

HUBSPOT, INC.

NOMINATING, GOVERNANCE, AND SUSTAINABILITY COMMITTEE CHARTER

I. General Statement of Purpose

The purposes of the Nominating, Governance, and Sustainability Committee of the Board of Directors (the “**Nominating Committee**”) of HubSpot, Inc. (the “**Company**”) are to, as set forth more fully below:

- identify individuals qualified to become board members, consistent with criteria approved by the Board;
- select, or recommend that the Board select, the director nominees for election at each annual meeting of stockholders;
- develop and recommend to the Board a set of corporate governance guidelines applicable to the Company, periodically review such guidelines and recommend any changes thereto;
- oversee the Company’s sustainability strategies, practices, and metrics; and
- oversee an annual evaluation of the Board, its committees and management.

II. Composition

Pursuant to Rule 303A under the Listed Company Manual of the New York Stock Exchange (“**NYSE**”), the Company’s Nominating Committee will be composed entirely of directors who satisfy the NYSE’s independence tests. The number of independent directors serving on the Nominating Committee shall be fixed by the Board from time to time but shall consist of no fewer than two members, each of whom shall satisfy the independence standards established pursuant to Section 303A of the New York Stock Exchange Listed Company Manual.

The members of the Nominating Committee shall be appointed by the Board annually and may be replaced or removed by the Board at any time with or without cause. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from this committee. Vacancies occurring, for whatever reason, may be filled only by the Board. The Board shall designate one member of the Nominating Committee to serve as Chairperson of the Nominating Committee.

III. Meetings

The Nominating Committee shall meet as often as it determines is appropriate to carry out its responsibilities. The Nominating Committee may meet in person or by conference telephone, conference video or other communications equipment by means of which all persons participating in the meeting can hear each other, with any additional meetings as deemed necessary or

appropriate by the Nominating Committee. A majority of the members of the Nominating Committee shall constitute a quorum for purposes of a meeting, and the Nominating Committee may act by a vote of a majority of members present at such meeting. The Nominating Committee may also act by unanimous written consent (which may include electronic consent). The Chairperson of the Nominating Committee, in consultation with the other committee members, may set meeting agendas consistent with this Nominating Committee Charter (“the Charter”).

IV. Nominating Committee Activities

The Nominating Committee’s purpose and responsibilities shall be to:

A. Review of Charter

- Review and reassess the adequacy of this Charter annually and submit any proposed changes to the Board for approval.

B. Annual Performance Evaluation of the Nominating Committee

- Perform an annual performance evaluation of the Nominating Committee and report to the Board on the results of such evaluation.

C. Selection of New Directors

- Recommend to the Board for its approval criteria for Board and committee membership, which shall include a description of any specific, minimum qualifications that the Nominating Committee believes must be met by a Nominating Committee-recommended nominee, and a description of any specific qualities or skills the Nominating Committee believes to be necessary for one or more of the Company’s directors to possess, and periodically reassess the adequacy of such criteria and submit any proposed changes to the Board for approval.
- Establish a process for identifying and evaluating nominees for the Board, including nominees recommended by stockholders (a “**Stockholder Nomination**”), and any policies or procedures with regard to the consideration of Stockholder Nominations.
- Upon identifying individuals qualified to become members of the Board, consistent with the minimum qualifications and other criteria approved by the Board or the Nominating Committee from time to time, recommend that the Board select the director nominees for election at each annual meeting of stockholders; provided that, if the Company is legally required by contract or otherwise to provide third parties with the ability to nominate individuals for election as a member of the Board, the selection and nomination of such director nominees shall be governed by such contract or other arrangement and shall not be the responsibility of the Nominating Committee.
- Recommend to the Board the directors for appointment to committees of the

Board.

- Review all Stockholder Nominations and proposals submitted to the Company (including any Stockholder Nominations pursuant to Rule 14a-11 (or any successor rule) under the Securities Exchange Act of 1934, as amended, or otherwise, and any proposal relating to the procedures for making nominations or electing directors), determine whether the nomination or proposal was submitted in a timely manner and, in the case of a director nomination, whether the nomination and the nominee satisfy all applicable eligibility requirements, and recommend to the Board appropriate action on each such nomination or proposal.

D. Corporate Governance Guidelines

- Develop and recommend to the Board a set of Corporate Governance Guidelines applicable to the Company that satisfy the standards established under the NYSE Listed Company Manual.
- Review and reassess the adequacy of the Corporate Governance Guidelines and Code of Business Conduct and Ethics periodically and recommend any proposed changes to the Board for approval.

E. Evaluation of Board of Directors, CEO, and Chairperson

- Oversee annual evaluations of the Board, the Board committees, the CEO, and the Chairperson of the Board for the prior fiscal year.

F. Matters Relating to Retention and Termination of Search Firms to Identify Director Candidates

- Exercise sole authority to retain and terminate any search firm that is to be used by the Company to assist in identifying director candidates. The Nominating Committee shall also have sole authority to approve any such search firm's fees and other retention terms.

G. Succession Planning

- Review and discuss with the Board corporate succession plans for the CEO and other key officers of the Company.

H. Continuing Education

- Periodically prepare or assemble materials and conduct sessions for directors on topics that will assist them in discharging their duties.

I. Sustainability Oversight

- Review and assess the Company's policies, practices, and strategy regarding sustainability matters, including, but not limited to, the following:

- Identify and bring to the Board’s attention current and emerging sustainability trends and issues that may affect the business, operations, performance, and external relations of the Company.
- Review and provide oversight relating to the Company’s environmental practices, including initiatives related to sustainability and climate change impacts.
- Review and provide oversight relating to the Company’s talent management practices, including initiatives and programs relating to the development, attraction, engagement, and retention of its employees.
- Oversee and periodically review the Company’s public disclosures on sustainability matters and related metrics applicable to the Company.

V. General

- The Nominating Committee may establish and delegate authority to subcommittees consisting of one or more of its members, when the Nominating Committee deems it appropriate to do so in order to carry out its responsibilities.
- The Nominating Committee shall make regular reports to the Board on matters for which it has been given responsibility.
- In carrying out its responsibilities, the Nominating Committee shall be entitled to rely upon advice and information that it receives in its discussions and communications with management and such experts, advisors and professionals with whom the Nominating Committee may consult. The Nominating Committee shall have the authority to request that any officer or employee of the Company, the Company’s outside legal counsel, the Company’s independent auditor or any other professional retained by the Company to render advice to the Company attend a meeting of the Nominating Committee or meet with any members of or advisors to the Nominating Committee. The Nominating Committee shall also have the authority to engage legal, accounting or other advisors to provide it with advice and information in connection with carrying out its responsibilities and shall have sole authority to approve any such advisor’s fees and other retention terms.
- The Nominating Committee may perform such other functions as may be requested by the Board from time to time.

Last reviewed and amended: December 4, 2025