

Statement by the Directors in performance of their statutory duties in accordance with s172(1) of Companies Act 2006.

CoStar UK Limited (“CoStar UK” or the “Company”) is an indirect, wholly-owned subsidiary of CoStar Group, Inc. (“CoStar Group”). The board of directors of CoStar UK (the “CoStar UK Board”) oversees the operations of CoStar UK within the parameters of the strategic direction and group policies set by the board of directors of CoStar Group (the “CoStar Parent Board”). The CoStar UK Board considers, both individually and together, that they have acted in the way that they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its shareholders as a whole (having regard to the stakeholders and matters set out in s172(1)(a-e) of the Act) in the decisions taken during the year ended 31 December 2019. As an indirect wholly-owned subsidiary of CoStar Group, the directors do not consider the duty to have regard to the need to act fairly as between the members of the Company under s172(1)(f) is relevant to the proper discharge of their duties under s172(1) of the Act.

In particular:

- We consider the long term consequences of decision making by using tools such as the CoStar Parent Board’s annual review and monitoring of CoStar Group’s long-term strategic plan and aligning director and officer compensation with the long-term interests of shareholders.
- Our employees are critical to the execution of our business plans. Their health, safety and well-being are extremely important to us and never more so than in the current ongoing COVID-19 pandemic. To protect the health and safety of our employees and to help stop the spread of the disease, we shifted to a digital, remote workplace in mid-March 2020. As of that time, nearly all of our employees began to work from home and continue to do so as of the date of this statement. We have temporarily shifted certain employees’ job responsibilities so they can work from home and modified our in-person research and sales processes so that they can be conducted safely and in compliance with social distancing guidelines to protect our employees, our customers and our communities. We also conduct an Annual Employee Engagement Survey whose results our senior leaders review and from which they create future actions.
- As the CoStar UK Board, one essential objective is our conviction to uphold ethical standards in all of our corporate activities. This intention applies to all our business relationships – with our shareholder, our customers, our employees and our suppliers. An example of this is the Vendor Code of Conduct we maintain to ensure that all of our vendors and suppliers uphold ethical standards.
- CoStar Group and CoStar UK are intensely focused on effecting positive change, improving lives, and nurturing the communities in which we live and work through philanthropic efforts. Examples of this community involvement include CoStar Group Builds, in which employees across the U.S. volunteer together on a single day to support a charitable cause, and CoStar UK’s partnership with Landaid, a charity supporting the end of homelessness.
- CoStar Group decided to make environmental friendliness the foundation of its office spaces, choosing LEED certified buildings and interiors whenever possible so we can use natural resources wisely and use less energy overall, utilizing electric vehicles in our research fleet, offering our employees generous benefits for using mass transit, and stocking our offices with complimentary snacks that promote health and wellness.
- One of CoStar Group’s essential objectives is our conviction to uphold ethical standards in all of our corporate activities. Examples of this are provided throughout our publicly provided Code of Business Conduct and Ethics.