



# CORPORATE RESPONSIBILITY REPORT 2025



CoStar Group™



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# OVERVIEW



# LETTER FROM OUR FOUNDER & CEO

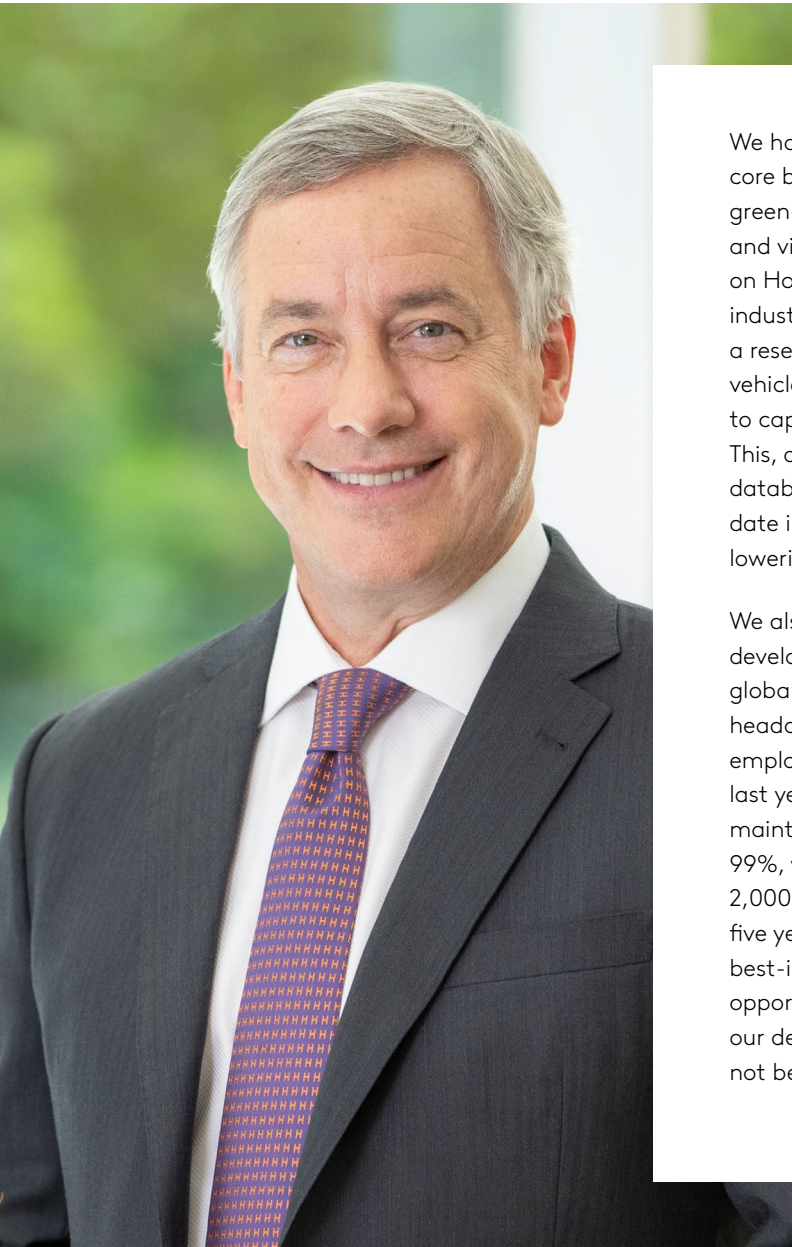
I am pleased to share with you our Corporate Responsibility Report. CoStar Group remains committed to efforts that drive positive impact and thoughtful governance. We recognize the importance of these initiatives in fostering a more inclusive, efficient, and transparent organization – one that our global workforce is proud to be a part of.

Over the last year, we've worked closely with the Carbon Disclosure Project and are proud to report we raised our score to a B-, which is in line with or ahead of our peers. We gained approval of our targets with the Science-Based Targeting initiative and achieved the required reductions for Scopes 1 & 2 for 2024 off of our 2023 baseline. We look forward to continued reporting of our progress in the years ahead. As part of our commitment, this year marks our first time reporting with the Task Force on Climate-related Financial Disclosures, which helps us to measure and evaluate our climate risks and opportunities. This report will provide an update to our regular metrics reporting, with a comprehensive report issued biennially. We're dedicated to making business decisions that prioritize our people, communities, and shareholders through meaningful corporate responsibility initiatives.

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 have extended these measures to each of our core businesses, including the ability to search for green-rated buildings on our flagship CoStar product and viewing environmental information in listings on Homes.com, a practice we expect to become industry standard over time. As part of this, we deploy a research fleet of eco-friendly hybrid and electric vehicles that use our electric charging infrastructure to capture property information and photography. This, alongside virtual tours by Matterport, ensures our databases and marketplaces have the most up-to-date information and saves a trip for consumers, thus lowering avoidable emissions.

We also continue to make progress across professional development initiatives. Our workforce spans 6,550 global employees, an increase of 9.6% from our headcount at the end of last year. In all, 1,040 employees grew into new roles within the company last year, which includes 826 promotions. We maintained an average monthly retention rate of 99%, with an average tenure of 4.4 years and over 2,000 people who've been with the company for five years or more. We are proud to offer access to best-in-class training programs and mentorship opportunities that support the professional growth of our dedicated team. Without them, our work would not be possible.

We consistently evaluate our office space to ensure we're prioritizing efficiency, productivity, and sustainability. In the first quarter of 2025, we successfully moved into our new global headquarters in Arlington, Virginia, a LEED Platinum office building that is home to 560 employees across our core businesses. In Richmond, construction is well underway on our major one million square-foot campus development along the James River, which will attain LEED Net Zero and WELL Platinum certifications, two of the highest designations in real estate sustainability. Once complete in May 2026, the campus will be nearly at capacity, with 3,500 employees.

As we continue to execute on our mission to digitize the world's real estate, our commitment to creating an inclusive environment and becoming a leader on corporate responsibility initiatives is paramount to our success as a company. 2024 was a year of strong growth for the company and is one that we're looking to replicate throughout 2025. I'm grateful for all that we've accomplished this year and am excited for what the future holds.

A handwritten signature in blue ink, consisting of a stylized, cursive 'A' followed by a horizontal line that extends 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.

## 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.

## 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.

## 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.

## 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

We 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.

## 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.

## 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.

## 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.

## BE COLLABORATIVE

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



## 2024 BY THE NUMBERS



# 16%

EMPLOYEES MOVED TO  
NEW ROLES INTERNALLY



# 80%

OVERALL ENGAGEMENT SCORE

# 99%

AVERAGE MONTHLY  
EMPLOYEE  
RETENTION RATE

# 102K

METRIC  
TONS OF  
CO2E AVOIDED

Due to more than 25M unique virtual tours taken on our site, which avoided the need for in-person visits.\*



# 670+

ELECTRIC AND HYBRID  
RESEARCH FLEET VEHICLES



# \$4.5M

DONATED TO 130+ PARTNERS



# 66

AVERAGE  
TRAINING  
HOURS PER  
EMPLOYEE

# 116



VOLUNTEER EVENTS

20% increase over 2023



# INTRODUCTION

This is CoStar Group's first time reporting climate-related risks and opportunities following the guidelines provided by the Taskforce for Climate-related Financial Disclosures (TCFD). The climate-related risks and opportunities assessment conducted to prepare this report will be regularly updated to inform our business strategy and financial planning.





# GOVERNANCE



# GOVERNANCE

Disclose the organization's governance around climate-related risks and opportunities.

## A. Describe the Board's oversight of climate-related risks and opportunities.

CoStar Group's Board of Directors (the Board) considers various corporate responsibility topics, including climate risks and opportunities, as part of its oversight of our organization's strategy and risk management. In March 2023, the Board formally adopted oversight over corporate responsibility matters and committed to considering them at least annually.

Board members have experience in overseeing and managing corporate responsibility practices and initiatives. They bring knowledge in climate-related strategic planning, risk mitigation, and management to their roles at CoStar Group, providing oversight and advice relating to climate-related risks.

The Board encourages management to promote a corporate culture that incorporates risk management into our corporate strategy and day-to-day operations. The corporate governance principles for our Board and their committee charters can be found in the corporate governance documents section of our corporate website.

## B. Describe management's role in assessing and managing climate-related risks and opportunities.

The Chief Financial Officer (CFO) is the highest senior management-level position with responsibility for environmental issues. Their role includes assessing and managing climate-related risks and opportunities. The CFO informs the Board of matters related to corporate responsibility at least annually and as important matters arise. A corporate responsibility committee led by the Investor Relations team meets quarterly to inform the CFO of environmental issues. The controls and procedures used to assess and manage environmental issues are the same as those used to assess and manage other issues for our organization.







STRATEGY



# STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

## A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

CoStar Group has performed an analysis of the physical and transition risks and opportunities that may impact our company in the coming decades. Transition risks refer to risks associated with the global transition to a lower-carbon economy, encompassing disruptions due to changing policy/legal, technology, market, and reputational conditions. Physical risks refer to risks from physical hazards caused by climate change, including acute event-driven risks and chronic risks resulting from longer-term shifts in climatic patterns.

These risks are described in Table 1 (for physical risks) and Table 2 (for transition risks) below, which describe each type of risk and the potential residual impact of that risk on CoStar Group over short-, medium- and long-term time horizons given the likelihood of these risks materializing and existing risk mitigation factors in place. Table 3 includes details on several climate-related opportunities CoStar Group has identified, which are based on the feasibility of implementation over short-, medium-, and long-term time horizons, the level of effort required to realize each opportunity, and the maximum potential financial benefits associated with the opportunity.

## IMPACT RATINGS

Risk vs. Opportunity	Low	Moderate	Significant	Major
<b>Risks</b>	Low materiality, with financial implications managed as part of existing processes	Moderate materiality that may require additional mitigation actions	High materiality, likely to require significant shifts in business strategy or operational protocols	Critical materiality, essential to significantly pivot business, strategy, or financial planning
<b>Opportunities</b>	Low financial benefit, low feasibility, and/or high level of effort, resulting in a low priority opportunity to keep under consideration	A combination of feasibility and effort with resulting financial benefits that may be worth pursuing	A combination of feasibility and effort with resulting financial benefits that should be considered worth pursuing	High financial benefit, high feasibility, and/or low level of effort, resulting in a high priority opportunity for immediate implementation

## TIME HORIZONS

- **Short-Term:** 2024 – 2029
- **Medium-Term:** 2030 – 2035
- **Long-Term:** 2035 – 2050



# Table 1

## Physical Risks

The physical risks described in this table are the result of an analysis to evaluate the resilience and geographical risks that CoStar Group's assets face in the short-, medium-, and long-term. These physical risks were evaluated under three Intergovernmental Panel on Climate Change (IPCC) climate change scenarios: RCP8.5., RCP4.5., and RCP2.6. RCP8.5 is considered a worst-case scenario, in which emissions continue unabated. RCP4.5 is considered a "middle of the road" scenario, in which social, economic, and technological trends do not shift significantly from current patterns. RCP2.6 represents an outcome in which global trends gradually shift towards a more sustainable path.

The descriptions of physical risks below consider RCP8.5. or the worst-case scenario, across three time horizons. Regional data about each risk was applied to 71 offices and five data centers, and were assessed for both acute and chronic hazards, including wildfires, water stress, inland flooding, heatwaves, sea level rise, and cyclones/hurricanes.

Considering the worst-case scenario, the physical risks that are most relevant to CoStar Group's operations are water stress and hurricanes or cyclones, while heatwaves pose a moderate risk to CoStar Group across the three time horizons.

Risk Category	Risk Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating and Mitigating Factors
Wildfire Risk	Halted operations, repair costs, and increased insurance costs associated with wildfire damage to CoStar Group's facilities and operations.	Low	Low	Low	<p>The physical risk of wildfires is low for 93% of the primary CoStar Group facilities evaluated across the three time horizons. CoStar Group does not have a history of repercussions from wildfire events, given that wildfires are geographically concentrated.</p> <p>Because the risk of wildfires is so low across all time horizons, CoStar Group has not outlined specific management strategies to avert this risk.</p>
Flooding Risk	Damaged facilities and repairs caused by recurring flooding events.	Low	Low	Low	<p>CoStar Group's primary physical assets are largely not in areas at risk of flooding. 97% of evaluated facilities exhibited a low risk of flooding across all time horizons. CoStar Group has determined that irrigation systems and general infrastructure in leased spaces sufficiently mitigate the severity of expected impacts in the event of flooding.</p>

Risk Category	Risk Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating and Mitigating Factors
Heatwave	Energy shutdowns and increased procurement costs for cooling and resources.	Low	Low	Low	Heatwaves are likely to put strain on cooling and energy systems. Our analysis indicated that short-term risk is low, but 51% of facilities are at medium or high risk of heatwave exposure in the long term. Heat stress could raise the cost of cooling systems or lead to temporary shutdowns of data centers. However, CoStar Group's LEED-certified buildings are designed to be energy efficient, which will decrease system stress in the event of ongoing heatwaves.
Cyclone or Hurricane Risk	Increased costs associated with damages, repairs, or insurance costs and potential loss of productivity from CoStar Group's workforce if facilities are compromised by storms.	Low	Low	Low	36% of facilities are at medium or high risk of cyclone or hurricane exposure across all timeframes. Storm exposure is acute in nature and may demand immediate resources to resume normal operations. However, cyclone and hurricane exposure is concentrated geographically within certain regions and is unlikely to have simultaneous, widespread effects across CoStar Group's operations. CoStar Group does not have specific measures in place to mitigate the effects of major storms.
Water Stress	Increased procurement costs for cooling and sourcing water, and potential loss of productivity from CoStar Group's workforce.	Low	Moderate	Moderate	Of the evaluated facilities, 50% face a medium or high risk of water stress in the short-term and 73% in the long-term. Water stress is a chronic, rather than acute, risk suggesting a change in baselines (i.e., energy or water pricing) that will continue to affect CoStar Group's facilities.  Water stress is relevant to CoStar Group's data centers, which rely on water-intensive cooling systems. LEED-certified buildings include water-efficient fixtures, meaning that all CoStar Group's buildings that have received LEED certification are better equipped to operate normally under conditions of water stress.
Sea Level Rise	Increased repair and/or insurance costs from sea level rise affecting CoStar Group's facilities; and potential loss of productivity from CoStar Group's workforce.	Low	Low	Low	Because the likelihood of this physical hazard on CoStar Group's facilities is so low, CoStar Group has not developed specific mitigation plans for sea level rise.



## Table 2

### Transition Risks

These are the most relevant transition risks for CoStar Group based on peers' and sustainability leaders' disclosed risks, risks associated with CoStar Group's industry, and internal stakeholder engagement conducted as part of this climate-related risks and opportunities report.

Risk Category	Risk Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating and Mitigating Factors
Market	Supply chain disruptions that impact business operations	Low	Low	Low	<p>Because so much of CoStar Group's global operations depend on continuous access to data stored in data centers, if one or several data centers were to go offline for an extended period of time due to a climate-related event, there is potential for a significant loss of revenue.</p> <p>CoStar Group has data redundancies in place to mitigate the effects of a particular data center going offline, so interruptions at one location will have a minimal effect on CoStar Group's ability to continue operating. Furthermore, because CoStar Group relies on industry leaders with strong risk management practices in place for data services, the potential for data disruptions due to climate-related events is minimal. Additionally, CoStar Group's focus on the adoption of cloud-based data technologies enables flexibility and resilience in managing its data needs.</p> <p>The mitigating effect of working with industry leaders for data services was also recognized through stakeholder engagement performed as part of this climate-related risks and opportunities report.</p>

Risk Category	Risk Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating and Mitigating Factors
Market	Rise in energy costs related to business operations	Low	Low	Low	<p>CoStar Group has little control over the energy procured at the office spaces it leases, and most of its purchased electricity is currently derived from non-renewable sources. However, this risk is low over all time horizons as it's expected that CoStar Group will continue to grow and be able to absorb any increased costs related to energy.</p> <p>The likelihood of this risk is anticipated to increase over time as energy prices are expected to rise due to electricity markets being affected by increased power demand and more intense physical climate hazards.</p> <p>This risk will likely be somewhat mitigated in the future as CoStar Group develops a more in-depth renewable energy procurement plan that supports emissions reductions in line with achieving its recently validated science-based targets.</p> <p>This risk was also recognized by internal stakeholders through stakeholder engagement performed as part of this climate-related risks and opportunities report, including the potential for artificial intelligence (AI), which is currently very energy-intensive, to further increase demand for energy across many companies' operations.</p>
Technology	Upfront costs to transition to lower-emission technology	Low	Low	Low	<p>CoStar Group may face increased costs to transition to lower-emission technology if external stakeholder pressure to implement more sustainable practices and reduce emissions grows.</p> <p>This risk is largely mitigated by CoStar Group's efforts to integrate sustainability into its construction and leasing strategies. CoStar Group's Richmond campus, where a significant number of employees will be based, will be LEED platinum certified upon completion, and as such, additional costs to transition to lower-emission technology will be limited. Furthermore, the majority of CoStar Group's leased office footprint is also LEED certified or already has sustainable practices in place. So, sudden substantial costs related to installing lower-emission technology being passed through from leasing companies are unlikely.</p> <p>This risk has also not yet materialized for CoStar Group based on feedback received as part of stakeholder engagement conducted for this report.</p>



Risk Category	Risk Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating and Mitigating Factors
Policy & Legal	Increased pricing of greenhouse gas emissions	Low	Low	Low	Due to the low emissions intensity of CoStar Group and its industry, CoStar Group will be largely shielded from substantial costs related to potential future carbon pricing. This is supported by an exploratory carbon pricing transition risk scenario analysis (see “Carbon Pricing Scenario Analysis” for additional details).
Policy & Legal	Exposure to climate-related regulations	Low	Low	Low	The severity of this risk is low primarily due to CoStar Group’s existing sustainability initiatives and reporting, including annually measuring its greenhouse gas emissions, disclosing to CDP, and the completion of this climate-related risks and opportunities report. CoStar Group is prepared to comply with climate-related regulations as they’re put into law or the organization becomes in scope of existing legislation.
Reputation	Changing stakeholder expectations	Low	Low	Low	Per the description of potential impact and mitigation measures in place under “Exposure to climate-related regulations” above, CoStar Group is well placed to respond to either increasing or decreasing pressure from external stakeholders on sustainability performance based on its existing disclosures and recently validated science-based emissions reduction targets. Furthermore, as part of our new Richmond campus, we are also engaging with the City of Richmond to provide additional sustainable commuting options to CoStar Group’s employees and other Richmond, VA area residents.
Reputation	Failure to achieve climate-related targets	Low	Moderate	Low	<p>There is potential for CoStar Group to lose some clients if the company does not meet its recently validated science-based emissions reduction targets. Based on the supplier and customer climate maturity analysis performed as part of this report (see “Supplier and Customer Climate Maturity Analysis” for additional details), several of CoStar Group’s top customers have above-average climate maturity and, as such, may impose supplier requirements on CoStar Group’s sustainability performance. This could lead to key clients choosing equivalent services from CoStar Group’s competitors if CoStar Group is unable to meet these requirements.</p> <p>The potential impact on CoStar Group rises to “Moderate” in the medium term because of its supplier engagement target. Achieving this target is highly dependent on actions from suppliers, which CoStar Group has limited control over.</p> <p>CoStar Group expects this risk will be largely mitigated across all time horizons as it is developing an implementation plan to stay on track with needed emissions reductions.</p>

## Table 3

### Climate-Related Opportunities

Here are the most relevant climate-related opportunities for CoStar Group based on peers' and sustainability leaders' disclosed opportunities, opportunities associated with CoStar Group's industry, and internal stakeholder engagement conducted to prepare this report.

Opportunity Category	Opportunity Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating
Resource Efficiency	Improved resource efficiency of operations	Moderate	Moderate	Moderate	<p>This opportunity is associated with the potential for savings over time as CoStar Group continues to prioritize energy efficiency measures in its owned and leased locations:</p> <ul style="list-style-type: none"> <li>· LED lighting, installing occupancy sensors, and controlling lights and HVAC systems through a building management system</li> <li>· Increased use of more fuel-efficient and electric modes of transport in CoStar Group's fleet of vehicles</li> <li>· Use of lower-emission sources of energy</li> </ul> <p>CoStar Group anticipates that this opportunity will have a moderate impact over all time horizons for the following reasons:</p> <ul style="list-style-type: none"> <li>· Resource efficiency is already integrated into CoStar Group's construction of its own offices as well as its leasing strategy. Realizing this opportunity will require minimal additional effort. This was supported by feedback from internal stakeholders gathered as part of stakeholder engagement for this report</li> <li>· CoStar Group's energy use is relatively low compared to other industries, so potential savings from increased energy efficiency are limited</li> <li>· The majority of CoStar Group's office footprint is in leased locations, where significant pass-through savings from leasing companies implementing resource efficiency measures are unlikely</li> <li>· CoStar Group is taking steps to procure additional electric transportation options, including buses and on-site electric vehicle chargers, for employees in Richmond, further reducing the energy intensity of employee commuting</li> </ul>



Opportunity Category	Opportunity Description	Short-Term Impact	Medium-Term Impact	Long-Term Impact	Rationale for Impact Rating
Products & Services	Development of new climate-related products or services	Low	Low	Low	<p>This opportunity is associated with the creation of new climate-related products and services to meet customers’ demand for them. This can generate revenue for CoStar Group with existing and new clients as well as boost the organization’s reputation. This could include more detailed flood, wildfire, and climate data in existing CoStar Group products as well as critical infrastructure data to help commercial real estate developers make better site decisions for projects based on environmental factors.</p> <p>CoStar Group anticipates that this opportunity will have a low impact over all time horizons for the following reasons:</p> <ul style="list-style-type: none"><li>· CoStar Group has already implemented some climate-related risk data products and services. Improving and creating new climate risk data products and services is assumed to entail moderate effort as there is already a foundation for these products</li><li>· It is assumed that there will be a higher demand for climate risk data in the real estate sector as the severity of physical hazards increases due to climate change</li><li>· Despite the relatively low level of effort required to realize this opportunity, CoStar Group does not anticipate that additional revenue driven entirely by customer demand for climate-related products and services will generate a significant amount of new customers and increase revenue by a significant magnitude</li></ul>

## B. Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.

The potential impact of climate-related risks guides our workplace strategy and data center procurement. We plan to select sites that are at low risk of physical hazards. For our leased offices, we prioritize buildings with sustainability certifications (i.e., LEED, Energy Star, BREEAM). We also support our owned locations in achieving sustainability credentials. Our expanded campus in Richmond is designed to be LEED Net Zero and WELL Platinum certified. To support LEED Net Zero designation, we plan to source renewable energy through a power purchase agreement with a local energy provider and build photovoltaic panels (PV) in the building's facade, canopies, and rooftops. The PV panels are expected to collect 1,300 megawatt-hours of energy, which will be used directly for building needs and to power electric vehicle chargers on-site. For data centers, we mainly use co-location facilities and work with partners that power their sites with 100% renewable energy. Changes in the potential severity of identified climate-related physical hazards at our data center locations will influence our data storage strategy.

Climate-related risks have had a minimal impact on CoStar Group to date, and as such, consideration of how to best address potential risks to CoStar Group's business, strategy, and financial planning going forward is an ongoing process.

## C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

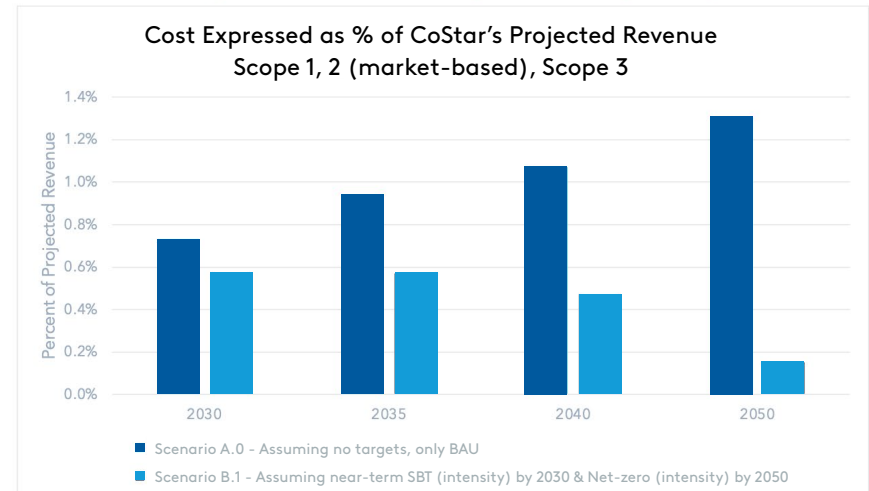
### CARBON PRICING SCENARIO ANALYSIS

As part of this climate-related risks and opportunities report, CoStar Group has conducted an exploratory analysis of the potential financial magnitude of the implementation of carbon prices. This analysis was based on carbon prices from the Net Zero 2050 scenario provided by the International

Energy Agency (IEA), which serve as a proxy for potential future legal and policy changes that include a price on carbon. Two different options were explored as worst-case and best-case scenarios, with projections based on CoStar Group's 2023 emissions, revenue, and gross profit. In the worst-case scenario, CoStar Group's emissions continue to rise in line with its current emissions intensity as its revenue grows. While in the best-case scenario, CoStar Group's emissions decrease over time in line with its intensity-based emission reduction targets. These scenarios both assume that all costs associated with carbon pricing related to Scope 3 emissions are passed through from suppliers to CoStar Group.

In the worst-case scenario, CoStar Group's exposure to carbon prices in 2050 would constitute approximately 1.3% of its projected 2050 revenue, with this amount decreasing to 0.2% of projected 2050 revenue in the best-case scenario. Based on these results and its overall low emissions intensity compared to other industries, CoStar Group does not anticipate significant financial effects related to carbon pricing. The percentage of revenue that would be subject to carbon pricing from 2030 to 2050 is captured in Chart 1 below.

Chart 1: Financial Implications of Carbon Pricing as a Percentage of Projected Revenue





## SUPPLIER AND CUSTOMER CLIMATE MATURITY ANALYSIS

In 2024, CoStar Group performed an analysis of the climate maturity of our top five key suppliers and customers to understand our exposure to other upstream and downstream climate-related transition risks. Suppliers and customers were selected based on their strategic importance to CoStar Group's operations and sales and were assessed across seven criteria, including their level of climate disclosure aligned with the TCFD framework, the existence and ambition of their emissions targets, and the overall emissions intensity of their industry. Higher supplier maturity is associated with reduced risk of pass-through costs linked to carbon pricing, reduced risk of climate-related business disruption within our supply chain, and heightened opportunities for engagement on climate issues. Higher customer maturity is a signal of market stability and business continuity as regulations and markets increase stakeholder expectations of corporate climate disclosure and action. However, high customer maturity is also associated with heightened expectations on our climate performance, which could potentially increase reputational or market-based risks.

Overall, CoStar Group's exposure to transition risks related to our suppliers and customers is limited. Most suppliers had a moderate level of disclosure and ambition in addressing climate change. And, given the mitigating factors for potential supply chain disruptions described in Table 2 above, we do not anticipate significant transition risks related to our suppliers. Several of CoStar Group's customers have a higher-than-average climate maturity compared to the full sample set of suppliers and customers. However, any risks associated with increased expectations from customers on climate action are largely mitigated based on the factors described in Table 2 above, namely CoStar Group's commitment to annual disclosure of greenhouse gas emissions, disclosure to CDP, and our recently approved science-based emissions reduction targets.







# RISK MANAGEMENT



# RISK MANAGEMENT

Disclose how the organization identifies, assesses, and manages climate-related risks.

## A. Describe the organization's processes for identifying and assessing climate-related risks.

CoStar Group conducted its first climate-related risks assessment in preparation for this inaugural TCFD-aligned report. This included understanding physical and transition risks that could impact our operations. We will continue to identify potentially material climate-related risks as they arise.

Our Finance Team measures the current and anticipated effects of climate-related risks on financial performance and expected cash flow through historical data analysis and climate-related expense tracking. The financial materiality of climate risks is measured through revenue and profitability loss as well as the magnitude of related regulatory compliance requirements.

## B. Describe the organization's processes for managing climate-related risks.

CoStar Group's management team is responsible for identifying risk and risk controls related to significant business activities and developing programs and recommendations to determine the sufficiency of risk identification, the balance of potential risk to potential reward, and the appropriate way to control risk. Management, typically the CFO or General Counsel, periodically discusses with the Board or appropriate Board committee the significant voluntary and involuntary risks that CoStar Group faces and how CoStar Group seeks to control risk if and when appropriate. When appropriate, other members of management provide information to the Board or appropriate Board committees with respect to a specific area of potential risk and how CoStar Group manages or seeks to control the identified risk.



The CFO is responsible for managing climate-related risks. They inform the Board of potentially material climate risks at least annually and as they arise. A corporate responsibility committee led by the Investor Relations team supports the CFO with identifying and assessing the magnitude of climate risks. This committee meets as needed to discuss relevant environmental issues for CoStar Group, which can include climate-related risks and opportunities.

We use divisional budgets and investments to resource activities that help us adapt to climate-related issues. We will develop other adaptation strategies as well as mitigation measures as they become relevant to our operations.

## C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

The controls and procedures we use to assess and manage environmental issues, including those that are climate-related, are the same as those used to assess and manage other issues. We are exploring how best to integrate climate risks into our overall Enterprise Risk Management process.



# METRICS & TARGETS





# METRICS & TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

## A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

CoStar's annual GHG emissions and recently approved science-based targets (see section C below) form the basis of the metrics we use to assess climate-related risks, along with periodic updates of our physical and transition risk scenario analysis as needed. CoStar is also exploring methods for more detailed tracking of metrics related to the opportunities disclosed in this report.

## B. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

To the right and below are CoStar Group's historical emissions calculated to date. Based on feedback from the Science-Based targets initiative, we have deemed emissions from Category 11 Use of Sold Products (previously reported for 2023) as immaterial.

## C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

In March 2025, CoStar Group's science-based emission reduction targets were officially approved by the Science-Based Targets Initiative (SBTi). CoStar Group recognizes the urgency of climate action and the importance of rapid and deep emission cuts. These targets represent our commitment to doing our part to mitigate

	2024	2023	2022
<b>Scope 1</b>			
Natural Gas - Facilities	786	786	762
Diesel - Facilities	6	15	0
Vehicle Fuels	4,321	2,005	2,081
Refrigerant Leakage	597	357	182
<b>Sub-Total Scope 1</b>	5,710	3,163	3,025
<b>Scope 2</b>			
Electricity Facilities (Location-based)	7,790	7,820	7,173
Electricity Facilities (Market-based)	4,746	7,843	6,890
Steam - Facilities	23	18	8
Electric Vehicles (Location-based)	159	241	241
Electric Vehicles (Market-based)	172	242	241
<b>Sub-Total Scope 2 (Location-based)</b>	7,972	8,079	7,422
<b>Sub-Total Scope 2 (Market-based)</b>	4,941	8,103	7,139

	2024	2023	2022
<b>Scope 3</b>			
<b>Category 1: Purchased goods and services</b>	66,183	60,385	51,885
<b>Category 2: Capital goods</b>	104,893	34,627	15,207
<b>Category 3: Fuel- and energy-related activities</b>	4,542	3,003	3,660
<b>Category 4: Upstream transportation and distribution</b>	511	381	1,785
<b>Category 5: Waste generated in operations</b>	1,047	558	578
<b>Category 6: Business travel</b>	7,637	9,184	6,292
<b>Category 7: Employee commuting (incl. Teleworking)</b>	11,602	8,667	8,817
<b>Sub-Total Scope 3</b>	196,415	116,805	88,224
<b>Total Scope 1 &amp; 2</b>			
<b>Total (Location-based)</b>	13,682	11,242	10,447
<b>Total (Market-based)</b>	10,651	11,266	10,164
<b>Total Scopes 1, 2 &amp; 3</b>			
<b>Total (Location-based)</b>	210,097	128,047	98,671
<b>Total (Market-based)</b>	207,066	128,071	98,388

the worst effects of climate change. They will also form the basis of our tracking of climate-related risks. CoStar Group is also exploring methods for more detailed internal targets related to the opportunities disclosed in this report.

- **Overall Net-Zero Target:** CoStar Group commits to reaching net-zero greenhouse gas emissions across the value chain by 2050.
- **Near-Term Targets:** CoStar Group commits to reducing absolute scopes 1 and 2 GHG emissions by 54.6% by 2033 from a 2023 base year. We also commit to reducing scope 3 GHG emissions from capital goods by 61.1% per USD value added within the same timeframe. And, we further commit that 75.3% of our suppliers by spend covering purchased goods and services will have science-based targets by 2029.
- **Long-Term Targets:** CoStar Group commits to reducing absolute scopes 1 and 2 GHG emissions by 90% by 2050 from a 2023 base year. CoStar Group also commits to reducing scope 3 GHG emissions by 97% per USD value added within the same timeframe.
- **Achievements:** CoStar Group has achieved the required reduction to meet our science-based target for Scopes 1 and 2 emissions. This 5.5% reduction was achieved primarily through the sourcing of additional renewable energy via renewable energy certificates (RECs).

Our percentage of suppliers by spend with science-based targets was 13.9% in 2023, which increased to 20% in 2024. We will continue to work with our most critical suppliers to encourage the adoption of science-based emission reduction targets.

In 2023, our capital goods intensity per dollar of value added was 0.000016 MTCO<sub>2</sub>e per dollar of value added, which increased to 0.000048 MTCO<sub>2</sub>e per dollar of value added in 2024. This is primarily due to increased construction costs for our Richmond campus, and we anticipate that this intensity will decrease in future years once the Richmond site is completed.





# 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	2,027	0.1%	13.3%	14.9%	6.6%	0.2%	3.5%	2.0%	59.4%
Male	3,721	0.0%	14.1%	10.6%	7.1%	0.1%	3.0%	2.3%	62.8%
Undisclosed	14	0.0%	7.1%	0.0%	7.1%	0.0%	0.0%	50.0%	35.7%
Total	5,762	0.1%	13.8%	12.1%	6.9%	0.2%	3.1%	2.3%	61.5%

### Age

Region	Total	20-29	30-39	40-49	50-59	60+	Undisclosed
US	5,762	26.2%	35.0%	22.5%	12.8%	3.5%	0.0%
International	789	25.3%	36.8%	25.1%	10.4%	2.4%	0.0%
Total	6,551	26.1%	35.2%	22.8%	12.5%	3.4%	0.0%

### Contractor vs Employee

	2024	2023
Employee	6,551	6,176
Contractor	61	315
Total	6,612	6,491

### Leadership

	Total	Female	Male	LGBTQIA+
Board of Directors	8	4	4	2
Executive Leadership	9	2	7	0



## 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	2,027	3,721	14	2	1	0	270	524	1	302	393	0	134	265	1	5	4	0	70	111	0	40	87	7	1,204	2,336	5
Executive/ Senior Level Officials & Managers	22	81	0	0	0	0	1	6	0	0	3	0	0	5	0	0	0	0	0	0	0	2	0	21	65	0	
First/Mid-Level Officials & Managers	281	690	1	0	1	0	29	104	0	28	40	0	11	41	0	0	0	0	7	12	0	3	16	0	203	476	1
Professionals	1,028	1,921	9	1	0	0	214	380	1	146	214	0	58	132	0	3	2	0	35	65	0	22	48	5	549	1,080	3
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	414	829	3	1	0	0	13	23	0	36	77	0	29	69	0	1	2	0	11	25	0	6	19	2	317	614	1
Administrative Support Workers	282	200	1	0	0	0	13	11	0	92	59	0	36	18	1	1	0	0	17	9	0	9	2	0	114	101	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	338	448	3	35	41	0	14	8	0	12	19	1	7	8	0	175	223	2	95	149	0
Executive/Senior Level Officials & Managers	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	4	2	0
First/Mid-Level Officials & Managers	47	85	0	5	5	0	0	0	0	1	1	0	0	2	0	30	40	0	11	37	0
Professionals	160	225	2	18	25	0	6	3	0	6	13	0	5	3	0	87	118	2	38	63	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	74	104	0	7	8	0	3	3	0	3	5	0	0	3	0	34	48	0	27	37	0
Administrative Support Workers	53	27	1	5	3	0	5	2	0	2	0	1	2	0	0	24	12	0	15	10	0
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	1,412	42.9%	31.6%	13.5%	9.8%	2.1%	0.1%
International	145	44.1%	33.8%	16.6%	4.1%	1.4%	0.0%

### Gender

Region	Total	Female	Male	Undisclosed
US	1,412	33.8%	65.9%	0.3%
International	145	43.4%	55.2%	1.4%

### 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%	12.7%	14.0%	7.4%	0.1%	4.2%	2.5%	58.9%



## EMPLOYEE RETENTION

### Age

Year	Average	20-29	30-39	40-49	50-59	60 and over
2024	87.8%	83.8%	88.4%	91.4%	89.3%	83.4%
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%

### Gender

Year	Female	Male
2024	86.3%	88.7%
2023	88.9%	90.7%
2022	80.7%	82.2%

### 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
2024	87.9%	45.5%	90.8%	87.2%	88.3%	78.9%	81.0%	83.9%	88.1%
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%

## EMPLOYEE PARENTAL LEAVE

	Female	Male	Undisclosed	Total
Employees Eligible	2,365	4,169	17	6,551
Employees that took Parental Leave	87	184	0	271
Employees that Returned Back	87	184	0	271
Employees Still Employed	85	172	0	257

## SAFETY

	2024	2023
Total # of Incidents	41	28
Total # of Deaths	0	0
Total # of Days Off Work	762	1,004
Total # of EE Job Transfers or Restriction	0	0
Total Reportable Incident Rate	0	0
Anonymous Hotline	0	0

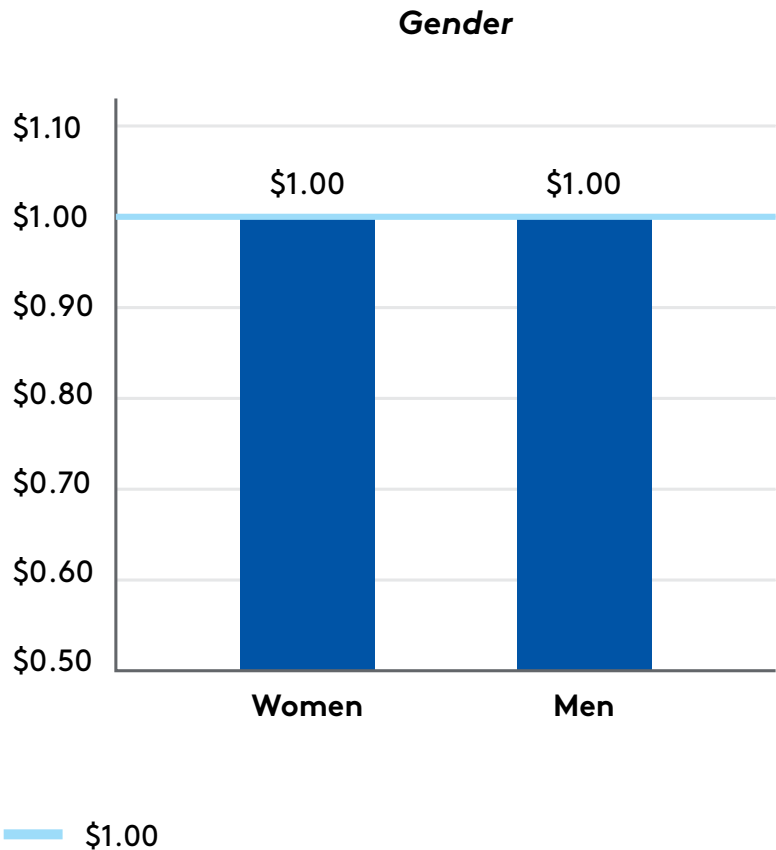
**Full-Time US Employees & All International EEs***\*US Part-Time 30+ Hours*

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	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	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 2024, when we compare pay based on role, women earn \$1.00 for every dollar earned by men.



## GREENHOUSE GAS EMISSIONS

	2024	2023	2022
<b>Scope 1 - Energy Type</b>	<b>MTCO2e</b>	<b>MTCO2e</b>	<b>MTCO2e</b>
Natural Gas - Facilities	786	786	762
Diesel - Facilities	6	15	0
Vehicle Fuels	4,321	2,005	2,081
Refrigerant Leakage	597	357	182
<b>Sub-Total Scope 1</b>	<b>5,710</b>	<b>3,163</b>	<b>3,025</b>
<b>Scope 2 - Energy Type</b>	<b>MTCO2e</b>	<b>MTCO2e</b>	<b>MTCO2e</b>
Electricity Facilities (Location-based)	7,790	7,820	7,173
Electricity Facilities (Market-based)	4,746	7,843	6,890
Steam - Facilities	23	18	8
Electric Vehicles (Location-based)	159	241	241
Electric Vehicles (Market-based)	172	242	241
<b>Sub-Total Scope 2 (Location-based)</b>	<b>7,972</b>	<b>8,079</b>	<b>7,422</b>
<b>Sub-Total Scope 2 (Market-based)</b>	<b>4,941</b>	<b>8,103</b>	<b>7,139</b>
<b>Scope 3 - Energy Type</b>	<b>MTCO2e</b>	<b>MTCO2e</b>	<b>MTCO2e</b>
Category 1: Purchased goods and services	66,183	60,385	51,885
Category 2: Capital goods	104,893	34,627	15,207
Category 3: Fuel- and energy-related activities	4,542	3,003	3,660
Category 4: Upstream transportation and distribution	511	381	1,785
Category 5: Waste generated in operations	1,047	558	578
Category 6: Business travel	7,637	9,184	6,292
Category 7: Employee commuting (incl. Teleworking)	11,602	8,667	8,817
<b>Sub-Total Scope 3</b>	<b>196,415</b>	<b>116,805</b>	<b>88,224</b>

	2024	2023	2022
<b>Total Scope 1 &amp; 2</b>	<b>MTCO2e</b>	<b>MTCO2e</b>	<b>MTCO2e</b>
<b>Total (Location-based)</b>	13,682	11,242	10,447
<b>Total (Market-based)</b>	10,651	11,266	10,164

<b>Total Scopes 1, 2 &amp; 3</b>	<b>2024 (MTCO2e)</b>	<b>2023 (MTCO2e)</b>	<b>2022 (MTCO2e)</b>
<b>Total (Location-based)</b>	210,097	128,047	98,671
<b>Total (Market-based)</b>	207,066	128,071	98,388



## GREENHOUSE GAS EMISSIONS (CONTINUED)

	2024	2023	2022
<b>Total Electrical Power Use</b>	28,718 MWh	27,055 MWh	24,443 MWh
<b>Gross Electrical Power Derived from Non-Renewable Sources</b>	16,309 MWh	26,053 MWh	23,365 MWh
<b>Percentage of Electrical Power Derived from Non-Renewable Sources</b>	56.8%	96.3%	95.6%
<b>Gross Electrical Power Derived from Renewable Sources</b>	12,409 MWh	1,002 MWh	1,078 MWh
<b>Percentage of Electrical Power Derived from Renewable Sources</b>	43.2%	3.7%	4.4%

	2024	2023	2022
<b>Aggregated Energy Consumption</b>	50,827 MWh	40,779 MWh	37,869 MWh
<b>Percentage of Consumed Energy from the Grid</b>	56.5%	66.4%	64.5%
<b>Percentage of Energy Derived from Non-Renewable Sources</b>	38,418 MWh	39,776 MWh	36,791 MWh
<b>Energy Derived from Non-Renewable Sources</b>	75.6%	97.5%	97.2%
<b>Energy Derived from Renewable Sources</b>	12,409 MWh	1,003 MWh	1,078 MWh
<b>Percentage of Energy Derived from Renewable Sources</b>	24.4%	2.5%	2.8%

	2024	2023	2022
<b>Electricity Facilities (Location based)</b>	10,166 MTCO <sub>2e</sub>	7,820 MTCO <sub>2e</sub>	6,353 MTCO <sub>2e</sub>
<b>Electricity Facilities (Market based)</b>	9,572 MTCO <sub>2e</sub>	7,843 MTCO <sub>2e</sub>	6,070 MTCO <sub>2e</sub>

	2024	2023	2022
<b>Total Scopes 1 &amp; 2 Market Based GHG</b>	11,242 MTCO <sub>2e</sub>	11,266 MTCO <sub>2e</sub>	8,806 MTCO <sub>2e</sub>
<b>Total Full Time Employees</b>	6,550	6,175	5,570
<b>Scopes 1 &amp; 2 Market Based Operational Intensity Per Employee</b>	1.7 MTCO <sub>2e</sub>	1.8 MTCO <sub>2e</sub>	1.6 MTCO <sub>2e</sub>
<b>Total Scopes 1, 2 &amp; 3 Market Based GHG</b>	128,047 MTCO <sub>2e</sub>	128,071 MTCO <sub>2e</sub>	96,725 MTCO <sub>2e</sub>
<b>Total Scopes 1, 2 &amp; 3 Market Based Operational Intensity Per Employee</b>	19.5 MTCO <sub>2e</sub>	20.7 MTCO <sub>2e</sub>	17.4 MTCO <sub>2e</sub>
<b>Total Revenue</b>	\$2,736	\$2,455	\$2,182
<b>Scopes 1 &amp; 2 Market Based Financial Intensity Per \$1M of Revenue</b>	4.1	4.6	4.0
<b>Total Scopes 1, 2 &amp; 3 Market Based Financial Intensity per \$1M in Revenue</b>	47 MTCO <sub>2e</sub>	52 MTCO <sub>2e</sub>	44 MTCO <sub>2e</sub>

## GREENHOUSE GAS EMISSIONS (CONTINUED)

	2024		2023		2022	
GHG Emissions by Region	Domestic (MTCO2e)	International (MTCO2e)	Domestic (MTCO2e)	International (MTCO2e)	Domestic (MTCO2e)	International (MTCO2e)
Scope 1 Facilities Natural Gas	631	155	675	111	650	112
Scope 1 Facilities Refrigerants	557	40	319	38	143	39
Scope 1 Facilities Diesel	6	-	15	-	-	-
Scope 1 Vehicles	1,022	33	423	38	301	8
Scope 1 Planes	3,266	-	1,520	-	1,772	-
<b>Total</b>	<b>5,481</b>	<b>229</b>	<b>2,952</b>	<b>187</b>	<b>2,866</b>	<b>159</b>

	2024		2023		2022	
	Domestic (MTCO2e)	International (MTCO2e)	Domestic (MTCO2e)	International (MTCO2e)	Domestic (MTCO2e)	International (MTCO2e)
Gross Electrical Power Derived from Renewable Sources	12,379	30	975	27	883	195

	2024		2023		2022	
Electrical Power by Region	Domestic (MWh)	International (MWh)	Domestic (MWh)	International (MWh)	Domestic (MWh)	International (MWh)
Electrical Power - Facilities	26,717	1,486	24,829	1,560	22,042	1,688
Electrical Power - Vehicles	514	-	666	-	681	31
<b>Total</b>	<b>27,231</b>	<b>1,486</b>	<b>25,494</b>	<b>1,560</b>	<b>22,723</b>	<b>1,719</b>

## GREENHOUSE GAS EMISSIONS (CONTINUED)

	2024		2023		2022	
Energy Derived from Non-Renewable Sources by Region	Domestic	International	Domestic	International	Domestic	International
Electricity (non-renewable)	14,852	1,456	24,519	1,533	21,840	1,524
Steam	100	-	81	-	34	-
Diesel	22	-	60	-	-	-
Jet fuel	10,696	-	6,237	-	7,271	-
Gasoline (MWh)	6,723	233	2,744	266	2,009	54
Natural gas (MWh)	3,479	857	3,725	611	3,460	597
<b>Total</b>	<b>35,873</b>	<b>2,546</b>	<b>37,366</b>	<b>2,410</b>	<b>34,614</b>	<b>2,176</b>

Waste Emissions - Scope 3: Category 5	2024 (MTCO <sub>2</sub> e)	2023 (MTCO <sub>2</sub> e)	2022 (MTCO <sub>2</sub> e)
Domestic	1,201	477	530
International	98	80	88
<b>Total</b>	<b>1,299</b>	<b>557</b>	<b>618</b>

	2024
<b>Total Water Withdrawal</b>	6,862,717 gallons
<b>Total Water Consumption</b>	68,627,168 gallons

	2024	
<b>% of Non-Hazardous Waste Recycled</b>	507 st	26%
<b>% of Non-Hazardous Waste Landfilled</b>	1,408 st	74%

A small portion of our waste was calculated based on spend on waste services; these figures do not include waste associated with spend-based emissions.





# BUILDING SUSTAINABILITY CERTIFICATIONS

City	State	SF Occupied	LEED Base Building	Energy Star	BREEAM Rating	LEED Interiors
Phoenix	AZ	8,061	Platinum	Yes		
Sacramento	CA	3,753	Gold	Yes		
Los Angeles	CA	17,361	Gold	Yes		Gold
San Francisco	CA	26,164	Gold	Yes		
San Diego	CA	45,706		Yes		
Irvine-Spectrum	CA	114,000	Gold			Gold
Toronto	Canada	15,773	Gold			
Denver	CO	10,268	Gold	Yes		
Arlington	VA	552,279	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	Yes	Yes		
Charlotte	NC	4,114	Gold Yes			



City	State	SF Occupied	LEED Base Building	Energy Star	BREEAM Rating	LEED Interiors
Florham Park	NJ	6,049	Certified			
New York	NY	22,518	Gold	Yes		
Cincinnati	OH	3,104	Gold			
Portland	OR	4,520	Gold			
Pittsburgh	PA	4,665	Certified			
Philadelphia	PA	6,107	Silver	Yes		
Houston	TX	8,480	Gold	Yes		
Austin	TX	14,706	Gold			
London	UK	23,064			Excellent	
Seattle	WA	5,833	Gold	Yes		
Richmond- Campus Development	VA	755,000	In development. Targeted for LEED Platinum- Net Zero			In Development. Target for LEED Platinum
Richnmond 501 S 5th	VA	310,000	Presubmittal planning for LEED O&M	Collecting data for Energy Star submittal		
Richmond 901 Semmes	VA	117,000	Gold	Yes		





# **FRAMEWORK REFERENCE CHARTS**

## GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	101	1	Stakeholders	<a href="#">See 2024 Report</a> - Materiality Assessment
Universal Standards	General Disclosures	101	2	Report	Corporate Responsibility Report
Universal Standards	General Disclosures	102	1-7	Company Information	See <a href="#">10-K, Business Overview</a>
Universal Standards	General Disclosures	102	8	Employee vs Contractors	<a href="#">See table</a>
Universal Standards	General Disclosures	102	14	CEO Statement	See <a href="#">Letter from CEO</a>
Universal Standards	General Disclosures	102	16	Company Values	See <a href="#">Mission Statement</a>
Universal Standards	General Disclosures	102	17	Mechanisms for Ethical Concerns	<a href="#">See 2024 Report</a> - Governance - <a href="#">Employee Code of Conduct</a>
Universal Standards	General Disclosures	102	18	Governance Structure	See <a href="#">Proxy</a>
Universal Standards	General Disclosures	102	19-20	Corporate Responsibility Governance	Corporate Responsibility initiatives are directly overseen by CoStar Group's executive leadership and the Board of Directors



## GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	102	21	Consulting Stakeholders	<a href="#">See 2024 Report</a> - Materiality Assessment
Universal Standards	General Disclosures	102	22-23	Composition of Board	See <a href="#">Proxy</a>
Universal Standards	General Disclosures	102	24	Nominating and selecting Board	See <a href="#">Nominating and Corporate Governance Committee Charter</a>
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 <a href="#">Proxy Statement</a> 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	Corporate Responsibility 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 <a href="#">Proxy</a> 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 <a href="#">Proxy</a> page 72
Universal Standards	General Disclosures	102	40, 42-43	Stakeholders	<a href="#">See 2024 Report</a> - Materiality Assessment
Universal Standards	General Disclosures	102	41	Collective bargaining	As of 12/31/24, none of our employees are covered by a collective bargaining agreement.
Universal Standards	General Disclosures	102	45	Entity list	See <a href="#">10-K Exhibit 21.1</a>
Universal Standards	General Disclosures	102	45	Report topics	<a href="#">See 2024 Report</a> - Materiality Assessment
Universal Standards	General Disclosures	102	50	Reporting date and period	The reporting period is for the full year 2024.
Universal Standards	General Disclosures	102	51	Date of most recent report	2023
Universal Standards	General Disclosures	102	52	Reporting cycle	Biennial
Universal Standards	General Disclosures	102	53	Contact point for questions regarding the report	<a href="mailto:rsimonelli@costar.com">rsimonelli@costar.com</a>

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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	<a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Universal Standards	General Disclosures	102	56	External assurance	CoStar Group 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 May or June, which will be disclosed in our CDP Questionnaire later this year.
Economic	Economic Performance	201	1	Direct economic value	<a href="#">Form 10-K</a>
Economic	Economic Performance	201	3	Defined benefit plan obligations	<a href="#">Form 10-K</a>
Economic	Economic Performance	201	4	Government assistance	CoStar Group did not receive any financial assistance from the government in 2024.
Economic	Market Presence	202	1	Ratios of entry level wage by gender compared to local minimum wage	See <a href="#">Pay Gap Analysis</a>

## GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Economic	Indirect Economic Impacts	203	2	Significant indirect economic impacts	<a href="#">See 2024 Report</a> - Philanthropy and Talent Recruitment and Development
Economic	Anti-Corruption	205	1	Risks related to corruption	See <a href="#">10-K - Item 1A</a> . Risk Factors, <a href="#">See 2024 Report</a> - Cybersecurity section.
Economic	Anti-Corruption	205	2	Communication and training	<a href="#">See 2024 Report</a> - Training and Governance Sections. See also <a href="#">Employee Code of Conduct</a> , <a href="#">Supplier Code of Ethics</a> , <a href="#">Modern Slavery Statement</a> .
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 2024 by CoStar Group.
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 2024 by CoStar Group.
Economic	Approach to tax	207	1	Approach to tax	See <a href="#">10-K - FN12 Income Taxes</a> .
Economic	Tax governance, control and risk management	207	2	Tax strategy and assurance	See <a href="#">10-K</a> - Report of Independent Registered Public Accounting Firm
Environment	Energy Consumption	302	1	Energy consumption within organization	See <a href="#">Metrics &amp; Targets</a> section and <a href="#">Performance Tables</a>
Environment	Energy Consumption	302	2	Energy consumption outside organization	See <a href="#">Metrics &amp; Targets</a> section and <a href="#">Performance Tables</a>



## GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Environment	Energy intensity	302	3	Energy Intensity	See <a href="#">Metrics &amp; Targets</a> section and <a href="#">Performance Tables</a>
Environment	Emissions	305	1-3	Scopes 1, 2 & 3 GHG emissions	See <a href="#">Metrics &amp; Targets</a> section and <a href="#">Performance Tables</a>
Environment	Emissions	305	4	GHG Intensity	See <a href="#">Metrics &amp; Targets</a> section and <a href="#">Performance Tables</a>
Environment	Waste	306	1-3	Waste generation	See <a href="#">Metrics &amp; Targets</a> section and <a href="#">Performance Tables</a>
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 Group and we have not incurred environmental fines or sanctions in 2024.
Social	Employment	401	1	New employee hires and employee turnover	See <a href="#">New Hire table</a> & <a href="#">EE turnover table</a>
Social	Employment	401	2	Full time EE benefits (v temp/ part time)	See <a href="#">Benefits table</a>
Social	Employment	401	3	Parental Leave	See <a href="#">Parental Leave table</a>
Social	Occupational Health & Safety	403	1	OH&S System	<a href="#">See 2024 Report</a> - Health & Safety section

## GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Social	Worker training	403	5	Worker training on OH&S	<a href="#">See 2024 Report</a> - Health & Safety section
Social	Workers covered by OHS	403	8	Workers covered by OH&S system	<a href="#">See 2024 Report</a> - Health & Safety section
Social	Work-related injuries	403	9-10	Work-related injuries & ill health	See <a href="#">table</a>
Social	Training & Education	404	1	Average hours of training per year per employee	See <a href="#">page 8</a>
Social	Programs for upgrading employee skills	404	2	Programs for upgrading employee skills and transition assistance programs	<a href="#">See 2024 Report</a> - Training & Education section
Social	% of employees receiving regular performance reviews	404	3	Percentage of employees receiving regular performance and career development reviews	<a href="#">See 2024 Report</a> - Training & Education section
Social	Diversity and Equal Opportunity	405	1	Diversity of governance bodies and employees	See <a href="#">Performance Tables</a>
Social	Diversity and Equal Opportunity	405	2	Ratio of basic salary and remuneration of women to men	See <a href="#">table</a>
Social	Forced or Compulsory Labor	409	1	Risk in Operations and Suppliers	See <a href="#">Modern Slavery Statement</a> & <a href="#">Supplier Code of Conduct</a>

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Topic	Section	#	Sub #	Disclosure Title	Response
Social	Security Practices	410	1	Trained Security Personnel	See <a href="#">Human Rights Policy</a>
Social	Human Rights Assessment	412	1	Operations subject to human rights assessment	See <a href="#">Human Rights Policy</a> and <a href="#">Employee Code of Conduct</a>
Social	Local Communities	413	1	Local community development programs	<a href="#">See 2024 Report</a> - Philanthropy section
Social	Marketing and Labeling	417	1	Customer Privacy	See <a href="https://www.costar.com/about/privacy-notice">https://www.costar.com/about/privacy-notice</a>
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 Group in 2024.



## 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 <a href="#">GHG table</a>
Environment	Energy	TC-SI-131	a.3	Description of the integration of environmental considerations into strategic planning for data center needs	See <a href="#">2024 Report</a> - Environmental section
Social	Customer Privacy	TC-SI-220	a.1	Description of policies and practices relating to behavioral advertising and user privacy	See <a href="#">2024 Report</a> - Data Privacy section
Social	Customer Privacy	TC-SI-221	a.2	Number of users whose information is used for secondary purposes	See <a href="#">2024 Report</a> - 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 <a href="#">2024 Report</a> - Cybersecurity section
Social	Opportunity	TC-SI-330	a.2	Employee engagement as a percentage	See <a href="#">page 8</a>
Social	Opportunity	TC-SI-331	a.3	Percentage of gender and racial/ethnic group representation for management, technical staff and all other employees.	See <a href="#">EEO-1</a>
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 <a href="#">Form 10-K, Item 1A. Risk Factors</a> and See <a href="#">pages 9-18</a>

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.



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