



## VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of HubSpot Inc.

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

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

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

- Operational Control
- Worldwide

**Types of GHGs:** CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, HFCs

### **GHG Emissions Statement:**

- **Scope 1:** Not Applicable
- **Scope 2 (Location-Based):** 1,928 metric tons of CO<sub>2</sub> equivalent
- **Scope 2 (Market-Based):** 568 metric tons of CO<sub>2</sub> equivalent
- **Scope 3:**
  - Purchased Goods & Services: 54,273 metric tons of CO<sub>2</sub> equivalent
  - Capital Goods: 61 metric tons of CO<sub>2</sub> equivalent
  - Fuel- and Energy-Related Activities (Location-Based): 415 metric tons of CO<sub>2</sub> equivalent
  - Fuel- and Energy-Related Activities (Market-Based): 299 metric tons of CO<sub>2</sub> equivalent
  - Waste Generated in Operations: 12.6 metric tons of CO<sub>2</sub> equivalent
  - Business Travel: 2,676 metric tons of CO<sub>2</sub> equivalent
  - Employee Commuting: 4,531 metric tons of CO<sub>2</sub> equivalent
    - Emissions from Employee Commuting: 429 metric tons of CO<sub>2</sub> equivalent
    - Emission from Remote Work (Optional): 4,101 metric tons of CO<sub>2</sub> equivalent
  - Upstream Leased Assets (Location-based): 250 metric tons of CO<sub>2</sub> equivalent
  - Upstream Leased Assets (Market-based): 249 metric tons of CO<sub>2</sub> equivalent
  - Downstream Leased Assets (Location-based): 32 metric tons of CO<sub>2</sub> equivalent
  - Downstream Leased Assets (Market-based): 34 metric tons of CO<sub>2</sub> equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were historical in nature.

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

**Period covered by GHG emissions verification:**

- January 1, 2023 to December 31, 2023

**Criteria against which verification conducted:**

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

**Reference Standard:**

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

**Level of Assurance and Qualifications:**

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

**GHG Verification Methodology:**

Evidence-gathering procedures included but were not limited to:

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

**Verification Opinion:**

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

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

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

**Statement of Independence, Impartiality and Competence**



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

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

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

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

Attestation:

A handwritten signature in blue ink, appearing to read 'Trevor Donaghu', written over the word 'Attestation:'.

A handwritten signature in blue ink, appearing to read 'David Reilly'.

Trevor Donaghu, Lead Verifier  
ESG Director  
Apex Companies, LLC  
Pleasant Hill, California

David Reilly, Technical Reviewer  
ESG Principal Consultant  
Apex Companies, LLC  
Santa Ana, California

May 23, 2024

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