820	6.1%	7,173	7.3%
Electricity Facilities (Market-based)	7,843	6.1%	6,890	7.0%
Steam - Facilities	18	0.0%	8	0.0%
Electric Vehicles (Location-based)	241	0.2%	241	0.2%
Electric Vehicles (Market-based)	242	0.2%	241	0.2%
Sub-Total Scope 2 (Location-based)	8,079	6.3%	7,422	7.5%
Sub-Total Scope 2 (Market-based)	8,103	6.3%	7,139	7.3%
Scope 3 - Energy Type				
Category 1: Purchased goods and services	60,385	47.1%	51,885	52.7%
Category 2: Capital goods	34,627	27.0%	15,207	15.5%
Category 3: Fuel- and energy- related activities	3,003	2.3%	3,660	3.7%
Category 4: Upstream transportation and distribution	381	0.3%	1,785	1.8%
Category 5: Waste generated in operations	558	0.4%	578	0.6%
Category 6: Business travel	9,184	7.2%	6,292	6.4%
Category 7: Employee commuting (incl. Teleworking)	8,667	6.8%	8,817	9.0%
Category 11: Use of sold products	273	0.2%	0	0.0%
Sub-Total Scope 3	117,078	91.2%	88,223	89.7%

	2023		2022	
	MTCO ₂ e	%	MTCO ₂ e	%
Total Scope 1 & 2				
Total (Location-based)	11,218	8.7%	10,447	10.6%
Total (Market-based)	11,242	8.8%	10,164	10.3%

	2023 (MTCO ₂ e)	2022 (MTCO ₂ e)
Total Scopes 1, 2 & 3		
Total (Location-based)	128,296	98,671
Total (Market-based)	128,320	98,387

GREENHOUSE GAS EMISSIONS (CONTINUED)

	2023	2022
Total Electrical Power Use	27,055 MWh	24,443 MWh
Gross Electrical Power Derived from Non-Renewable Sources	26,053 MWh	23,365 MWh
Percentage of Electrical Power Derived from Non-Renewable Sources	96.3%	95.6%
Gross Electrical Power Derived from Renewable Sources	1,002 MWh	1,078 MWh
Percentage of Electrical Power Derived from Renewable Sources	3.7%	4.4%

	2023	2022
Aggregated Energy Consumption	40,779 MWh	37,869 MWh
Percentage of Consumed Energy from the Grid	66.4%	64.5%
Percentage of Energy Derived from Non-Renewable Sources	39,776 MWh	36,791 MWh
Energy Derived from Non-Renewable Sources	97.5%	97.2%
Energy Derived from Renewable Sources	1,003 MWh	1,078 MWh
Percentage of Energy Derived from Renewable Sources	2.5%	2.8%

	2023	2022
Electricity Facilities (Location based)	7,820 MTCO _{2e}	6,353 MTCO _{2e}
Electricity Facilities (Market based)	7,843 MTCO _{2e}	6,070 MTCO _{2e}

	2023	2022
Total Scopes 1 & 2 Market Based GHG	11,242 MTCO _{2e}	8,806 MTCO _{2e}
Total Full Time Employees	6,175	5,570
Scopes 1 & 2 Market Based Operational Intensity Per Employee	1.8 MTCO _{2e}	1.6 MTCO _{2e}
Total Scopes 1, 2 & 3 Market Based GHG	128,320 MTCO _{2e}	96,725 MTCO _{2e}
Total Scopes 1, 2 & 3 Market Based Operational Intensity Per Employee	20.8 MTCO _{2e}	17.4 MTCO _{2e}
Total Revenue	\$2,455	\$2,182
Scopes 1 & 2 Market Based Financial Intensity Per \$1M of Revenue	4.6	4.0
Total Scopes 1, 2 & 3 Market Based Financial Intensity per \$1M in Revenue	52 MTCO _{2e}	44 MTCO _{2e}

GREENHOUSE GAS EMISSIONS (CONTINUED)

GHG Emissions by Region	2023		2022	
	Domestic (MTCO _{2e})	International (MTCO _{2e})	Domestic (MTCO _{2e})	International (MTCO _{2e})
Scope 1 Facilities Natural Gas	675	111	650	112
Scope 1 Facilities Refrigerants	319	38	143	39
Scope 1 Facilities Diesel	15	-	-	-
Scope 1 Vehicles	423	38	301	8
Scope 1 Planes	1,520	-	1,772	-
Total	2,952	187	2,866	159

	2023		2022	
	Domestic (MTCO _{2e})	International (MTCO _{2e})	Domestic (MTCO _{2e})	International (MTCO _{2e})
Gross Electrical Power Derived from Renewable Sources	975	27	883	195

Electrical Power by Region	2023		2022	
	Domestic (MWh)	International (MWh)	Domestic (MWh)	International (MWh)
Electrical Power - Facilities	24,829	1,560	19,407	1,688
Electrical Power - Vehicles	737	-	681	31
Total	25,566	1,560	20,088	1,719

GREENHOUSE GAS EMISSIONS (CONTINUED)

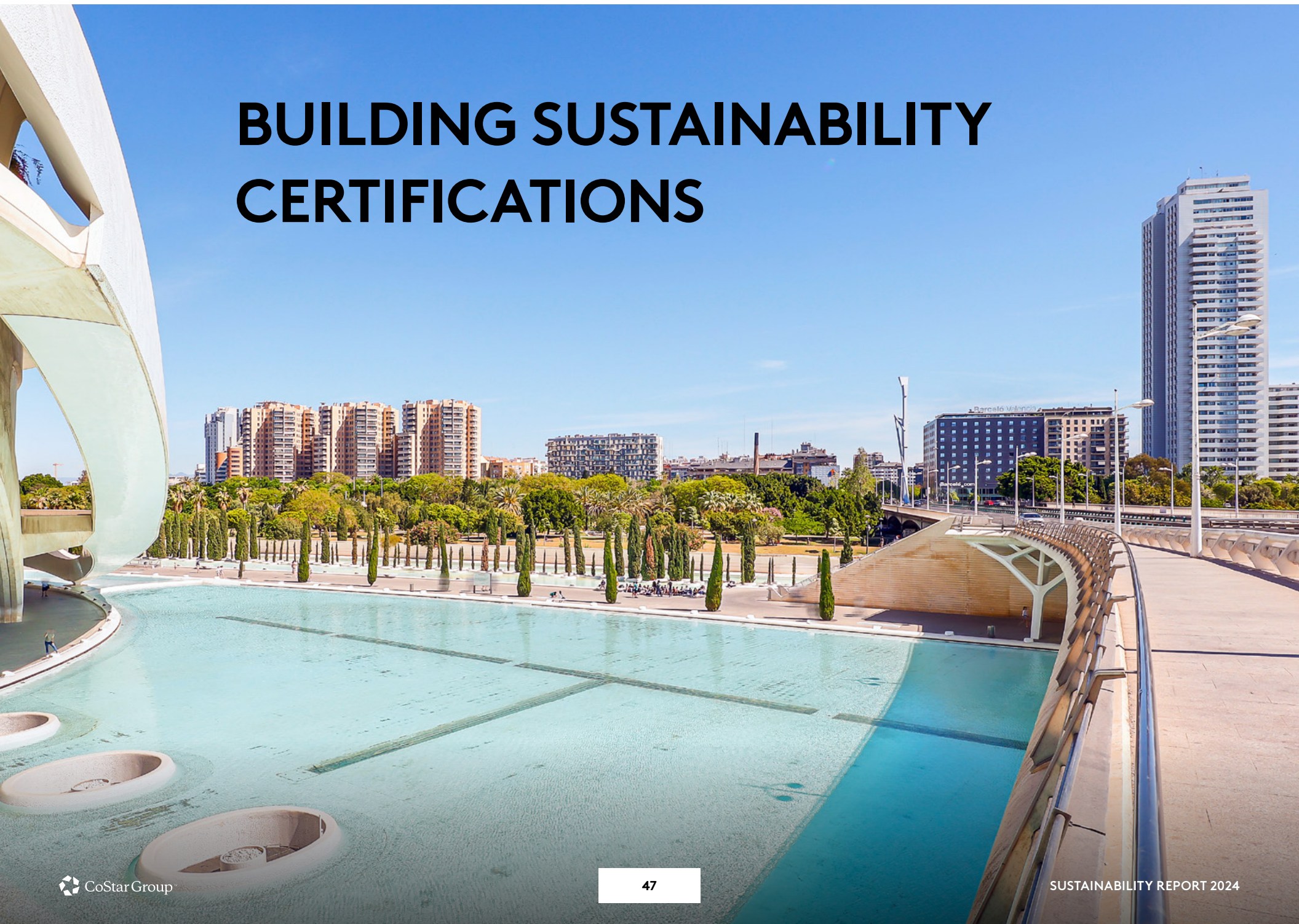
	2023		2022	
	Domestic	International	Domestic	International
Energy Derived from Non-Renewable Sources by Region				
Electricity (non-renewable)	24,519	1,533	21,840	1,524
Steam	81	-	34	-
Diesel	60	-	-	-
Jet fuel	6,237	-	7,271	-
Gasoline (MWh)	2,744	266	2,009	54
Natural gas (MWh)	3,725	611	3,460	597
Total	37,366	2,410	34,614	2,175

Waste Emissions - Scope 3: Category 5	2023 (MTCO _{2e})	2022 (MTCO _{2e})
Domestic	477	530
International	80	88
Total	557	618

DIVERSE SUPPLIER SPEND

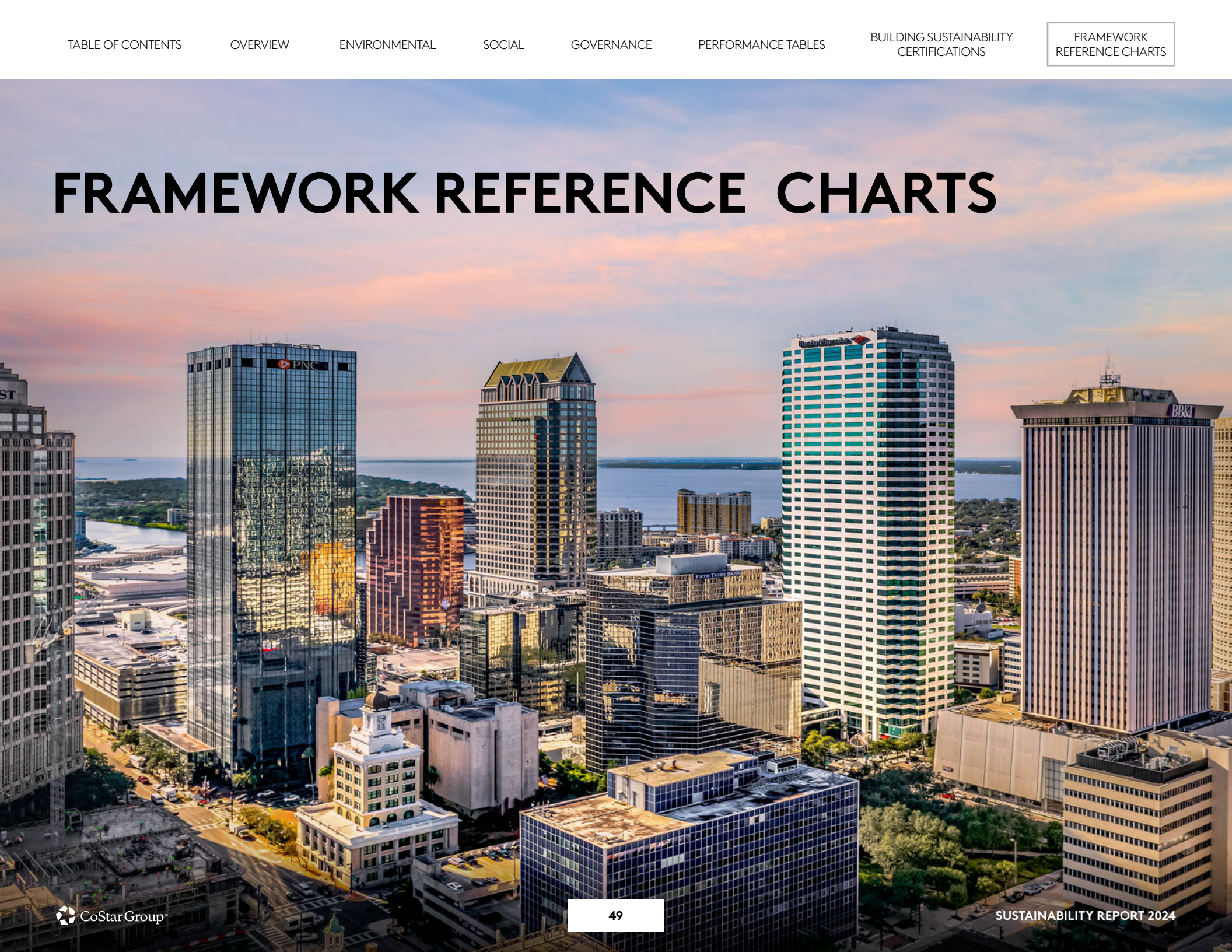
	2023
Veteran Owned	\$5 Million
Women Owned	\$5 Million
Local/Small Business	\$38 Million
Minority Owned	\$1 Million
Total	\$49 Million

BUILDING SUSTAINABILITY CERTIFICATIONS



City	State	SF Occupied	LEED Base Building	Energy Star	BREEAM Rating	LEED Interiors
Phoenix	AZ	4,122	Platinum	Yes		
Sacramento	CA	3,753	Gold	Yes		
Los Angeles	CA	17,361	Platinum	Yes		Gold
San Francisco	CA	24,582	Platinum	Yes		Gold
San Diego	CA	36,241	Platinum			Platinum
Irvine	CA	41,301	Gold			
Irvine-Spectrum	CA	114,000	Pending LEED Gold			Pending LEED Gold
Toronto	Canada	15,773	Gold			
Denver	CO	6,558	Gold	Yes		
Washington	DC	169,089	Gold	Yes		Platinum
Tampa	FL	2,701	Gold			
Orlando	FL	3,352		Yes		
Fort Lauderdale	FL	4,766	Gold			
Miami	FL	6,133	Gold			
Atlanta	GA	82,005	Gold	Yes		Platinum
Chicago	IL	12,099	Gold	Yes		
Boston	MA	25,236	Gold	Yes		Platinum
Minneapolis	MN	4,502	Gold	Yes		
Charlotte	NC	4,114	Gold	Yes		
Florham Park	NJ	6,049	Certified			
New York	NY	11,644	Gold	Yes		
Cincinnati	OH	3,104	Gold			
Portland	OR	3,311	Gold			
Pittsburgh	PA	4,665	Certified			
Philadelphia	PA	6,107	Silver	Yes		
Houston	TX	5,820	Gold	Yes		
Austin	TX	11,362	Gold			
Manchester	UK	2,252			Excellent	
London	UK	6,979			Very Good	
London	UK	23,063			Excellent	
Seattle	WA	7,415	Platinum	Yes		
Arlington	VA	552,279	Platinum	Yes		
Richmond	VA	755,000	In development. Targeted for LEED Platinum.			

FRAMEWORK REFERENCE CHARTS



GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	101	1	Stakeholders	See discussion of Materiality Assessment
Universal Standards	General Disclosures	101	2	Report	ESG Report
Universal Standards	General Disclosures	102	1-7	Company Information	See 10-K, Business Overview
Universal Standards	General Disclosures	102	8	Employee vs Contractors	See table
Universal Standards	General Disclosures	102	14	CEO Statement	See Letter from CEO
Universal Standards	General Disclosures	102	16	Company Values	See Mission Statement
Universal Standards	General Disclosures	102	17	Mechanisms for Ethical Concerns	See Governance - Employee Code of Conduct
Universal Standards	General Disclosures	102	18	Governance Structure	See Proxy
Universal Standards	General Disclosures	102	19-20	ESG Governance	ESG initiatives are directly overseen by CoStar's executive leadership and the Board of Directors

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	102	21	Consulting Stakeholders	See discussion of Materiality Assessment
Universal Standards	General Disclosures	102	22-23	Composition of Board	See Proxy
Universal Standards	General Disclosures	102	24	Nominating and selecting Board	See Nominating and Corporate Governance Committee Charter
Universal Standards	General Disclosures	102	25	Conflicts of interest	Our Audit Committee reviews related party transactions and they are disclosed per SEC rules in our Proxy Statement on page 23-24. None of our executive officers are directors of any companies in which our directors serve as executive officers.
Universal Standards	General Disclosures	102	26-27, 29,31-32	ESG Management and Oversight	The board oversees and periodically reviews our policies, programs and annual report related to environmental sustainability, social responsibility, and governance as well as our participation as a global corporate citizen.
Universal Standards	General Disclosures	102	35-37	Remuneration	See Proxy page 22 on the process for determining compensation of our board. See page 33-36 for the process for determining compensation for our executive officers and independent consultants involved.

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	102	38	Annual total compensation ratio	See Proxy page 72
Universal Standards	General Disclosures	102	40, 42-43	Stakeholders	See discussion of Materiality Assessment
Universal Standards	General Disclosures	102	41	Collective bargaining	As of 12/31/23, none of our employees are covered by a collective bargaining agreement.
Universal Standards	General Disclosures	102	45	Entity list	See 10-K Exhibit 21.1
Universal Standards	General Disclosures	102	45	Report topics	See discussion of Materiality Assessment
Universal Standards	General Disclosures	102	50	Reporting date and period	The reporting period is from 2023.
Universal Standards	General Disclosures	102	51	Date of most recent report	2022
Universal Standards	General Disclosures	102	52	Reporting cycle	Annual
Universal Standards	General Disclosures	102	53	Contact point for questions regarding the report	investorrelations@costar.com

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	102	54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with GRI Standards: Core Option.
Universal Standards	General Disclosures	102	55	GRI Content Index	https://www.globalreporting.org/standards
Universal Standards	General Disclosures	102	56	External assurance	CoStar has engaged Cameron-Cole as an independent third party to provide limited assurance on our report's accuracy and completeness. The scope of this review includes our Scope 1 and Scope 2 GHG emissions and Scope 3 GHG emissions related to business travel and employee commuting. Due to the tight time-frame, their report will be issued in April or May, which will be disclosed in our CDP Questionnaire later this year.
Economic	Economic Performance	201	1	Direct economic value	Form 10-K
Economic	Economic Performance	201	3	Defined benefit plan obligations	Form 10-K
Economic	Economic Performance	201	4	Government assistance	CoStar did not receive any financial assistance from the government in 2023.
Economic	Market Presence	202	1	Ratios of entry level wage by gender compared to local minimum wage	See Pay Gap Analysis

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Economic	Indirect Economic Impacts	203	2	Significant indirect economic impacts	See Social section - Philanthropy and Talent Recruitment and Development
Economic	Anti-Corruption	205	1	Risks related to corruption	See 10-K - Item 1A . Risk Factors, See also Cybersecurity section.
Economic	Anti-Corruption	205	2	Communication and training	See Training and Governance Sections. See also Employee Code of Conduct , Supplier Code of Ethics , Modern Slavery Statement .
Economic	Anti-Corruption	205	3	Confirmed incidents of corruption	We are not aware of any allegations of violations or violations of anti-corruption laws in 2023 by CoStar.
Economic	Anti-competitive Behavior	206	1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We are not aware of any allegations of anti-competitive behavior or violations of anti-trust or monopoly laws in 2023 by CoStar.
Economic	Approach to tax	207	1	Approach to tax	See 10-K - FN12 Income Taxes .
Economic	Tax governance, control and risk management	207	2	Tax strategy and assurance	See 10-K - Report of Independent Registered Public Accounting Firm
Environment	Energy Consumption	302	1	Energy consumption within organization	See Environmental section and Performance Tables .
Environment	Energy Consumption	302	2	Energy consumption outside organization	See Environmental section and Performance Tables .

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Environment	Energy intensity	302	3	Energy Intensity	See Environmental section and Performance Tables .
Environment	Emissions	305	1-3	Scopes 1, 2 & 3 GHG emissions	See Environmental section and Performance Tables .
Environment	Emissions	305	4	GHG Intensity	See Environmental section and Performance Tables .
Environment	Waste	306	1-3	Waste generation	See Environmental section and Performance Tables .
Environment	Environmental Compliance	307	1	Non-Compliance	We are not aware of any allegations of violations or violations of environmental laws or regulations by CoStar and we have not incurred environmental fines or sanctions in 2023.
Social	Employment	401	1	New employee hires and employee turnover	See New Hire table & EE turnover table
Social	Employment	401	2	Full time EE benefits (v temp/ part time)	See Benefits table
Social	Employment	401	3	Parental Leave	See Parental Leave table
Social	Occupational Health & Safety	403	1	OH&S System	See Health & Safety section

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Social	Worker training	403	5	Worker training on OH&S	See Health & Safety section
Social	Workers covered by OHS	403	8	Workers covered by OH&S system	See Health & Safety section
Social	Work-related injuries	403	9-10	Work-related injuries & ill health	See table
Social	Training & Education	404	1	Average hours of training per year per employee	See Training & Education section
Social	Programs for upgrading employee skills	404	2	Programs for upgrading employee skills and transition assistance programs	See Training & Education section
Social	% of employees receiving regular performance reviews	404	3	Percentage of employees receiving regular performance and career development reviews	See Training & Education section
Social	Diversity and Equal Opportunity	405	1	Diversity of governance bodies and employees	See DEI section , See EEO1 table , See Age table
Social	Diversity and Equal Opportunity	405	2	Ratio of basic salary and remuneration of women to men	See table
Social	Forced or Compulsory Labor	409	1	Risk in Operations and Suppliers	See Modern Slavery Statement & Supplier Code of Conduct

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Social	Security Practices	410	1	Trained Security Personnel	See Human Rights Policy
Social	Human Rights Assessment	412	1	Operations subject to human rights assessment	See Human Rights Policy and Employee Code of Conduct
Social	Local Communities	413	1	Local community development programs	See Philanthropy section
Social	Marketing and Labeling	417	1	Customer Privacy	See https://www.costar.com/about/privacy-notice
Social	Socioeconomic Compliance	419	1	Non-compliance with laws and regulations in the social and economic area	We are not aware of any allegations of violations or violations of social or economic laws or regulations by CoStar in 2023.

SASB INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Environment	Energy	TC-SI-130	a.1	Total energy consumed; percentage grid electricity; percentage renewable; energy intensity	See Environmental section
Environment	Energy	TC-SI-131	a.3	Description of the integration of environmental considerations into strategic planning for data center needs	See Environmental section
Social	Customer Privacy	TC-SI-220	a.1	Description of policies and practices relating to behavioral advertising and user privacy	See Data Privacy section
Social	Customer Privacy	TC-SI-221	a.2	Number of users whose information is used for secondary purposes	See Data Privacy section
Social	Security Practices	TC-SI-230	a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards; number of data breaches	See Cybersecurity section
Social	Opportunity	TC-SI-330	a.2	Employee engagement as a percentage	See Employee Engagement section
Social	Opportunity	TC-SI-331	a.3	Percentage of gender and racial/ethnic group representation for management, technical staff and all other employees.	See EEO-1
Economic	Anti-competitive behavior	TC-SI-520	a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None.
Economic	Economic Performance	TC-SI-550	a.2	Description of business continuity risks related to disruptions of operations	See Form 10-K, Item 1A. Risk Factors

We realize this is not a complete SASB index for our industry. Since we are a GRI reporter as well, we decided to include relevant topics from our industry SASB index.



ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2024

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