



COSTAR GROUP, INC.
HUMAN RIGHTS POLICY

Commitment to Human Rights

This Policy applies to CoStar Group, Inc. and its subsidiary companies (collectively, “CoStar,” “We,” “Our” and “Company”).

CoStar is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equitable opportunities to all employees, across all levels.

The CoStar Group [Code of Business Conduct and Ethics](#) (“Code of Ethics”) applies to all employees and directors of CoStar and sets forth the fundamental principles of ethical and legal conduct that serve as the core of CoStar’s internal policies and practices, including those that support and promote fundamental human rights principles. The Code of Ethics is one of the many ways we provide guidance and set expectations on how CoStar aims to ensure internationally recognized human rights are respected in all our activities and relationships with employees, clients, vendors, and other stakeholders. Employees participate in training on the Code of Ethics and its related policies.

The [CoStar Group Modern Slavery Statement](#) addresses additional human rights concerns and the standards CoStar has in place with respect to our supply chains and vendors. CoStar is committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to try to ensure that the ongoing threats to human rights of modern slavery and human trafficking are not taking place anywhere in our supply chains. CoStar continuously monitors to identify and evaluate suppliers’ performance in the area of human rights.

The [CoStar Diversity, Equity and Inclusion Commitment](#) ensures our approach to human rights in the workplace specifically addresses the protection of women’s rights and the protection of minority groups’ rights at CoStar.

Safe and Healthy Workplace

CoStar recognizes the right to water as a fundamental human right. We recognize the principles under the UN Global Compact CEO Water Mandate and seek, whenever possible, to advance environmental stewardship in the protection of human rights.

CoStar offices have security plans implemented and overseen by our Corporate Security Team. CoStar aims to integrate a culture of safety and emergency preparedness in all offices, premises, and facilities through employee emergency preparedness trainings.

Implementation and Evaluation

The CoStar Board of Directors is responsible for the implementation of this Policy and has approved this Policy. All employees are responsible for ensuring compliance with this Policy. The General Counsel for CoStar will coordinate the day-to-day application of this Policy across the Company. We are committed to continued progress and stakeholder involvement in the evaluation of this Policy over time through open communication between employees of all levels and Human Resources or the General Counsel for CoStar. CoStar will investigate any alleged violations of this Policy and take appropriate corrective action, as necessary.