

HubSpot Sustainability Questionnaire

Answers to the most frequently asked questions about HubSpot's sustainability practices

Does your company track and report energy use and carbon footprint?

HubSpot's Sustainability Muscle Group, which is championed by Whitney Sorenson (our executive sponsor and Chief Architect) and composed of senior stakeholders across the company and accountable to the Board of Directors' Nominating and Corporate Governance Committee, is working with external consultants to develop a comprehensive climate risk strategy and governance structure by the end of 2021. The strategy will include data collection, target development, a multi-year roadmap, key ESG metrics aligned with our Culture Code, and success to-date with our multi-stakeholder engagement.

Does your company report total solid waste generated by your facilities?

HubSpot does not currently report on the total solid waste generated by our facilities. HubSpot's Sustainability Muscle Group is working with our building managers, owners, and engineers to obtain accurate reporting on the solid waste management practices and data that relates to this. Our solid waste data is currently being collected from our global portfolio and will be evaluated for opportunities to increase our landfill diversion rates.

Does your company report total water use at your facilities?

At this time, HubSpot does not report our total water usage within our facilities. HubSpot's Sustainability Muscle Group is researching this data to provide an opportunity for our previous/current usage baselines to be established. Once our previous/current usage baselines have been independently verified by a third party, HubSpot will assess any opportunities that exist to enhance our current facilities and mitigate our water footprint.

Do you have published guidelines available regarding manufacturing and/or procurement procedures related to environmental compliance, supply chain components and employment practices for the products you produce and/or supply? (i.e. child labor, corruption, discrimination, forced labor, and human rights)

Currently HubSpot has not established a full set of guidelines in regard to our procurement processes. HubSpot's Board of Directors adopted a Human Rights Policy in March 2020 that is available to the public on our Investor Relations page, which can be found at [here](#).

Are your facilities certified by regulatory bodies?

HubSpot's global facilities portfolio has specific office spaces and buildings that have been certified by individual regulatory bodies. Regulatory bodies that have certified these spaces include both LEED and Energy Star. HubSpot continues to prioritize our building and construction practices to minimize the impact we have on the environment and maximize the efficiency of our facilities systems.

Do you have a corporate policy regarding Corporate Social Responsibility?

HubSpot's Corporate Responsibility & Sustainability disclosure can be found [here](#) as well as in our [2020 Proxy](#). In addition to our internal teams dedicated to our culture and diversity, inclusion and belonging, we have a cross-functional sustainability team that is focused on driving forward our corporate responsibility and sustainability efforts. We review our company-wide initiatives and efforts in this area at least annually with our Nominating and Corporate Governance Committee of the Board, which is responsible for and has oversight over this important area under its committee charter.

Does your company have an established community involvement/social contribution component for the locations that you operate in?

HubSpot Helps is our program to bring the best of HubSpot to impact nonprofits that are committed to improving education and entrepreneurship in our local communities. These two areas of focus align with both HubSpot's core mission, the passion areas of many of the folks that work here, and have global reach. Simply put, at HubSpot, we help organizations grow, and one of the core focuses for our culture is helping our employees grow in a meaningful way. So it only makes sense that our core focus areas emphasize growth--specifically helping grow access and resources for up-and-coming entrepreneurs and doubling down on how we think about education by partnering with organizations to support educational initiatives in our respective communities. By partnering with select organizations, we hope to build a deeper relationship with each and in turn have a bigger impact on our community.

How have you chosen to disclose your ESG efforts?

HubSpot discloses ESG efforts on a variety of channels such as in our [2020 Proxy](#) and [2020 Diversity Report](#). HubSpot's Sustainability Muscle Group responded to the RobecoSAM Corporate Sustainability Assessment for the first time in July 2020 and has also responded to the ISS Survey for several years. As HubSpot continues to evolve its ESG efforts, we will be responding to more climate-related surveys, publishing external reports with leading global reporting frameworks (e.g. CDP, GRI, SASB, TCFD), and updating our ESG website.