California Voluntary Carbon Market Disclosures Act (AB 1305) 2025 Statement

Science-based Targets
Making progress on our science-based targets is an important step on our climate journey. Our publicly disclosed targets, which have been verified by the Science-based Targets initiative (SBTi) are:

1. Overall Net-Zero Target – Hubspot Inc. commits to reach net-zero GHG emissions across our value chain by 2040.
2. Near-Term Targets – Hubspot Inc. commits to reducing absolute scope 1 and 2 GHG emissions by 47% by 2030 from a 2019 base year. HubSpot Inc. commits to reducing scope 3 GHG emissions from business travel 55% per employee within the same timeframe. HubSpot Inc. further commits that 70% of our suppliers by spend covering purchased goods and services and capital goods, will have science-based targets by 2027.
3. Long-Term Targets – we commit to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2040 from a 2019 base year.

We also want to be more ambitious and reduce carbon beyond our near-term targets to help drive transformation towards a more sustainable world. Investing in climate mitigation outside of our value chain is not only the right thing to do, it's also encouraged by the SBTi to drive a green economy.

Our carbon credits strategy has been informed by the Oxford Principles, and the Voluntary Carbon Markets Integrity Initiative (VMCI), and we are increasing our investment in carbon removals in line with the Oxford Principles guidance.

100% renewable energy
We source renewable electricity from renewable energy sources equivalent to what we use globally on an annual basis. Additionally, we continue to transition our offices to more direct sources of renewable energy in the form of green tariffs.

We partner with a third-party data center provider to deliver our services. Our data centers have sourced 100% renewable energy since 2023.

Assurance

Our 2024 Greenhouse Gas (GHG) Inventory received limited assurance from Apex as an independent third-party. The scope of this included our global Scope 1 and 2 (location and market-based), and Scope 3 emissions.

We procured our carbon credit portfolio in 2024 from the Watershed marketplace. Further details on project name, project type, identification number, and methodology are provided below.

Project name as listed in the registry	Name of seller	Registry and project ID	Project type	Project methodology	Carbon removal, avoided emissions, or both	Location	Independent third-party verifier	Vintage
Tradewater OOG 1	Tradewater LLC	American Carbon Registry (ACR) ACR894	Methane Leak Plugging	Methodology for the Quantification, Monitoring, Reporting and Verification of Greenhouse Gas Emissions Reductions and Removals from the Plugging of Orphaned Oil and Gas (OOG) Wells, Version 1.0	Carbon Avoidance	United States	Ruby Canyon Environmental, Inc.	2024
Tradewater US - ODS - #6	Tradewater LLC	American Carbon Registry (ACR) ACR 889	Refrigerant Destruction	Destruction of Ozone Depleting Substances and High-GWP Foam, Version 2.0	Carbon Avoidance	United States	Ruby Canyon Environmental, Inc.	2024
Indigo U.S. Project No. 1	Indigo Carbon PBC	Climate Action Reserve (CAR)	Regenerative Agriculture	CAR Soil Enrichment Protocol	Carbon Removal	United States	Aster Global Environmental Solutions, Inc.	2022

		CAR 1459		Version 1.1				
Lithos Field Weathering	Lithos Carbon, Inc.	To be determined	Field Weathering	To be determined	Carbon Removal	United States	Not yet applicable given project is under development.	2025
Lithos Field Weathering	Lithos Carbon, Inc.	To be determined	Field Weathering	To be determined	Carbon Removal	United States	Not yet applicable given project is under development.	2026
Spiritus Orchard One	Spiritus Technologies, PBC	To be determined	Direct Air Capture	To be determined	Carbon Removal	United States	Not yet applicable given project is under development.	2026
Montana Renewables - Sustainable Aviation Fuel Certificates (SAFc)	Alaska Airlines, Inc.	Sustainable Aviation Buyer's Alliance Sustainability Framework	Sustainable Aviation Fuel Certificates (SAFc) Feedstock: Tallow	ISCC CORSIA	Carbon Avoidance	Kenya & United States	SGS Germany	2024