

Environmental Sustainability Policy

Zillow Group, Inc. (“Zillow”) is committed to driving positive change in communities through our technology and products – including understanding and effectively managing the environmental footprint of our operations. Zillow is committed to environmental protection and recognizes that access to clean water and air is a fundamental human right.

We are committed to complying with all environmental laws, rules, and regulations applicable to our business operations. We aim to reduce our impact on the natural environment beyond legal requirements, both for our stakeholders and for the long-term sustainable growth of our business.

Specifically, Zillow is currently taking the following steps:

- **RESOURCE EFFICIENCY** – In our operations, we strive to use natural resources, water, and energy efficiently. We also aim to reduce, reuse, and recycle waste. We will continue to expand our resource efficiency efforts over time, prioritizing investments where we can have the biggest impact and where local conditions allow.
- **CLIMATE CHANGE** – We assess climate-related risks and opportunities to inform our company strategy, and we have set science-based emissions targets that have been validated by the Science Based Targets initiative (SBTi). We work to manage climate risks across our operations, work with key suppliers to encourage them to set their own science-based targets, and we report our progress annually.
- **PUBLIC DISCLOSURE** – We annually monitor, measure, and publicly report on our environmental performance, targets, and programs. We engage a third party for verification of our annual greenhouse gas emissions inventory.
- **STAKEHOLDER ENGAGEMENT** – We are committed to engaging internal and external stakeholders on environmental issues and fostering environmental awareness, including engaging our employees on sustainability, to reduce their impact at work and at home.

Scope of Policy

This policy applies to existing company-wide activities as of the effective date of this Policy, including activities of employees and contractors, however, we intend to prioritize implementation of certain actions within different areas of our business based on potential for impact, availability of solutions and other local conditions. Additionally, we expect third parties to comply with all environmental laws and regulations and environmentally responsible business practices as stated in our [Supplier Code of Conduct](#).

Governance & Oversight

The Nominating and Governance Committee of Zillow’s board of directors, which is composed entirely of independent directors, has oversight for reviewing sustainability matters, including approval and oversight of this policy. We have a cross-divisional, Executive Sustainability Council that oversees company-wide sustainability initiatives as well as ensuring implementation, coordination and alignment throughout the company. The VP, Corporate Social Responsibility also has approval and oversight of this policy.