

**Rightmove plc
(the 'Company')**

CORPORATE RESPONSIBILITY COMMITTEE

TERMS OF REFERENCE

Purpose

The Corporate Responsibility Committee has been established by the Company's Board to assist in its oversight of the Group's Environmental, Social and Governance ('ESG') strategy.

Membership

The Committee members will be all the Directors of the Company.

Other individuals may be invited to attend for all or part of any meeting, as and when appropriate. The Company Secretary or her nominee shall support the Committee and act as the secretary.

The Board Chair will chair the Committee or, in his absence, the Audit Committee Chair.

Quorum

The quorum for meetings of the Committee shall be three members: two Non-Executive Directors, one of which will be the Board Chair or Audit Committee Chair, and one Executive Director.

Operation and frequency of meetings

The Committee shall meet as necessary and at least twice a year, to coincide with Board meetings, usually in February and September.

The Committee may hold meetings by telephone or online.

Meeting Actions

Committee records including agendas, minutes and actions will be maintained by the Company Secretary. Minutes of meetings will be made available to all Committee members following each meeting.

Duties and authority

The duties of the Committee shall be to:

1. Review the Group's Environmental strategy and targets annually to ensure alignment with its commitments, prevailing regulations and best practice.
2. Review the Group's Social strategy and targets annually to ensure alignment with the Company's culture, commitments, prevailing regulations and best practice.
3. Review performance against Board approved environmental and social targets twice a year.
4. Give full consideration to the Group's gender pay and ethnic diversity policies and reporting.
5. Receive proposals for and agree the employee engagement programme and review results of the employee 'Have your say' surveys.
6. Receive updates to the Group's environmental and social policies.
7. Receive reports from the Risk Committee on the management of risks and identification of opportunities associated with ESG.

Reporting

The Committee will review and approve the Environmental, Social and Governance Report for inclusion in the Company's Annual Report.

The Committee shall make recommendations to the Board within its remit where action or improvement is required.

The Chair of the Committee shall attend the Company's annual general meeting and respond to any shareholder questions on the Committee's activities.

Approved by the Board on 22 June 2021.