

## California Voluntary Carbon Market Disclosures Act (AB 1305) 2026 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 2025 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 2025 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
<a href="#">Tradewater OOG 2</a>	Tradewater LLC	American Carbon Registry (ACR) ACR915	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	GHD Services Inc. (GHD)	2024
<a href="#">Tradewater US - ODS - #9</a>	Tradewater LLC	American Carbon Registry (ACR) ACR1117	Refrigerant Destruction	Destruction of Ozone Depleting Substances and High-GWP Foam, Version 2.0	Carbon Avoidance	United States	Dillon Consulting Limited	2025
Alberta Facility	Phlair GmbH	Isometric To be determined	Direct Air Capture	To be determined. Protocol is	Carbon Removal	Canada	Not yet applicable given project is under	2029

				under development and review.			development.	
<a href="#">Indigo U.S. Project No. 1</a>	Indigo Carbon PBC	Climate Action Reserve (CAR) CAR 1459	Regenerative Agriculture	CAR Soil Enrichment Protocol Version 1.1	Carbon Removal	United States	Aster Global Environmental Solutions, Inc.	2022 - 2023
<a href="#">Saving Colombia's Cloud Forest</a>	Saving Nature Inc.	Verra VCS2750	Afforestation, Reforestation and Revegetation (ARR)	VCS Methodology AR-ACM0003: Afforestation and reforestation of lands except wetlands, Version 2.0	Carbon Removal	Colombia	TÜV SÜD America Inc.	2021
Mati Carbon (Field Weathering)	Mati Carbon PBC	To be determined	Field Weathering	To be determined. Protocol is under development and review.	Carbon Removal	United States	Not yet applicable given project is under development.	2026/2027
SkyNRG Sustainable Aviation Fuel Certificates (SAFc)	SkyNRG	SAFc Registry	Sustainable Aviation Fuel Certificates (SAFc) Feedstock: Used Cooking Oil (HEFA)	SAFc Registry Rulebook v1.0	Carbon Avoidance	United States	SGS Germany	2025