



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of HubSpot Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by HubSpot Inc. (HubSpot) for the period stated below. This verification declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of HubSpot. HubSpot is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- **Scope 1:** Not Applicable
- **Scope 2 (Location-Based):** 1,926 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 561 metric tons of CO₂ equivalent
- **Scope 3:**
 - Purchased Goods & Services (Market-Based): 43,846 metric tons of CO₂ equivalent
 - Capital Goods: 3,593 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities (Location-Based): 516 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities (Market-Based): 495 metric tons of CO₂ equivalent
 - Waste Generated in Operations: 34 metric tons of CO₂ equivalent
 - Business Travel: 7,449 metric tons of CO₂ equivalent
 - Employee Commuting: 5,600 metric tons of CO₂ equivalent
 - Emissions from Employee Commuting: 497 metric tons of CO₂ equivalent
 - Emissions from Remote Work: 5,103 metric tons of CO₂ equivalent
 - Upstream Leased Assets (Location-Based): 31 metric tons of CO₂ equivalent
 - Upstream Leased Assets (Market-Based): 8 metric tons of CO₂ equivalent
 - Downstream Leased Assets (Location-Based): 591 metric tons of CO₂ equivalent
 - Downstream Leased Assets (Market-Based): 594 metric tons of CO₂ equivalent

Data and information supporting the Scope 2 GHG emissions statement were generally historical in nature, but in some cases estimated.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2023 data), 2025
- USEPA Emission Factor Hub, 2025
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- Green-E Residual Mix Emissions Rates (2021 Data), 2023
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Utility-specific emission factors
- Comprehensive Environmental Data Archive (CEDA), version 7
- Australia National GHG Factors (they're using the 2023 and 2024 sets)
- Canada NIR
- CDP Supply Chain EF (reporting years 2020, 2021, 2022, and 2023)
- DEFRA 2021, 2020, 2024
- Ecoinvent 3.8 & Ecoinvent 3.10
- Scope 3 methodologies and emission factors in the Watershed platform
- Scope 3, Category 7 methodologies and emission factors in the Sustainabl.co Hybrid Working Emissions Tool

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators.

GHG Emissions Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of HubSpot and their consultant;
- Review of documentary evidence produced by HubSpot and their consultant;
- Review of HubSpot data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by HubSpot to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that HubSpot has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

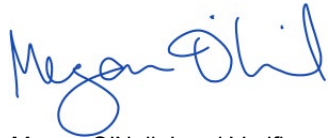
Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

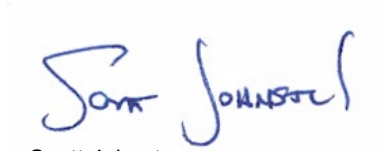
No member of the verification team has a business relationship with HubSpot, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Megan O'Neil, Lead Verifier
ESG – Program Manager
Apex Companies, LLC
Atlanta, Georgia



Scott Johnston
ESG - Principal Consultant
Apex Companies, LLC
Doral, Florida

5/31/2025

This verification opinion declaration, including the opinion expressed herein, is provided to HubSpot Inc. and is solely for the benefit of HubSpot Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.