



HubSpot Inc.

## 2025 CDP Corporate Questionnaire 2025

Word version

**Important: this export excludes unanswered questions**

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Read full terms of disclosure](#)

# Contents

<b>C1. Introduction.....</b>	<b>7</b>
(1.1) In which language are you submitting your response?.....	7
(1.2) Select the currency used for all financial information disclosed throughout your response.....	7
(1.3) Provide an overview and introduction to your organization.....	7
(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.....	7
(1.4.1) What is your organization’s annual revenue for the reporting period?.....	8
(1.5) Provide details on your reporting boundary.....	8
(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?.....	9
(1.7) Select the countries/areas in which you operate.....	11
(1.24) Has your organization mapped its value chain?.....	11
<b>C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities.....</b>	<b>13</b>
(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?.....	13
(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?.....	14
(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?.....	14
(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.....	15
(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?.....	19
(2.3) Have you identified priority locations across your value chain?.....	19
(2.4) How does your organization define substantive effects on your organization?.....	20
(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?.....	22
<b>C3. Disclosure of risks and opportunities.....</b>	<b>23</b>
(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?.....	23
(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.....	24
(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.....	27
(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?.....	28

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?.....	28
(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?.....	29

**C4. Governance..... 31**

(4.1) Does your organization have a board of directors or an equivalent governing body?.....	31
(4.1.1) Is there board-level oversight of environmental issues within your organization?.....	32
(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board’s oversight of environmental issues.....	32
(4.2) Does your organization’s board have competency on environmental issues?.....	35
(4.3) Is there management-level responsibility for environmental issues within your organization?.....	35
(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).....	36
(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?.....	38
(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).....	39
(4.6) Does your organization have an environmental policy that addresses environmental issues?.....	42
(4.6.1) Provide details of your environmental policies.....	42
(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?.....	44
(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?.....	45
(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?.....	46
(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.....	46

**C5. Business strategy..... 49**

(5.1) Does your organization use scenario analysis to identify environmental outcomes?.....	49
(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis. ....	50
(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.....	57
(5.2) Does your organization’s strategy include a climate transition plan?.....	58
(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?.....	59
(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.....	59
(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.....	61

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?.....	62
(5.10) Does your organization use an internal price on environmental externalities?.....	62
(5.11) Do you engage with your value chain on environmental issues?.....	63
(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?.....	65
(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?.....	65
(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?.....	66
(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.....	66
(5.11.7) Provide further details of your organization’s supplier engagement on environmental issues.....	68
(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.....	70

**C6. Environmental Performance - Consolidation Approach..... 72**

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.....	72
--	----

**C7. Environmental performance - Climate Change..... 73**

(7.1) Is this your first year of reporting emissions data to CDP?.....	73
(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?.....	73
(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?.....	73
(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?.....	74
(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.....	74
(7.3) Describe your organization’s approach to reporting Scope 2 emissions.....	75
(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?.....	75
(7.5) Provide your base year and base year emissions.....	75
(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO <sub>2</sub> e?.....	83
(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO <sub>2</sub> e?.....	83
(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.....	84
(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.....	93
(7.9) Indicate the verification/assurance status that applies to your reported emissions.....	97
(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.....	98

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.....	99
(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.....	101
(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?.....	102
(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.....	103
(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?.....	104
(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?.....	104
(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?.....	105
(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.....	105
(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.....	109
(7.17.3) Break down your total gross global Scope 1 emissions by business activity.....	109
(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.....	110
(7.20.3) Break down your total gross global Scope 2 emissions by business activity.....	110
(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.....	110
(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?.....	112
(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.....	112
(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?.....	133
(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?.....	133
(7.29) What percentage of your total operational spend in the reporting year was on energy?.....	133
(7.30) Select which energy-related activities your organization has undertaken.....	134
(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.....	134
(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.....	137
(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.....	154
(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.....	162
(7.53) Did you have an emissions target that was active in the reporting year?.....	164
(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.....	164
(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.....	168

(7.54) Did you have any other climate-related targets that were active in the reporting year?.....	172
(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.....	172
(7.54.3) Provide details of your net-zero target(s).....	175
(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.....	177
(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.....	178
(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.....	178
(7.55.3) What methods do you use to drive investment in emissions reduction activities?.....	189
(7.73) Are you providing product level data for your organization’s goods or services?.....	190
(7.74) Do you classify any of your existing goods and/or services as low-carbon products?.....	190
(7.79) Has your organization retired any project-based carbon credits within the reporting year?.....	190
(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.....	190

**C9. Environmental performance - Water security..... 204**

(9.1) Are there any exclusions from your disclosure of water-related data?.....	204
(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?.....	204
(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?.....	205
(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.....	206
(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?.....	207
(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?.....	208
(9.15) Do you have any water-related targets?.....	208
(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?.....	208

**C11. Environmental performance - Biodiversity.....209**

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?.....	209
(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?.....	209

**C13. Further information & sign off.....210**

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?..... 210

(13.3) Provide the following information for the person that has signed off (approved) your CDP response..... 210

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website..... 211

## C1. Introduction

### (1.1) In which language are you submitting your response?

Select from:

English

### (1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

USD

### (1.3) Provide an overview and introduction to your organization.

#### (1.3.2) Organization type

Select from:

Publicly traded organization

#### (1.3.3) Description of organization

*HubSpot provides a customer platform that helps businesses connect and grow better. We deliver seamless connection for customer-facing teams with a unified platform that includes three layers: Artificial Intelligence ("AI")-powered engagement hubs, a Smart customer relationship management product ("CRM"), and a connected ecosystem supporting the customer platform with a marketplace of integrations, templates, expert partners, a community network, and an academy of educational content. Our AI-powered engagement Hubs include Marketing, Sales, Service, Operations, Content and Commerce, that enable companies to attract, engage, and delight customers throughout the customer lifecycle. The Smart CRM is the foundational layer that combines customer data with AI to power the entire customer platform with unified customer profiles and tools to manage and govern your team and business processes.*

*[Fixed row]*

### (1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

#### (1.4.1) End date of reporting year

12/31/2024

**(1.4.2) Alignment of this reporting period with your financial reporting period**

Select from:

Yes

**(1.4.3) Indicate if you are providing emissions data for past reporting years**

Select from:

Yes

**(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for**

Select from:

Not providing past emissions data for Scope 1

**(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for**

Select from:

Not providing past emissions data for Scope 2

**(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for**

Select from:

4 years

[Fixed row]

**(1.4.1) What is your organization's annual revenue for the reporting period?**

2630000000

**(1.5) Provide details on your reporting boundary.**

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

[Fixed row]

**(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

**ISIN code - bond**

**(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

**ISIN code - equity**

**(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

**CUSIP number**

**(1.6.1) Does your organization use this unique identifier?**

*Select from:*

No

**Ticker symbol**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

Yes

**(1.6.2) Provide your unique identifier**

HUBS

**SEDOL code**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

**LEI number**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

**D-U-N-S number**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

**Other unique identifier**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

[Add row]

### (1.7) Select the countries/areas in which you operate.

Select all that apply

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> India  | <input checked="" type="checkbox"/> Belgium   |
| <input checked="" type="checkbox"/> Japan  | <input checked="" type="checkbox"/> Germany   |
| <input checked="" type="checkbox"/> Spain  | <input checked="" type="checkbox"/> Ireland   |
| <input checked="" type="checkbox"/> Canada   | <input checked="" type="checkbox"/> Colombia  |
| <input checked="" type="checkbox"/> France   | <input checked="" type="checkbox"/> Australia |
| <input checked="" type="checkbox"/> Singapore  |   |
| <input checked="" type="checkbox"/> Netherlands  |   |
| <input checked="" type="checkbox"/> United States of America                             |   |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |   |

### (1.24) Has your organization mapped its value chain?

#### (1.24.1) Value chain mapped

Select from:

- Yes, we have mapped or are currently in the process of mapping our value chain

#### (1.24.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain  
 Downstream value chain

#### (1.24.3) Highest supplier tier mapped

Select from:

- Tier 1 suppliers

#### (1.24.4) Highest supplier tier known but not mapped

Select from:

All supplier tiers known have been mapped

### (1.24.7) Description of mapping process and coverage

*HubSpot's Sustainability team reviewed information on the company's supply chain, business activities, organizational functions, geographics, customers and end users, and outputs to generate a map of the HubSpot value chain. This exercise included consideration of natural capital, manufactured capital, human capital, financial capital, intellectual capital, and social/relationship capital. The Sustainability team consulted with key business functions to obtain input and feedback on the value chain mapping.*

*[Fixed row]*

## C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

### Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

*Our overall Enterprise Risk Management system considers risks on a timescale of 5 years, however we expanded our timescales for the consideration of climate risks and opportunities due to its longer timeline.*

### Medium-term

(2.1.1) From (years)

5

(2.1.3) To (years)

15

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our overall Enterprise Risk Management system considers risks on a timescale of 5 years, however we expanded our timescales for the consideration of climate risks and opportunities due to its longer timeline.

## Long-term

### (2.1.1) From (years)

15

### (2.1.2) Is your long-term time horizon open ended?

Select from:

Yes

### (2.1.4) How this time horizon is linked to strategic and/or financial planning

Our overall Enterprise Risk Management system considers risks on a timescale of 5 years, however we expanded our timescales for the consideration of climate risks and opportunities due to its longer timeline.

[Fixed row]

## (2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

**(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?**

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.**

**Row 1**

**(2.2.2.1) Environmental issue**

Select all that apply

- Climate change

**(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue**

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

**(2.2.2.3) Value chain stages covered**

*Select all that apply*

- Direct operations
- Upstream value chain
- Downstream value chain

#### **(2.2.2.4) Coverage**

*Select from:*

- Full

#### **(2.2.2.5) Supplier tiers covered**

*Select all that apply*

- Tier 1 suppliers

#### **(2.2.2.7) Type of assessment**

*Select from:*

- Qualitative and quantitative

#### **(2.2.2.8) Frequency of assessment**

*Select from:*

- Annually

#### **(2.2.2.9) Time horizons covered**

*Select all that apply*

- Short-term
- Medium-term
- Long-term

#### **(2.2.2.10) Integration of risk management process**

*Select from:*

- Integrated into multi-disciplinary organization-wide risk management process

### (2.2.2.11) Location-specificity used

Select all that apply

- Site-specific

### (2.2.2.12) Tools and methods used

Enterprise Risk Management

- Enterprise Risk Management
- Internal company methods

International methodologies and standards

- IPCC Climate Change Projections

Other

- Desk-based research
- External consultants
- Materiality assessment
- Partner and stakeholder consultation/analysis
- Scenario analysis

### (2.2.2.13) Risk types and criteria considered

Acute physical

- Drought
- Wildfires
- Heat waves
- Cyclones, hurricanes, typhoons
- Heavy precipitation (rain, hail, snow/ice)
- Flood (coastal, fluvial, pluvial, ground water)
- Storm (including blizzards, dust, and sandstorms)

Chronic physical

- Heat stress
- Increased severity of extreme weather events
- Precipitation or hydrological variability
- Sea level rise

#### Policy

- Changes to national legislation

#### Market

- Availability and/or increased cost of certified sustainable material
- Availability and/or increased cost of raw materials
- Changing customer behavior
- Uncertainty in the market signals

#### Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback

#### Technology

- Transition to lower emissions technology and products

#### Liability

- Non-compliance with regulations

### (2.2.2.14) Partners and stakeholders considered

*Select all that apply*

- Customers
- Employees
- Investors
- Regulators
- Suppliers

### (2.2.2.15) Has this process changed since the previous reporting year?

*Select from:*

- Yes

### (2.2.2.16) Further details of process

*To manage our risks on a variety of topic areas that may threaten business activities or achieving objectives, we have an enterprise-wide risk management process that involves an annual evaluation of risks facing HubSpot. In 2022, we conducted our first TCFD-aligned assessment of climate-related risks and opportunities facing the company. This assessment involved the evaluation of risks and opportunities that exist in the short, medium, and long-term through three separate climate change scenarios. We evaluated impacts on our direct operations, on our upstream suppliers, and on our downstream consumers. In 2024, we completed an updated double materiality assessment that informs our responsible business strategy and aligns our programs with upcoming regulatory requirements. Double materiality identifies topics that are both financially material (affecting the company's value) and impact material (affecting society and the environment). We engaged both internal and external stakeholders in this exercise and aligned the assessment criteria with our enterprise risk management processes. The results of that assessment, which were reviewed by our Board of Directors, will guide our responsible business reporting.*

[Add row]

## **(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?**

### **(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed**

Select from:

Yes

### **(2.2.7.2) Description of how interconnections are assessed**

*In 2024, we completed an updated double materiality assessment that informs our responsible business strategy and aligns our programs with upcoming regulatory requirements. Double materiality identifies topics that are both financially material (affecting the company's value) and impact material (affecting society and the environment). We engaged both internal and external stakeholders in this exercise and aligned the assessment criteria with our enterprise risk management processes. The results of that assessment, which were reviewed by our Board of Directors, guide our responsible business reporting. The topics that we consider to be material are energy and emissions; employee health, safety, and well-being; talent management; belonging; data privacy; cybersecurity; AI; customers; and corporate culture.*

[Fixed row]

## **(2.3) Have you identified priority locations across your value chain?**

### **(2.3.1) Identification of priority locations**

Select from:

No, but we plan to within the next two years

### **(2.3.7) Primary reason for not identifying priority locations**

Select from:

- Not an immediate strategic priority

### (2.3.8) Explain why you do not identify priority locations

HubSpot is working on better understanding its water footprint. HubSpot completed its double materiality assessment and no material water impacts, risks, or opportunities were found.

[Fixed row]

## (2.4) How does your organization define substantive effects on your organization?

### Risks

#### (2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

#### (2.4.2) Indicator used to define substantive effect

Select from:

- Shareholder value

#### (2.4.3) Change to indicator

Select from:

- % decrease

#### (2.4.4) % change to indicator

Select from:

- 1-10

#### (2.4.6) Metrics considered in definition

Select all that apply

- Likelihood of effect occurring

## (2.4.7) Application of definition

*When evaluating risk, HubSpot considers both the magnitude of potential impact that a risk may pose to a number of business activities and objectives, as well as the likelihood that those consequences will be realized. Some risk impacts considered include increased operating costs, increased legal liability, decreased employee morale, and decreased stakeholder trust. Those risks that are seen to have a high negative impact on the organization and have a high likelihood of occurring would pose a substantive financial or strategic impact on our business.*

## Opportunities

### (2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

### (2.4.2) Indicator used to define substantive effect

Select from:

- Revenue

### (2.4.3) Change to indicator

Select from:

- % decrease

### (2.4.4) % change to indicator

Select from:

- 1-10

### (2.4.6) Metrics considered in definition

Select all that apply

Likelihood of effect occurring

### (2.4.7) Application of definition

*When evaluating opportunity, HubSpot considers both the magnitude of potential impact that an opportunity may have to a number of business activities and objectives.*

*[Add row]*

**(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?**

### (2.5.1) Identification and classification of potential water pollutants

*Select from:*

No, we do not identify and classify our potential water pollutants

### (2.5.3) Please explain

*HubSpot's primary water use occurs at our offices. Our total water withdrawal for our own operations is not significant. The majority of water usage associated with our operations is linked to data centers for which we use a third party vendor. Our data center vendor has a water stewardship program in place.*

*[Fixed row]*

### C3. Disclosure of risks and opportunities

**(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

#### Climate change

##### (3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

#### Water

##### (3.1.1) Environmental risks identified

Select from:

No

**(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain**

Select from:

Environmental risks exist, but none with the potential to have a substantive effect on our organization

##### (3.1.3) Please explain

*HubSpot completed its double materiality assessment and no material water impacts, risks, or opportunities were found. HubSpot's annual reported water withdrawal amounts are minimal.*

*[Fixed row]*

**(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

Policy

- Carbon pricing mechanisms

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Japan                    | <input checked="" type="checkbox"/> Ireland     |
| <input checked="" type="checkbox"/> Spain                    | <input checked="" type="checkbox"/> Colombia    |
| <input checked="" type="checkbox"/> Canada                   | <input checked="" type="checkbox"/> Australia   |
| <input checked="" type="checkbox"/> Belgium                  | <input checked="" type="checkbox"/> Singapore   |
| <input checked="" type="checkbox"/> Germany                  | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> United States of America |   |

### (3.1.1.9) Organization-specific description of risk

*This risk represents policy-driven costs resulting from taxes or fees on greenhouse gas emissions, including those from fossil fuels and electricity. HubSpot may incur direct costs from carbon pricing schemes applied to its Scope 1 (direct emissions) and Scope 2 (purchased electricity) emissions.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term
- Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Likely

### (3.1.1.14) Magnitude

Select from:

- Low

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact on HubSpot ranges is <0.02% of annual revenue across all time horizons and scenarios.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- Yes

### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

122000

**(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)**

267000

**(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)**

128000

**(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)**

392000

**(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)**

135000

**(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)**

479000

**(3.1.1.25) Explanation of financial effect figure**

*These are policy-driven costs resulting from taxes or fees on greenhouse gas emissions, including those from fossil fuels and electricity. HubSpot may incur direct costs from carbon pricing schemes applied to its Scope 1 (direct emissions) and Scope 2 (purchased electricity) emissions.*

**(3.1.1.26) Primary response to risk**

Policies and plans

- Develop a climate transition plan

**(3.1.1.27) Cost of response to risk**

0

**(3.1.1.28) Explanation of cost calculation**

HubSpot is working on calculating this figure. Through the implementation of our net-zero by 2040 target and three near term targets we reduce our carbon emissions in our own operations and our value chain reducing the possible impacts of direct effects of carbon pricing mechanisms.

### (3.1.1.29) Description of response

HubSpot is working on calculating this figure. Through the implementation of our net-zero by 2040 target and three near term targets we reduce our carbon emissions in our own operations and our value chain reducing the possible impacts of direct effects of carbon pricing mechanisms.

[Add row]

## (3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

### Climate change

#### (3.1.2.1) Financial metric

Select from:

Revenue

#### (3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

122000

#### (3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

Less than 1%

#### (3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

**(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue**

Select from:

- Less than 1%

**(3.1.2.7) Explanation of financial figures**

*In 2024, HubSpot conducted a carbon pricing analysis, which estimated the potential financial impact of future carbon pricing on HubSpot's greenhouse gas (GHG) emissions. While HubSpot is not currently subject to carbon pricing mechanisms, this calculation assumes that such policies will be applied in the future across all jurisdictions where the company operates. The results was <0.05%, as a share of revenue, would be impacted by future carbon pricing by 2030. Our climate risk analysis showed that physical risks are not material.*

[Add row]

**(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?**

	Water-related regulatory violations	Comment
	Select from: <input checked="" type="checkbox"/> No	

[Fixed row]

**(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

Select from:

- No, and we do not anticipate being regulated in the next three years

**(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

## Climate change

### (3.6.1) Environmental opportunities identified

Select from:

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Opportunities exist, but none anticipated to have a substantive effect on organization

### (3.6.3) Please explain

*In 2024, we completed an updated double materiality assessment that informs our responsible business strategy and aligns our programs with upcoming regulatory requirements. The assessment concluded that opportunities exist, but none anticipated to have a substantive effect on HubSpot.*

## Water

### (3.6.1) Environmental opportunities identified

Select from:

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Opportunities exist, but none anticipated to have a substantive effect on organization

### (3.6.3) Please explain

*HubSpot completed its double materiality assessment and no material water impacts, risks, or opportunities were found. HubSpot's annual reported water withdrawal amounts are minimal.*

*[Fixed row]*

## C4. Governance

### (4.1) Does your organization have a board of directors or an equivalent governing body?

#### (4.1.1) Board of directors or equivalent governing body

Select from:

Yes

#### (4.1.2) Frequency with which the board or equivalent meets

Select from:

More frequently than quarterly

#### (4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Executive directors or equivalent

Non-executive directors or equivalent

Independent non-executive directors or equivalent

#### (4.1.4) Board diversity and inclusion policy

Select from:

Yes, and it is publicly available

#### (4.1.5) Briefly describe what the policy covers

*In June 2021, the Board adopted a Board Diversity Policy to set forth the practices and criteria for ensuring that HubSpot maintains a diverse Board. The Board Diversity Policy sets forth the Board's commitment to making HubSpot an inclusive and diverse company. The Board Diversity Policy also provides that it is essential to have Board members and nominees representing diversity in many areas, including, but not limited to: gender identity and/or gender expression, sexual orientation, race, ethnic or cultural background, religion, physical, mental, intellectual, or sensory impairments, industry knowledge, educational background, and geographical mindset. Our Board Diversity Policy is available on the Investor Relations – Leadership and Governance section of our website at <https://ir.hubspot.com/leadership>.*

#### (4.1.6) Attach the policy (optional)

HubSpot Board Diversity Policy.pdf

[Fixed row]

#### (4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

#### (4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

##### Climate change

#### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

Board-level committee

#### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

Yes

### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Board mandate

### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Approving and/or overseeing employee incentives
- Monitoring the implementation of the business strategy
- Overseeing reporting, audit, and verification processes
- Overseeing and guiding the development of a business strategy
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

### (4.1.2.7) Please explain

*The Nominating, Governance, and Sustainability Committee of our Board of Directors reviews and assesses our sustainability policies, practices, and strategy at least twice a year, and this information is also shared with our Board of Directors.*

## Water

### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Board-level committee

### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

Yes

#### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

Board mandate

#### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

Scheduled agenda item in some board meetings – at least annually

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

Overseeing the setting of corporate targets

Monitoring progress towards corporate targets

Approving corporate policies and/or commitments

Monitoring the implementation of the business strategy

Overseeing reporting, audit, and verification processes

Overseeing and guiding the development of a business strategy

Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

#### (4.1.2.7) Please explain

*The Nominating, Governance, and Sustainability Committee of our Board of Directors reviews and assesses our sustainability policies, practices, and strategy at least twice a year, and this information is also shared with our Board of Directors.*

*[Fixed row]*

### (4.2) Does your organization's board have competency on environmental issues?

#### Climate change

#### (4.2.1) Board-level competency on this environmental issue

Select from:

Yes

### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

Consulting regularly with an internal, permanent, subject-expert working group

Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

## Water

### (4.2.1) Board-level competency on this environmental issue

Select from:

Not assessed

[Fixed row]

### (4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

### (4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

## Climate change

### (4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Executive Officer (CEO)

### (4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Managing annual budgets related to environmental issues

### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*At the management level, overall responsibility for assessing and managing climate-related risks and opportunities rests with our Executive Leadership Team, led by our Chief Executive Officer who reports directly to the Board. Supporting this, we have a Sustainability Steering Group which is made up of senior leaders, including members of the Executive Leadership Team in key functions such as Finance, Legal, People, Engineering, and Sustainability. This group meets quarterly and drives cross-functional collaboration to support implementation of our company-wide sustainability strategy, including managing climate-related risks and opportunities. The Sustainability Steering Group also ensures that resources with the appropriate skills and competencies are available or developed to respond to climate-related risks and opportunities. At the operational level, we have a dedicated sustainability team responsible for climate change risks and opportunities. This team is led by our Vice President of People Experience, who manages the day-to-day implementation of our sustainability strategy and works to engage and educate other company functions to achieve HubSpot's sustainability goals, including those related to climate risks and opportunities. The sustainability team provides formal quarterly updates to the Sustainability Steering Group and formal bi-annual updates to the Nominating, Governance, and Sustainability Committee of the Board on HubSpot's sustainability strategy and progress, including climate-related issues. The team's work is guided by internal procedures that align with corporate governance standards and ensure accountability, consistency, and integration with wider business practices.*

## Water

#### (4.3.1.1) Position of individual or committee with responsibility

Committee

- Sustainability committee

#### (4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments

#### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

Half-yearly

#### (4.3.1.6) Please explain

*We have a Sustainability Steering Group which is made up of senior leaders, including members of the Executive Leadership Team in key functions such as Finance, Legal, People, Engineering, and Sustainability. This group meets quarterly and drives cross-functional collaboration to support implementation of our company-wide sustainability strategy, including managing our water program.*

[Add row]

### (4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

#### Climate change

#### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

Yes

#### (4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

#### (4.5.3) Please explain

*HubSpot's Senior Sustainability Director (equivalent to a CSO) receives incentives for achieving our environmental commitments and our emissions reduction targets.*

#### Water

#### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

Yes

## (4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

## (4.5.3) Please explain

*HubSpot's Senior Sustainability Director (equivalent to a CSO) receives incentives for achieving our environmental commitments and our emissions reduction targets.  
[Fixed row]*

**(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).**

### Climate change

#### (4.5.1.1) Position entitled to monetary incentive

Board or executive level

Chief Sustainability Officer (CSO)

#### (4.5.1.2) Incentives

*Select all that apply*

Salary increase

#### (4.5.1.3) Performance metrics

Targets

Progress towards environmental targets

Achievement of environmental targets

Emission reduction

Reduction in absolute emissions

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Both Short-Term and Long-Term Incentive Plan, or equivalent

#### (4.5.1.5) Further details of incentives

*The position's annual salary increase and stock bonus are contingent on, but not limited to, how well HubSpot has met its emissions reduction targets.*

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*The position's incentives keep HubSpot's sustainability leadership accountable for achieving our environmental commitments and our emissions reduction targets. Some examples of our progress include: - We implemented recommendations from energy audits at our two largest offices—HubSpot House in Dublin and 2 Canal Park in Cambridge, MA—achieving measurable reductions in both energy consumption and operating costs. - In 2024, we transitioned our largest office, 2 Canal Park in Cambridge, MA, to a 100% renewable electricity tariff by enrolling in the City's aggregation program. This program provides electricity from MA Class I Renewable Energy Certificates and contributes to new hyperlocal solar projects. HubSpot became the largest business to participate in the program's 100% renewable option. - In July 2024, we launched Going Full Circle, an internal campaign designed to help HubSpotters reduce waste and adopt circular habits through everyday, cost-effective actions. - In 2024, we made important progress in aligning our supply chain with our climate goals—and encouraging our partners to set their own science-based targets. We have steadily increased the number of suppliers with SBTs, reaching 57% by spend in 2024. This progress reflects both our strengthened supplier criteria and our ongoing commitment to support and engagement.*

### Water

#### (4.5.1.1) Position entitled to monetary incentive

Senior-mid management

- Environment/Sustainability manager

#### (4.5.1.2) Incentives

Select all that apply

- Salary increase

#### (4.5.1.3) Performance metrics

Resource use and efficiency

Reduction of water withdrawals – direct operations

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

Both Short-Term and Long-Term Incentive Plan, or equivalent

#### (4.5.1.5) Further details of incentives

*The position's annual salary increase and stock bonus are contingent on, but not limited to, how well HubSpot has met its environmental stewardship goals.*

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*HubSpot integrates environmental stewardship and climate-related performance into relevant roles, particularly those responsible for facilities management. Incentives are aligned with our climate transition goals. Key roles tied to global facilities and workplace experience are incentivized to maintain and improve the sustainability credentials of our global real estate portfolio. This includes: Bogotá – LEED Gold London – LEED Certified Cambridge – ENERGY STAR Certification San Francisco – LEED Certified HubSpot House (Dublin) – LEED Platinum Sydney – 5.5 Star NABERS Rating Incentives for relevant staff include maintaining building certifications, reducing energy usage, and improving resource efficiency. These benchmarks serve as both performance targets and eligibility criteria for recognition or reward within performance management cycles.*

[Add row]

#### (4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

## (4.6.1) Provide details of your environmental policies.

### Row 1

#### (4.6.1.1) Environmental issues covered

Select all that apply

- Climate change

#### (4.6.1.2) Level of coverage

Select from:

- Organization-wide

#### (4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

#### (4.6.1.4) Explain the coverage

*HubSpot's environmental policy covers our operations, our employees, our customers, and our suppliers.*

#### (4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards
- Commitment to take environmental action beyond regulatory compliance
- Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- Commitment to 100% renewable energy
- Commitment to net-zero emissions

Additional references/Descriptions

- Description of environmental requirements for procurement

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement

#### (4.6.1.7) Public availability

Select from:

- Publicly available

#### (4.6.1.8) Attach the policy

HubSpot Environmental Policy (1).pdf

[Add row]

### (4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

#### (4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

- Yes

#### (4.10.2) Collaborative framework or initiative

Select all that apply

- Science-Based Targets Initiative (SBTi)
- Task Force on Climate-related Financial Disclosures (TCFD)
- UN Global Compact

#### (4.10.3) Describe your organization's role within each framework or initiative

TCFD: HubSpot supports the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. Drawing from the TCFD guidelines and examples of emerging good practice identified by regulators, investors, and other stakeholders, we are committed to implementing the TCFD core elements on governance, strategy, risk management, targets and metrics. UN Global Compact: We are a proud member of the United Nations Global Compact, a voluntary corporate sustainability initiative that encourages businesses worldwide to adopt sustainable practices, report on those practices, and track them over time. SBTi: We're proud to be part of a community of peers and leading companies working to accelerate bold climate action through the Science Based Targets initiative (SBTi), which provides a pathway and accountability framework for companies to understand how much and how fast they need to reduce their carbon emissions. In May 2023, SBTi approved our near-term and net-zero targets.

[Fixed row]

#### **(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?**

##### **(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

Select all that apply

No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

##### **(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals**

Select from:

No, and we do not plan to have one in the next two years

##### **(4.11.5) Indicate whether your organization is registered on a transparency register**

Select from:

No

##### **(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan**

*To ensure that our external engagement activities are aligned with our climate commitments, we ensure that decisions related to engagement are run by our dedicated Sustainability Team to ensure a consistent approach.*

#### **(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

Select from:

- Not an immediate strategic priority

#### **(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

*We have not prioritized political engagement at this time as we are focused on further developing and implementing our climate strategy.*

*[Fixed row]*

#### **(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

Select from:

- Yes

#### **(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.**

##### **Row 1**

#### **(4.12.1.1) Publication**

Select from:

- In mainstream reports, in line with environmental disclosure standards or frameworks

#### **(4.12.1.2) Standard or framework the report is in line with**

Select all that apply

- TCFD

### (4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change

### (4.12.1.4) Status of the publication

Select from:

- Complete

### (4.12.1.5) Content elements

Select all that apply

- Content of environmental policies
- Governance
- Risks & Opportunities
- Strategy
- Emission targets

### (4.12.1.6) Page/section reference

1-15

### (4.12.1.7) Attach the relevant publication

HubSpot 2024 TCFD Report\_4\_FINAL.pdf

## Row 2

### (4.12.1.1) Publication

Select from:

- In voluntary sustainability reports

### (4.12.1.3) Environmental issues covered in publication

Select all that apply

Climate change

#### (4.12.1.4) Status of the publication

Select from:

Complete

#### (4.12.1.5) Content elements

Select all that apply

Strategy

Governance

Emission targets

Emissions figures

Risks & Opportunities

Value chain engagement

Content of environmental policies

#### (4.12.1.6) Page/section reference

24-34, 39-56

#### (4.12.1.7) Attach the relevant publication

2025 HubSpot Responsible Business Report.pdf

[Add row]

## C5. Business strategy

### (5.1) Does your organization use scenario analysis to identify environmental outcomes?

#### Climate change

##### (5.1.1) Use of scenario analysis

Select from:

Yes

##### (5.1.2) Frequency of analysis

Select from:

Annually

#### Water

##### (5.1.1) Use of scenario analysis

Select from:

No, and we do not plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

Judged to be unimportant or not relevant

##### (5.1.4) Explain why your organization has not used scenario analysis

*HubSpot completed its double materiality assessment and no material water impacts, risks, or opportunities were found. HubSpot's annual reported water withdrawal amounts are minimal.*

*[Fixed row]*

## **(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.**

### **Climate change**

#### **(5.1.1.1) Scenario used**

Physical climate scenarios

RCP 7.0

#### **(5.1.1.2) Scenario used    SSPs used in conjunction with scenario**

Select from:

SSP3

#### **(5.1.1.3) Approach to scenario**

Select from:

Qualitative and quantitative

#### **(5.1.1.4) Scenario coverage**

Select from:

Organization-wide

#### **(5.1.1.5) Risk types considered in scenario**

Select all that apply

Acute physical

Chronic physical

#### **(5.1.1.6) Temperature alignment of scenario**

Select from:

3.5°C - 3.9°C

### (5.1.1.7) Reference year

2000

### (5.1.1.8) Timeframes covered

Select all that apply

2030

2050

### (5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The analysis was completed in line with the Task Force for Climate-Related Financial Disclosures (TCFD), California's SB-219 and SB-261, and CSRD guidelines which provide a framework for systematically assessing climate-related risks and how HubSpot's financial position may be affected by climate change. Physical risks, driven by climate-related extreme events and changes in weather patterns, are assessed under varying temperature assumptions. Transition risks, which refer to risks arising from the transition to a lower-carbon economy, are assessed under varying policy assumptions. Climate-related opportunities driven by physical or transition factors are also considered under such long-term potential trajectories.*

### (5.1.1.11) Rationale for choice of scenario

*The higher warming scenario projects a world that experiences a 3.6° C temperature rise by 2100. CO2 emissions double and the global economy follows a 'business-as-usual' emissions trajectory, assuming current levels of climate policy.*

## Climate change

### (5.1.1.1) Scenario used

Climate transition scenarios

IEA STEPS (previously IEA NPS)

### (5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

### (5.1.1.4) Scenario coverage

Select from:

- Organization-wide

### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Reputation
- Technology
- Liability

### (5.1.1.6) Temperature alignment of scenario

Select from:

- 2.0°C - 2.4°C

### (5.1.1.7) Reference year

2024

### (5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2040
- 2050

### (5.1.1.9) Driving forces in scenario

Regulators, legal and policy regimes

- Global regulation
- Level of action (from local to global)
- Global targets
- Methodologies and expectations for science-based targets

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The analysis was completed in line with the Task Force for Climate-Related Financial Disclosures (TCFD), California's SB-219 and SB-261, and CSRD guidelines which provide a framework for systematically assessing climate-related risks and how HubSpot's financial position may be affected by climate change. Physical risks, driven by climate-related extreme events and changes in weather patterns, are assessed under varying temperature assumptions. Transition risks, which refer to risks arising from the transition to a lower-carbon economy, are assessed under varying policy assumptions. Climate-related opportunities driven by physical or transition factors are also considered under such long-term potential trajectories.*

#### (5.1.1.11) Rationale for choice of scenario

*This scenario explores how the global economy evolves if we retain current policy settings. Despite moderate transition risks, warming is estimated to reach 2.4°C by 2100, well above the Paris Agreement goals.*

### Climate change

#### (5.1.1.1) Scenario used

Physical climate scenarios

- RCP 2.6

#### (5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

- SSP1

#### (5.1.1.3) Approach to scenario

Select from:

Qualitative and quantitative

#### (5.1.1.4) Scenario coverage

Select from:

Organization-wide

#### (5.1.1.5) Risk types considered in scenario

Select all that apply

Acute physical

Chronic physical

#### (5.1.1.6) Temperature alignment of scenario

Select from:

1.6°C - 1.9°C

#### (5.1.1.7) Reference year

2000

#### (5.1.1.8) Timeframes covered

Select all that apply

2030

2050

#### (5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The analysis was completed in line with the Task Force for Climate-Related Financial Disclosures (TCFD), California's SB-219 and SB-261, and CSRD guidelines which provide a framework for systematically assessing climate-related risks and how HubSpot's financial position may be affected by climate change. Physical risks, driven by climate-related extreme events and changes in weather patterns, are assessed under varying temperature assumptions. Transition risks, which refer to risks arising from the transition to a lower-carbon economy, are assessed under varying policy assumptions. Climate-related opportunities driven by physical or transition factors are also considered under such long-term potential trajectories.*

### **(5.1.1.11) Rationale for choice of scenario**

*The lower warming scenario projects a world that stays below a global average temperature increase of 2°C by 2100. Net-negative emissions are achieved in the second half of the century and signatories stay aligned to current Paris Agreement commitments.*

## **Climate change**

### **(5.1.1.1) Scenario used**

Climate transition scenarios

- IEA NZE 2050

### **(5.1.1.3) Approach to scenario**

Select from:

- Qualitative and quantitative

### **(5.1.1.4) Scenario coverage**

Select from:

- Organization-wide

### **(5.1.1.5) Risk types considered in scenario**

Select all that apply

- Policy
- Market
- Reputation
- Technology

Liability

### (5.1.1.6) Temperature alignment of scenario

Select from:

1.5°C or lower

### (5.1.1.7) Reference year

2024

### (5.1.1.8) Timeframes covered

Select all that apply

2030

2040

2050

### (5.1.1.9) Driving forces in scenario

Stakeholder and customer demands

Impact of nature footprint on reputation

Regulators, legal and policy regimes

Global regulation

Level of action (from local to global)

Global targets

Methodologies and expectations for science-based targets

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The analysis was completed in line with the Task Force for Climate-Related Financial Disclosures (TCFD), California's SB-219 and SB-261, and CSRD guidelines which provide a framework for systematically assessing climate-related risks and how HubSpot's financial position may be affected by climate change. Physical risks, driven by climate-related extreme events and changes in weather patterns, are assessed under varying temperature assumptions. Transition risks, which refer to risks*

arising from the transition to a lower- carbon economy, are assessed under varying policy assumptions. Climate- related opportunities driven by physical or transition factors are also considered under such long-term potential trajectories.

### **(5.1.1.11) Rationale for choice of scenario**

*This scenario assumes government emission targets are achieved on time and in full, limiting warming to 1.5°C by 2100 in line with IFRAS S2 and Paris Agreement goals, albeit with high transition risk to the world economy.*

[Add row]

## **(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.**

### **Climate change**

#### **(5.1.2.1) Business processes influenced by your analysis of the reported scenarios**

*Select all that apply*

- Risk and opportunities identification, assessment and management
- Strategy and financial planning
- Resilience of business model and strategy
- Capacity building
- Target setting and transition planning

#### **(5.1.2.2) Coverage of analysis**

*Select from:*

- Organization-wide

#### **(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues**

*We overhauled our approach and completed a quantitative scenario analysis for climate risks and opportunities. We assessed 100% of our offices and data centers for both physical and transition risks. Overall our assessment found physical and transition risk is low for HubSpot and physical risk is not material due to the distributed nature of our employees and facilities. Based on these findings the two most material transition risks were moved forward for financial quantification of their impact. Action informed by scenario analysis: In 2024, HubSpot’s Nominating, Governance, and Sustainability Committee continued to closely monitor the changing regulatory landscape surrounding climate change and sustainability issues as well as broader climate-related business strategies and its impact on the company. The Nominating, Governance, and Sustainability Committee also ensured HubSpot’s Board and other committees of the Board were regularly briefed and kept updated on climate-related risks and opportunities. One example of the Nominating, Governance, and Sustainability Committee addressing climate risks and*

opportunities was their decision to transition our office footprint to green tariff renewable energy wherever possible which addresses overall climate risk and supports the opportunity associated with the green energy transition.

[Fixed row]

## **(5.2) Does your organization's strategy include a climate transition plan?**

### **(5.2.1) Transition plan**

Select from:

No, but we are developing a climate transition plan within the next two years

### **(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world**

Select from:

Not an immediate strategic priority

### **(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world**

*While we do not have an official climate transition plan, as defined by CDP, we have many of the components in place already. In setting our Science Based Targets, we consulted with an external consultant to help us build a climate reduction roadmap that would help us meet our eventual target reduction goals. This roadmap includes the organizational change required to drive these emissions reductions and the approximate cost the change would incur, and we have already begun putting these initiatives into action to lower our emissions. Beyond this roadmap, we have a strong governance structure in place with our leadership invested in the progress being made and ask for feedback on our sustainability strategy from our shareholders at our annual meeting. We continue to formalize financing and accountability for these actions and hope to have a climate transition plan in place within the next two years.*

[Fixed row]

## **(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?**

### **(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning**

Select from:

Yes, both strategy and financial planning

## (5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- Products and services
- Upstream/downstream value chain
- Investment in R&D
- Operations

[Fixed row]

## (5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

### Products and services

#### (5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

#### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

#### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*HubSpot believes we have a responsibility to consider the downstream emissions from customer use of our product. In response to increasing customer interest in supplier-specific Scope 3 data, we developed a Customer Carbon Calculator in 2024 to help users understand the Greenhouse Gas emissions linked to their use of HubSpot. This is part of a wider effort to drive the more sustainable use of our product by customers. The Customer Carbon Calculator offers customers a more accurate alternative to industry averages by providing HubSpot-specific emissions data for their reporting. It supports their Scope 3 tracking efforts and encourages more sustainable product use.*

### Upstream/downstream value chain

#### (5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*In 2024, our Procurement team implemented new vendor management technologies that provide greater visibility into the sustainability of our supply chain. We have also embedded sustainability criteria into vendor management processes, and executed programs to educate vendors about vendor carbon target commitments. Our Global Supplier Code of Conduct includes environmental and social principles that are mandatory for HubSpot suppliers.*

## Investment in R&D

### (5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*In order to take advantage of this opportunity, we have committed to SBTi. Through the implementation of our net-zero by 2040 target and three near term targets we reduce our carbon emissions in our own operations and our value chain reducing the possible impacts of direct and indirect effects of carbon pricing mechanisms.*

## Operations

### (5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*In order to mitigate and control risks, we have committed to SBTi. Through the implementation of our net-zero by 2040 target and three near term targets we reduce our carbon emissions in our own operations and our value chain reducing the possible impacts of direct and indirect effects of carbon pricing mechanisms.*

[Add row]

## (5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

### Row 1

#### (5.3.2.1) Financial planning elements that have been affected

Select all that apply

- Capital expenditures

#### (5.3.2.2) Effect type

Select all that apply

- Risks
- Opportunities

#### (5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- Climate change

#### (5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

*As a part of our commitment to achieve net zero emissions, we have begun prioritizing capital expenditures that will lead to decreased emissions across our organization, such as the investment into our office spaces to minimize energy usage and the investment into renewable energy sources to minimize emissions associated with our energy usage.*

[Add row]

#### (5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

#### (5.10) Does your organization use an internal price on environmental externalities?

##### (5.10.1) Use of internal pricing of environmental externalities

Select from:

No, and we do not plan to in the next two years

##### (5.10.3) Primary reason for not pricing environmental externalities

Select from:

Not an immediate strategic priority

##### (5.10.4) Explain why your organization does not price environmental externalities

*Hubspot does not use internal pricing for its environmental externalities but instead we incentivize the consideration of environmental risks by integrating climate risk assessments into our existing risk management system. Based on our recent quantitative climate scenario analysis, physical and transition climate risk is low for HubSpot. Physical risk was deemed not material due to the distributed nature of our employees and facilities.*  
[Fixed row]

## **(5.11) Do you engage with your value chain on environmental issues?**

### **Suppliers**

#### **(5.11.1) Engaging with this stakeholder on environmental issues**

Select from:

Yes

#### **(5.11.2) Environmental issues covered**

Select all that apply

Climate change

### **Customers**

#### **(5.11.1) Engaging with this stakeholder on environmental issues**

Select from:

Yes

#### **(5.11.2) Environmental issues covered**

Select all that apply

Climate change

### **Investors and shareholders**

#### **(5.11.1) Engaging with this stakeholder on environmental issues**

Select from:

Yes

### (5.11.2) Environmental issues covered

Select all that apply

Climate change

### Other value chain stakeholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

No, but we plan to within the next two years

### (5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

Not an immediate strategic priority

### (5.11.4) Explain why you do not engage with this stakeholder on environmental issues

*Not an immediate strategic priority.*

*[Fixed row]*

**(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?**

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

## (5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

### Climate change

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

*Select from:*

Yes, we prioritize which suppliers to engage with on this environmental issue

#### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

*Select all that apply*

Procurement spend

#### (5.11.2.4) Please explain

*At HubSpot, we are committed to good governance and achieving the highest ethical and environmental standards for all our employees, and we expect the same from our suppliers. As a SaaS company, the majority of our suppliers are established service providers and consultants with strong supply chain programs of their own. We have an established Procurement team who manages supplier engagement. This team is in the process of implementing new technology solutions for vendor management and onboarding which will allow greater visibility into sustainability in our supply chain. The Procurement team is also collaborating with our Sustainability team to embed sustainability criteria into our vendor management process, starting with carbon reduction commitments, but eventually expanding to other sustainability factors. In 2024, we:*

- Updated our Supplier Code of Conduct to include clear climate and environmental compliance expectations*
- Introduced sustainability criteria as part of the supplier onboarding process*
- Created and disseminated educational materials about SBTs for HubSpot employees who make purchasing decisions*
- Encouraged all new supplier contracts over \$500K to have SBTs*

[Fixed row]

**(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?**

**Climate change**

**(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process**

Select from:

Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

**(5.11.5.2) Policy in place for addressing supplier non-compliance**

Select from:

No, we do not have a policy in place for addressing non-compliance

**(5.11.5.3) Comment**

*HubSpot suppliers in PG&S and Capital Goods categories with annual contract values over \$500,000 are evaluated for their commitment to SBTi during the RFP process and prior to contract renewals.*

*[Fixed row]*

**(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.**

**Climate change**

**(5.11.6.1) Environmental requirement**

Select from:

Setting a science-based emissions reduction target

**(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement**

Select all that apply

Supplier scorecard or rating

**(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement**

Select from:

51-75%

**(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement**

Select from:

51-75%

**(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement**

Select from:

51-75%

**(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement**

Select from:

26-50%

**(5.11.6.9) Response to supplier non-compliance with this environmental requirement**

Select from:

Retain and engage

**(5.11.6.10) % of non-compliant suppliers engaged**

Select from:

1-25%

### (5.11.6.11) Procedures to engage non-compliant suppliers

*Select all that apply*

- Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- Providing information on appropriate actions that can be taken to address non-compliance

### (5.11.6.12) Comment

*[Add row]*

## (5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

### Climate change

#### (5.11.7.2) Action driven by supplier engagement

*Select from:*

- Emissions reduction

#### (5.11.7.3) Type and details of engagement

Capacity building

- Provide training, support and best practices on how to measure GHG emissions
- Provide training, support and best practices on how to set science-based targets

#### (5.11.7.4) Upstream value chain coverage

*Select all that apply*

- Tier 1 suppliers

#### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

*Select from:*

1-25%

### (5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

1-25%

### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

*HubSpot's Sustainability Team continues to work with our Procurement Team to embed sustainability criteria into our vendor management process, including suppliers' carbon reduction commitments. We identified our top suppliers by spend and are actively engaging with them. This includes educating and encouraging those who have not set SBTi aligned targets to do so, discussing verification timelines with those that are committed to SBTi, and working with those that are validated to improve the quality of carbon emissions data. Recognizing that a significant portion of our supplier base is made up of small and medium-sized businesses (SMBs), we've focused on providing targeted support to help them set near-term climate targets and begin their decarbonization journey.*

### (5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

Yes, please specify the environmental requirement :Educating and encouraging those who have not set SBTi aligned targets to do so.

### (5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

Yes

[Add row]

## (5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

### Climate change

#### (5.11.9.1) Type of stakeholder

Select from:

Investors and shareholders

### (5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information on environmental initiatives, progress and achievements

### (5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- None

### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*Each fall HubSpot engages our top investors on environmental and other sustainability topics. For investors who choose to participate, we provide a summary of our progress on environmental and climate initiatives for the year and allow investors a forum to ask questions and flag areas of concerns. Engaging these top investors provides a representative cross section of our investors ensuring any emerging environmental concerns are identified.*

### (5.11.9.6) Effect of engagement and measures of success

*Following our engagement outreach efforts each fall, the Sustainability Team can then integrate any issues raised into strategy and planning efforts to continuously improve our sustainability performance.*

## Climate change

### (5.11.9.1) Type of stakeholder

Select from:

- Customers

### (5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information about your products and relevant certification schemes

### (5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- Less than 1%

### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*HubSpot believes we have a responsibility to consider the downstream emissions from customer use of our product. In response to increasing customer interest in supplier-specific Scope 3 data, we developed a Customer Carbon Calculator in 2024 to help users understand the Greenhouse Gas emissions linked to their use of HubSpot. This is part of a wider effort to drive the more sustainable use of our product by customers.*

### (5.11.9.6) Effect of engagement and measures of success

*The Customer Carbon Calculator offers customers a more accurate alternative to industry averages by providing HubSpot-specific emissions data for their reporting. It supports their Scope 3 tracking efforts and encourages more sustainable product use. To enhance efficiency and accessibility, we are working to automate the calculator, streamlining the ability for customers to incorporate supplier-specific emissions into their climate strategies.*

[Add row]

## C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	Select from: <input checked="" type="checkbox"/> Operational control	<i>This consolidation approach best suits HubSpot's operations.</i>
Water	Select from: <input checked="" type="checkbox"/> Operational control	<i>This consolidation approach best suits HubSpot's operations.</i>

[Fixed row]

## C7. Environmental performance - Climate Change

### (7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

### (7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply <input checked="" type="checkbox"/> Yes, an acquisition	Cacheflow	HubSpot acquired Cacheflow ( <a href="https://www.getcacheflow.com/">https://www.getcacheflow.com/</a> ) on October 30, 2024.

[Fixed row]

### (7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

#### (7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

Yes, a change in methodology

#### (7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

*In 2024, we updated our emissions calculation methodology to further improve accuracy and audibility using a new GHG Software. This required historical revisions to be made for the following categories: Purchased Goods and Services (2023), Capital Goods (2023), and Fuel and Energy-Related Activities (2019, 2021, 2022, 2023).*

*[Fixed row]*

### **(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?**

#### **(7.1.3.1) Base year recalculation**

Select from:

Yes

#### **(7.1.3.2) Scope(s) recalculated**

Select all that apply

Scope 2, market-based

#### **(7.1.3.3) Base year emissions recalculation policy, including significance threshold**

*In line with SBTi guidance, HubSpot applies a significance threshold of 10% to determine when base year emissions must be recalculated. In 2023, we updated our base year emissions to reflect a consistent emissions factor source across reporting years, ensuring methodological consistency over time. No changes in base year emissions occurred in the 2024 Reporting Year.*

#### **(7.1.3.4) Past years' recalculation**

Select from:

Yes

*[Fixed row]*

### **(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

Select all that apply

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

**(7.3) Describe your organization’s approach to reporting Scope 2 emissions.**

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: <input checked="" type="checkbox"/> We are reporting a Scope 2, location-based figure	Select from: <input checked="" type="checkbox"/> We are reporting a Scope 2, market-based figure	

[Fixed row]

**(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

Select from:

- No

**(7.5) Provide your base year and base year emissions.**

**Scope 1**

**(7.5.1) Base year end**

12/31/2019

**(7.5.2) Base year emissions (metric tons CO2e)**

0

### **(7.5.3) Methodological details**

*HubSpot operations does not have Scope 1 emissions. HubSpot does not own nor operate natural gas combustion equipment, systems or vehicles. Same comment for fugitive emissions. All offices and facilities are leased from a third party and HubSpot pays for electricity, heating and cooling through the rental agreement with the building and facility owners. Associated energy usage emissions and fugitive gas leakage emissions (cooling) are therefore captured within Scope 2.*

### **Scope 2 (location-based)**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

4466

### **(7.5.3) Methodological details**

*All offices and facilities are leased from a third party and HubSpot pays for electricity, heating and cooling through the rental agreement with the building and facility owners. Associated energy usage emissions and fugitive gas leakage emissions are therefore captured within Scope 2. Carbon emissions were calculated using IEA 2019 factors.*

### **Scope 2 (market-based)**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

1425

### **(7.5.3) Methodological details**

All offices and facilities are leased from a third party and HubSpot is paying for electricity, heating and cooling through the rental agreement with the building and facility owners. Associated energy usage emissions and fugitive gas leakage emissions are therefore captured within Scope 2. Carbon emissions were calculated using IEA 2019 factors or, wherever available, supplier-specific emission factors.

## Scope 3 category 1: Purchased goods and services

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

20828

### (7.5.3) Methodological details

*Purchased Goods and Services (PG&S) covers emissions related to the purchase of goods and services by HubSpot. Spend data is requested annually from HubSpot Finance. Emissions are calculated through environmentally extended input-output EEIO spend-based analysis. Spend categories are assessed whether they have met the company's capitalization policy. Those that do not meet the criteria are classified in Scope 3 Purchased Goods and Services while purchased goods that have met the capitalization criteria are reported in Scope 3 Capital Goods as described in the following section. In addition, HubSpot has separate emission data from our third-party data centre provider. This data contains the Scope 1 and 2 emissions of our third party data centre provider from providing their service to HubSpot. This emission is added to the total amount of emission for purchased goods and services and hence emission factors mapped to their spend related to our data centre provider's services are adjusted.*

## Scope 3 category 2: Capital goods

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

469

### (7.5.3) Methodological details

Capital Goods covers all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by HubSpot in the reporting year. Data collected for this category is included in HubSpot's spend data. Spend categories that meet the capitalization policy of the company are classified in this category. Emissions from Capital Goods are calculated through EEIO spend analysis.

### Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

#### (7.5.1) Base year end

12/31/2019

#### (7.5.2) Base year emissions (metric tons CO2e)

712

#### (7.5.3) Methodological details

*These are the upstream lifecycle emissions associated with the fuel and energy consumed by HubSpot. Emissions are automatically calculated using our GHG software. FERA emissions for fuel are calculated using a WTT (well-to-tank) emissions factor for each fuel type consumed by HubSpot. FERA emissions for electricity are calculated using a WTT emission factor and T&D (transmission & distribution) loss factor based on the total kWh electricity consumed in each country. For Market-based emissions calculation, a custom factor of zero-emission per kilowatt-hour is applied to all facilities that have RECs. Where subnational data is available, ratios from the International Energy Agency (IEA) are used to create subnational factors for FERA. This approach is used on residual factors for market-based where available. For countries without subnational data, IEA data is used for location-based. And for countries with a residual factor, ratios from IEA are applied to the residual factor to create market-based FERA factors.*

### Scope 3 category 4: Upstream transportation and distribution

#### (7.5.1) Base year end

12/31/2019

#### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

### Scope 3 category 5: Waste generated in operations

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

237

### (7.5.3) Methodological details

*HubSpot provides operational waste stream data. Where waste data is not provided, we estimate it using the average waste weight per facility area intensity. Those streams are waste-to-energy (WTE), waste to landfill, waste to recycling, and waste to compost.*

## Scope 3 category 6: Business travel

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

3713

### (7.5.3) Methodological details

*Scope 3 emissions from business travel (Category 6) are included from the following sources of travel:*

- *Rail Transport: HubSpot provides data on the total mileage for their rail transport for business travel. These are calculated using BEIS 2019 emission factors.*
- *Air Travel: Emissions from air travel are calculated from the CTM platform where they have two main sources since air travel is either booked through the CTM platform or not. The CTM platform allows to capture key details associated with each trip such depart and return dates, haul type, cabin class, and total air mileage.*
- *Rental Car: HubSpot provides spend data for each of its rented vehicles. Emissions from rental cars are calculated through EEIO spend analysis.*
- *Accommodation Emissions: HubSpot provides check-in and check-out data for all of their employee's hotel stays. Hotel stays night is estimated with the dates provided and emissions are calculated using the BEIS 2019 emission factor.*

## Scope 3 category 7: Employee commuting

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

3688

### (7.5.3) Methodological details

*Employee commute emissions were calculated based on the fact that HubSpot has three different categorisations for employee working patterns (office, flex, home). • “Office” employees come into the office 3 or more days per week. • “Flex” employees come into the office 2 or fewer days per week. • “Home” employees only work remotely. Historically, employee commuting statistics for both the United States and Ireland (main HubSpot office locations) were used as reference for the different modes of commuting. The relevant “US EPA 2020” emission factors were used in the emissions calculation.*

## Scope 3 category 8: Upstream leased assets

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

0

### (7.5.3) Methodological details

*This category was not relevant to HubSpot operations at this time.*

## Scope 3 category 9: Downstream transportation and distribution

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

## Scope 3 category 10: Processing of sold products

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

## Scope 3 category 11: Use of sold products

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

## Scope 3 category 12: End of life treatment of sold products

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

## Scope 3 category 13: Downstream leased assets

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

0

### (7.5.3) Methodological details

*This category was not relevant to HubSpot operations at this time.*

## Scope 3 category 14: Franchises

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

## Scope 3 category 15: Investments

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

## Scope 3: Other (upstream)

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

### Scope 3: Other (downstream)

#### (7.5.1) Base year end

12/31/2019

#### (7.5.3) Methodological details

*This category is not relevant to HubSpot operations.*

*[Fixed row]*

### (7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	Methodological details
Reporting year	0	HubSpot does not have any Scope 1 emissions.

*[Fixed row]*

### (7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

#### Reporting year

#### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

1926

#### (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

### (7.7.4) Methodological details

*All offices and facilities are leased from a third party and HubSpot pays for electricity, heating and cooling through the rental agreement with the building and facility owners. Associated energy usage emissions and fugitive gas leakage emissions are therefore captured within Scope 2.*

*[Fixed row]*

## (7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

### Purchased goods and services

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

43846

#### (7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Spend-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

15

#### (7.8.5) Please explain

*Purchased Goods and Services (PG&S) covers emissions related to the purchase of goods and services by HubSpot. Operating expenditure data for the full calendar year is provided by HubSpot Finance. Emissions are calculated on our GHG Platform using a combination of the EPA's USEEIO Supply Chain Greenhouse Gas*

Emission Factors database and the CEDA supplier-specific database, where appropriate. HubSpot calculates third-party emissions from our cloud-service provider by using a combined usage and spend approach from data provided by HubSpot's Engineering. These emissions are added to the total amount of emission for purchased goods and services and hence spend-based data is deduplicated.

## Capital goods

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

3593

### (7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

44

### (7.8.5) Please explain

Capital Goods covers all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by HubSpot in the reporting year. Data on Capital Goods expenditure is provided by HubSpot Finance. Emissions are calculated on our GHG Platform using a combination of the EPA's USEEIO Supply Chain Greenhouse Gas Emission Factors database and the CEDA supplier-specific database, where appropriate.

## Fuel-and-energy-related activities (not included in Scope 1 or 2)

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

## (7.8.2) Emissions in reporting year (metric tons CO2e)

495

## (7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method
- Hybrid method
- Spend-based method

## (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

## (7.8.5) Please explain

*These are the upstream lifecycle emissions associated with the fuel and energy consumed by HubSpot. Emissions are automatically calculated using our GHG software. FERA emissions for fuel are calculated using a WTT (well-to-tank) emissions factor for each fuel type consumed by HubSpot. These are the upstream lifecycle emissions associated with the fuel and energy consumed by HubSpot. Emissions are automatically calculated using our GHG software. FERA emissions for fuel are calculated using a WTT (well-to-tank) emissions factor for each fuel type consumed by HubSpot. FERA emissions for electricity are calculated using a WTT emission factor and T&D (transmission & distribution) loss factor based on the total kWh electricity consumed in each country. Electricity T&D loss rate in the US uses e-Grid 2024 ratios. Non-US loss rates use Ecoinvent ratios (version 3.10). Electricity and electricity transmission and distribution (T&D) loss well-to-tank (WTT) uses IEA 2024 emissions for all countries. For Market-based renewable electricity purchases, we use the upper end of the range of upstream emissions for current solar PV or wind power turbines based on literature including NREL Life Cycle GHG Emissions from Solar PV and the Journal of Fundamentals of Renewable Energy Applications' LCA of Embodied Carbon Emissions from 14 Wind Turbines. Natural gas leakage is calculated using the 2024 DEFRA conversion factors.*

## Upstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## Waste generated in operations

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

34

### (7.8.3) Emissions calculation methodology

Select all that apply

Waste-type-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*HubSpot provides operational waste stream data. Where waste data is not provided, we estimate it using the average waste weight per facility area intensity. Those streams are waste-to-energy (WTE), waste to landfill, waste to recycling, and waste to compost.*

## Business travel

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

7449

### (7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

1.9

### (7.8.5) Please explain

*Scope 3 emissions from Business Travel include the following sources: Rail, Air, Car Hire, and Hotel stays. Rail, Car Hire, and Hotel data from our CTM provider is calculated using the relevant BEIS 2024 emission factor. Air Travel emissions from CTM booking information (mileage, class, haul, depart/return) are calculated using 2021 BEIS emission factors. These were selected with the support of external advisory, to more accurately represent load factors post-pandemic. A minor amount of business travel is booked outside of HubSpot's CRM system. For this travel, emissions are calculated on our GHG Platform using a combination of the EPA's USEEIO Supply Chain Greenhouse Gas Emission Factors database and the CEDA supplier-specific database, where appropriate.*

## Employee commuting

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

5600

### (7.8.3) Emissions calculation methodology

Select all that apply

Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

*For FY24 GHG inventory, HubSpot completed an employee survey to determine specific employee working patterns, types of energy used and commuting distance. The employee commute emissions were calculated for all the responders of the survey, which was then extrapolated for the entire company. The survey was deemed to be representative of the workforce population with regards to country of work, and a statistically significant response rate was achieved.*

### Upstream leased assets

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

7.8

#### (7.8.3) Emissions calculation methodology

Select all that apply

Site-specific method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

*HubSpot has continued to optimise it's office space in 2024. Alongside improvements in data quality, this resulted in the accounting of some facilities emissions in Scope 3 Category 8 Upstream Leased Assets. Emissions from our Upstream Leased Assets are calculated using the same methodology as our Scope 2 emissions, aligned with GHG Protocol guidance.*

## Downstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## Processing of sold products

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## Use of sold products

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## End of life treatment of sold products

### (7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## Downstream leased assets

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

594

### (7.8.3) Emissions calculation methodology

Select all that apply

- Average data method
- Asset-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*Emissions from our Downstream Leased Assets are calculated using the same methodology as our Scope 2 emissions, aligned with the GHG Protocol Guidance.*

## Franchises

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## Investments

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not material for HubSpot's business.*

## Other (upstream)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

## Other (downstream)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not relevant to HubSpot operations.*

*[Fixed row]*

## (7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

### Past year 1

#### (7.8.1.1) End date

12/31/2023

#### (7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

54038

#### (7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

274

#### (7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

425

#### (7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

12.6

#### (7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2676

### (7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

4531

### (7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

249

### (7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

34

### (7.8.1.19) Comment

*Where no value is inputted for all categories with the exception of Investments, this is not calculated due to it not being relevant or applicable for HubSpot's business in the given year. Investments are estimated to be <1% of HubSpot's overall emissions; we are monitoring this source for materiality, and will update our public disclosures accordingly. For Upstream or Downstream Leased Assets, HubSpot did not have this category of emissions until 2023, hence no value is entered in 2022, 2021, or 2019.*

## Past year 2

### (7.8.1.1) End date

12/31/2022

### (7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

41690

### (7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

1610

### (7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

484

#### (7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

32

#### (7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1784

#### (7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

5957

#### (7.8.1.19) Comment

*Where no value is inputted for all categories with the exception of Investments, this is not calculated due to it not being relevant or applicable for HubSpot's business in the given year. Investments are estimated to be <1% of HubSpot's overall emissions; we are monitoring this source for materiality, and will update our public disclosures accordingly. For Upstream or Downstream Leased Assets, HubSpot did not have this category of emissions until 2023, hence no value is entered in 2022, 2021, or 2019.*

### Past year 3

#### (7.8.1.1) End date

12/31/2021

#### (7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

41630

#### (7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

1221

#### (7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

544

#### (7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

39

#### (7.8.1.7) Scope 3: Business travel (metric tons CO2e)

175

#### (7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

4698

#### (7.8.1.19) Comment

*Where no value is inputted for all categories with the exception of Investments, this is not calculated due to it not being relevant or applicable for HubSpot's business in the given year. Investments are estimated to be <1% of HubSpot's overall emissions; we are monitoring this source for materiality, and will update our public disclosures accordingly. For Upstream or Downstream Leased Assets, HubSpot did not have this category of emissions until 2023, hence no value is entered in 2022, 2021, or 2019.*

### Past year 4

#### (7.8.1.1) End date

12/31/2019

#### (7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

20828

#### (7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

469

#### (7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

712

### (7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

237

### (7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3713

### (7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

3688

### (7.8.1.19) Comment

*Where no value is inputted for all categories with the exception of Investments, this is not calculated due to it not being relevant or applicable for HubSpot's business in the given year. Investments are estimated to be <1% of HubSpot's overall emissions; we are monitoring this source for materiality, and will update our public disclosures accordingly. For Upstream or Downstream Leased Assets, HubSpot did not have this category of emissions until 2023, hence no value is entered in 2022, 2021, or 2019.*

[Fixed row]

## (7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

**(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.**

**Row 1**

**(7.9.1.1) Verification or assurance cycle in place**

Select from:

Annual process

**(7.9.1.2) Status in the current reporting year**

Select from:

Complete

**(7.9.1.3) Type of verification or assurance**

Select from:

Limited assurance

**(7.9.1.4) Attach the statement**

*HubSpot 2024 GHG Assurance Statement.pdf*

**(7.9.1.5) Page/section reference**

1-4

**(7.9.1.6) Relevant standard**

Select from:

ISO14064-3

### (7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

**(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.**

#### Row 1

### (7.9.2.1) Scope 2 approach

Select from:

Scope 2 location-based

### (7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

### (7.9.2.3) Status in the current reporting year

Select from:

Complete

### (7.9.2.4) Type of verification or assurance

Select from:

Limited assurance

### (7.9.2.5) Attach the statement

*HubSpot 2024 GHG Assurance Statement.pdf*

### (7.9.2.6) Page/ section reference

1-4

### (7.9.2.7) Relevant standard

Select from:

ISO14064-3

### (7.9.2.8) Proportion of reported emissions verified (%)

100

## Row 2

### (7.9.2.1) Scope 2 approach

Select from:

Scope 2 market-based

### (7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

### (7.9.2.3) Status in the current reporting year

Select from:

Complete

### (7.9.2.4) Type of verification or assurance

Select from:

Limited assurance

### (7.9.2.5) Attach the statement

**(7.9.2.6) Page/ section reference**

1-4

**(7.9.2.7) Relevant standard**

Select from:

ISO14064-3

**(7.9.2.8) Proportion of reported emissions verified (%)**

100

[Add row]

**(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.**

**Row 1**

**(7.9.3.1) Scope 3 category**

Select all that apply

- Scope 3: Capital goods
- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Upstream leased assets
- Scope 3: Downstream leased assets
- Scope 3: Purchased goods and services
- Scope 3: Waste generated in operations
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

**(7.9.3.2) Verification or assurance cycle in place**

Select from:

Annual process

### (7.9.3.3) Status in the current reporting year

Select from:

Complete

### (7.9.3.4) Type of verification or assurance

Select from:

Limited assurance

### (7.9.3.5) Attach the statement

*HubSpot 2024 GHG Assurance Statement.pdf*

### (7.9.3.6) Page/section reference

1-4

### (7.9.3.7) Relevant standard

Select from:

ISO14064-3

### (7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

## (7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

Decreased

**(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

### **Change in renewable energy consumption**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*The decrease in renewable energy consumption is due to improvements in our methodology alongside continued investment in energy-savings initiatives for our offices. Our offices are covered by 100% renewable energy in the form of green tariffs or high-quality RECs, therefore the change in consumption has not resulted in a change in emissions.*

### **Other emissions reduction activities**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*We transitioned our largest office in Cambridge to a highly additional green energy tariff. This replaces the purchasing of unbundled RECs for the site going forwards.*

**Change in methodology**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

6.96

**(7.10.1.2) Direction of change in emissions**

Select from:

Decreased

**(7.10.1.3) Emissions value (percentage)**

0.0123

**(7.10.1.4) Please explain calculation**

*Increased data granularity resulted in four offices being reallocated from Scope 1 & 2 to Scope 3.*

*[Fixed row]*

**(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Select from:

Market-based

**(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

Select from:

No

**(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?**

Select from:

No

**(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.**

### **Australia**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

109

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

0

### **Belgium**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

17

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

**Canada**

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.19

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

**Colombia**

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

54

(7.16.3) Scope 2, market-based (metric tons CO2e)

22

**Germany**

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

67

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

## Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

613

(7.16.3) Scope 2, market-based (metric tons CO2e)

201

## Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

22

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.1

## Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

14

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.7

## Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

47

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

## Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.21

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.063

## United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

981

(7.16.3) Scope 2, market-based (metric tons CO2e)

320

[Fixed row]

**(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

*Select all that apply*

By activity

**(7.17.3) Break down your total gross global Scope 1 emissions by business activity.**

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>We do not currently have Scope 1 emissions at HubSpot.</i>	0

[Add row]

**(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

Select all that apply

By activity

**(7.20.3) Break down your total gross global Scope 2 emissions by business activity.**

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Purchased Electricity</i>	1365	0
Row 3	<i>Purchased Heating</i>	559	559
Row 4	<i>Purchased Cooling</i>	1.9	1.9

[Add row]

**(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.**

**Consolidated accounting group**

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

1926

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

561

(7.22.4) Please explain

*All acquisitions are directly integrated into HubSpot's business and system, therefore the emissions from all entities are represented as one consolidated group.*

#### **All other entities**

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

*All acquisitions are directly integrated into HubSpot's business and system, therefore the emissions from all entities are represented as one consolidated group.*

*[Fixed row]*

**(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?**

Select from:

No

**(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?**

**Row 1**

**(7.27.1) Allocation challenges**

Select from:

We face no challenges

**(7.27.2) Please explain what would help you overcome these challenges**

n/a

[Add row]

**(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**

	Do you plan to develop your capabilities to allocate emissions to your customers in the future?	Describe how you plan to develop your capabilities
	Select from: <input checked="" type="checkbox"/> Yes	We have developed an emissions calculator for customers, that is available upon request.

[Fixed row]

**(7.29) What percentage of your total operational spend in the reporting year was on energy?**

Select from:

- More than 0% but less than or equal to 5%

**(7.30) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> Yes
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

**Consumption of purchased or acquired electricity**

**(7.30.1.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.1.2) MWh from renewable sources**

4926

**(7.30.1.3) MWh from non-renewable sources**

0

**(7.30.1.4) Total (renewable + non-renewable) MWh**

4926.00

### **Consumption of purchased or acquired heat**

**(7.30.1.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.1.2) MWh from renewable sources**

0

**(7.30.1.3) MWh from non-renewable sources**

3074

**(7.30.1.4) Total (renewable + non-renewable) MWh**

3074.00

### **Consumption of purchased or acquired cooling**

**(7.30.1.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.1.2) MWh from renewable sources**

0

**(7.30.1.3) MWh from non-renewable sources**

0

**(7.30.1.4) Total (renewable + non-renewable) MWh**

0.00

**Total energy consumption**

**(7.30.1.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.1.2) MWh from renewable sources**

4926

**(7.30.1.3) MWh from non-renewable sources**

3074

**(7.30.1.4) Total (renewable + non-renewable) MWh**

8000.00

[Fixed row]

**(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.**

**Row 1**

**(7.30.14.1) Country/area**

Select from:

Belgium

**(7.30.14.2) Sourcing method**

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Renewable energy mix, please specify :100% renewable energy mix.

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

30

**(7.30.14.6) Tracking instrument used**

Select from:

Contract

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Belgium

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

**(7.30.14.10) Comment**

**Row 2**

**(7.30.14.1) Country/area**

Select from:

Australia

**(7.30.14.2) Sourcing method**

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Solar

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

163

**(7.30.14.6) Tracking instrument used**

Select from:

Australian LGC

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Australia

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2024

**(7.30.14.10) Comment**

### Row 3

**(7.30.14.1) Country/area**

Select from:

Canada

**(7.30.14.2) Sourcing method**

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Solar

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5.7

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

### (7.30.14.10) Comment

*This purchase contained several projects, with a commission year ranging from 2014-2021.*

## Row 4

### (7.30.14.1) Country/area

Select from:

Colombia

### (7.30.14.2) Sourcing method

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Solar

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

214

### (7.30.14.6) Tracking instrument used

Select from:

I-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Colombia

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2024

**(7.30.14.10) Comment**

## Row 6

**(7.30.14.1) Country/area**

Select from:

Germany

**(7.30.14.2) Sourcing method**

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Renewable energy mix, please specify :100% renewable energy (unspecified)

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

**(7.30.14.6) Tracking instrument used***Select from:* Contract**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***Select from:* Germany**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***Select from:* No**(7.30.14.10) Comment****Row 8****(7.30.14.1) Country/area***Select from:* Ireland**(7.30.14.2) Sourcing method***Select from:* Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates**(7.30.14.3) Energy carrier***Select from:*

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1295

#### (7.30.14.6) Tracking instrument used

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Norway

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

#### (7.30.14.10) Comment

*This office is on a 75.31% green tariff, the remaining energy is covered through the unbundled REC purchase.*

### Row 9

#### (7.30.14.1) Country/area

Select from:

Japan

### (7.30.14.2) Sourcing method

Select from:

- Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

- Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

- Renewable energy mix, please specify :100% renewable mix (wind or solar)

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

11

### (7.30.14.6) Tracking instrument used

Select from:

- J-Credit (Renewable)

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- Japan

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

### (7.30.14.10) Comment

## Row 10

### (7.30.14.1) Country/area

Select from:

Netherlands

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

44

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Netherlands

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

**(7.30.14.10) Comment**

## Row 11

**(7.30.14.1) Country/area**

Select from:

Singapore

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Solar

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

**(7.30.14.6) Tracking instrument used**

Select from:

I-REC

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Singapore

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**(7.30.14.10) Comment**

**Row 12**

**(7.30.14.1) Country/area**

Select from:

Spain

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Solar

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

0.87

**(7.30.14.6) Tracking instrument used**

Select from:

GO

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Italy

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

**(7.30.14.10) Comment**

**Row 14**

**(7.30.14.1) Country/area**

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Solar

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2701

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2021

**(7.30.14.10) Comment**

*This purchase contained several projects, with a commission year ranging from 2014-2021.*

**Row 15**

**(7.30.14.1) Country/area**

Select from:

Ireland

**(7.30.14.2) Sourcing method**

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Renewable energy mix, please specify :100% renewable energy mix (unspecified)

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

127

**(7.30.14.6) Tracking instrument used**

Select from:

Contract

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Ireland

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

**(7.30.14.10) Comment**

## Row 16

**(7.30.14.1) Country/area**

Select from:

Japan

**(7.30.14.2) Sourcing method**

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Renewable energy mix, please specify :100% renewable energy mix (unspecified)

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

30

**(7.30.14.6) Tracking instrument used**

Select from:

Contract

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Japan

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

**(7.30.14.10) Comment**

[Add row]

**(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.**

**Australia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

163

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

163.00

## Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

30

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

71

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

**Canada**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

5.7

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

5.70

**Colombia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

214

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

329.00

## **France**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

0.00

## **Germany**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

183

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

183.00

## India

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

## Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

1421

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1101

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2522.00

## Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

12

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

53.00

## **Netherlands**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

44

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

9.8

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

53.80

## **Singapore**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

123

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

123.00

## **Spain**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0.87

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0.32

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.19

### United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

### United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

2701

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1764

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4465.00

[Fixed row]

**(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

**Row 1**

(7.45.1) Intensity figure

2.135e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

561

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

2630000000

### (7.45.5) Scope 2 figure used

Select from:

Market-based

### (7.45.6) % change from previous year

18.45

### (7.45.7) Direction of change

Select from:

Decreased

### (7.45.8) Reasons for change

Select all that apply

Other emissions reduction activities

Change in revenue

Unidentified

### (7.45.9) Please explain

*HubSpot's investment in sustainability programming and building efficiency initiatives have contributed to the reduction in this intensity factor. The business continues to optimize our office portfolio and promote a hybrid working model. In addition, revenue growth is outpacing employee growth.*

[Add row]

### (7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

Absolute target

Intensity target

## (7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

### Row 1

#### (7.53.1.1) Target reference number

Select from:

Abs 1

#### (7.53.1.2) Is this a science-based target?

Select from:

Yes, and this target has been approved by the Science Based Targets initiative

#### (7.53.1.3) Science Based Targets initiative official validation letter

*HubSpot Inc. SBTi Net Zero Approval Letter.pdf*

#### (7.53.1.4) Target ambition

Select from:

1.5°C aligned

#### (7.53.1.5) Date target was set

06/22/2023

#### (7.53.1.6) Target coverage

Select from:

Organization-wide

#### (7.53.1.7) Greenhouse gases covered by target

Select all that apply

Methane (CH4)

Sulphur hexafluoride (SF6)

- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)

- Nitrogen trifluoride (NF3)

### (7.53.1.8) Scopes

Select all that apply

- Scope 1
- Scope 2

### (7.53.1.9) Scope 2 accounting method

Select from:

- Market-based

### (7.53.1.11) End date of base year

12/31/2019

### (7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

0

### (7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

2216

### (7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

### (7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

2216.000

**(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

12/31/2030

**(7.53.1.55) Targeted reduction from base year (%)**

47

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

1174.480

**(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

0

**(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

561

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

561.000

### (7.53.1.78) Land-related emissions covered by target

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

### (7.53.1.79) % of target achieved relative to base year

158.90

### (7.53.1.80) Target status in reporting year

Select from:

Achieved

### (7.53.1.82) Explain target coverage and identify any exclusions

*This target covers our company-wide combined scopes 1 and 2 emissions with no exclusions. As we lease all of our sites and do not own or control any of the heating, ventilation or air conditioning equipment or any other stationary or mobile combustion sources, we do not currently have any scope 1 emissions. While we secure enough energy attribute certificates to match 100% of our electricity, we will not count those purchases towards this goal to incentivize energy efficiency and direct sourcing of renewable energy.*

### (7.53.1.83) Target objective

*HubSpot Inc. commits to reduce absolute scope 1 and 2 GHG emissions by 47% by 2030 from a 2019 base year.*

### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

### (7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

*Investment in energy efficiency initiatives, transition to green tariff electricity contracts, sustainability criteria for new office selection, and methodology improvements to align more fully with GHG Protocol Guidance.*

[Add row]

## (7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

### Row 1

#### (7.53.2.1) Target reference number

Select from:

Int 1

#### (7.53.2.2) Is this a science-based target?

Select from:

Yes, and this target has been approved by the Science Based Targets initiative

#### (7.53.2.3) Science Based Targets initiative official validation letter

*HubSpot Inc. SBTi Net Zero Approval Letter.pdf*

#### (7.53.2.4) Target ambition

Select from:

1.5°C aligned

#### (7.53.2.5) Date target was set

06/22/2023

#### (7.53.2.6) Target coverage

Select from:

Organization-wide

#### (7.53.2.7) Greenhouse gases covered by target

Select all that apply

Methane (CH4)

Nitrogen trifluoride (NF3)

- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)

- Sulphur hexafluoride (SF6)

### (7.53.2.8) Scopes

Select all that apply

- Scope 3

### (7.53.2.10) Scope 3 categories

Select all that apply

- Category 6: Business travel

### (7.53.2.11) Intensity metric

Select from:

- Metric tons CO2e per unit FTE employee

### (7.53.2.12) End date of base year

12/31/2019

### (7.53.2.20) Intensity figure in base year for Scope 3, Category 6: Business travel

1.1

### (7.53.2.32) Intensity figure in base year for total Scope 3

1.1000000000

### (7.53.2.33) Intensity figure in base year for all selected Scopes

1.1000000000

**(7.53.2.41) % of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure**

100

**(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure**

13

**(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure**

13

**(7.53.2.55) End date of target**

12/31/2030

**(7.53.2.56) Targeted reduction from base year (%)**

55

**(7.53.2.57) Intensity figure at end date of target for all selected Scopes**

0.4950000000

**(7.53.2.59) % change anticipated in absolute Scope 3 emissions**

26

**(7.53.2.67) Intensity figure in reporting year for Scope 3, Category 6: Business travel**

0.9

**(7.53.2.79) Intensity figure in reporting year for total Scope 3**

0.9000000000

**(7.53.2.80) Intensity figure in reporting year for all selected Scopes**

0.9000000000

**(7.53.2.81) Land-related emissions covered by target**

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**(7.53.2.82) % of target achieved relative to base year**

33.06

**(7.53.2.83) Target status in reporting year**

Select from:

Underway

**(7.53.2.85) Explain target coverage and identify any exclusions**

*This intensity target covers our company-wide business travel emissions and employees.*

**(7.53.2.86) Target objective**

*HubSpot Inc. commits to reduce scope 3 GHG emissions from business travel 55% per employee by 2030 from a 2019 base year.*

**(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year**

*HubSpot has conducts regular travel scenario assessments between annual GHG inventories. These assessments are used to inform high-level strategy, including annually revised travel guardrails for employees. We are closely watching the evolution of guidance from SBTi and the GHG Protocol.*

**(7.53.2.88) Target derived using a sectoral decarbonization approach**

Select from:

No

[Add row]

**(7.54) Did you have any other climate-related targets that were active in the reporting year?**

Select all that apply

Net-zero targets

Other climate-related targets

**(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.**

**Row 1**

**(7.54.2.1) Target reference number**

Select from:

Oth 1

**(7.54.2.2) Date target was set**

06/22/2023

**(7.54.2.3) Target coverage**

Select from:

Suppliers

**(7.54.2.4) Target type: absolute or intensity**

Select from:

Absolute

**(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)**

Engagement with suppliers

Percentage of suppliers (by procurement spend) with a science-based target

**(7.54.2.7) End date of base year**

12/31/2019

**(7.54.2.8) Figure or percentage in base year**

6

**(7.54.2.9) End date of target**

12/31/2027

**(7.54.2.10) Figure or percentage at end of date of target**

70

**(7.54.2.11) Figure or percentage in reporting year**

57

**(7.54.2.12) % of target achieved relative to base year**

79.6875000000

**(7.54.2.13) Target status in reporting year**

Select from:

Underway

**(7.54.2.15) Is this target part of an emissions target?**

No

### (7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

Science Based Targets initiative – approved supplier engagement target

### (7.54.2.17) Science Based Targets initiative official validation letter

*HubSpot Inc. SBTi Net Zero Approval Letter.pdf*

### (7.54.2.18) Please explain target coverage and identify any exclusions

*We aim to ensure 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have science-based targets by 2027.*

### (7.54.2.19) Target objective

*HubSpot Inc. commits that 70% of its suppliers by spend covering purchased goods and services and capital goods, will have science-based targets by 2027.*

### (7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

*We have made significant progress in 2024, and continue our multifaceted supplier engagement program.*

[Add row]

### (7.54.3) Provide details of your net-zero target(s).

#### Row 1

#### (7.54.3.1) Target reference number

Select from:

NZ1

#### (7.54.3.2) Date target was set

06/22/2023

### (7.54.3.3) Target Coverage

Select from:

- Organization-wide

### (7.54.3.4) Targets linked to this net zero target

Select all that apply

- Abs1
- Int1

### (7.54.3.5) End date of target for achieving net zero

12/31/2040

### (7.54.3.6) Is this a science-based target?

Select from:

- Yes, and this target has been approved by the Science Based Targets initiative

### (7.54.3.7) Science Based Targets initiative official validation letter

HubSpot Inc. SBTi Net Zero Approval Letter.pdf

### (7.54.3.8) Scopes

Select all that apply

- Scope 1
- Scope 2
- Scope 3

### (7.54.3.9) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)

### **(7.54.3.10) Explain target coverage and identify any exclusions**

*This target covers our entire operations with no exclusions.*

### **(7.54.3.11) Target objective**

*HubSpot, Inc. commits to reach net-zero GHG emissions across the value chain by 2040.*

### **(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?**

Select from:

- Yes

### **(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?**

Select from:

- Yes, and we have already acted on this in the reporting year

### **(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?**

Select all that apply

- Yes, we plan to purchase and cancel carbon credits for beyond value chain mitigation

### **(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target**

*In the short term, we will focus on achieving our near term targets through efficiency measures and increasing our use of clean and renewable sources of energy. Over the longer term, we will work to refine and implement our strategy for beyond value chain mitigation measurements on the journey to net zero. Our carbon credits strategy is strongly situated within BVCM. We purchase a small amount of carbon credits to drive the wider societal transition to a low-carbon economy. Leading up to our net zero target year, these purchases do not compensate or neutralize our emissions, as per SBTi guidance.*

### **(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain**

We have invested in various BVCM projects to drive a low-carbon economy. Further details can be found in our most recent Voluntary Carbon Markets Disclosure Statement, available on our sustainability homepage: <https://www.hubspot.com/sustainability>

### (7.54.3.17) Target status in reporting year

Select from:

Underway

### (7.54.3.19) Process for reviewing target

We assess progress against our decarbonisation strategy and science-based targets on an annual basis.

[Add row]

**(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

Yes

**(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	0	<i>Numeric input</i>
To be implemented	0	0
Implementation commenced	0	0
Implemented	10	1268.9

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Not to be implemented	0	<i>Numeric input</i>

*[Fixed row]*

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

**Row 1**

**(7.55.2.1) Initiative category & Initiative type**

Energy efficiency in buildings

Lighting

**(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)**

5.41

**(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur**

*Select all that apply*

Scope 2 (location-based)

**(7.55.2.4) Voluntary/Mandatory**

*Select from:*

Voluntary

**(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)**

2407

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1500

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

## Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3.82

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

2618

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

3000

(7.55.2.7) Payback period

Select from:

1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

### Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Other, please specify :DHW (Domestic Hot Water) system

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

18.69

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

8316

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

1500

#### (7.55.2.7) Payback period

Select from:

<1 year

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

### Row 4

#### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Insulation

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

7.64

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

3398

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

16500

#### (7.55.2.7) Payback period

Select from:

4-10 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

### Row 5

#### (7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

**(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur***Select all that apply* Scope 2 (market-based)**(7.55.2.4) Voluntary/Mandatory***Select from:* Voluntary**(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)**

0

**(7.55.2.6) Investment required (unit currency – as specified in 1.2)**

18000

**(7.55.2.7) Payback period***Select from:* <1 year**(7.55.2.8) Estimated lifetime of the initiative***Select from:* 6-10 years**Row 6****(7.55.2.1) Initiative category & Initiative type**

Energy efficiency in buildings

 Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3.37

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

4500

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

17200

(7.55.2.7) Payback period

Select from:

4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

**Row 7**

### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Motors and drives

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

8.11

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

10800

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

50200

### (7.55.2.7) Payback period

Select from:

4-10 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

11-15 years

## Row 8

### (7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

Resource efficiency

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

10.13

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

13500

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

2300

### (7.55.2.7) Payback period

Select from:

<1 year

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

- 6-10 years

### Row 9

### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

- Other, please specify :Install a destratification fan to circulate hot air for the building reception area

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

8.4

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

3000

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

10000

### (7.55.2.7) Payback period

Select from:

1-3 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

## Row 10

### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Building Energy Management Systems (BEMS)

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

15

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

8700

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

**(7.55.2.7) Payback period**

Select from:

- 4-10 years

**(7.55.2.8) Estimated lifetime of the initiative**

Select from:

- 6-10 years

[Add row]

**(7.55.3) What methods do you use to drive investment in emissions reduction activities?**

**Row 1**

**(7.55.3.1) Method**

Select from:

- Dedicated budget for other emissions reduction activities

**(7.55.3.2) Comment**

*We are committed to achieving our emissions reduction goals and have a dedicated budget to implement a variety of building optimization projects.*

[Add row]

**(7.73) Are you providing product level data for your organization's goods or services?**

Select from:

- No, I am not providing data

**(7.74) Do you classify any of your existing goods and/or services as low-carbon products?**

Select from:

No

**(7.79) Has your organization retired any project-based carbon credits within the reporting year?**

Select from:

Yes

**(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.**

**Row 1**

**(7.79.1.1) Project type**

Select from:

HFCs

**(7.79.1.2) Type of mitigation activity**

Select from:

Emissions reduction

**(7.79.1.3) Project description**

*The project involves the collection of Halon 1211 and Halon 1301. The material is delivered to an eligible destruction facility for destruction.*

**(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)**

450

**(7.79.1.5) Purpose of retirement**

Select from:

Voluntary offsetting

**(7.79.1.6) Are you able to report the vintage of the credits at retirement?**

Select from:

Yes

**(7.79.1.7) Vintage of credits at retirement**

2024

**(7.79.1.8) Were these credits issued to or purchased by your organization?**

Select from:

Purchased

**(7.79.1.9) Carbon-crediting program by which the credits were issued**

Select from:

ACR (American Carbon Registry)

**(7.79.1.10) Method the program uses to assess additionality for this project**

Select all that apply

Consideration of legal requirements

Investment analysis

Barrier analysis

Market penetration assessment

**(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk**

Select all that apply

No risk of reversal

**(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed**

Select all that apply

Not assessed

**(7.79.1.13) Provide details of other issues the selected program requires projects to address**

N/A

### (7.79.1.14) Please explain

Protocol: Destruction of Ozone Depleting Substances and High-GWP Foam, Version 2.0

## Row 2

### (7.79.1.1) Project type

Select from:

Soil carbon sequestration

### (7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

### (7.79.1.3) Project description

*CAR1459 is the first project both Listed and Registered under the Soil Enrichment Protocol. The project promotes a range of agricultural management practice changes targeted at increasing soil organic carbon (SOC) storage and reducing net emissions of CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O from farms throughout the continental U.S. Indigo Ag and our partners help farmers to implement climate-smart practices through an integrated system of extension and outreach, modelling, agronomic support, and digital data collection tools. Practice changes target fertilizer use, tillage, crop rotations, cover cropping, and livestock management. Beyond climate benefits, the project will increase farm resilience to weather and climate change, promote diversity of the soil microbiome, and increase rural incomes. This is an aggregated project, with new growers and fields added on a continuous basis. As of 2024 the project includes hundreds of growers managing tens of thousands of fields, covering millions of acres.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO<sub>2</sub>e)

500

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

**(7.79.1.6) Are you able to report the vintage of the credits at retirement?**

Select from:

Yes

**(7.79.1.7) Vintage of credits at retirement**

2022

**(7.79.1.8) Were these credits issued to or purchased by your organization?**

Select from:

Purchased

**(7.79.1.9) Carbon-crediting program by which the credits were issued**

Select from:

CAR (The Climate Action Reserve)

**(7.79.1.10) Method the program uses to assess additionality for this project**

Select all that apply

Consideration of legal requirements

Barrier analysis

**(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk**

Select all that apply

Monitoring and compensation

**(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed**

Select all that apply

Activity-shifting

Market leakage

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

N/A

### (7.79.1.14) Please explain

Protocol: CAR Soil Enrichment Protocol Version 1.1

## Row 3

### (7.79.1.1) Project type

Select from:

Enhanced weathering and ocean alkalization

### (7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

### (7.79.1.3) Project description

*Lithos Carbon deploys enhanced rock weathering in US agriculture while simultaneously improving crop yields and soil health for farmers. Lithos partners with basalt quarries that produce millions of tons of fine byproduct basalt dust during their standard operations, and upcycle these aggregate fines for carbon removal. The organic-grade volcanic basalt dust is spread over croplands in the US. Basalt replaces liming, an essential aspect of farming to balance acidic soils. Unlike liming, basalt dissolution and pH control is complicated, so their technology creates a site-specific guide calibrated to local climatology and farm specific soil parameters. Basalt includes many micronutrients not present in limestone and releases a steady stream of these to a field as it dissolves. Their partner farmers benefit from significant benefits including drought and pest resistance, crop yield increases of up to 40%, and topsoil regeneration. This is also a scalable removal technology: cropland provides an ideal environment for our work because farmers already have rock-spreading infrastructure.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

60

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

**(7.79.1.6) Are you able to report the vintage of the credits at retirement?**

Select from:

Yes

**(7.79.1.7) Vintage of credits at retirement**

2024

**(7.79.1.8) Were these credits issued to or purchased by your organization?**

Select from:

Purchased

**(7.79.1.9) Carbon-crediting program by which the credits were issued**

Select from:

Not issued by a program

**(7.79.1.14) Please explain**

*Due to limitations in the CDP Portal, we have described the project in this column instead. This is an early-stage carbon removal technology and company and their Protocol is under development and review. Unable to put in the correct vintage of 2025, due to CDP Portal limitations so we have put in 2024. Method used to assess additionality: 1. Consideration of legal requirements, 2. Investment analysis, 3. Barrier analysis, 4. Market penetration assessment. Risk of reversal: No risk of reversal Potential sources of leakage: upstream/downstream emissions, ecological leakage*

## Row 4

**(7.79.1.1) Project type**

Select from:

Enhanced weathering and ocean alkalization

### (7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

### (7.79.1.3) Project description

*Lithos Carbon deploys enhanced rock weathering in US agriculture while simultaneously improving crop yields and soil health for farmers. Lithos partners with basalt quarries that produce millions of tons of fine byproduct basalt dust during their standard operations, and upcycle these aggregate fines for carbon removal. The organic-grade volcanic basalt dust is spread over croplands in the US. Basalt replaces liming, an essential aspect of farming to balance acidic soils. Unlike liming, basalt dissolution and pH control is complicated, so their technology creates a site-specific guide calibrated to local climatology and farm specific soil parameters. Basalt includes many micronutrients not present in limestone and releases a steady stream of these to a field as it dissolves. Their partner farmers benefit from significant benefits including drought and pest resistance, crop yield increases of up to 40%, and topsoil regeneration. This is also a scalable removal technology: cropland provides an ideal environment for our work because farmers already have rock-spreading infrastructure.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

44

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

### (7.79.1.7) Vintage of credits at retirement

2024

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- Not issued by a program

### (7.79.1.14) Please explain

*Due to limitations in the CDP Portal, we have described the project in this column instead. This is an early-stage carbon removal technology and company and their Protocol is under development and review. Unable to put in the correct vintage of 2026, due to CDP Portal limitations so we have put in 2024. Method used to assess additionality: 1. Consideration of legal requirements, 2. Investment analysis, 3. Barrier analysis, 4. Market penetration assessment. Risk of reversal: No risk of reversal Potential sources of leakage: upstream/downstream emissions, ecological leakage*

## Row 5

### (7.79.1.1) Project type

Select from:

- Direct air capture (DAC)

### (7.79.1.2) Type of mitigation activity

Select from:

- Carbon removal

### (7.79.1.3) Project description

*Spiritus has developed a novel direct-air-capture (DAC) solid sorbent material and is developing the accompanying processes for megaton scale CO<sub>2</sub> capture and sequestration. Their focus is on developing a scalable, low-cost DAC solution by optimizing all major drivers of cost: energy input, sorbent cost and durability, adsorption/desorption kinetics, and facility capex. Spiritus uses a sorbent made from commercially-available materials and a passive air contactor that requires little energy to capture CO<sub>2</sub>. The CO<sub>2</sub>-saturated sorbent is then regenerated using a novel desorption process, capturing the CO<sub>2</sub> and allowing the sorbent to be reused with less energy than a higher-heat vacuum chamber typically used in direct air capture approaches. Their tailored DAC process is energy efficient, requires minimal capex investment, and can run effectively on a variety of renewable energy sources. Their first facility or "Orchard", located in Wyoming, is called Orchard One. Orchard One will start operations at >2,000 tonnes per year with co-located geological sequestration and is projected to come online in 2026. Every Orchard uses passive air contacting (no fans), a low temperature desorption process, and a modular design that allows rapid scale-up. Based on the total carbon removal offtake secured and availability of project financing, the initial deployment may scale to 50,000 tons per year.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO<sub>2</sub>e)

**(7.79.1.5) Purpose of retirement**

Select from:

 Voluntary offsetting**(7.79.1.6) Are you able to report the vintage of the credits at retirement?**

Select from:

 Yes**(7.79.1.7) Vintage of credits at retirement**

2024

**(7.79.1.8) Were these credits issued to or purchased by your organization?**

Select from:

 Purchased**(7.79.1.9) Carbon-crediting program by which the credits were issued**

Select from:

 Not issued by a program**(7.79.1.14) Please explain**

*Due to limitations in the CDP Portal, we have described the project in this column instead. This is an early-stage carbon removal technology and company and their Protocol is under development and review. Vintage: 2026 Method used to assess additionality: 1. Investment analysis Risk of reversal: Monitoring and compensation Potential sources of leakage: upstream/downstream emissions, market leakage*

**Row 6****(7.79.1.1) Project type**

Select from:

Other, please specify :Sustainable Aviation Fuel (SAF)

### (7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

### (7.79.1.3) Project description

*SAFc - Hydrotreatment of esters and fatty acids (HEFA).*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

750

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

### (7.79.1.7) Vintage of credits at retirement

2024

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

Not issued by a program

### (7.79.1.14) Please explain

*Applicable Standard: Sustainable Aviation Buyer's Alliance Sustainability Framework*

## Row 7

### (7.79.1.1) Project type

Select from:

Methane avoidance

### (7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

### (7.79.1.3) Project description

*This project plugged 3 orphaned gas wells in Indiana to prevent methane emissions.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

450

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

### (7.79.1.7) Vintage of credits at retirement

2024

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

ACR (American Carbon Registry)

### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Consideration of legal requirements

Investment analysis

Barrier analysis

Market penetration assessment

### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

No risk of reversal

### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

Not assessed

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

N/A

### (7.79.1.14) Please explain

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

[Add row]

## C11. Environmental performance - Biodiversity

### (11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: <input checked="" type="checkbox"/> No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

### (11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

## C13. Further information & sign off

**(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?**

**(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party**

Select from:

No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

**(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party**

Select from:

Not an immediate strategic priority

**(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party**

*We engaged Apex Companies LLC (Apex) as an independent third party to verify our fiscal year 2024 greenhouse gas emissions data. This included verification of Scope 1 GHG emissions, Scope 2 GHG emissions (location-based and market-based) and Scope 3 GHG emissions covering Purchased Goods and Services, Capital Goods, Fuel and Energy Related Activities, Waste Generated in Operations, Business Travel, Employee Commuting, Upstream Leased Assets, and Downstream Leased Assets. We received limited assurance of the accuracy and completeness for fiscal year 2024 greenhouse gas emissions data. At this time, we are focused on verifying our GHG inventory and meeting our near-term targets.*

[Fixed row]

**(13.3) Provide the following information for the person that has signed off (approved) your CDP response.**

**(13.3.1) Job title**

*Chief Financial Officer*

### **(13.3.2) Corresponding job category**

*Select from:*

Chief Financial Officer (CFO)

*[Fixed row]*