

HubSpot, Inc.

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 fighting racial injustice, promoting gender equality, 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. As a participant in the [UN Global Compact](#), we have committed to adopt sustainable practices, report on those practices, and track them over time. 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 act as a thought leader for our employees, customers, and partners through education, partnership and collective action.

We commit to the following:

Our Operations

- 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.
- Evolving business travel and remote collaboration policies to integrate sustainability considerations, avoid unnecessary travel and promote smarter travel decisions.
- Purchasing products and services with a reduced environmental footprint, with consideration to impacts arising throughout the life cycle.

Our Employees

- Building awareness among our employees about environmental sustainability topics, HubSpot's commitments and actions employees can take to contribute to a sustainable future.
- Providing opportunities for employees to engage in and inform our program.
- Creating initiatives that incentivize and enable our employees to make more sustainable choices both at work and at home.

Our Customers

- Actively supporting the use of our products and services to help solve environmental challenges. Partnering with customers and other business partners to leverage and magnify our collective actions.
- Reducing, and ultimately eliminating, greenhouse gas emissions created through the delivery of our customer relationship management platform.

Our Suppliers

- Defining and communicating our sustainability expectations for suppliers through a Supplier Code of Conduct.

- Collaborating with suppliers to work together on projects that reduce our combined environmental footprint.
- Integrating sustainability requirements to 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
- Investing in climate justice initiatives that amplify the voices and advance the needs of communities disproportionately impacted by pollution and climate change.

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 program and related matters. This Environmental Policy is reviewed at least annually.