

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

HubSpot is a cloud-based customer relationship management (CRM) platform that provides a unified view of the customer experience, integrated applications, and a system of engagement designed to help businesses attract, convert, close, transact, and delight customers. The company focuses on selling to mid-market business-to-business (B2B) companies with between 2 and 2,000 employees. As of December 31, 2022, HubSpot had 167,386 customers of varying sizes in over 120 countries. The company was formed in Delaware in 2005 as a limited liability company and converted to a Delaware corporation in 2007. The company has its headquarters in Cambridge, Massachusetts, and has a total of 7,433 full-time employees as of December 31, 2022.

HubSpot's CRM platform is designed to help businesses grow better. It offers a set of integrated applications on a common platform, which offers businesses ease of use and simplicity. At the core of HubSpot's CRM Platform is a single CRM database for each business that captures its lead and customer activity throughout the customer lifecycle. The platform creates a unified timeline incorporating all the interactions with a particular customer. The company's CRM Platform features a variety of open application programming interfaces ("APIs") that allows easy integration of the platform with other applications. By connecting third-party applications, customers can leverage the centralized inbound database to perform additional functions and analysis.

HubSpot's scalability enables it to serve a large number of customers with demanding use cases. The platform currently processes billions of data points each week, and the company uses leading global cloud infrastructure providers and its automation technology to dynamically allocate capacity to handle processing workloads of all sizes. The company has built its CRM Platform on modern, scalable distributed technologies. It utilizes a variety of open-source distributed systems including HBase, Kafka, Vitess, and Elasticsearch to scale its data collection and processing. The scalability gives HubSpot flexibility for future growth and enables it to service a large variety of businesses of different sizes across different industries.

HubSpot's values are centered around customer success, teamwork, adaptability, strategic planning, empowerment, and continuous learning. "Solve for the Customer" reflects their dedication to delivering exceptional customer experiences, which includes providing businesses with the necessary tools and resources to achieve their goals in a sustainable manner.

In terms of emissions-generating activities, HubSpot is primarily a software and service-based company with a limited physical footprint. The company's primary GHG emissions come from its electricity consumption to power offices. Additionally, the company may generate emissions from its corporate travel, such as employee commuting and business-related air travel.

To minimize the impact of its operations on the environment, HubSpot has implemented a number of initiatives to reduce its GHG emissions. These initiatives include sourcing renewable energy for the offices in which it operates, investing in energy-efficient technology and equipment, promoting remote work and flexible schedules to reduce employee commuting, and encouraging the use of video conferencing instead of business travel whenever possible. The company also tracks and reports its GHG emissions through its annual sustainability report and recently made a commitment to Science Based Targets setting up ambitious targets to continuingly reduce its environmental impact as it grows

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1 2022

End date

December 31 2022

Indicate if you are providing emissions data for past reporting years

No

Select the number of past reporting years you will be providing Scope 1 emissions data for

<Not Applicable>

Select the number of past reporting years you will be providing Scope 2 emissions data for

<Not Applicable>

Select the number of past reporting years you will be providing Scope 3 emissions data for

<Not Applicable>

C0.3

(C0.3) Select the countries/areas in which you operate.

- Australia
- Belgium
- Canada
- Colombia
- France
- Germany
- Ireland
- Japan
- Netherlands
- Singapore
- Spain
- United Kingdom of Great Britain and Northern Ireland
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	NYSE: HUBS

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	Our Board is composed of three standing Committees, which include the Audit Committee, the Compensation Committee, and the Nominating and ESG Committee. As established in its Committee Charter, our Nominating and ESG Committee is tasked with overseeing HubSpot's environmental, social, and governance strategies and initiatives, which include climate-related practices and impacts.

C1.1b

(C1.1b) Provide further details on the board’s oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing and guiding strategy Overseeing the setting of corporate targets Monitoring progress towards corporate targets Reviewing and guiding the risk management process	<Not Applicable>	Our Nominating and ESG Committee reviews our company-wide initiatives and efforts in ESG at least twice a year, which is responsible for and has oversight over this important area under its committee charter. Broadly, the committee is tasked with reviewing and assessing our policies, practices, and strategy regarding ESG matters. Among these responsibilities is the review and guidance of our strategy on climate-related issues, which includes setting and monitoring corporate climate-related targets, and integrating climate-related issues into the company’s risk management process.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	No, but we plan to address this within the next two years	<Not Applicable>	Important but not an immediate priority	While our organization has board members with experience in climate-related issues, we are currently assessing how to clearly define competence as it relates to climate-related issues.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Other C-Suite Officer, please specify (Chief People Officer)

Climate-related responsibilities of this position

- Managing annual budgets for climate mitigation activities
- Conducting climate-related scenario analysis
- Setting climate-related corporate targets
- Monitoring progress against climate-related corporate targets
- Managing public policy engagement that may impact the climate
- Managing value chain engagement on climate-related issues
- Assessing climate-related risks and opportunities
- Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Half-yearly

Please explain

Building a sustainable and equitable company is one of HubSpot’s corporate objectives for 2023. The overall responsibility for delivering on this rests with our Chief Executive Officer. We have a dedicated ESG team responsible for climate change risks and opportunities, which reports to our Chief People Officer and consists of our Vice President of Culture & ESG, Director of ESG, and Senior Program Manager for Environment. The team has professional expertise in ESG and brings with it several decades of experience in sustainability.

The work of the ESG team, which includes assessing and managing climate-related risk and opportunities, is reported upwards through formal quarterly updates to both CELT (Company Executive Leadership team), which is our top-level executive team and HELM (HubSpot Executive Leadership Meeting), which is our next level executive team and includes direct reports of CELT members who are Vice Presidents and above.

The ESG team’s work is communicated company-wide in quarterly updates as well as one-off communications and sustainability campaigns. Regards the board, at a minimum, climate change is discussed as part of a twice yearly standing item at the Nominating and ESG Committee.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	No, not currently but we plan to introduce them in the next two years	

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	5	
Medium-term	5	10	
Long-term	10		

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

When evaluating risk, HubSpot considers both the magnitude of potential impact that a risk poses 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.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description 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. We intend to conduct this assessment on an annual basis.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Current regulatory risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a current regulatory risk would be the added requirements that would come from proposed disclosure requirements in the US and EU.
Emerging regulation	Relevant, always included	Emerging regulatory risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. As a global company with operations in 11 countries, we must keep a close eye on emerging and evolving regulations, especially as different countries prepare to take different approaches to regulating impacts related to climate change.
Technology	Relevant, always included	Technology risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a climate-related technology risk would be the potential increased cost of maintaining our data centers while temperatures continue to rise.
Legal	Relevant, always included	Legal risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a climate-related legal risk would be the increased legal liability associated with developing climate regulations, such as required climate-related disclosures.
Market	Relevant, always included	Market risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a climate-related market risk would be the potential impact that shifting consumer preferences has as greener products are in greater demand.
Reputation	Relevant, always included	Reputational risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a climate-related reputational risk would be the potential impact that failing to meet consumer demand for responsible climate action would have on our brand.
Acute physical	Relevant, always included	Acute physical risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a climate-related acute physical risk would be the projected increase in extreme weather events and the impact that will have on our infrastructure.
Chronic physical	Relevant, always included	Chronic physical risks were included in our first in-depth climate-related risk assessment in 2022 and are integrated into our enterprise risk management process. We will continue to evaluate this risk on an annual basis. An example of a climate-related acute physical risk would be the projected global sea level rise and the impact that it will have on our coastal infrastructure.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Evaluation in process	In 2022, we conducted our first TCFD-aligned assessment of our climate-related risks and opportunities . While this analysis indicated that we are exposed to climate-related risks, more work needs to be done to financially quantify those risks and determine which may be substantive. We are currently undertaking that work in 2023.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

No

C2.4b

(C2.4b) Why do you not consider your organization to have climate-related opportunities?

	Primary reason	Please explain
Row 1	Evaluation in progress	In 2022, we conducted our first TCFD-aligned assessment of our climate-related risks and opportunities. While this analysis indicated that we have potential climate-related opportunities, more work needs to be done to financially quantify those opportunities and determine which may be substantive. We are currently undertaking that work in 2023.

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Publicly available climate transition plan

<Not Applicable>

Mechanism by which feedback is collected from shareholders on your climate transition plan

<Not Applicable>

Description of feedback mechanism

<Not Applicable>

Frequency of feedback collection

<Not Applicable>

Attach any relevant documents which detail your climate transition plan (optional)

<Not Applicable>

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

While we do not have an official climate transition plan, as defined by CDP, we have many of the components in place already. In anticipation of 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 ESG 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.

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

C3.2a

(C3.2a) Provide details of your organization’s use of climate-related scenario analysis.

Climate-related scenario		Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios	Customized publicly available physical scenario	Company-wide	1.5°C	<p>In 2022, we conducted our first assessment of climate-related risks and opportunities. We applied the same approach through three separate scenarios, which examined the short-term, medium-term, and long-term impacts of climate-related risks and opportunities posed to the company’s operations, supply chain, and consumers. The analysis was a mix of quantitative and qualitative.</p> <p>Our 1.5 degree scenario draws on RCP2.6, SSP1, and PRI IPR: 1.5C Required Policy Scenario. This temperature alignment of 1.5 degrees represents a scenario in which action taken around the world has achieved the aims set out in the 2015 Paris Agreement and global temperatures have been limited to 1.5°C compared to pre-industrial levels.</p>
Transition scenarios	Customized publicly available transition scenario	Company-wide	1.5°C	<p>In 2022, we conducted our first assessment of climate-related risks and opportunities. We applied the same approach through three separate scenarios, which examined the short-term, medium-term, and long-term impacts of climate-related risks and opportunities posed to the company’s operations, supply chain, and consumers. The analysis was a mix of quantitative and qualitative.</p> <p>Our 1.5 degree scenario draws on RCP2.6, SSP1, and PRI IPR: 1.5C Required Policy Scenario. This temperature alignment of 1.5 degrees represents a scenario in which action taken around the world has achieved the aims set out in the 2015 Paris Agreement and global temperatures have been limited to 1.5°C compared to pre-industrial levels.</p>
Physical climate scenarios	Customized publicly available physical scenario	Company-wide	1.6°C – 2°C	<p>In 2022, we conducted our first assessment of climate-related risks and opportunities. We applied the same approach through three separate scenarios, which examined the short-term, medium-term, and long-term impacts of climate-related risks and opportunities posed to the company’s operations, supply chain, and consumers. The analysis was a mix of quantitative and qualitative.</p> <p>Our 2 degree scenario draws on RCP4.5, SSP2, and PRI IPR: Forecast Policy Scenario. This temperature alignment of 2.0 degrees Celsius represents a ‘business as usual’ view where some action is being taken, but temperatures continue to climb slowly and the impacts are clear to see for many.</p>
Transition scenarios	Customized publicly available transition scenario	Company-wide	1.6°C – 2°C	<p>In 2022, we conducted our first assessment of climate-related risks and opportunities. We applied the same approach through three separate scenarios, which examined the short-term, medium-term, and long-term impacts of climate-related risks and opportunities posed to the company’s operations, supply chain, and consumers. The analysis was a mix of quantitative and qualitative.</p> <p>Our 2 degree scenario draws on RCP4.5, SSP2, and PRI IPR: Forecast Policy Scenario. This temperature alignment of 2.0 degrees Celsius represents a ‘business as usual’ view where some action is being taken, but temperatures continue to climb slowly and the impacts are clear to see for many.</p>
Physical climate scenarios	Customized publicly available physical scenario	Company-wide	2.1°C - 3°C	<p>In 2022, we conducted our first assessment of climate-related risks and opportunities. We applied the same approach through three separate scenarios, which examined the short-term, medium-term, and long-term impacts of climate-related risks and opportunities posed to the company’s operations, supply chain, and consumers. The analysis was a mix of quantitative and qualitative.</p> <p>Our 3 degree scenario draws on RCP6.0 and SSP5. This temperature alignment of 3.0 degrees Celsius represents a scenario in which economies around the world have continued to be powered by fossil fuels and promises made by global leaders have been largely ignored. As a result the planet is in crisis and well past the point of no return by 2030.</p>
Transition scenarios	Customized publicly available transition scenario	Company-wide	2.1°C - 3°C	<p>In 2022, we conducted our first assessment of climate-related risks and opportunities. We applied the same approach through three separate scenarios, which examined the short-term, medium-term, and long-term impacts of climate-related risks and opportunities posed to the company’s operations, supply chain, and consumers. The analysis was a mix of quantitative and qualitative.</p> <p>Our 3 degree scenario draws on RCP6.0 and SSP5. This temperature alignment of 3.0 degrees Celsius represents a scenario in which economies around the world have continued to be powered by fossil fuels and promises made by global leaders have been largely ignored. As a result the planet is in crisis and well past the point of no return by 2030.</p>

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

2022 was our first assessment of climate-related risks and opportunities. We were seeking to gain insight into the possible nature and scale of the challenges that could confront HubSpot and impact our business strategy.

Results of the climate-related scenario analysis with respect to the focal questions

The results of our 2022 analysis identified a series of climate-related risks and opportunities that may be present in the short, medium, and long-term in a range of potential scenarios, from overly optimistic to worst-case scenarios. These results will serve as the building blocks for us to continue exploring those risks and opportunities as well as work to financially quantify their impacts.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Evaluation in progress	In 2022, we conducted our first assessment of climate-related risks and opportunities. While we determined through that process that there are potential risks and opportunities related to climate change associated with our products and services, we will be conducting more research to financially quantify these impacts and determine how we may shape our strategy as a result.
Supply chain and/or value chain	Evaluation in progress	In 2022, we conducted our first assessment of climate-related risks and opportunities. While we determined through that process that there are potential risks and opportunities related to climate change associated with our supply chain, we will be conducting more research to financially quantify these impacts and determine how we may shape our strategy as a result.
Investment in R&D	Evaluation in progress	In 2022, we conducted our first assessment of climate-related risks and opportunities. While we determined through that process that there are potential risks and opportunities related to climate change associated with our investment into R&D, we will be conducting more research to financially quantify these impacts and determine how we may shape our strategy as a result.
Operations	Yes	In recognition of our responsibility to directly reduce our carbon footprint, we have already begun to pursue initiatives to decrease the carbon footprint across our operations.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Capital expenditures	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 or the investment into renewable energy sources to minimize emissions associated with our energy usage.

C3.5

(C3.5) 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	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, but we plan to in the next two years	<Not Applicable>

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

- Absolute target
- Intensity target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

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

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

- Scope 1
- Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Base year

2019

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

0

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

3646

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

<Not Applicable>

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

<Not Applicable>

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

3646

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

0

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1:

Purchased goods and services (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

<Not Applicable>

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

47

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

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

0

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

2621

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

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

2621

Does this target cover any land-related emissions?

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

% of target achieved relative to base year [auto-calculated]

Target status in reporting year

New

Please 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.

Plan for achieving target, and progress made to the end of the reporting year

As all of our emissions for this target are scope 2, we will focus on increasing efficiency at our current offices, look to increase our direct sourcing of renewable energy, and look to move into new office locations that are more efficient.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number

Int 1

Is this a science-based target?

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

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

Category 6: Business travel

Intensity metric

Metric tons CO2e per unit FTE employee

Base year

2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

1.1

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

1.1

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

1.1

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

<Not Applicable>

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

<Not Applicable>

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

100

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure
13

% of total base year emissions in all selected Scopes covered by this intensity figure
13

Target year
2030

Targeted reduction from base year (%)
55

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

% change anticipated in absolute Scope 1+2 emissions
0

% change anticipated in absolute Scope 3 emissions
26

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)
0.24

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

0.24

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.24

Does this target cover any land-related emissions?

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

% of target achieved relative to base year [auto-calculated]

Target status in reporting year

New

Please explain target coverage and identify any exclusions

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

Plan for achieving target, and progress made to the end of the reporting year

While we are showing excellent progress towards this goal, we believe our business travel will continue to return to normal as the business bounces back from the impacts of Covid-19.

To achieve this goal in the long term, we aim to improve our tracking of business travel to inform our reduction strategies. We then aim to increase employee communication on modes of transport that emit less carbon and partner with vendors who exhibit strong commitment and performance in this space.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Net-zero target(s)

Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2022

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

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
---------------------------	--

Target denominator (intensity targets only)

<Not Applicable>

Base year

2019

Figure or percentage in base year

6

Target year

2027

Figure or percentage in target year

70

Figure or percentage in reporting year

6

% of target achieved relative to base year [auto-calculated]

Target status in reporting year

New

Is this target part of an emissions target?

No

Is this target part of an overarching initiative?

Science Based Targets initiative – approved supplier engagement target

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.

Plan for achieving target, and progress made to the end of the reporting year

We initially intend to focus on raising supplier awareness about our new commitments and expectations and, over time, incorporate our expectations and related minimum requirements for suppliers into our procurement process, including supplier selection, onboarding and performance review and management. We will ask key suppliers to set targets for scope 1, 2 and 3 emissions. In 2022, 6% of our suppliers had validated SBT in place while another 46% had committed to setting one.

List the actions which contributed most to achieving this target

<Not Applicable>

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs1

Int1

Target year for achieving net zero

2040

Is this a science-based target?

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

Please explain target coverage and identify any exclusions

This target covers our entire operations with no exclusions.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

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.

Planned actions to mitigate emissions beyond your value chain (optional)

C4.3

(C4.3) 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.

Yes

C4.3a

(C4.3a) 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 (only for rows marked *)
Under investigation	0	0
To be implemented*	0	0
Implementation commenced*	0	0
Implemented*	1	243
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Energy efficiency in buildings	Other, please specify (Multiple types of Efficiency Projects)
--------------------------------	---

Estimated annual CO2e savings (metric tonnes CO2e)

243

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

In 2022 we focused on optimizing our building operations across our entire company, which included a number of different types of projects. We believe this initiative is the main driver for our scope 2 emissions decrease from 2021. We are not currently tracking the financial savings. We are reporting no additional investment is required beyond normal budgeted spending.

While we have implemented more initiatives and are considering others, we are not able to quantify their estimated savings at this time.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Dedicated budget for other emissions reduction activities	We are committed to achieving our emissions reduction goals and have a dedicated budget to implement a variety of building optimization projects.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

No

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 2 (location-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

4471

Comment

Scope 2 (market-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

1430

Comment

Market-based emissions listed here include purchased energy attribute certificates. In future years, we will exclude these purchases from our reporting, in line with our SBT ambitions.

Scope 3 category 1: Purchased goods and services

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

20828

Comment

Scope 3 category 2: Capital goods

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

469

Comment

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

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

554

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 5: Waste generated in operations

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

237

Comment

Scope 3 category 6: Business travel

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

3713

Comment

Scope 3 category 7: Employee commuting

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

3688

Comment

This total reflects both the total of our emissions from employees commuting to work as well as those working from home.

Scope 3 category 8: Upstream leased assets

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 10: Processing of sold products

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 11: Use of sold products

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

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

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 13: Downstream leased assets

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 14: Franchises

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 15: Investments

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3: Other (upstream)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

Scope 3: Other (downstream)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

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

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

0

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

3006

Scope 2, market-based (if applicable)

1296

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

Market-based emissions listed here include purchased energy attribute certificates. In future years, we will exclude these purchases from our reporting, in line with our SBT ambitions.

C6.4

(C6.4) 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?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

41690

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Capital goods**Evaluation status**

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1610

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain**Fuel-and-energy-related activities (not included in Scope 1 or 2)****Evaluation status**

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

212

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain**Upstream transportation and distribution****Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Waste generated in operations**Evaluation status**

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

32

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

While we still estimate its impact, this category is deemed immaterial as it is <1% than our total scope 3 footprint.

Business travel**Evaluation status**

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1784

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

5957

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Includes emissions for employees working from home.

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Use of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Franchises

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Investments

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Other (upstream)

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category is not relevant to HubSpot operations.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) 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.

Intensity figure

0.0000007487

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

1296

Metric denominator

unit total revenue

Metric denominator: Unit total

1731000000

Scope 2 figure used

Market-based

% change from previous year

23

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Please explain

Our year-over-year emissions decreased by 16% due to increased consumption of renewable energy. In addition, our revenue increased by 33% compared to 2021.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Australia	0
Belgium	0
Canada	0
Colombia	0
France	0
Germany	0
Ireland	0
Japan	0
Netherlands	0
Singapore	0
Spain	0
United Kingdom of Great Britain and Northern Ireland	0
United States of America	0

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
We do not currently have scope 1 emissions at HubSpot	0

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	157	0
Belgium	44	3
Canada	1	0
Colombia	52	0
France	3	0
Germany	41	0
Ireland	604	326
Japan	559	531
Netherlands	90	81
Singapore	70	0
Spain	0	0
United Kingdom of Great Britain and Northern Ireland	3	0
United States of America	1384	355

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) 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)
Purchased Electricity	1710	0
Purchased Heating	1177	1177
Purchased Cooling	119	119

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

This is our first year of reporting, so we cannot compare to last year

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

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

C8.2

(C8.2) 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)	No
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired electricity	<Not Applicable>	6484	0	6484
Consumption of purchased or acquired heat	<Not Applicable>	0	6635.9	6635.9
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	0	0.1	0.1
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	6484	6636	13120

C8.2e

(C8.2e) 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 C6.3.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

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

Energy carrier

Electricity

Low-carbon technology type

Wind

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

2680

Tracking instrument used

US-REC

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

United States of America

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

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or re-powering)

<Not Applicable>

Comment

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Sustainable biomass

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

1578

Tracking instrument used

US-REC

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

United States of America

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

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or re-powering)

2012

Comment

Country/area of low-carbon energy consumption

Canada

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Sustainable biomass

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

6

Tracking instrument used

US-REC

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

United States of America

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

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or re-powering)

2012

Comment

Country/area of low-carbon energy consumption

Colombia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type
Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
224

Tracking instrument used
I-REC

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

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
1977

Comment

Country/area of low-carbon energy consumption
Ireland

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

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (As reported by our provider, the renewable mix includes both onshore and offshore wind, solar, biofuels, and hydrogen.)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
1058

Tracking instrument used
GO

Country/area of origin (generation) of the low-carbon energy or energy attribute
Please select

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Germany

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

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (At this time our provider is not able to provide the exact mix of renewable energy supply.)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
137

Tracking instrument used
Other, please specify (At this time our provider is only able to provide a green energy certificate.)

Country/area of origin (generation) of the low-carbon energy or energy attribute
Please select

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
France

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Sustainable biomass

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

45

Tracking instrument used

GO

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

Finland

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

Yes

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

1992

Comment

Country/area of low-carbon energy consumption

Belgium

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Sustainable biomass

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

240

Tracking instrument used

GO

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

Finland

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

Yes

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

1992

Comment

Country/area of low-carbon energy consumption

United Kingdom of Great Britain and Northern Ireland

Sourcing method

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

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Our provider indicates our renewable mix is from solar, wind, hydro, and biomass.)

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

14

Tracking instrument used

Other, please specify (At this time our provider is only able to provide an online assurance to our supply)

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

Please select

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

No

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

<Not Applicable>

Comment

Country/area of low-carbon energy consumption

Netherlands

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

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

29

Tracking instrument used

Other, please specify (At this time our provider is only able to provide a green energy certificate)

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

Netherlands

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

No

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

<Not Applicable>

Comment

Country/area of low-carbon energy consumption

Spain

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Sustainable biomass

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

2

Tracking instrument used

GO

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

Finland

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

Yes

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

1992

Comment

Country/area of low-carbon energy consumption

Australia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

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

237

Tracking instrument used

I-REC

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

Australia

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

No

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

<Not Applicable>

Comment

Country/area of low-carbon energy consumption

Singapore

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Represents a mix of small renewable projects)

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

183

Tracking instrument used

TIGR

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

Singapore

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

No

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

<Not Applicable>

Comment

Country/area of low-carbon energy consumption

Japan

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

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

57

Tracking instrument used

J-Credit (Renewable)

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

Japan

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

No

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

<Not Applicable>

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

Australia

Consumption of purchased electricity (MWh)

231

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Belgium

Consumption of purchased electricity (MWh)

240

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

16

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Canada

Consumption of purchased electricity (MWh)

6

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Colombia

Consumption of purchased electricity (MWh)

224

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

France

Consumption of purchased electricity (MWh)

46

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Germany

Consumption of purchased electricity (MWh)

137

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Ireland

Consumption of purchased electricity (MWh)

1058

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

1240

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Japan

Consumption of purchased electricity (MWh)

57

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

3079

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Netherlands

Consumption of purchased electricity (MWh)

29

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

472

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Singapore

Consumption of purchased electricity (MWh)

182

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

Spain

Consumption of purchased electricity (MWh)

2

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

14

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

0

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

Country/area

United States of America

Consumption of purchased electricity (MWh)

4258

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

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

1829

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

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

HubSpot CDP Verification Statement Limited RY2022.pdf

Page/ section reference

Page 1-2

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

HubSpot CDP Verification Statement Limited RY2022.pdf

Page/ section reference

Page 1-2

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

HubSpot CDP Verification Statement Limited RY2022.pdf

Page/ section reference

Page 1 - 2

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

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

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

HubSpot CDP Verification Statement Limited RY2022.pdf

Page/section reference

Page 1-2

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we do not verify any other climate-related information reported in our CDP disclosure

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

- Yes, our suppliers
- Yes, our customers/clients

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Facilitate adoption of a unified climate transition approach with suppliers

% of suppliers by number

2

% total procurement spend (direct and indirect)

70

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

To start addressing the impact of our value chain emissions, we began by identifying our top 70% of suppliers by spend to begin engagement with. Our engagement is intended to identify opportunities to align with our suppliers on a carbon reduction journey. Thus far, we have begun engagement with our top supplier and will continue our efforts in the years to come.

Impact of engagement, including measures of success

We have begun a series of conversations with our top supplier about shared carbon reduction opportunities and have invited them to a corporate event to further the partnership. While we are still early on in our supplier outreach, we are measuring success by suppliers we have directly engaged with. In the future, we hope to be able to measure success by resulting in emissions reductions.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing	Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services
-------------------------------	---

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

At this stage of our climate journey, we would like to gain input from all interested parties. Our aspirational goal would be to be able to engage with all of our customers about our climate change performance, strategy, and areas where we may be of support.

Impact of engagement, including measures of success

To date, our main impact has been seen through customer engagement at events and through direct inquiries. We are able to have an open dialogue around our shared climate journeys. We hope to continue engaging with customers in the future.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

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

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

HubSpot 2023 Sustainability Report_FINAL.pdf

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

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

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Important but not an immediate priority

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

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

C12.4

(C12.4) Have you published information about your organization’s response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary sustainability report

Status

Complete

Attach the document

HubSpot 2023 Sustainability Report_FINAL.pdf

Page/Section reference

While much of the report centres on our organization’s response to climate change, our FY2022 GHG performance can be found on page 14. Other components of our response that can be found throughout the rest of the report include our outlined path to becoming net-zero carbon by 2040, the governance structure related to our climate change strategy, and the results of our TCFD-aligned analysis of climate risks and opportunities.

Content elements

- Governance
- Strategy
- Risks & opportunities
- Emissions figures
- Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization’s role within each framework, initiative and/or commitment
Row 1	Task Force on Climate-related Financial Disclosures (TCFD) UN Global Compact	In 2021, HubSpot became a signatory to the UN Global Compact to demonstrate our support for the Ten Principles of the UNGC on human rights, labor, environment and anti-corruption. We support the Task Force on Climate-Related Financial Disclosures (TCFD) and will continue to align our external reporting with TCFD recommendations.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, and we do not plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	No, we are not taking any actions to progress our biodiversity-related commitments	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications	<Not Applicable>	<Not Applicable>

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief People Officer	Other C-Suite Officer

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms