

**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, Social and Governance (ESG) strategy and targets annually to ensure alignment with its commitments, prevailing regulations and best practice.
2. Review performance against Board approved ESG targets/ metrics twice a year.
3. Give full consideration to the Group's gender pay and ethnic diversity policies and reporting.
4. Receive proposals for and agree the employee engagement programme and review results of the employee 'Have your say' surveys.
5. Receive updates to the Group's environmental and social policies.
6. 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 ESG 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 4 December 2023.**