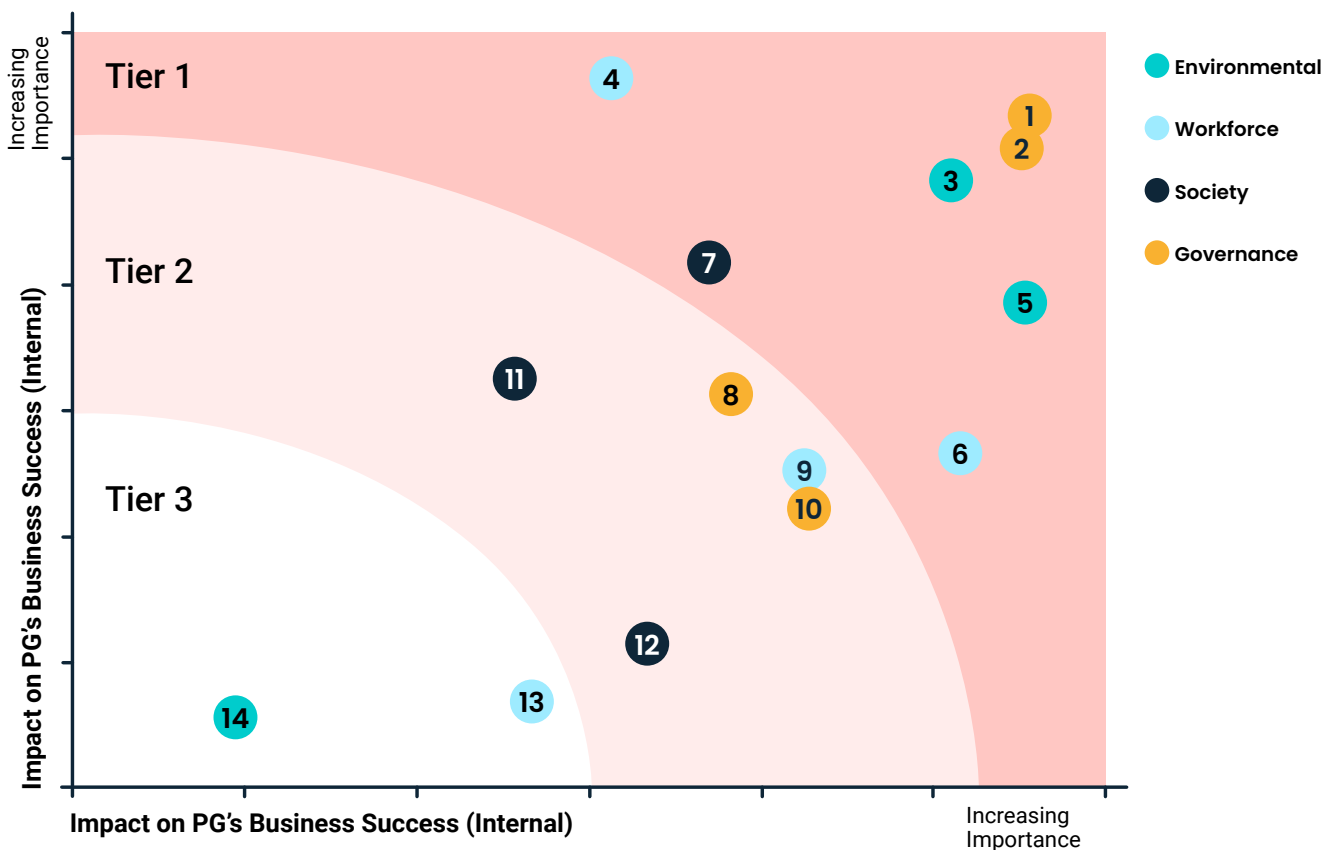


Building our Gurus For Good strategy

Defining our material sustainability topics

The Gurus For Good strategy has been developed with a holistic view of the challenges and opportunities that matter most to our key internal and external stakeholders. We identified the issues most important to them through a formal materiality assessment in 2023.

We asked participants to share their perspectives on 14 sustainability topics to help prioritise what our strategy should focus on. They reviewed each one and categorised them based on their importance, impact, and strategic relevance.



Tier 1

1. Data privacy and cybersecurity (Governance)
2. Business ethics and compliance (Governance)
3. Sustainable buildings (Environmental)
4. Employee diversity, equity and inclusion (Workforce)
5. Climate change risks and management (including energy management) (Environmental)
6. Talent attraction and retention (Workforce)
7. Inclusive products and services (Society)

Tier 2

8. Corporate governance (Governance)
9. Employee wellbeing (Workforce)
10. Industry leadership and partnership (Governance)
11. Community support and development (Society)
12. Philanthropy and volunteering (Society)

Tier 3

13. Employee training and education (Workforce)
14. PropertyGuru's waste recycling, recovery and reduction (Environmental)

These meaningful conversations informed our Gurus For Good strategy and helped to identify the areas where we believe we can have the greatest impact:

Sustainable Living

Climate action



By reducing PropertyGuru's greenhouse gas (GHG) footprint and providing businesses with data and insights to support a more climate resilient real estate sector.

Innovation



Through solutions that drive sustainable living among property seekers, owners, developers, agents and businesses, and pave the way for the development of tomorrow's cities.

Partnership, advocacy and thought leadership



By establishing collaborations, raising awareness and demonstrating industry and thought leadership to advance and scale sustainable practices in the property sector.

Thriving Communities

Our people



Talent management by building a Culture of Trust and investing in our Gurus' growth and well-being.

Diverse, equitable and inclusive workplace by embedding these values into our culture and how we operate.

Our communities



Inclusive products and services by promoting inclusive practices that respect and value diversity of all individuals, and adopting accessible design principles for people with different needs.

Community support by partnering with cause-oriented organisations and enabling Gurus to create a positive impact.

Responsible Business

Corporate Governance



By establishing effective processes and structures to ensure ethical decision-making practices and appropriate controls across our business.

Business ethics and compliance



By adopting business practices promoting ethical behaviour, transparency, and accountability.

Data Privacy & Cybersecurity



By protecting consumers' and customers' data and through cybersecurity risk management to safeguard the confidentiality, integrity and availability of our critical systems and information.