

Zillow Group's First-Ever Sustainability Report Highlights Commitment to Pay Equity, Environmental Initiatives

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Report sets the foundation for measuring progress as the company accelerates its work to deliver a seamless real estate transaction experience

SEATTLE, Aug. 22, 2019 /PRNewswire/ -- Zillow® Group, Inc., which is transforming how people buy, sell, rent, and finance homes, today released its first Sustainability Report detailing the company's current environmental, social impact, and governance practices and achievements.

The report marks Zillow Group's first step in reporting on its sustainability initiatives across four categories: People, Communities, Platform and Footprint. The report details recent progress on a number of key initiatives, including that in 2018:

- Women made up 42% of Zillow Group's total workforce and 22% of its Board of Directors.
- Women at Zillow Group earned \$1.01 for every dollar a man with similar skills made in a comparable role.
- 1,000+ employees participated in one of Zillow Group's eight affinity networks, which are employee-led groups designed to help support daily practice of inclusion, equity, and belonging.
- 94% of employees would recommend that a friend work at Zillow Group.
- Zillow Group increased to \$2.2 million the cash and in-kind contributions it delivered to partner organizations through its signature social impact initiative, The Home Project.
- Employees gave 2,000 hours of employee volunteer time.
- 22% of Zillow Group office space was LEED certified.

"Fostering sustainable and responsible business practices is a critical tenet in building a long-term, forward-thinking company," said Zillow Group Chief Corporate Relations Officer Dawn Lyon. "At Zillow Group, we care deeply about how we support our employees, impact our communities, develop our products, and operate in the world. Our inaugural Sustainability Report sets a strong foundation for transparently sharing our business policies, progress,

and core values, and we look forward to sharing our progress in these important areas as we evolve our company to help more people by delivering seamless real estate transactions."

Zillow was founded with a mission to bring transparency to real estate at a level that was never before available to consumers. Today, that continued commitment to transparency steers Zillow Group's decisions as it transitions from an online marketplace for facilitating connections between consumers and real estate agents to driving the real estate transaction itself. As Zillow expands its home-buying and selling program, Zillow Offers, it will carefully monitor and manage the impact on the environment and communities in which it operates. Zillow Offers is growing rapidly, with plans to be in 26 markets by mid-year 2020.

Learn more about Zillow Group's progress in the **Sustainability Report**.

About Zillow Group

Zillow Group, Inc. (NASDAQ: Z) (NASDAQ: ZG) houses one of the largest portfolios of real estate brands on mobile and the web that attracted more than 194 million average monthly unique users during Q2 2019. Zillow Group is committed to leveraging its proprietary data, technology and innovations to make home buying, selling, financing and renting a seamless, on-demand experience for consumers. As its flagship brand, Zillow® now offers a fully integrated home shopping experience that includes access to for sale and rental listings, Zillow Offers®, which provides a new, hassle-free way to buy and sell eligible homes directly through Zillow; and Zillow Home Loans, Zillow's affiliated lender that provides an easy way to receive mortgage pre-approvals and financing. Other consumer brands include Trulia®, StreetEasy®, HotPads®, Naked Apartments®, and Out East®. In addition, Zillow Group provides a comprehensive suite of marketing software and technology solutions to help real estate professionals maximize business opportunities and connect with millions of consumers. Zillow Group business brands for real estate, rental and mortgage professionals include Mortech®, dotloop®, Bridge Interactive® and New Home Feed®. The company is headquartered in Seattle.

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