



## **HubSpot 2025 Waste Management Statement**

As a cloud software provider, HubSpot delivers its products digitally, reducing the reliance on a physical supply chain. We are continuing to make progress in waste reduction by systematically reviewing the life cycle of office supplies and technological equipment, improving efficiency, optimizing resource use and ensuring proper segregation and responsible disposal. HubSpot does not directly produce hazardous waste or air pollutants. Our environmental commitment revolves around reducing our carbon footprint, investing in renewable energy, responsibly managing waste, and empowering our employees to make more sustainable choices both at work and at home.

In our ongoing efforts to minimize waste, HubSpot proactively collaborates with suppliers to champion environmentally responsible practices, we prioritize conscious choices in our supply chain by seeking enhanced sustainability credentials for purchased equipment.

HubSpot is committed to the secure disposal of Waste from Electrical and Electronic Equipment (WEEE) at our headquarters. Collaborating with local partners, we divert generated waste away from landfills, prioritizing reuse and recycling. Employees are encouraged to retain consumable/peripheral items at the end of their tenure, promoting equipment reutilization. Additionally, we engage in the responsible remarketing of most replaced laptops through vendors, promoting further equipment reutilization when resold.

Our engagement program actively involves employees and landlords in recycling, composting, and re-use initiatives at our offices. In our EMEA offices, we are working towards the gradual elimination of single-use plastics. This marks the initial phase of our global commitment to enhancing waste management practices.

HubSpot practices the repurposing of office furniture within our offices whenever feasible or donates it for further use. While our journey toward a circular economy mindset is ongoing, we recognize the work ahead and are steadfast in integrating these principles into all facets of our operations.