

# HubSpot Environmental Policy

## Purpose & Scope

At HubSpot, Inc. (“HubSpot”) we’re committed to building a sustainable company. We do this by creating value for our customers and stakeholders, taking an active role in creating belonging for our employees, working hard to protect customers’ data and privacy, and doing what we can to mitigate our impact on the environment. Combined, these initiatives help us build a company that is sustainable: one that helps uplift the employees, communities, systems, and environment in which we operate.

This policy sets forth commitments that will guide our efforts to deliver environmental compliance as a minimum standard, to continually improve our sustainability performance, and to support our employees, customers, and partners through education and collaboration.

We commit to the following:

## Our Operations

- Ensuring compliance with relevant environmental laws and regulations.
- Endeavoring to align our policies and practices to ISO 14001.
- Continuously improving and regularly monitoring and assessing our environmental management system and performance.
- Tracking and reducing workplace related greenhouse gas emissions and resource consumption through our site selection, lease negotiation, facilities design, fit-out and management, and energy procurement practices.
- Setting targets and objectives to reduce our environmental impact.
- Aiming to reach net-zero carbon emissions by 2040, aligned to global decarbonization efforts such as the Paris Agreement.
- Continue to purchase 100% renewable electricity.
- Implementing sustainable waste management practices.
- Preventing pollution by decreasing emissions, waste, and other environmental impacts associated with our operations.
- Enhancing business travel and remote collaboration to create a balance between connectivity and sustainability, guided by practical travel guidelines.
- Purchasing products and services with a reduced environmental footprint, where appropriate, with consideration of full life cycle impacts.

## Our Employees

- Building internal awareness among our employees about HubSpot’s environmental commitments, our environmental management policies, and

actions they can take to contribute to a sustainable future through engagement campaigns and self-service tools.

- Providing opportunities for employees to engage in and inform our program.
- Creating initiatives that encourage and enable our employees to make more sustainable choices both at work and at home.
- Providing training for employees to understand the impacts of their work activities on the environment.

### **Our Customers**

- Partnering with customers and other business partners to leverage and magnify our collective actions.
- Being mindful of greenhouse gas emissions created through the delivery of our platform.
- Raising awareness of our environmental management policy and environmental impacts.

### **Our Suppliers**

- Defining and communicating our sustainability expectations for suppliers through our [Global Supplier Code of Conduct](#).
- Sharing our environmental management policy.
- Collaborating with suppliers to work together on projects that reduce our combined environmental footprint.
- Integrating sustainability requirements into our procurement processes, including supplier evaluation and selection, supplier onboarding, contracts, and performance evaluation.

### **Our Community**

- Supporting community organizations working to address environmental challenges, including through employee volunteering, corporate giving, and charity partner programs.

As set forth in its publicly available charter, the Nominating & Corporate Governance Committee of the HubSpot Board of Directors is responsible for providing oversight for HubSpot's environmental, social, and governance programs and related matters, including this policy. Our Sustainability Team, led by our Senior Director of Sustainability, is responsible for the implementation of this environmental policy. This policy is reviewed at least annually.

Last reviewed and amended: September 24, 2025