



Corporate Responsibility Report 2026

Table of Contents

3 OVERVIEW

Letter from Our Founder & CEO
Our Mission
Our Values

7 ENVIRONMENTAL

Greenhouse Gas Emissions
Data Centers
Energy Consumption & Waste
Product Offerings
Looking Toward the Future

15 SOCIAL

Employee Engagement
Training & Education
Health & Safety
Philanthropic Programs

24 GOVERNANCE

Stockholder Engagement
Privacy & AI Governance
Cybersecurity

33 PERFORMANCE TABLES

46 TCFD DISCLOSURES

59 FRAMEWORK REFERENCE CHARTS

Letter from Our Founder & CEO

For nearly four decades, CoStar Group has led the digitization of real estate - powering online marketplaces and transforming how properties are discovered, evaluated, and brought to market. In 2025, we continued to advance this strategy by leveraging proprietary data to deliver more powerful insights and solutions for our customers and scaling AI across our platforms to deepen platform integration and expand into new real estate data categories.

As our online marketplace offerings grow, our responsibility to our people, communities, and stockholders grows in step with our business. This year's Corporate Responsibility Report highlights key initiatives focused on enhancing the employee experience, supporting our communities, and strengthening our ability to deliver long-term value for investors and stakeholders.

We also continue to evaluate and act on opportunities to improve energy efficiency and reduce environmental impact across both our products and operations. Our industry-leading CoStar platform enables users to identify green-rated buildings and assess climate-related risks through advanced data and mapping tools, while Homes.com seamlessly integrates environmental insights directly into property listings to support more informed decision-making.

At the same time, we are investing in next-generation infrastructure to support AI expansion

for operational efficiencies and enhanced customer delivery. Our Matterport platform offers immersive virtual 3D digital twin technology, reducing time and resource demand for property tours. We are also expanding eco-friendly research operations, including a growing fleet of hybrid and electric vehicles and adding charging infrastructure, to help lower emissions while maintaining comprehensive, up-to-date data.

In 2025, we made significant progress in optimizing our physical footprint. We opened our new global headquarters in Arlington, a LEED Platinum-certified building that brings together teams across our core businesses in an efficient and sustainable workspace. Looking ahead, we are on track to complete construction of our one-million-square-foot Richmond campus in 2026, which is expected to achieve LEED Net Zero and WELL Platinum certifications, setting a new benchmark for sustainable, large-scale office development.

Our people remain central to our success. In 2025, our workforce grew to more than 8,400 employees worldwide, reflecting strong momentum and strategic recruitment efforts to attract top talent in our industry. We maintained a 99% average monthly retention rate and filled more than 1,000 roles with internal candidates, demonstrating a commitment to career mobility. Through best-in-class training and professional development



programs, including Pathways, we equip employees with the skills needed for long-term career growth while advancing our strategic priorities.

During 2025, we strengthened our governance and strategic oversight by adding three new independent directors to our Board and appointing Louise Sams as our new, independent Board Chair. We also refreshed our Board committee membership and leadership roles, best positioning the Board to oversee our long-term strategy and value creation for all stockholders. Following a comprehensive review of our capital structure,



capital allocation priorities and financial targets by our Capital Allocation Committee, our Board unanimously approved our FY 2026 and medium-term outlook including expectations for significant adjusted EBITDA expansion, a new \$1.5 billion share repurchase plan, and the long-term financial outlook for Homes.com. In addition, after engaging with all and receiving feedback from almost half of our top 50 stockholders representing approximately 33% of our shares, our Board approved a redesigned executive compensation program that is further aligned with stockholder interests and long-term value creation. In March, we welcomed Nana Banerjee as an independent director to bolster our Board's expertise in overseeing artificial intelligence and data analytics. A majority of our Board has been refreshed since 2023, reflecting our ongoing commitment to effective governance.

In early 2026, I had the opportunity to meet in person with nearly 500 stockholders representing approximately 37% of our outstanding shares to discuss our long-term strategy. Looking ahead, we remain focused on executing our mission while strengthening our approach to corporate responsibility. I am proud of what we have accomplished and confident in our ability to build on this momentum in the years ahead.

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.

RESPECT FOR THE INDIVIDUAL

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

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.

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.

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.

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.

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.

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.

EMBRACE AND DRIVE CHANGE

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

BE COLLABORATIVE

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

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 the majority of our office footprint. We work to drive efficiency with our overall office occupancy to reduce the amount of square footage needed for our workforce. We reduced 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.

Since 2022, we have calculated our GHG (greenhouse gases) emissions annually and received third-party assurance. In 2023, we signed on to the Science Based Targets initiative, committing to do our part to achieve a Net Zero future. In 2024 and 2025 we achieved our required GHG emissions reduction targets. We have completed the CDP (Carbon Disclosure Project) questionnaire annually and have improved our score to a B, which

is at or ahead of our North American peers. Through monitoring and managing our own GHG emissions and energy footprint, we plan to

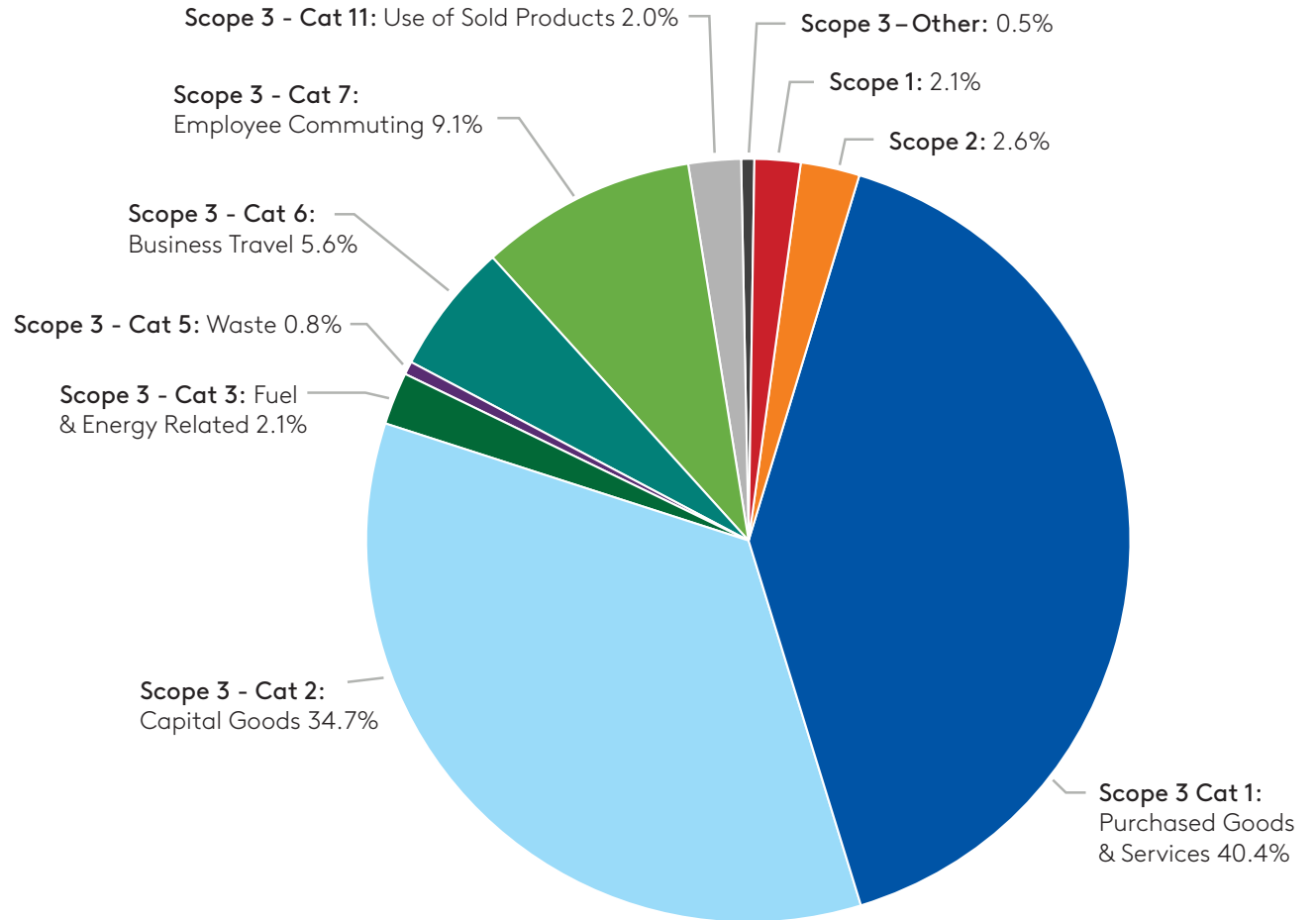
implement measures to reduce emissions and increase efficiency within our office locations and operations.



Greenhouse Gas Emissions

In 2025, 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 2025 total carbon footprint was 180,561 MT CO₂e (metric tons of carbon dioxide equivalent), with Scopes 1 & 2 accounting for less than 5% 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 approximately 95% 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

	2025	2024	2023
Scope 1	3,800	3,428	3,163
Scope 2 (Market Based)	4,420	5,647	8,103
Scope 3 (Cat 1-7)	172,341	194,541	116,805
Total	180,561	203,616	128,071

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 six. 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 have replaced 90% of our blade servers residing in colocation centers with Energy Star compliant blade servers and plan to replace the remaining 10% in 2026. The next-gen blade servers 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.



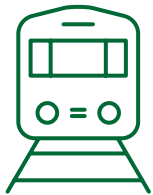
We continue to optimize sustainability by moving a significant amount of processing capacity to the cloud. Our research shows that CoStar Group's movement to cloud service implementation is 3.6 times more efficient than a colocation footprint. The improved efficiency is the result of lower office energy

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 has achieved 100% renewable energy, providing opportunities to harness wind and solar technologies.

Energy Consumption & Waste

Facilities & People

The majority of our leased office footprint is in LEED, BREEAM and Energy Star-rated buildings, many of which have updated building systems to reduce energy consumption, improve water efficiency, and employ sustainability practices. Interior space design and operations include LED lighting controls, daylight harvesting, green cleaning practices, low VOC products and materials, FSC-certified recycled paper products, responsibly sourced furniture & fixtures, and energy-star rated equipment. In our owned facilities, we have been or are in the process of updating building automation and control systems to further reduce energy usage and environmental impact. Lighting is controlled with occupancy & vacancy



59%
HQ EMPLOYEES UTILIZE
MASS TRANSIT SUBSIDIES

sensors that reduce 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 where possible. 59% of our Arlington, Virginia headquarters' staff 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

500+
ELECTRIC AND HYBRID
RESEARCH FLEET VEHICLES



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.

Ensuring Ethical Supply Chain

CoStar sets a high and uniform standard of fair and ethical behavior for its management, employees, and suppliers. Furthermore, we expect our partners to adhere to the highest ethical standards and operate in compliance with all applicable laws and regulations. Our Supplier Code of Conduct, reflecting social and environmental considerations, guides our suppliers' business integrity, labor practices,

health and safety, and environmental stewardship. The following policies and documents outline these standards:

- Anti-Bribery and Corruption Policy
- Code of Business Conduct and Ethics
- Modern Slavery Statement
- Supplier Code of Conduct
- Environment Policy
- Human Rights Policy

Responsible Sourcing Engagement

Engaging suppliers to reduce their emissions will be a key element in our strategy to achieve net-zero emissions. In 2026, we will be taking a more active approach engaging with our top 100 suppliers, identifying who has set science-based targets, helping them initiate carbon accounting processes, and having them report their progress through the SBTi. We have committed that 75% of our suppliers by spend will have science-based targets by 2029 and are already at 40% achievement. CoStar looks forward to collaborating with our supply chain in 2026 and beyond to strengthen both our own and our vendors' sustainability efforts.

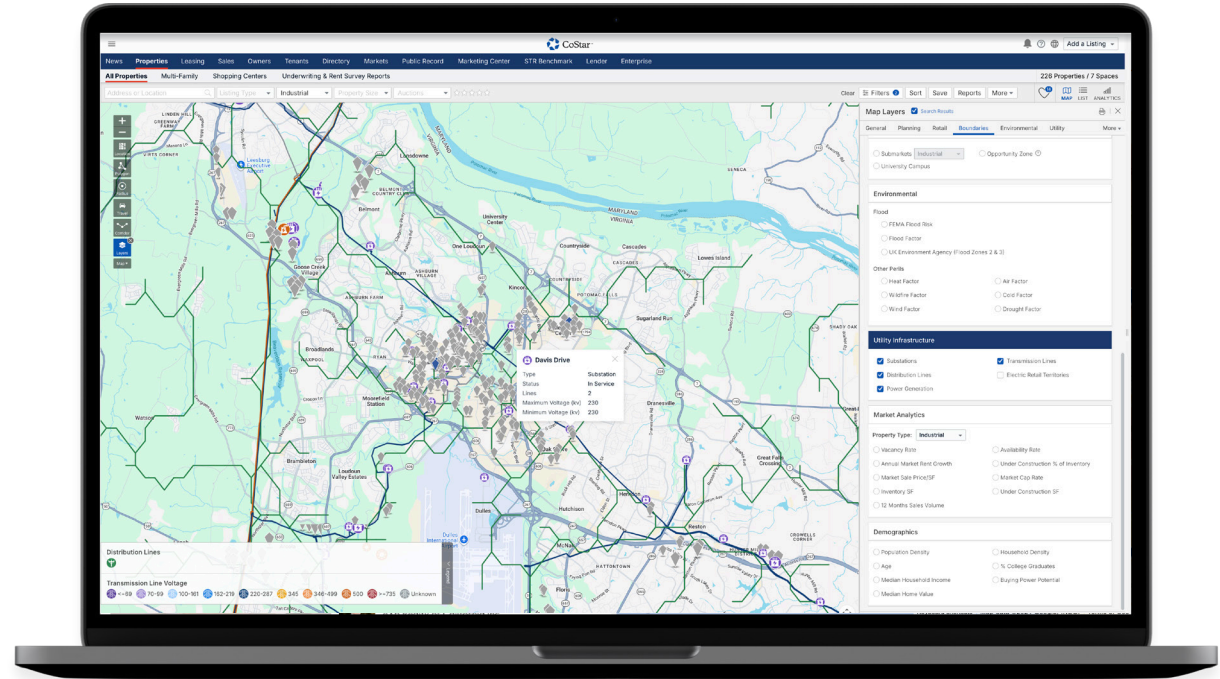


Product Offerings

Our products help millions of consumers and professionals achieve their sustainability goals. We are democratizing access to real estate information, tools, and online marketplaces, increasing transparency wherever we operate. We are digitizing the \$300 trillion global real estate industry and transforming the way people interact with the asset class.

CoStar, our subscription platform for commercial real estate intelligence, now helps owners, developers, and occupiers assess global climate risks—including flood, heat, drought, wind, wildfire, and cold—via map layers powered by First Street, a global leader in quantifying and communicating climate risk. These maps help users understand the impact a particular climate hazard may have on a property, both today and in the future. FEMA and UK Environment Agency flood maps are also available, supplementing First Street flood risk data. An additional air quality map is available in the United States. Customers can also search for properties with various green building certifications including Energy Star, BREEAM, and LEED.

In 2025, CoStar launched a comprehensive set of features to address the market demand for consolidated real estate intelligence around data centers. CoStar's proprietary research has identified nearly 3,900 standalone data centers,



tracking their capacity (i.e. electricity demand), power and cooling redundancies, power efficiency, and other important attributes. Given the criticality of electricity for data centers, we have added utility infrastructure maps showing the location of substations, power generation facilities, transmission and distribution lines, and electric utility service territories.

CoStar offers a comprehensive solution designed to support organizations of all sizes in identifying optimal data center locations for their IT infrastructure. By consolidating information on deployment costs, data center resilience and redundancy features, current capacity availability,

and climate risk impact, the platform enables organizations to make the most informed site selection decisions.

CoStar Real Estate Manager's comprehensive solution for commercial real estate tracks and manages key property attributes, including the number of EV chargers and LED lighting installations and records sustainability-related building certifications, ensuring compliance and enhancing property value. Additionally, the platform captures utility usage data across electricity, water, and natural gas, and enables recording and tracking of Scope 1, 2, and 3 MTCO emissions for both leased and owned

spaces, supporting informed decision-making for sustainable property management.

Similarly, Visual Lease's sustainability tracking and reporting tools allow companies to track detailed consumption for owned and leased properties and equipment, empowering sustainability teams with audit-grade traceability and controls across utilities, fuel, water, and waste. The system provides audit-grade controls and documentation for traceable emissions calculations across scopes 1, 2, and 3 and enables companies to leverage lease negotiations for better alignment with landlords to achieve their sustainability targets. VL's sustainability tools were awarded Sustainability Product of the Year by Business Intelligence Group, Top New Product of 2024 by Accounting Today, a Leading Compliance Solution by the Stevie Awards, and Shortlisted by the SaaS awards as a Best Product for CSR and Sustainability

Our Homes.com site contains ratings on important environmental factors, including flood, fire, heat, wind, and sound. These, alongside Walk Score, Bike Score, and Transit Score, help buyers assess critical environmental factors. The platform also highlights growing demand for energy-efficient, sustainable home features.

CoStar News continues to deliver breaking updates and features on commercial real estate in the United States, Canada, the United Kingdom, France, and across the globe. Our award-winning news operation highlights news coverage on sustainability and leadership in healthy building environments.

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.

Richmond Campus

The 750,000 square foot campus expansion in Richmond, Virginia, currently under construction and slated to deliver in the second quarter of 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 generation, 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 agreements and commitments have been finalized from wind and solar sources in collaboration with local energy providers.

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

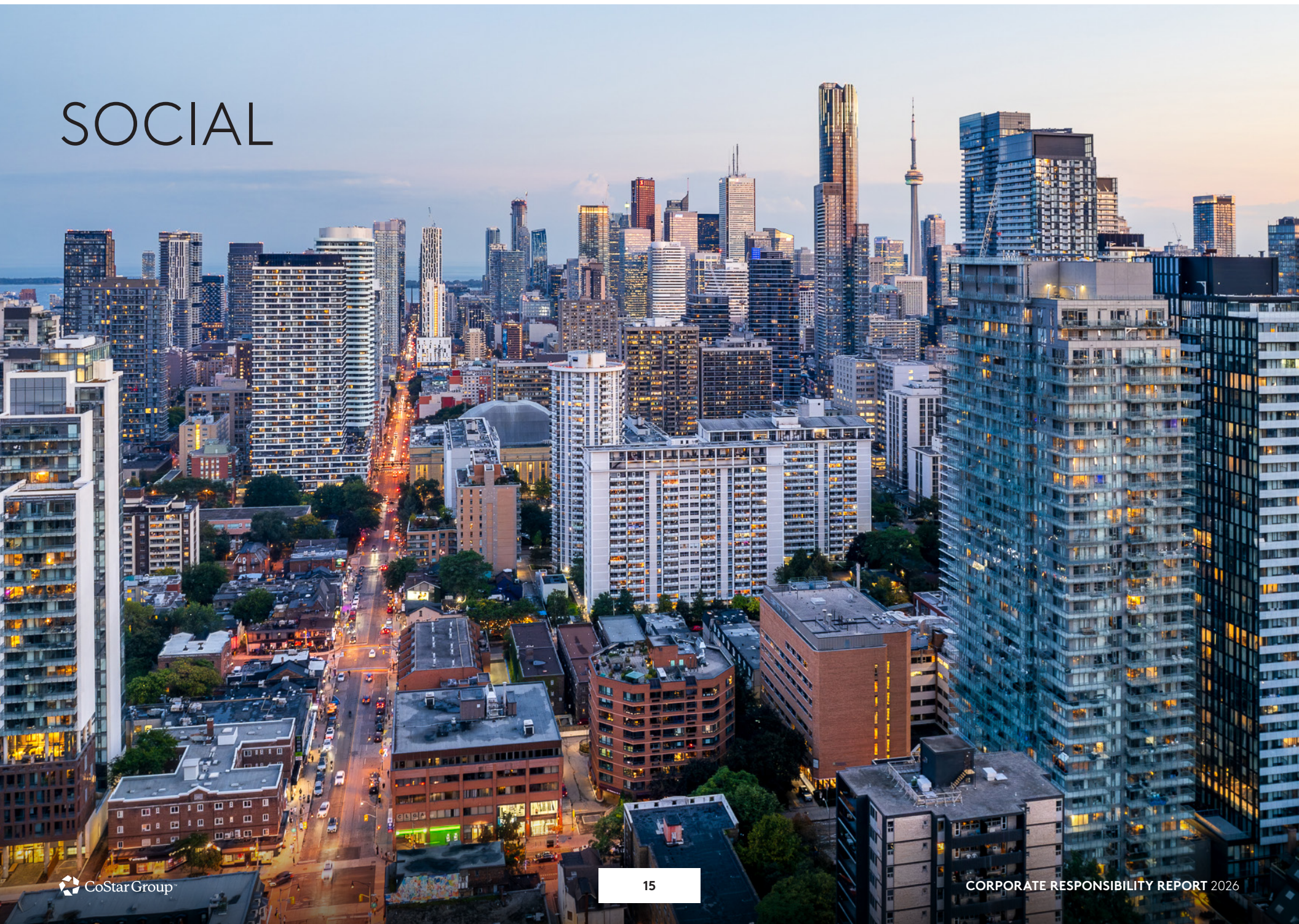
power from the PV panels will be used toward powering electric vehicle chargers accessed by approximately 240 parking spaces.

The 3.4-acre site will retain approximately 2.5 acres 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. Stormwater collection and reuse high-capacity cisterns are installed for managing irrigation needs of the landscape and to reduce run-off. 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. Other campus sustainability highlights include a robust bicycle facility and a transportation hub to encourage alternative and sustainable modes of transportation; a future plan for circulator bus location; and enhanced indoor air-purification, filtration, and monitoring.

2.5 ACRES

RETAINED GREEN SPACE AT OUR 3.4-ACRE RICHMOND CAMPUS

SOCIAL



Our people at CoStar Group are the driving force behind our mission to digitize the world's real estate. We are committed to attracting and developing a workforce inspired to deliver innovative solutions and outstanding service to our customers, and to leading and coaching the future stars who will contribute to the next 40+ years of success for CoStar Group.

We pride ourselves on the collaborative and supportive environment we have established across our 86 offices in 14 countries. CoStar Group employees strive to be the best in their field and to fulfill their personal and professional aspirations. To support these goals, we offer extensive training and career development, comprehensive benefits and well-being programs, employee engagement activities, and opportunities for local volunteerism, and charitable engagement.

Attracting Talent

When searching for talent, we adhere to a philosophy of transparency and integrity. Our posted roles include clearly defined job requirements, and we apply a structured interview process that evaluates both technical and behavioral proficiencies. We have designed our process to identify candidates who possess the necessary attributes and skills to succeed in their roles and thrive in our high-performing, growth-oriented environment.

This year, CoStar Group strengthened its position as a destination for real estate technology and sales professionals through a series of strategic

partnerships and industry engagements. Among these partners is the Richmond Technology Council (RVATECH), whose mission is to ignite growth in the technology sector, drive the success of tech companies, and foster a vibrant technology community across the greater Richmond, Virginia region. This partnership reflects CoStar Group's commitment to

15%

**EMPLOYEES MOVED TO NEW
ROLES INTERNALLY IN 2025**



supporting local innovation and connecting with the broader tech ecosystem.

The company also served as a gold sponsor at ProductCon 2025 in New York, the world's largest product management conference. This event generated interest from over 6,500 prospective candidates, strengthening our pipeline of talented product and technology candidates. Our leaders participated in a panel discussion about the use of AI agents in product development and how CoStar Group deployed a new Smart Search feature on Homes.com,

demonstrating our investment in the future of real estate technology and customer experience.

For some, the path to CoStar Group begins with our campus recruiters, who travel the country meeting students one-on-one and educating them about the available career paths. In 2025, the team visited 35 schools, screened over 25,000 applicants, and welcomed 152 recent graduates into our summer internship and full-time programs in Sales, Technology, Research, and many other departments.

Our Campus Recruiting team also partners with student groups and organizations to educate students about the career pathways available in Sales and Real Estate.

CoStar Group maintains a strong presence at national and international college-level sales competitions. During the International Collegiate Sales Competition (ICSC) last year in Las Vegas and New York, which attracted more than 25,000 attendees, our recruiters and leaders promoted our property marketing and leasing tools, as well as the Matterport 3D technology, reinforcing the



company's role as a leading force in the future of real estate. External hiring is just one way we support the company's growth and develop top talent. Employees have access to internal mobility opportunities within their current businesses or, in some cases, outside their business, to continue expanding their career possibilities in the real estate industry. Last year, 1,086 current employees pursued the next step in their careers at CoStar Group and moved to new roles. The availability of internal mobility opportunities is a crucial component of our retention strategy. Our average monthly retention rate in 2025 was 99%, which is above average for companies nationwide and even higher among technology businesses.

Partnership with Management Leadership for Tomorrow

CoStar Group continues to support early-career hiring and professional development through a multi-year partnership with Management Leadership for Tomorrow (MLT), a national nonprofit that transforms leadership through its talent development program. MLT enables us to connect with high-potential individuals through skills programming, events, and coaching resources.

We continually seek ways to enhance our hiring processes. In 2025, we introduced two surveys, focusing on the experiences of candidates and hiring managers. These surveys measure satisfaction across all aspects of the hiring process, providing the team with invaluable insights to improve the overall recruiting experience for job seekers and internal stakeholders.

Employee Engagement

Our focus on enhancing our employees' professional and personal experiences at CoStar Group aims to advance their careers and enable them to make meaningful contributions to the company's commercial success. Each employee has access to opportunities to grow their skills, have a positive impact on their community, and nurture their own physical and mental well-being. We measure the success of our efforts to foster positive workplace experience through an Employee Engagement Survey. Using a third-party agency, we conduct an annual survey of our employees to gain a better understanding of what is working well and which areas need improvement.

The study's results help us assess our current programs and ideate new ones across the entire employee journey, from skills training and benefits to change management and communications. In 2025, over 6,100

employees, representing 91% of the population, participated in the 42-question survey covering the following topics:

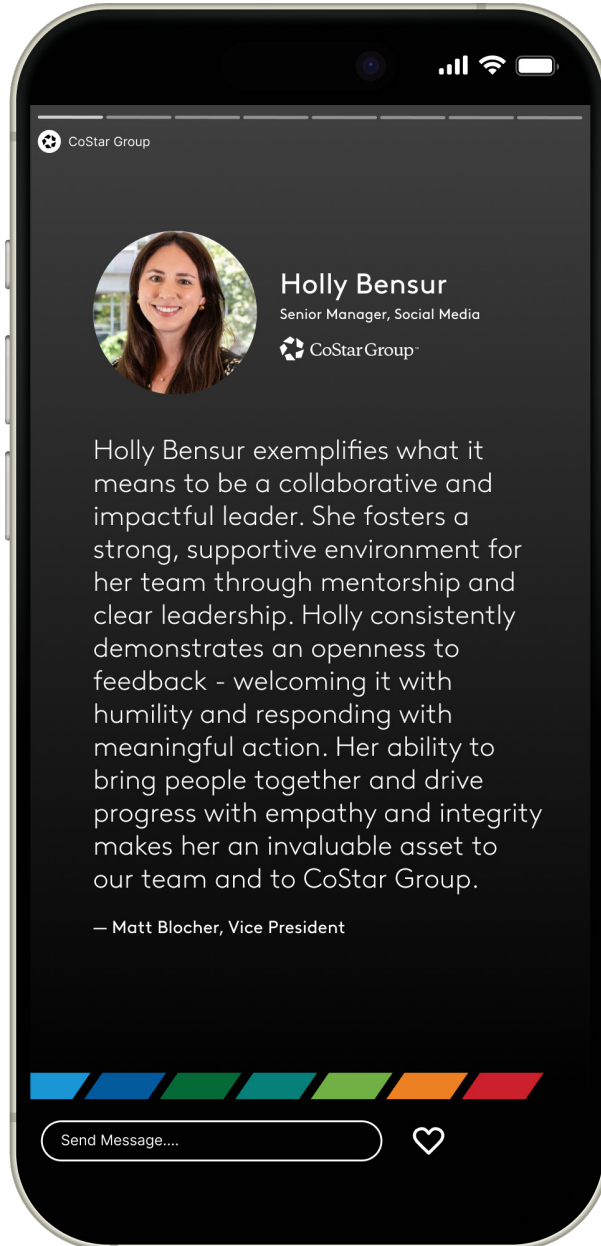
- Individual Experience
- People Leadership
- Growth & Development
- Team Performance
- Culture
- Senior Leadership
- Benefits
- Communication

We are pleased with our exceptional participation rate and an overall engagement score of 81% in 2025. With scores in the 90th percentile, our employees are experiencing a supportive culture and a workplace that values different perspectives. Our employees cite people, teamwork, benefits, and career development opportunities as what they like most about working at CoStar Group.

Performance Management

Our annual performance management program consists of three key moments: goal setting and communicating expectations in the first quarter, a mid-year performance check-in, and a year-end performance review. Throughout the year, ongoing feedback and development conversations are designed to ensure that performance and development objectives are on track and that any needed adjustments are made in real time.

81% OVERALL
ENGAGEMENT SCORE



Recognition

Acknowledging individual efforts supports a culture where employees feel valued and motivated to do their best work. Introduced in 2025, CoStar Group Kudos (Kudos) is a company-wide employee recognition program designed to highlight individual contributions happening across our business every day. Each nomination aligns with one of the Company's 10 core values. Over 170 employees received Kudos in 2025, and their recognition was promoted on our internal communication platforms and social media channels.

Training & Education

From the moment a new hire joins CoStar Group and throughout their career journey with us, we invest in their professional growth and personal development.

Ongoing Skills Development

In 2025, CoStar Group continued to invest in virtual, instructor-led, and expert-driven professional training programs where over 7,000 employees completed a combined total of 410,000 hours of training.

Our ongoing skills development courses support high-potential employees across departments and experience levels, including those early

in their careers, individual contributors, and managers. These programs prepare our people to excel in their roles, strengthen soft skills, and lead and coach high-performing teams.

- New in 2025, we introduced Pathways, a program designed to equip early-career professionals with the skills to acclimate and thrive in a corporate setting. This year, 219 employees participated in the program, collectively spending 4,380 hours on self-discovery, communication, and career wellness strategies.
- Over 110 high-potential employees completed the Emerging Leaders Program in North America and Europe.

Management & Leadership Development

We encourage our managers to continue their professional education and pursue opportunities to further their knowledge and leadership skills. More than 130 managers, totaling 8,488 training hours, participated in RISE, a program designed to develop their leadership skills.

Sales Training

CoStar Group has made significant strides in strengthening its sales organization through targeted leadership and skill development initiatives. These efforts are delivering measurable impact across the company's talent pipeline and overall performance.

At the forefront is Catalyst, a comprehensive program that reinforces the pillars of effective sales management: leadership and culture, talent

management, and the sales process. Since its introduction in 2024, Catalyst has equipped more than 140 managers with advanced leadership capabilities, with another 70 currently progressing through the 2025 cohort.

To sustain leadership growth, two new programs are shaping how leaders lead:

- **Leadership Labs:** fostering knowledge exchange among seasoned leaders to drive innovation and best practices.
- **Coach the Coach:** sharpening coaching skills to elevate team performance and long-term success.

Through a formal development program, high-performing, high-potential sales representatives are being identified and equipped with the skills, experiences, and support needed to transition successfully into management roles.

These initiatives are not just programs; they are catalysts for stronger leadership, faster onboarding, and sustained career growth. Together, they position CoStar Group's sales teams to outperform in a competitive marketplace and achieve long-term success.

Tuition Assistance

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 undergraduate or graduate degree at an accredited academic institution.



Health & Safety

CoStar Group is committed to providing a healthy, safe, and supportive work environment for our employees, contractors, and visitors.

Health & Well-Being

CoStar Group's benefits are a strategic investment in the health, financial resilience, and long-term prosperity of our workforce and their families. By pairing comprehensive health coverage and wellness programs with family-friendly leave, robust retirement benefits, ownership opportunities, and practical, everyday supports, we align our people strategy with our broader corporate responsibility focus.

Mental Health Assessments

CoStar Group provides access to a range of mental health resources and services through third-party providers, as part of our medical benefits plan. Employees may also independently seek evaluation and care from mental health providers of their choosing, including licensed physicians, counselors, coaches, or other qualified professionals.

Workplace Management

Our approach emphasizes employee experience, risk prevention, regulatory compliance, and continuous improvement, with health and safety oversight embedded into all our management practices.



We conduct regular workplace assessments to identify and mitigate physical, ergonomic, environmental, and safety risks. Our offices are designed and maintained to support employee well-being, including suitable workplace conditions, ergonomic guidance, on-site fitness centers, accessibility measures aligned with applicable ADA guidelines, clear emergency procedures, and regular cleaning and maintenance to ensure a hygienic working environment.

Our employees have access to health and safety information and resources, with transparent processes for reporting and addressing incidents or hazards. We regularly review these practices

to reflect evolving workplace risks, regulatory requirements, and employee feedback.

Safeguarding Our People

Whether in our offices, in the community, or while traveling for business, we take great care to ensure our employees' safety. Our Global Security Operations Center (GSOC) provides round-the-clock support to employees and monitors threats to our company, brand, and people. By streamlining processes such as badging, law enforcement inquiries, alarms, and video surveillance, we have also extended comprehensive protection to our international colleagues.

Security & Life Safety Highlights

- Strengthened security and streamlined the building entry experience for employees with the introduction of mobile credentials (Apple/Google Wallet).
- Enhanced emergency support and personal security awareness for our field photographers with a new SOS button on the Everbridge App and a training program focused on field safety and law enforcement interactions.
- Delivered security briefings to employees traveling internationally, covering safety protocols and global risk factors.
- Conducted facility security reviews and delivered AED, CPR, and First Aid training at key offices.
- Trained hundreds of new hires and floor wardens in security protocols and emergency response procedures.

Philanthropic Programs

As we expand our global footprint, we continue to identify opportunities to support the communities in which we operate through direct investment, employee volunteerism, and strategic partnerships. We accomplish this through several channels including philanthropic giving, matching programs, and our CoStar Group Builds volunteer program.

CoStar Group Builds

Through our volunteer arm, CoStar Group Builds provides an opportunity to enrich our communities by volunteering together. CoStar Group Builds hosted over 50 volunteer events

across the U.S., U.K., and Toronto in 2025. Over 2,000 employee volunteer hours were tracked, however this represents only a portion of the total number of hours for the year.

Key Community Activities:

Martin Luther King, Jr Day of Service

Since 2023, CoStar Group Builds has hosted a Day of Service in honor of the legacy of Martin Luther King, Jr. In 2025, we contributed over 10,250 essential goods to our local communities across the United States and Canada. Employees in Arlington, Atlanta, Dallas, Irvine, Nashville, Norfolk, Richmond, and Toronto participated in creating hygiene and winter kits.

Back to School Backpack Drive

CoStar Group marks the beginning of each school year with a coordinated backpack giving effort throughout the company. In 2025, more than 400 employees volunteered their time to complete over 33,000 backpack kits to school children in eight cities including Arlington, Atlanta, Dallas, Irvine, Nashville, Richmond, San Diego, and San Francisco. CoStar Group also contributed \$500,000 towards additional school supplies.

Raising Awareness Through Physical Activity and Volunteering

Across the company, many of our offices organized or participated in physical activity to raise money and awareness for causes within their communities.



- **Arlington:** Children’s National Hospital Race for Every Child and DC Scores Soccer cup
- **Atlanta:** Back on My Feet Meaningful Miles 5K and Emory Winship Cancer Institute 5K
- **Irvine:** Support Sisterz Combat Cancer Walk and Children’s Hospital of Orange County 5K
- **London:** LandAid’s SleepOut 2025, J.P. Morgan Corporate Challenge, and the Annual Hotel Conference Charity Bike Ride
- **Norfolk:** Children’s Hospital RunWalk
- **Richmond:** Richmond Heart Walk and Rebuilding Together Richmond
- **San Diego:** Special Olympics Summer Games

We also partnered with Blood Cancer United (previously Leukemia and Lymphoma Society) across Nashville, Dallas, Washington D.C., Irvine, and Richmond in supporting their annual Light The Night Walk for a total contribution of \$100,000.

Holiday Volunteerism and Charitable Giving

Each year, CoStar Group employees look forward to our holiday volunteer and giving opportunities. For the 14th consecutive year, we partnered with the Salvation Army Angel Tree project across several cities supporting a total of 227 angels and 50 silver bells. In addition, we sponsored the following charitable giving activities:

- **Arlington:** Donated 346 pounds of food through an employee drive for the Arlington Food Assistance Center (AFAC) and over 30 gifts for the Children’s National Hospital toy drive



- **Atlanta:** Donated 14 bikes and many other toys to For the Kid In All of Us
- **London:** Partnered with The Story of Christmas Appeal charity
- **San Francisco:** Held a toy drive and gift wrapping for the Family Giving Tree
- **Irvine:** Supported over 300 children in the Children’s Hospital toy giveaway

CoStar Center for Arts and Innovation, Virginia Commonwealth University (VCU)

Following the 2023 announcement of our \$18.3 million commitment to VCU to support the planned Arts and Innovation Academic Building, the project celebrated a significant milestone with the placement of the highest steel beam in December 2025. The CoStar Center for Arts and Innovation’s 213,000 square feet, which is expected to open to the public in late 2027, will house flex classroom space, performance venues, and makerspaces.

GOVERNANCE



CoStar Group is committed to maintaining strong corporate governance practices. The Principles of Corporate Governance sets forth the framework that guides the Board of Directors in carrying out its responsibility to oversee the business and affairs of the Company. The Nominating & Corporate Governance Committee of the Board periodically reviews and recommends changes to the Principles of Corporate Governance, ensuring they reflect legal and regulatory developments as well as best practices. The Nominating & Corporate Governance Committee is also responsible for succession planning for the Board and overseeing the performance of the Board and its committees. In 2025, as a result of the Board's ongoing succession planning process and in accordance with support agreements entered into with certain stockholders, the Board elected three new directors to the Board, John Berisford, Rachel Glaser, and Christine McCarthy and elected Louise Sams as the Board Chair. In 2026, the Board elected Nana Banerjee as a new independent member, expanding the Board to nine directors, eight of whom are independent. Each of these independent directors has extensive public company experience and brings a long track record of creating value for stockholders.

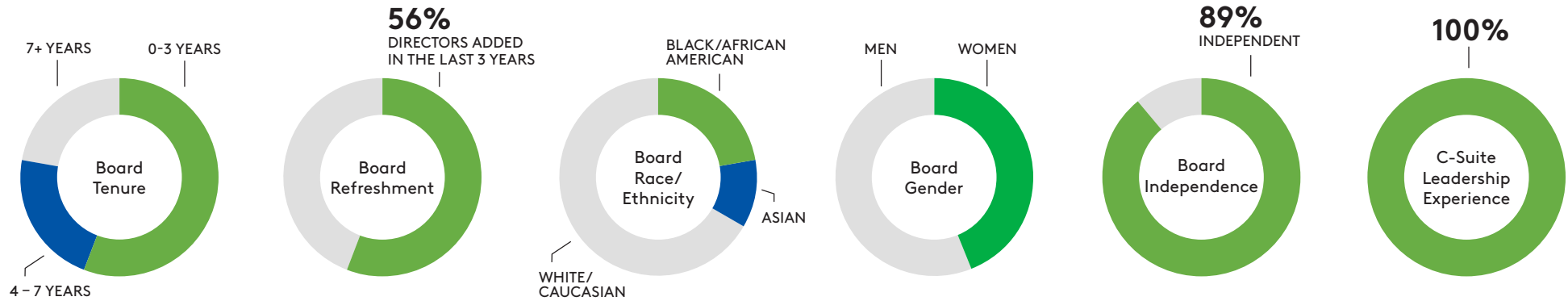
In addition to the Nominating & Corporate Governance Committee, our Board has delegated various responsibilities and authorities to two additional committees, the Audit Committee and the Compensation Committee. The Audit Committee is responsible for overseeing the accounting and financial reporting processes of the Company, the



Company's compliance with legal and regulatory requirements, the performance of the outside auditor, the Company's corporate responsibility program, and cybersecurity and generative artificial intelligence risks, controls and procedures. The Compensation Committee, among other responsibilities, is responsible for overseeing the compensation of the Company's executive officers and directors and succession planning of the Company's senior leadership team. The Principles of Corporate Governance and the charters of each of the Committees are available on CoStar Group's website.

CoStar Group respects stockholder rights, and in recent years our Board 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

CoStar Group Board by the Numbers as of March 15, 2026



the proxy statement for our annual meeting. Corporate Governance highlights include:

- Separation of CEO and Board Chair
- Independent Board Chair
- Majority voting for all directors
- Annual election of directors
- 8 of 9 directors are independent
- Fully independent Board committees
- Overboarding policy for directors
- Retirement policy for directors
- Independent compensation consultant
- Comprehensive Code of Business Conduct & Ethics

The Audit Committee is responsible for overseeing the Company's reporting of corporate responsibility and climate-related risks and opportunities. The Audit Committee receives periodic updates on CoStar Group's approach and progress on its corporate responsibility

matters. In addition to the oversight provided by the Audit Committee, the Company's Corporate Responsibility Committee (CRC), consisting of the Chief Financial Officer, the General Counsel, the Chief Human Resources Officer, the Chief Accounting Officer and the Associate General Counsel, Head of Corporate and Compliance, meets on a quarterly basis to discuss corporate responsibility-related topics. In 2026, the CRC reviewed our 2025 GHG calculations, targets and progress and Climate Related Risk and Opportunities, and disclosures related to the Company's corporate responsibility program. For more information on our Board Committees and our governance policies and practices, please refer to the Corporate Governance section of our 2025 Proxy Statement.

Commitment to Ethics and Compliance

CoStar Group is a company that leads with integrity and purpose. At CoStar Group, compliance isn't just about policies - it's about living our values every day, in every decision,

every interaction, and every innovation. At the core of our Ethics & Compliance Program is the Company's Code of Business Conduct & Ethics (the "Code"). All directors, executive officers, and employees of the Company are expected to review the Code, which guides directors, officers, and employees to uphold the highest ethical standards in all business interactions. It is available in eight languages on the Company's intranet and on its website. The Code requires employees and contractors to report actual or suspected misconduct. In addition to a confidential and anonymous whistleblower hotline, maintained by an independent third party, which can be accessed globally on the web or by phone, employees and contractors can discuss any concerns with their manager, the General Counsel, a member of the employee relations team, an employee's Human Resources business representative, or a member of the compliance and/or legal team. All reported issues are carefully reviewed and addressed. If an allegation is substantiated, appropriate disciplinary action is

taken. CoStar maintains an anti-retaliation policy, which encourages employees to raise concerns without fear of retaliation if they have raised their concern in good faith. The Audit Committee receives reports on a periodic basis regarding substantiated and unsubstantiated allegations made to the whistleblower hotline.

CoStar Group maintains global policies and practices that help guide our employees on how to do their jobs ethically and lawfully. These include:

- Anti-Corruption Policy
- Insider Trading Policy
- Non-Harassment Policy
- Equal Employment Opportunity Policy
- Supplier Code of Conduct
- AI Policy
- Human Rights Policy
- Modern Slavery Statement
- Environmental Policy Statement
- Guidelines on Gifts and Entertainment
- Conflicts of Interest Reporting Process

Many of our policies can be found in the [Governance Documents](#) section of our website.

To support our employees' understanding of the Company's policies, CoStar Group provides extensive training to its employees at onboarding and on an annual basis. Some of the core annual compliance trainings include:

- Code of Conduct (including sanctions, anti-corruption, conflicts of interest, and ethics)

- Gift Giving (during the holiday season)
- Privacy Training
- Non-Harassment
- Anti-Slavery & Human Trafficking
- Media & Publicity
- Insider Trading
- Anti-Corruption

We also take a risk-based and targeted approach providing additional training on an as needed basis to people leaders to continue to develop their leadership skills. Additional trainings include:

- Discrimination Free Workplace
- Corrective Action at CoStar Group
- Performance Management at CoStar Group
- Managing with the Law

The Compliance team actively monitors and evaluates current and emerging risks to strengthen the Company's ethics and compliance program. A risk assessment is conducted periodically to identify key legal and compliance risks and determine how those risks are managed and mitigated. The latest assessment highlighted the areas of highest residual risk, after considering existing controls and mitigation measures, and established focus areas for the next 12-18 months. No significant risks were identified related to regulatory compliance, and regulatory compliance risk ranked lowest of all risks surveyed (out of 36 potential risks). When the Company acquires a new company, the Compliance team works to incorporate potential new and emerging risks into the Company's ethics and compliance program.

The results of the legal and compliance risk assessment are shared with the Audit Committee following the completion of each legal and compliance risk assessment. For additional details on risks that may materially impact our business and financial performance please refer to Item 1A, "Risk Factors," in our 2025 Annual Report on Form 10-K.

CoStar Group understands that third-party risks, particularly with respect to data privacy and security, can have an impact on the Company's operations. As such, we require vendors to acknowledge the Company's Supplier Code of Conduct and complete supplier questionnaires, which are vetted and verified through a due diligence process by our procurement and GRC teams, and vendors and customers are screened for compliance with international sanctions requirements.

Corporate Political Contributions

The Company may make contributions from corporate funds to candidates for state, local or federal office or other political organizations from time to time. The Company does not maintain a political action committee. If the Company determines to make a political contribution to a candidate for state, local, or federal office or to any other political organization from corporate funds, the contribution must be approved by the Company's General Counsel and will be reported to the Nominating & Corporate Governance Committee. Annual political contributions are disclosed in the [Governance Documents](#) section of our website.

Stockholder Engagement

We regularly engage with our stockholders to understand their perspectives on our business and executive compensation program. As a direct result of the feedback received through this open dialogue, the Company undertook a complete overhaul of its executive compensation program for 2026, incorporating significant enhancements that were directly responsive to stockholder input.

The CoStar Group Board is Listening

- Proactively & directly sought stockholder engagement on governance & compensation issues in 2025
- 100% of the top 50 stockholders contacted, representing 77% of all shares outstanding.
- 21 of the top 50 stockholders holding a third of all shares chose to give feedback
- Board Chair or Compensation Committee Chair participated in 100% of meetings where Board participation was requested by stockholders
- Board Chair or Compensation Committee Chair participated in 76% of meetings with stockholders responding to outreach

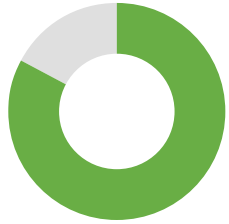
Board Acted on Stockholder Feedback on Executive Compensation

WHAT WE HEARD	CHANGED FOR 2026?	WHAT WE DID
Enhance Goal Rigor in setting targets	✓	Established symmetrical slopes for performance metrics, increased relative TSR (rTSR) target and capped rTSR payout based on absolute TSR
Reduce Weighting of Qualitative Goals of short-term incentives for non-CEO NEOs	✓	Increased the portion of short-term incentive payout based on objective financial metrics from 50-65% for 2025 to 80% for 2026
Give Heavier Weighting to PSUs as preferred vehicle	✓	Set LTI mix of 80% PSUs for the CEO and 60% PSUs for the other executive officers
Update Performance Metrics to ensure alignment with value creation, including TSR and per-share metrics	✓	Balanced EBITDA with Organic Revenue metric for STI metrics and replaced Revenue with EPS and rTSR for LTI metrics
Simplify the Design of executive compensation structure	✓	Eliminated stock options and annual Performance-Based Restricted Stock in favor of a mix of PSUs and time-based RSUs
Enhance Disclosures on compensation framework and the Committee's decision making	✓	Committed to updating disclosures to provide greater clarity and detail
Remove Tax Gross-up from CEO's employment agreement	✓	Eliminated legacy 280G excise tax gross-up
Enhance Clawback Policy	✓	Expanded existing clawback policy to include time-based RSUs
Increase CEO's Stock Ownership Guidelines	✓	Increased minimum stock ownership requirements for CEO from 6x to 10x base salary

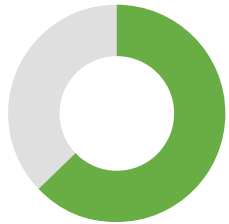
NEARLY 500 INVESTORS MET WITH



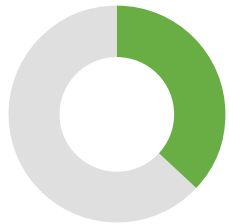
89%
C-SUITE
PARTICIPATION



83%
CEO PARTICIPATION



63%
OF ACTIVE
STOCKHOLDERS



37%
OF TOTAL SHARES
OUTSTANDING



Stockholder Engagement in 2026

In early 2026, the CEO, CFO, and Head of Investor Relations engaged with a broad group of stockholders through an investor roadshow. These meetings provided an opportunity to communicate about CoStar Group’s strategic priorities and long-term objectives.

During our engagement process, in addition to discussing our governance updates, we demonstrated the Homes.com product, including our new AI capabilities.

Privacy & AI Governance

Privacy protection and responsible AI are integral to our operations. In 2025, we unified Privacy and AI Governance into a coordinated governance program within Legal and Compliance to align oversight, policies, and controls across our multi-brand business. As part of this integration,

we strengthened leadership and resourcing by appointing an AIGP certified Senior Director, Legal & Head of Privacy and AI Governance to oversee a dedicated team within the Legal & Compliance department. The Company continued to work with its independent data privacy officer to support our operations in Europe. This year, we also added a CIPP/US/EU, CIPM, and FIP certified Privacy Director to strengthen execution and accountability. The three members of the privacy team are responsible for centralizing strategy and standards across our business and brands, fostering close partnerships with Information Security and Legal Operations, and supporting accountability for program outcomes in collaboration with business leadership. Senior leadership updates the Audit Committee of the Board twice per year on AI governance.

Our integrated privacy program is designed to safeguard personal information, meet global regulatory requirements, and support responsible innovation. It applies a risk-based approach across the product and data lifecycle, emphasizing transparency, documented decision-making, and measurable outcomes.

Governance and Oversight

The privacy team leads day-to-day program management, partners closely with Information Security, Product, Engineering, Marketing, Customer Support, and Human Resources, and provides regular updates to senior management on program status, risks, and regulatory developments. This approach ensures transparency, accountability, and resilience across our operations.

In 2025, we refreshed this governance foundation to be efficient and scalable. Key enhancements included clarifying roles and decision rights, standardizing review pathways, and consolidating legacy practices into streamlined procedures. Weekly cross-functional working sessions began in May to coordinate priorities, and the privacy team along with other members of the legal, finance, and human resources department participated in a scenario-based tabletop exercise led by the Information Security team to enhance preparedness in the event of a privacy incident.

During the first half of 2025, we also convened a Data Privacy Forum to provide cross-functional governance and escalation. This refreshed governance model supports the integration of AI governance alongside data protection, with strengthened coordination, clearer accountability, and a framework that can scale with the business.

Privacy and Data Protection

In 2025, we consolidated and updated our global Privacy Notice and Cookie Policy to be more consistent and transparent across our multi-brand portfolio. The unified notice now applies across all brands and applications, incorporating updates to reflect new U.S. state laws and international requirements. Our refreshed Cookie Policy clearly explains how we use cookies and similar technologies and provides users with straightforward options to manage their preferences. This initiative encompassed three core privacy documents – Global Privacy Notice, Cookie Policy, and Data Processing Agreement -

achieving 100% coverage across all brands under a single, consistent privacy framework.

We modernized core operations to improve speed, integration, and accountability. Data subject request intake, tracking, and fulfillment were brought in-house and rebuilt on internal workflows that integrate with our support teams and systems. This transition replaced legacy tooling, reduced vendor dependency, and delivered efficiency and cost benefits while maintaining statutory timelines and a consistent experience across brands.

Consent management was upgraded through the implementation of a new cookie consent platform, providing standardized banners, centralized preference management, and improved reporting across sites and regions. The platform supports reliable capture and retention of consent choices and is designed to simplify future updates as regulations evolve.

Contractual and cross-border safeguards were refreshed. Our customer-facing Data Processing Agreement was updated, including the latest Standard Contractual Clauses, and our Intracompany Data Transfer Agreement was revised to reflect corporate entity updates and legal changes. These updates align our contracting posture with current requirements and support a consistent approach to third-party and international data transfers.

AI Governance

In 2025, we laid the foundation for a responsible AI governance program that supports innovation

while managing legal, security, and ethical risk. Our focus was on building a foundational governance framework that defines how certain AI systems are evaluated across products and internal operations. This included establishing review processes, documentation standards, and accountability measures. As part of this groundwork, we conducted a targeted assessment of AI-enabled call-recording tools to align with applicable consent and privacy requirements and to inform our broader approach.

We began developing contractual standardized terms for AI-related vendor engagements and updates to our contractual templates, addressing areas such as data use and ownership, restrictions on model training with company or customer data without express authorization, security and confidentiality obligations, transparency expectations, and appropriate audit rights.

We continue to monitor emerging regulations, including the EU AI Act, and use that analysis to shape our procedures and disclosures. We completed an AI Act assessment for Matterport, one of CoStar Group's business units, which identified key regulatory considerations and informed our broader approach.

Training

We provided mandatory annual privacy training to all employees and tracked completion across the organization. Tailored refreshers are delivered for higher-risk and customer-facing roles, and new hires receive onboarding focused on privacy fundamentals.

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. Senior leadership updates the Audit Committee of the Board twice per year on Cybersecurity.

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, which is designed to ensure that 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, Visual Lease, and CoStar Real Estate Manager products maintain SOC-1, Type 2 accreditations. Matterport, CoStar Real Estate Manager, and CoStar Lender maintain SOC-2, Type-2 accreditations. Domain maintains ISO 27001 certification.



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.

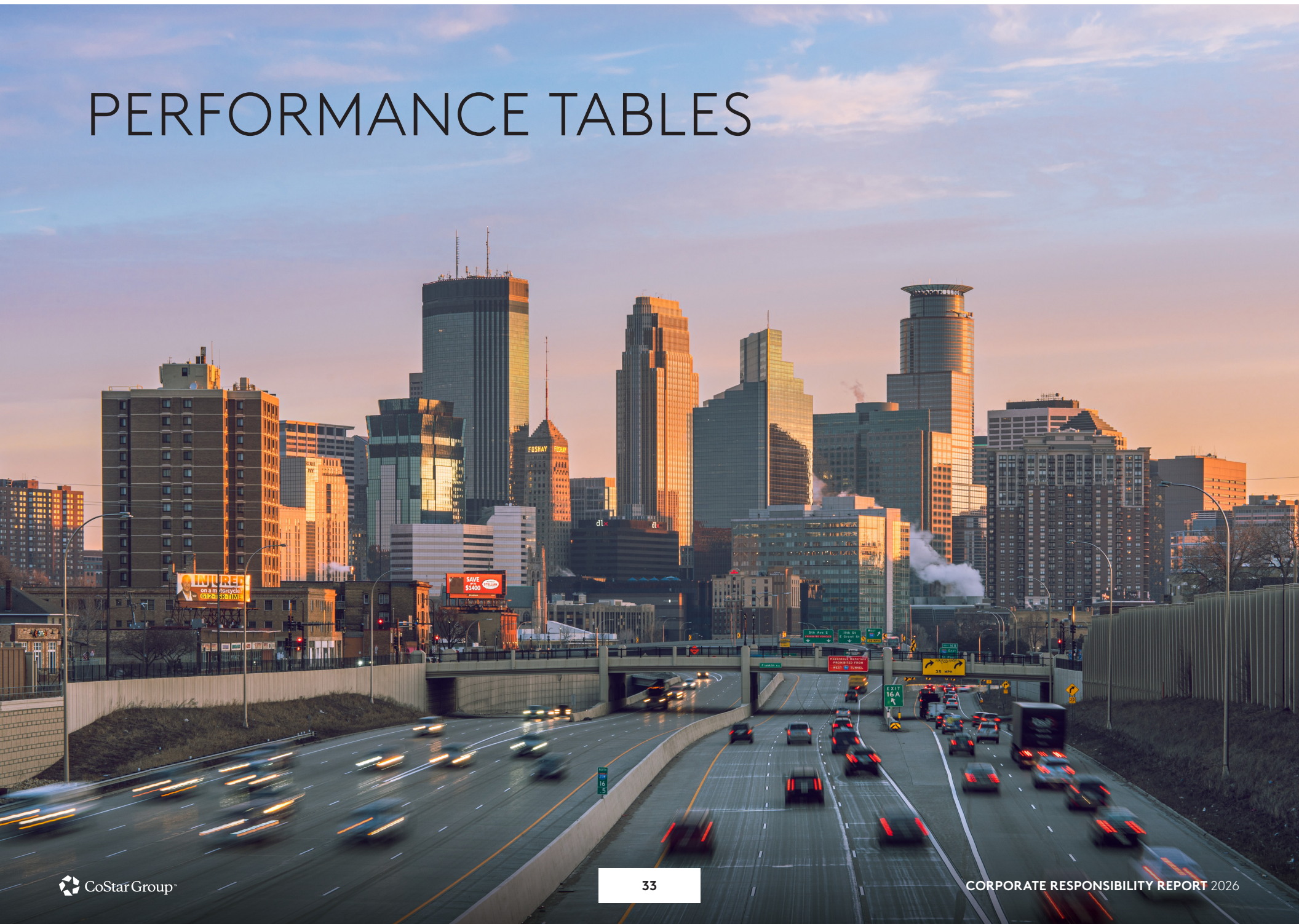
Scanning in the pipeline and pre-production run-time environments significantly reduces risks from escaping into production applications. Production applications undergo annual penetration tests via internal application security teams and external providers.

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 CoStar Group's and customers' 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 to reinforce awareness and reporting. 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 Annual Report on Form 10-K.

PERFORMANCE TABLES



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	2,340	4,258	25	2	4	0	346	585	0	326	460	0	152	329	1	3	4	0	86	122	2	47	114	13	1,378	2,640	9
Executive/ Senior Level Officials & Managers	95	252	0	0	0	0	13	30	0	5	5	0	1	13	0	0	1	0	0	6	0	3	10	0	73	187	0
First/Mid-Level Officials & Managers	264	591	3	0	0	0	35	91	0	29	50	0	16	37	0	0	0	0	7	8	1	3	18	1	174	387	1
Professionals	1,100	1,976	12	1	2	0	249	393	0	141	215	0	64	148	0	2	3	0	44	58	0	23	57	7	576	1,100	5
Technicians	2	2	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Sales Workers	618	1,266	6	1	2	0	31	62	0	55	149	0	43	114	0	1	0	0	20	37	1	11	28	4	456	874	1
Administrative Support Workers	261	171	4	0	0	0	18	9	0	96	40	0	27	16	1	0	0	0	14	13	0	7	1	1	99	92	2
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

Data as of 12/31/2025

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	854	932	13	42	47	0	18	14	0	14	14	0	10	12	0	658	683	13	112	162	0
Executive/Senior Level Officials & Managers	24	40	0	1	1	0	0	0	0	0	0	0	0	1	0	13	23	0	10	15	0
First/Mid-Level Officials & Managers	126	178	2	7	6	0	2	1	0	1	1	0	1	3	0	105	136	2	10	31	0
Professionals	402	449	5	20	23	0	10	7	0	5	8	0	8	5	0	306	346	5	53	60	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	155	155	0	11	15	0	2	2	0	5	5	0	0	2	0	110	87	0	27	44	0
Administrative Support Workers	147	110	6	3	2	0	4	4	0	3	0	0	1	1	0	124	91	6	12	12	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

Data as of 12/31/2025

DEMOGRAPHICS

Age

Region	Total	20-29	30-39	40-49	50-59	60+	Undisclosed
US	6,623	30.2%	32.9%	21.5%	12.3%	3.1%	0.0%
International	1,799	21.1%	42.7%	25.7%	8.7%	1.6%	0.3%
Total	8,422	28.2%	35.0%	22.4%	11.5%	2.8%	0.1%

Contractor vs Employee

	2025	2024	2023
Employee	8,422	6,551	6,176
Contractor	132	61	315
Total	8,554	6,612	6,491

Full Time vs Part Time Employees

	2025	2024	2023
Full Time	8,371	6,533	6,147
Part Time	51	18	29
Total	8,422	6,551	6,176

Leadership

	Total	Female	Male
Board of Directors	9	4	5
Executive Leadership	9	2	7

NEW HIRES

Age

Region	Total	20-29	30-39	40-49	50-59	60 and over	Undisclosed
US	2,181	57.5%	24.5%	10.5%	6.0%	1.5%	0.0%
International	204	52.0%	29.4%	13.7%	4.9%	0.0%	0.0%

Gender

Region	Total	Female	Male	Undisclosed
US	2,181	36.8%	62.5%	0.7%
International	204	47.5%	52.5%	0.0%

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%	11.0%	14.9%	7.8%	0.1%	4.1%	3.5%	58.5%

EMPLOYEE RETENTION

Age

Year	Average	20-29	30-39	40-49	50-59	60 and over
2025	85.6%	78.8%	85.4%	90.3%	92.5%	88.2%
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%

Gender

Year	Female	Male
2025	84.1%	86.6%
2024	86.3%	88.7%
2023	88.9%	90.7%

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
2025	85.3%	100.0%	88.2%	85.3%	85.5%	62.5%	82.1%	80.5%	85.0%
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%

EMPLOYEE PARENTAL LEAVE

	Female	Male	Undisclosed	Total
Employees Eligible	157	305	0	462
Employees that took Parental Leave	157	305	0	462
Employees that Returned Back	120	248	0	368
Employees Still Employed	118	240	0	181

SAFETY

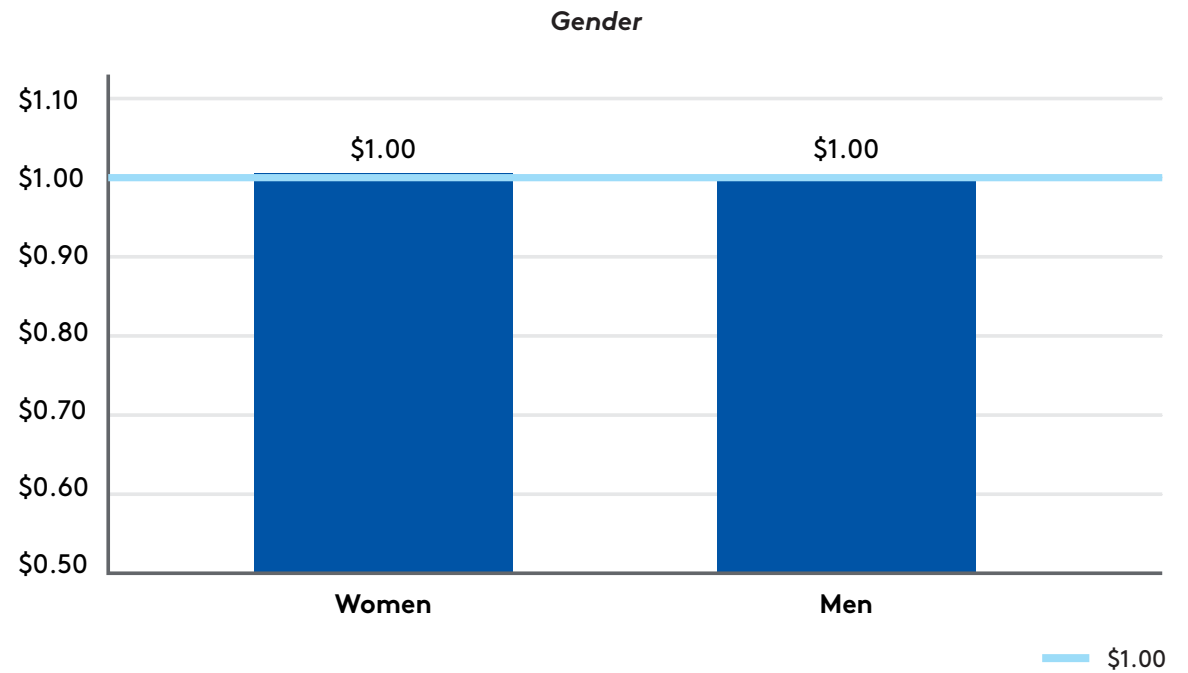
	2025	2024	2023
Total # of Incidents	58	41	28
Total # of Deaths	0	0	0
Total # of Days Off Work	959	762	1,004
Total # of EE Job Transfers or Restriction	0	0	0
Anonymous Hotline	0	0	0

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	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 2025, when we compare pay based on role, women earn \$1.00 for every dollar earned by men. Similarly, when race/ethnicity is considered, Black or African American, Hispanic or Latino and Asian employees earn at least \$1.00 for every dollar earned by White employees.



GREENHOUSE GAS EMISSIONS

	2025	2024*	2023
Scope 1 - Energy Type	MTCO2e	MTCO2e	MTCO2e
Natural Gas - Facilities	142	80	786
Diesel - Facilities	0.07	5	15
Vehicle Fuels	3,446	3,114	2,005
Refrigerant Leakage	212	229	357
Sub-Total Scope 1	3,800	3,428	3,163
Scope 2 - Energy Type	MTCO2e	MTCO2e	MTCO2e
Electricity Facilities (Location-based)	9,067	7,790	7,820
Electricity Facilities (Market-based)	3,669	4,746	7,843
Steam - Facilities	8	23	18
Natural Gas - Leased Facilities	584	705	0
Electric Vehicles (Location-based)	154	159	241
Electric Vehicles (Market-based)	159	172	242
Sub-Total Scope 2 (Location-based)	9,813	8,678	8,079
Sub-Total Scope 2 (Market-based)	4,420	5,647	8,103
Scope 3 - Energy Type	MTCO2e	MTCO2e	MTCO2e
Category 1: Purchased Goods and Services	74,400	66,183	60,385
Category 2: Capital Goods	47,314	104,893	34,627
Category 3: Fuel- and Energy-Related Activities	3,831	3,012	3,003
Category 4: Upstream Transportation and Distribution	557	511	381
Category 5: Waste Generated in Operations	1,400	1,047	558
Category 6: Business Travel	10,126	7,637	9,184
Category 7: Employee Commuting (Incl. Teleworking)	16,547	11,258	8,667
Category 8: Upstream Leased Assets	389	-	-
Category 11: Use of Sold Products	3,627	-	273
Sub-Total Scope 3	156,869	194,541	117,078

Total Scope 1 & 2	MTCO2e	MTCO2e	MTCO2e
Total (Location-based)	13,614	12,106	11,242
Total (Market-based)	8,220	9,075	11,266
Total Scopes 1, 2 & 3	MTCO2e	MTCO2e	MTCO2e
Total (Location-based)	170,483	206,647	128,320
Total (Market-based)	165,089	203,616	128,344

*2024 revised with audited figures. Numbers may not foot due to rounding.

GREENHOUSE GAS EMISSIONS (CONTINUED)

	2025	2024	2023
Total Electrical Power Use	33,525 MWh	28,718 MWh	27,055 MWh
Gross Electrical Power Derived from Non-Renewable Sources	14,391 MWh	15,794 MWh	26,053 MWh
Percentage of Electrical Power Derived from Non-Renewable Sources	42.9%	55.0%	96.3%
Gross Electrical Power Derived from Renewable Sources	19,133 MWh	12,924 MWh	1,002 MWh
Percentage of Electrical Power Derived from Renewable Sources	57.1%	45.0%	3.7%
	2025	2024	2023
Aggregated Energy Consumption	52,810 MWh	46,177 MWh	40,779 MWh
Percentage of Consumed Energy from the Grid	27.3%	35.3%	63.9%
Percentage of Energy Derived from Non-Renewable Sources	33,677 MWh	33,767 MWh	39,776 MWh
Energy Derived from Non-Renewable Sources	63.8%	73.1%	97.5%
Energy Derived from Renewable Sources	19,133 MWh	12,409 MWh	1,003 MWh
Percentage of Energy Derived from Renewable Sources	36.2%	26.9%	2.5%

	2025	2024	2023
Electricity Facilities (Location-based)	9,067 MTCO _{2e}	7,790 MTCO _{2e}	7,820 MTCO _{2e}
Electricity Facilities (Market-based)	3,986 MTCO _{2e}	4,746 MTCO _{2e}	7,843 MTCO _{2e}
	2025	2024	2023
Total Scopes 1 & 2 Market Based GHG	8,220 MTCO _{2e}	9,075 MTCO _{2e}	11,266 MTCO _{2e}
Average Full-Time Employees	7,562	6,551	6,175
Scopes 1 & 2 Market Based Operational Intensity Per Employee	1.1 MTCO _{2e}	1.4 MTCO _{2e}	1.8 MTCO _{2e}
Total Scopes 1, 2 & 3 Market Based GHG	165,089	203,616 MTCO _{2e}	128,344 MTCO _{2e}
Total Scopes 1, 2 & 3 Market Based Operational Intensity Per Employee	22 MTCO _{2e}	31 MTCO _{2e}	21 MTCO _{2e}
Total Revenue	\$3,247	\$2,736	\$2,455
Scopes 1 & 2 Market Based Financial Intensity Per \$1M of Revenue	2.5	3.3	4.6
Total Scopes 1, 2 & 3 Market Based Financial Intensity per \$1M in Revenue	51 MTCO _{2e}	74 MTCO _{2e}	52 MTCO _{2e}

GREENHOUSE GAS EMISSIONS (CONTINUED)

GHG Emissions by Region	2025		2024		2023	
	Domestic (MTCO ₂ e)	International (MTCO ₂ e)	Domestic (MTCO ₂ e)	International (MTCO ₂ e)	Domestic (MTCO ₂ e)	International (MTCO ₂ e)
Scope 1 Facilities Natural Gas	142	0	80	0	675	111
Scope 1 Facilities Refrigerants	212	0	229	0	319	38
Scope 1 Facilities Diesel	0.072	0.001	5	-	15	-
Scope 1 Vehicles	1,399	23	1,022	33	423	38
Scope 1 Planes	2,025	-	2,058	-	1,520	-
Total	3,778	23	3,395	33	2,952	187

Gross Electrical Power Derived from Renewable Sources	2025		2024		2023	
	Domestic (MTCO ₂ e)	International (MTCO ₂ e)	Domestic (MTCO ₂ e)	International (MTCO ₂ e)	Domestic (MTCO ₂ e)	International (MTCO ₂ e)
	18,643	490	12,379	30	975	27

Electrical Power by Region	2025		2024		2023	
	Domestic (MWh)	International (MWh)	Domestic (MWh)	International (MWh)	Domestic (MWh)	International (MWh)
Electrical Power - Facilities	31,412	1,596	26,717	1,486	24,829	1,560
Electrical Power - Vehicles	489	28	514	-	666	-
Total	31,901	1,624	27,231	1,486	25,494	1,560

GREENHOUSE GAS EMISSIONS (CONTINUED)

	2025		2024		2023	
Energy Derived from Non-Renewable Sources by Region	Domestic	International	Domestic	International	Domestic	International
Electricity (Non-renewable)	13,258	1,134	14,852	1,456	24,519	1,533
Steam	34	4	100	-	81	-
Diesel	0.27	0.03	22	-	60	-
Jet Fuel	9,065	-	8,448	-	6,237	-
Gasoline (MWh)	6,018	94	4,336	217	2,744	266
Natural Gas (MWh)	3,687	384	3,479	857	3,725	611
Total	32,062	1,615	31,238	2,530	37,366	2,410

Waste Emissions - Scope 3: Category 5	2025 (MTCO _{2e})	2024 (MTCO _{2e})	2023 (MTCO _{2e})
Domestic	1,294	1,201	477
International	90	98	80
Total	1,383	1,299	557

	2025	2024
Total Water Withdrawal*	2,953,429 gallons	6,862,717 gallons
Total Water Consumption	29,537,728 gallons	68,627,168 gallons

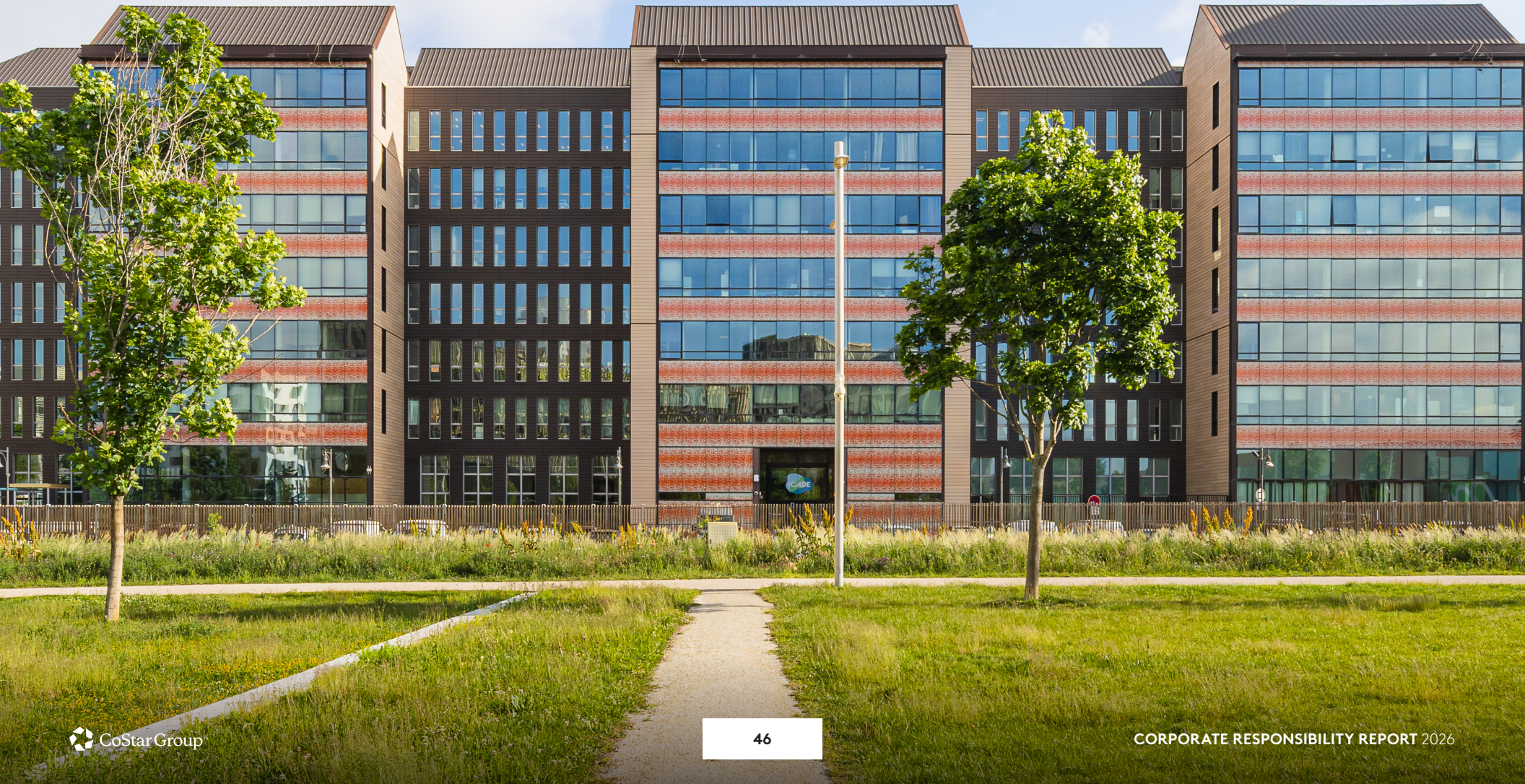
	2025		2024	
% of Non-Hazardous Waste Recycled	787 st	20%	507 st	26%
% of Non-Hazardous Waste Landfilled	3,060 st	80%	1,408 st	74%

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.

*Change in methodology due to improved data

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	13,544	Gold	Yes		Gold
San Francisco	CA	26,164	Gold	Yes		
San Diego	CA	45,706	Platinum	Yes		
Irvine-Spectrum	CA	114,000	Gold			Gold
Toronto	Canada	15,773	Gold			
Denver	CO	10,268	Gold	Yes		
Arlington	VA	552,279	Platinum	Yes		
Tampa	FL	2,701	Gold	Yes		
Orlando	FL	3,352	No Certification	Yes		
Fort Lauderdale	FL	4,766	Gold	Yes		
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		
Florham Park	NJ	6,049	Certified			
New York	NY	22,518	Gold	Yes		
Cincinnati	OH	3,104	Gold	Yes		
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	No Certification		Excellent	
Seattle	WA	5,833	Gold	Yes		
Richmond (951 E Byrd)	VA	164,485	No Certification	Yes		
Richmond (Campus Development)	VA	755,000	In Development. Targeted for LEED Platinum-Net Zero			In Development. Target for LEED Platinum
Richmond (501 S 5th)	VA	310,000	Presubmittal planning for LEED O&M			
Richmond (901 Semmes)	VA	117,000				

TCFD DISCLOSURES



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 Chief Accounting Officer, convenes annually—or more frequently if needed—to update the CFO on environmental matters. 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

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, pg 51) and Table 2 (for transition risks, pg 53), 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 (pg 56) 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.

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.

IMPACT RATINGS

Risk vs. Opportunity	Low	Moderate	Significant	Major
Risks	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
Opportunities	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: 2026 – 2029
- Medium-Term: 2030 – 2035
- Long-Term: 2036 – 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"> · LED lighting, installing occupancy sensors, and controlling lights and HVAC systems through a building management system · Increased use of more fuel-efficient and electric modes of transport in CoStar Group’s fleet of vehicles · Use of lower-emission sources of energy <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"> · 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 · CoStar Group’s energy use is relatively low compared to other industries, so potential savings from increased energy efficiency are limited · 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 · 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

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"> · 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 · 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 · 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

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.

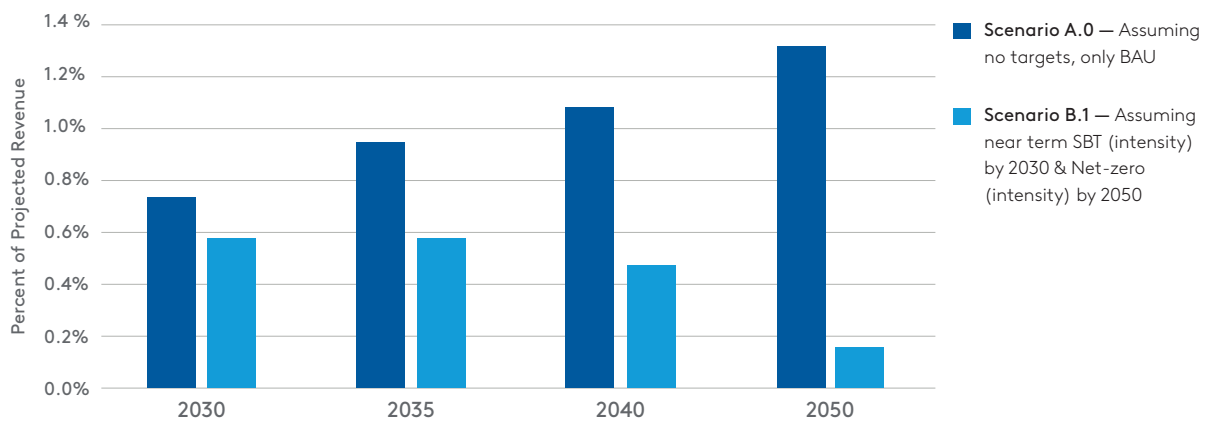
In the worst-case scenario, CoStar Group’s exposure to carbon prices in 2050 would constitute approximately 1.3% of its projected 2050 revenue, with this amount decreasing to 0.2% of projected 2050 revenue in the best-case scenario. Based on these results and its overall low emissions

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 below in Chart 1.

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,

Chart 1: Financial Implications of Carbon Pricing as a Percentage of Projected Revenue
Cost expressed as % of CoStar Group’s Projected Revenue Scope 1, 2 (market-based), Scope 3



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, 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

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

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 Group's annual GHG emissions and recently approved science-based targets (see section C to the right) 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 Group 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.

In the Performance Tables section (pg 54) 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 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 40% in 2025. 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_{2e} per dollar of value added, which increased to 0.000048 MTCO_{2e} 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.

FRAMEWORK REFERENCE CHARTS



GRI INDEX

The Global Reporting Initiative (GRI) provides a set of standards for measuring and communicating performance on environmental, social and corporate governance topics. CoStar Group's fiscal year 2025 reporting is prepared in

accordance with the GRI Standards. The index below provides CoStar Group's information for universal GRI Standards and relevant topic-specific GRI Standards.

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	2	1	Organizational details	See Form 10-K, Business Overview .
Universal Standards	General Disclosures	2	2	Entities included in the organization's sustainability reporting	See Form 10-K Exhibit 21.1
Universal Standards	General Disclosures	2	3	Reporting period, frequency and contact point	The reporting period is for 2025. Publication date is 4/10/2026. The frequency is annual. The contact point is rsimonelli@costar.com .
Universal Standards	General Disclosures	2	5	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 April or May, which will be disclosed in our CDP Questionnaire later this year.
Universal Standards	General Disclosures	2	7	Employees	See table .
Universal Standards	General Disclosures	2	9	Governance Structure	See Proxy .
Universal Standards	General Disclosures	2	10	Nomination and selection of the highest governance body	See Nominating and Corporate Governance Committee Charter .
Universal Standards	General Disclosures	2	11	Chair of the highest governance body	See Proxy .
Universal Standards	General Disclosures	2	12	Role of the highest governance body in overseeing the management of impacts	See Proxy .

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	2	13	Delegation of responsibility for managing impacts	See Proxy .
Universal Standards	General Disclosures	2	14	Role of the highest governance body in sustainability reporting	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	2	15	Conflicts of interest	Our Audit Committee reviews related party transactions and they are disclosed per SEC rules in our Proxy Statement. None of our executive officers are directors of any companies in which our directors serve as executive officers.
Universal Standards	General Disclosures	2	16	Communication of critical concerns	See Proxy .
Universal Standards	General Disclosures	2	17	Collective knowledge of the highest governance body	See Governance - Principles of Corporate Governance .
Universal Standards	General Disclosures	2	18	Evaluation of the performance of the highest governance body	See Proxy .
Universal Standards	General Disclosures	2	19	Remuneration policies	See Proxy .
Universal Standards	General Disclosures	2	20	Process to determine remuneration	See Proxy .
Universal Standards	General Disclosures	2	21	Annual total compensation ratio	See Proxy .
Universal Standards	General Disclosures	2	22	Statement on sustainable development strategy	See Letter from CEO .
Universal Standards	General Disclosures	2	23	Policy commitments	See Governance - Governance Documents .
Universal Standards	General Disclosures	2	26	Mechanisms for seeking advice and raising concerns	See Governance - Employee Code of Conduct .
Universal Standards	General Disclosures	2	27	Compliance with laws and regulations	No non-compliance instances.

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Universal Standards	General Disclosures	2	28	Membership associations	See Governance - Report of U.S. Political Contributions and Industry Trade Association Membership .
Universal Standards	General Disclosures	2	30	Collective bargaining	As of 12/31/25, none of our employees are covered by a collective bargaining agreement.
Environment	Climate Change	102	4	GHG emissions reduction targets and progress	See Environmental section and Performance Tables .
Environment	Climate Change	102	5-7	Scopes 1, 2 & 3 GHG emissions	See Environmental section and Performance Tables .
Environment	Energy	103	2	Energy consumption and self-generation within organization	See Environmental section and Performance Tables .
Environment	Energy	103	4	Energy intensity	See Environmental section and Performance Tables .
Economic	Economic Performance	201	1	Direct economic value generated and distributed	Form 10-K
Economic	Economic Performance	201	2	Financial implications and other risks and opportunities due to climate change	See TCFD Disclosures .
Economic	Economic Performance	201	3	Defined benefit plan obligations and other retirement plans	Form 10-K
Economic	Economic Performance	201	4	Financial assistance received from government	CoStar Group did not receive any financial assistance from the government in 2025.
Economic	Market Presence	202	1	Ratios of standard entry level wage by gender compared to local minimum wage.	See Pay Gap Analysis .
Economic	Indirect Economic Impacts	203	2	Significant indirect economic impacts	See Social section - Philanthropy and Talent Recruitment and Development .
Economic	Anti-corruption	205	1	Operations assessed for risks related to corruption	See Form 10-K - Item 1A. Risk Factors, See also Cybersecurity section.

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Economic	Anti-corruption	205	2	Communication and training about anti-corruption policies and procedures	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 and actions taken	We are not aware of any allegations of violations or violations of anti-corruption laws in 2025 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 2025 by CoStar Group.
Economic	Tax	207	1	Approach to tax	See Form 10-K - FN12 Income Taxes.
Economic	Tax	207	2	Tax governance, control and risk management	See Form 10-K - Report of Independent Registered Public Accounting Firm.
Environment	Water and Effluents	303	4	Water discharged	See Performance Tables.
Environment	Water and Effluents	303	5	Water consumption	See Performance Tables.
Environment	Waste	306	1-3	Waste generation	See Environmental section and Performance Tables.
Social	Employment	401	1	New employee hires and employee turnover	See New Hire table & EE turnover table.
Social	Employment	401	2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Benefits table.
Social	Employment	401	3	Parental leave	See Parental Leave table.
Social	Occupational Health and Safety	403	1	Occupational health and safety management system	See Health & Safety section.
Social	Occupational Health and Safety	403	5	Worker training on occupational health and safety	See Health & Safety section.
Social	Occupational Health and Safety	403	8	Workers covered by OH&S system	See Health & Safety section.

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Social	Occupational Health and Safety	403	9	Work-related injuries	See table .
Social	Occupational Health and Safety	403	2	Hazard identification, risk assessment, and incident investigation	See Health & Safety section.
Social	Occupational Health and Safety	403	3	Occupational health services	See Health & Safety section.
Social	Occupational Health and Safety	403	4	Worker participation, consultation, and communication on occupational health and safety	See Health & Safety section.
Social	Occupational Health and Safety	403	6	Promotion of worker health	See table .
Social	Occupational Health and Safety	403	10	Work-related ill health	See table .
Social	Training and Education	404	1	Average hours of training per year per employee	See Training & Education section.
Social	Training and Education	404	2	Programs for upgrading employee skills and transition assistance programs	See Training & Education section.
Social	Percentage 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 EEO-1 table, See Age table.
Social	Diversity and Equal Opportunity	405	2	Ratio of basic salary and remuneration of women to men	See table .
Social	Child Labor	408	1	Operations and suppliers at significant risk for incidents of child labor	See Human Rights Policy .

GRI INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Social	Forced or Compulsory Labor	409	1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Modern Slavery Statement & Supplier Code of Conduct .
Social	Security Practices	410	1	Security personnel trained in human rights policies or procedures	See Human Rights Policy .
Social	Rights of Indigenous Peoples	411	1	Incidents of violations involving rights of indigenous peoples	None.
Social	Local Communities	413	1	Operations with local community engagement, impact assessments, and development programs	See Philanthropy section.
Social	Public Policy	415	1	Political Contributions	See Report of U.S. Political Contributions and Industry Trade Association Memberships .
Social	Marketing and Labeling	417	3	Incidents of non-compliance concerning marketing communications	None.
Social	Customer Privacy	418	1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None.

SASB INDEX

SASB Standards help companies disclose relevant sustainability information to their investors. As part of the International Sustainability Standards Board (ISSB) of the IFRS Foundation, the SASB Standards identify the sustainability-

related risks and opportunities most likely to have a financial impact on the entity over the short, medium, or long term and the disclosure topics and metrics that are most likely to be useful to investors. We report according to the

Professional and Commercial Services Standard and have incorporated sections from the Software & IT Services Standard where applicable to our business.

Topic	Section	#	Sub #	Disclosure Title	Response
Environment	Environmental Footprint of Hardware Infrastructure	TC-SI-130	a.1	(1) Total energy consumed; (2) percentage grid electricity; (3) percentage renewable	See Environmental section.
Environment	Environmental Footprint of Hardware Infrastructure	TC-SI-130	a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	See Environmental section.
Social	Data Privacy & Freedom of Expression	TC-SI-220	a.1	Description of policies and practices relating to targeted advertising and user privacy	See Data Privacy section.
Social	Data Privacy & Freedom of Expression	TC-SI-220	a.2	Number of users whose information is used for secondary purposes	See Data Privacy section.
Social	Data Security	TC-SI-230	a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) numbers of users affected	Any material breaches would be disclosed in our Form 10-K .
Social	Data Security	TC-SI-230	a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See Cybersecurity section.
Social	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330	a.2	Employee engagement as a percentage	See Employee Engagement section.

While the Company is classified under the Professional & Commercial Services industry, we have elected to disclose metrics aligned with both the Professional & Commercial Services and Software & IT Services industries due to the relevance of these sectors to our business activities.

SASB INDEX

Topic	Section	#	Sub #	Disclosure Title	Response
Social	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330	a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	See EEO-1 .
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	Data Security	SV-PS-230	a.1	Description of approach to identifying and addressing data security risks	See Cybersecurity section.
Social	Data Security	SV-PS-230	a.2	Description of policies and practices relating to collection, usage, and retention of customer information	See Data Privacy section.
Social	Workforce Diversity & Engagement	SV-PS-330	a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	See EEO-1 .
Social	Workforce Diversity & Engagement	SV-PS-330	a.3	Employee engagement as a percentage	See Employee Engagement section.
Economic	Professional Integrity	SV-PS-510	a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	None

While the Company is classified under the Professional & Commercial Services industry, we have elected to disclose metrics aligned with both the Professional & Commercial Services and Software & IT Services industries due to the relevance of these sectors to our business activities.



Corporate Responsibility Report 2026

