2023 Everbridge Sustainability Report

Contents

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Legal Disclaimer: This press release contains "forward-looking statements" within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995, including but not limited to, statements regarding the anticipated opportunity and trends for growth in our critical communications and enterprise safety applications and our overall business, our market opportunity, our expectations regarding sales of our products, our goal to maintain market leadership and extend the markets in which we compete for customers, and anticipated impact on financial results for the third quarter of 2023 and the full fiscal year 2023. These forward-looking statements are made as of the date of this press release and were based on current expectations, estimates, forecasts and projections as well as the beliefs and assumptions of management. Words such as "expect," "anticipate," "should," "believe," "target," "project," "goals," "estimate," "potential," "predict," "may," "will," "could," "intend," variations of these terms or the negative of these terms and similar expressions are intended to identify these forward-looking statements. Forward-looking statements are subject to a number of risks and uncertainties, many of which involve factors or circumstances that are beyond our control. Our actual results could differ materially from those stated or implied in forward-looking statements due to a number of factors, including but not limited to: the ability of our products and services to perform as intended and meet our customers' expectations; our ability to successfully integrate businesses and assets that we may acquire; our ability to attract new customers and retain and increase sales to existing customers; our ability to increase sales of our Mass Notification application and/or ability to increase sales of our other applications; developments in the market for targeted and contextually relevant critical communications or the associated regulatory environment; our estimates of market opportunity and forecasts of market growth may prove to be inaccurate; we have not been profitable on a consistent basis historically and may not achieve or maintain profitability in the future; the lengthy and unpredictable sales cycles for new customers; nature of our business exposes us to inherent liability risks; our ability to attract, integrate and retain qualified personnel; our ability to maintain successful relationships with our channel partners and technology partners; our ability to manage our growth effectively; our ability to respond to competitive pressures; potential liability related to privacy and security of personally identifiable information; our ability to protect our intellectual property rights, and the other risks detailed in our risk factors discussed in filings with the U.S. Securities and Exchange Commission (SEC), including but not limited to, our Annual Report on Form 10-K for the year ended December 31, 2022 filed with the SEC on February 24, 2023 and other subsequent filings with the SEC. The forward-looking statements included in this press release represent our views as of the date of this press release. We undertake no intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. These forward-looking statements should not be relied upon as representing our views as of any date subsequent to the date of this press release.

The inclusion of information contained in this report should not be construed as a characterization regarding the "materiality" that information in the context of the U.S. federal securities laws, Delaware General Corporation Law, or any other regulatory framework, even where we use words such as "material" or "materiality. Our approach ESG disclosures is informed by impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and, therefore, the inclusion of topics in this document does not indicate that such topics are material to the Company's business, operations, or financial condition.

1. A Message from Our CEO

To All of Our Valued Stakeholders,

Everbridge is proud to join the many organizations around the world in the shared commitment to fostering environmental, social, and governance (ESG) programs for the betterment of our planet. I recently shared my views on the importance of prioritizing climate resilience, for example, in an article published by The World Climate Foundation.

The increase in sustainability reporting is being driven not only by new laws and regulations, but by the private sector's growing understanding that climate-related issues can impact financial performance and corporate value.

As a mission-driven company and the category leader of critical event management (CEM) and national public warning solutions, Everbridge empowers enterprises and government organizations to anticipate, mitigate, respond to, and recover stronger from critical events. In short, our global platform helps organizations assess risk and make informed decisions more quickly to avert impact, thus better prioritizing climate resilience.

Under the oversight of our Board of Directors, we have taken important steps to refine our own approach to sustainability by enhancing disclosure pertaining to ESG and developing new policies and processes to align our strategy and operations with key sustainability principles. We are also exploring ways to use our proprietary technology to gather and analyze alerting trends, which can enable us to identify the environmental risks that are most likely to impact the safety of our employees.

In taking the step of publishing this inaugural Sustainability Report, I am delighted with the progress Everbridge has been making. Among other initiatives, we created a Sustainability Steering Committee; we performed an initial materiality assessment; and we are making disclosures based on recognized frameworks. Everbridge continues to empower resilience in the face of climate-fueled severe weather, cybersecurity threats, and other risks to our people and operations.

I think ESG done properly is all about resilience; and resilience is what we do here at Everbridge. I see sustainability as something that makes us all better and I am proud of Everbridge's mission to help our customers improve their impact and response to climate change, social issues, and governance commitments.

Sincerely,

David Wagner
President and CEO
Everbridge, Inc.

2. About Everbridge

Keeping People Safe and Organizations Running

Everbridge is synonymous with enterprise and community resilience. Leveraging intelligent automation technology, Everbridge empowers customers to anticipate, mitigate, respond to, and recover from critical events:

• Delivering billions of critical interactions on behalf of enterprise and government organizations each year.

• Trusted by 6,500 customers to keep their people safe and organizations running.

• Proven 358% ROI from reduced business interruptions, according to Forrester.

• Recognized by G2 as a leading brand in incident management.

• The most complete, end-to-end suite of solutions for managing physical and digital critical events.

• Powering nation-wide early warning systems in 25 countries across the globe.
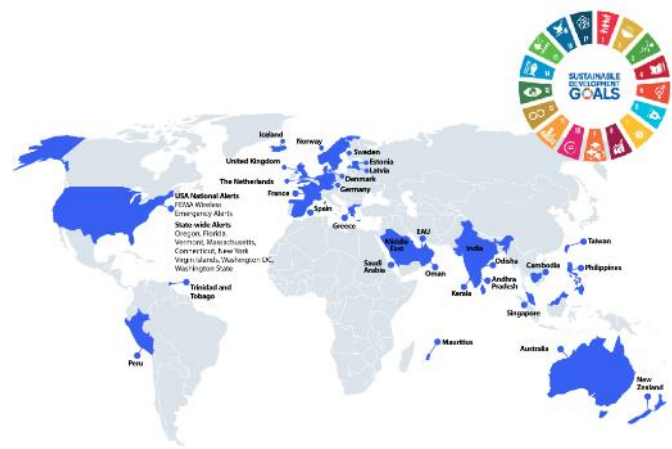
1) As of June 30, 2023

Everbridge Critical Event Solutions

• **Business Operations:** Anticipate and mitigate the impact of disruptions to strengthen business continuity.

• **People Resilience:** Maximize workforce safety, well-being, and productivity wherever people are.

• **Digital Operations:** Minimize the impact of IT service disruptions and reduce unplanned work.

• **Smart Security:** Protect buildings, assets, and people in your physical locations.

• **Public Safety:** Safeguard the public before, during, and after critical events with emergency warning systems.

Our Values

Everbridge is a mission-driven organization with a demonstrated commitment to our employees' success. We've distilled the characteristics that define us into four key values. We call these our "CLIP" values:

• **Customer First:** We always strive to elevate the voice of our customers. We believe exemplary performance is made possible when we turn our attention towards those we serve, both internally and externally.

• **Learning:** We empower others with knowledge and believe in fostering a workplace where employees and teams are fueled by innovation and learning.

• **Integrity:** We do the right thing even when nobody is watching. We behave honestly, and consistently adhere to the highest ethical standards because it's the right thing to do.

• **People:** People are the heart of our mission. We believe in empowering people to create positive change and we celebrate employees as wholly unique individuals, ensuring they can achieve well-being, connection, and fulfillment.

3. Our Approach to Sustainability

Everbridge's sustainability program comprises of two core pillars: the customer benefits delivered by our platform to governments, citizens and employees, and our internal focus on being an exemplary corporate steward. Our 2023 Sustainability Report seeks to highlight environmental, social, and governance (ESG) impacts that are pertinent to Everbridge's business.

3a. Sustainability Assessment

Our ESG strategy is built around the key ESG risks and opportunities that directly impact our business as they relate to our product portfolio, laws and regulations, the interest of our stakeholders, and the well-being of our employees. To determine what those are, we engaged an independent third party to perform a sustainability assessment in January 2023, incorporating feedback from both internal and external stakeholders, that indicates the ESG issues of greatest relative importance to us at that time. This information helps us explore the impact of our current practices and identify areas of strength, need for improvement, or that require further exploration.

This type of assessment is sometimes referred to as a materiality assessment. The term 'material' in this context is a term-of-art referring to the most important issues from our ESG assessment, not financial materiality of those issues to the company as a whole for purposes of reports filed with the securities exchange commission.

The result of the assessment is the sustainability matrix below.
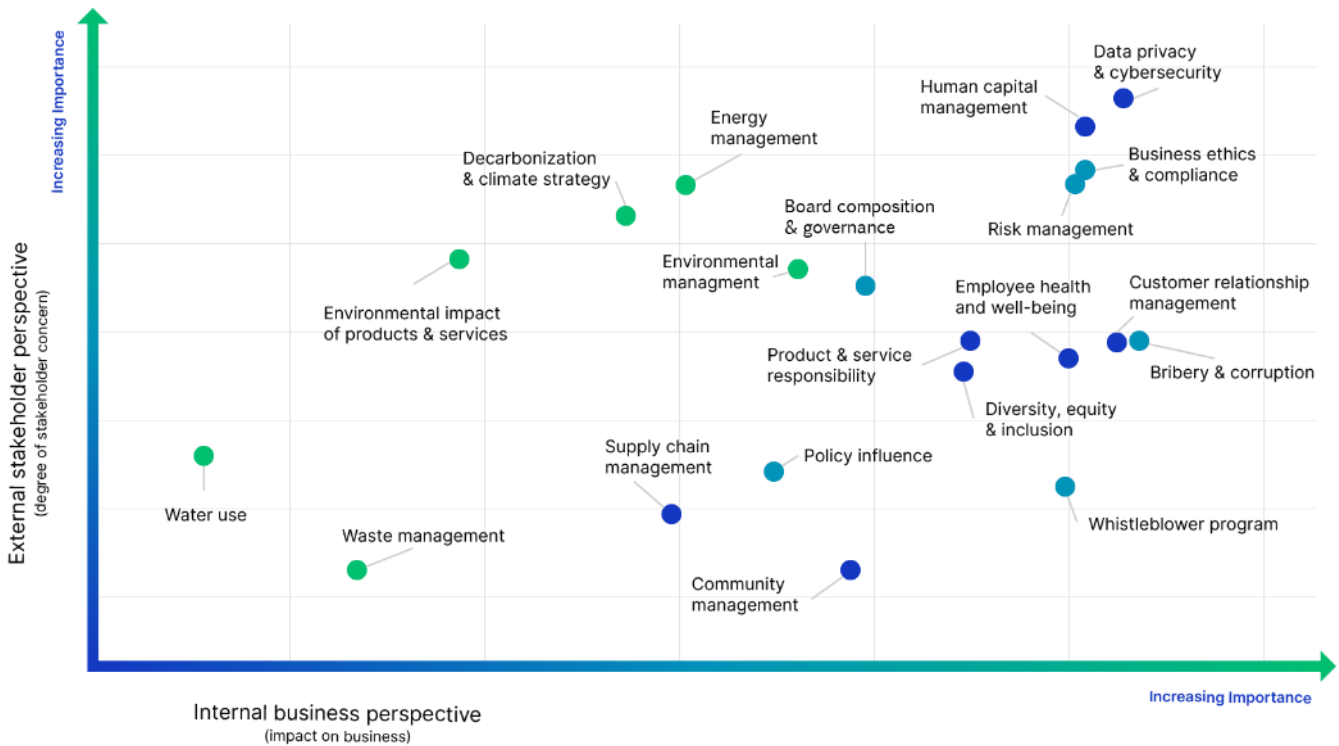
We remain committed to responsibly managing our business and operations to further advance the United Nations Sustainable Development Goals (SDGs). We have identified the following goals where we have opportunity to make the greatest impact given the nature of our business:

SDG 10 – Reduced Inequalities:
A core function of our business is to provide timely and accessible risk intelligence to diverse communities, enabling them to make informed decisions and mitigate the impacts of emergencies, thus reducing disparities in disaster preparedness and response.

SDG 11 – Sustainable Cities and Communities:
Everbridge supports sustainable cities and communities by delivering critical information to local authorities and residents, enabling effective emergency response and city planning, ultimately enhancing the resilience of urban areas to various risks and disasters.

SDG 13 – Climate Action:
Everbridge provides early warning systems and actionable risk intelligence that empowers organizations and governments to take proactive steps in response to climate risk events.

SDG 17 – Partnerships for the Goals:
Everbridge collaborates with governments at both local and national levels worldwide, championing thought leadership on the crucial role of early warning systems in effectively responding to climate disasters.

3b. ESG Oversight

Everbridge's ESG governance starts at the top, with oversight of our ESG efforts from our Board of Directors. Our Board is comprised of individuals with wide-ranging experience in governance, supply chain and risk management topics. Our Board and its committees receive regular updates from management on environmental, social, and governance topics. The role of our Board and its committees are discussed in greater detail in Section 5a.

Our Chief Legal & Compliance Officer and Corporate Secretary leads oversight of our ESG strategy and disclosures at the management level, with support from the ESG Steering Committee. Ultimately, responsibility and accountability extend down to the grass-roots level, where ESG is embedded into our operations, our employees' day-to-day activities and our culture.

4. ESG Solutions

4a. ESG Solutions for Everbridge Customers
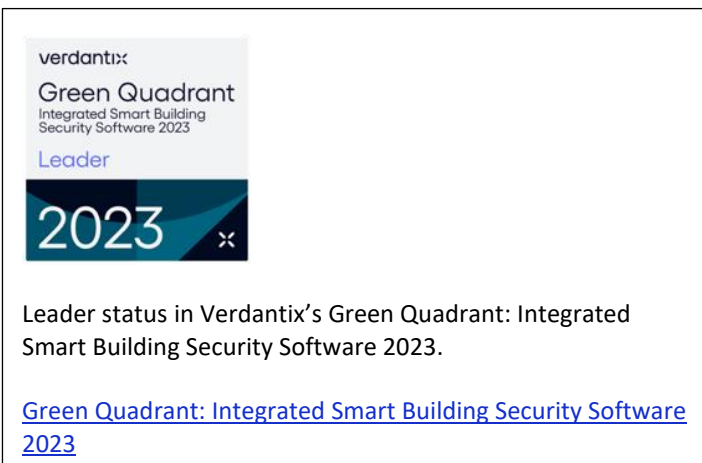
Environmental

Everbridge's Public Safety solutions protect residents, government officials, and visitors across more than 25 countries globally. These solutions play a critical role in nations' climate adaptation and pandemic prevention strategies by offering efficient and effective early warning and preparedness systems. The alerts provided during climate-related disasters, including floods, wildfires, and tsunamis, are vital for enabling citizens to reach safety and protect their material property. Furthermore, maintaining a consistent state of readiness for medical and emergency supplies serves as a fundamental measure in preventing and controlling pandemic surges, as demonstrated in the case of COVID-19.

Social

Everbridge People Resilience Solutions enables organizations with hybrid work environments to protect their people, whether they are working from home, remotely, or on-site. With 24/7 awareness of incidents that affect your people wherever they are, Everbridge's People Resilience Solutions activate responses and resource deployment according to your operating procedures.

Governance

Everbridge's unique suite of solutions supports businesses, executives, and security professionals in upholding "Duty of Care" to keep their people safe, at home, in the office, or traveling and in upholding "Duty of Loyalty" to establish and monitor information systems related to oversight of mission critical risks. The Everbridge critical event management platform supports organizations in staying compliant with local and industry regulations, managing safety and emergency response, and logging all communications and workflows to create a clear audit trail and improve debriefs. Given the increased prevalence of evolving threats, this responsibility has become magnified.

Leader status in Verdantix's Green Quadrant: Integrated Smart Building Security Software 2023.

Green Quadrant: Integrated Smart Building Security Software 2023

5. Governance

Everbridge believes that doing business with integrity is the only way to do business. We are committed to our uncompromising ethical standards and to setting best practices for our industry. Everything we do is grounded in responsible corporate governance, reporting and business practices that strengthen long-term value for our stakeholders.

Everbridge Policies and Standards:

- Code of Business Conduct
- Anti-Corruption Policy
- Whistleblower Policy
- Code of Workplace Conduct
- Privacy and Security Resources

5a. Corporate Governance

Our Board is comprised of highly engaged individuals with a diverse set of skills, experiences and backgrounds that facilitate effective oversight of our strategy and operations. The Nominating and Corporate Governance Committee regularly evaluates existing director strengths and experiences in the context of our evolving business needs to ensure our Board is best positioned to lead Everbridge forward.
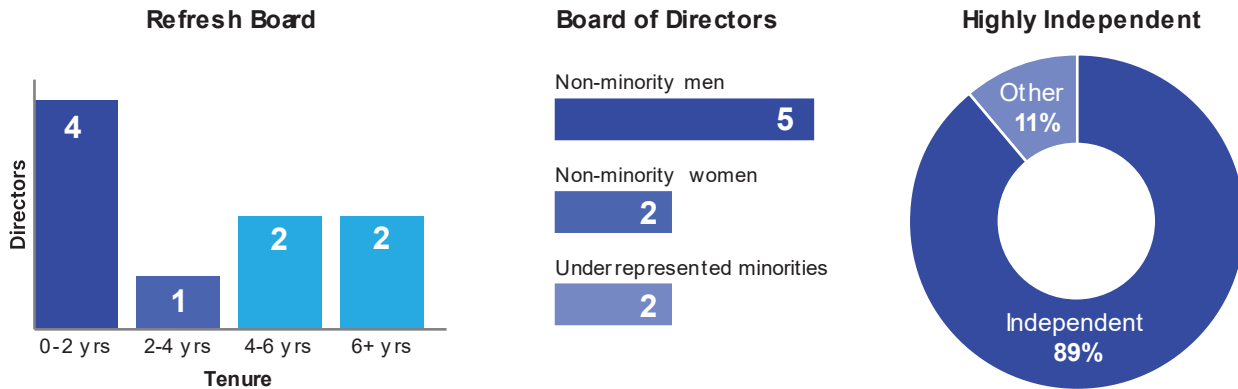
Our nine-member Board exercises ESG oversight, directly and indirectly through its various Committees. It reviews strategic and operational risks, including ESG, compliance, and cybersecurity risk, in the context of reports from the management team on a regular basis, receives reports on all significant committee activities at each regular meeting, and elevates the risk inherent in significant transactions. Each Committee has responsibilities that touch on an aspect of ESG.

• Nominating and Corporate Governance Committee

    o   Oversees the Company's environmental, social and corporate governance initiatives, performance, and reporting.

    o   Responsible for identifying, assessing, and managing environmental risk.

    o   Oversees succession planning.

• Compensation Committee

    o   Oversees areas such as compensation strategy and pay-equity.

    o   Leads human capital management oversight, which includes Diversity, Equity, and Inclusion initiatives and employee career progression and development.

• Audit Committee

    o   Oversees corporate risk assessment and management, compliance, and ethics and integrity.

Under this oversight, and in accordance with our ESG strategy, our senior management team and other employee leaders and experts implement ESG initiatives.

Board Diversity

We have responded to stockholder feedback and made recent changes to our board to reflect greater diversity, both in terms of background and domain expertise. For more on our board oversight and structure please see: Board Level.

Refresh Board

Tenure	Directors
0-2 yrs	4
2-4 yrs	1
4-6 yrs	2
6+ yrs	2

Board of Directors

Non-minority men	5
Non-minority women	2
Underrepresented minorities	2

Highly Independent

Other 11%
Independent 89%

Role of our Board in Risk Oversight

For more information on the role of our board in risk oversight, see our 2022 Form 10-K.

5b. Ethics and Compliance

Our employees receive mandatory business ethics training and are provided with resources to ask questions and report any activities in a secure and completely anonymous environment.

Anti-corruption

Everbridge maintains a robust Anti-corruption Policy as part of our commitment to ethical business practices. The policy provides guidelines and procedures to ensure compliance with relevant anti-corruption laws and regulations in all jurisdictions where the company operates. The policy also establishes clear expectations for our employees, contractors, and business partners, outlining their responsibility to act with integrity and transparency and reject any form of corruption, bribery, or unethical conduct. Training and awareness programs are conducted annually to educate employees about anti-corruption measures and to foster a culture of integrity throughout our organization. We encourage employees to report any suspected incidents of corruption through confidential reporting channels, ensuring a safe and secure environment for whistleblowing. By adhering to this Anti-corruption Policy, we aim to uphold its commitment to responsible and sustainable business practices. Learn more about our Anti-corruption Policy.

Code of Business Conduct

Everbridge's Code of Business Conduct serves as a cornerstone of our commitment to conducting business with integrity and ethical practices. The code outlines the principles and standards that our employees, contractors, and business partners are expected to adhere to when representing the company. The code promotes a culture of transparency, accountability, and respect, fostering a work environment that values diversity and inclusion. We provide annual training and resources to ensure that all stakeholders understand and comply with the code's provisions. Reporting mechanisms are in place to encourage the reporting of any potential violations, and we guarantee protection against retaliation for individuals who raise concerns in good faith. Learn more about our Code of Business Conduct.

Annual Ethics Training Completion Rate (2022): 100%

5c. Data Privacy and Security Compliance

We are committed to providing our customers and partners with a secure environment utilizing state-of-the-art technologies to safeguard information.

Privacy & Transparency

We value the trust our users place in Everbridge services and our privacy practices. We are committed to providing our customers and users with a secure environment, unparalleled customer service, and state of the art technologies to safeguard their personal information. Everbridge has adopted the policies and practices described in its Privacy Policy well as any certain policies in individual customer agreements pertaining to the collection, sharing, and disclosure of information. Learn more about Everbridge's Privacy Policy.

Data Security

Everbridge's security framework utilizes the comprehensive set of security requirements and controls within U.S. National Institute of Standards and Technology (NIST) Special Publication 800-53 – Security and Privacy Controls for Information Systems. Everbridge has achieved internationally recognized ISO/IEC 27001:2013 certification. In addition, Everbridge has obtained authorization under the Federal Risk and Authorization Management Program (FedRAMP). To maintain these certifications, Everbridge undergoes comprehensive annual audits from an independent third-party assessment organization (3PAO). The 3PAO security assessors verify Everbridge's compliance in over 150 security and data protection areas within 17 different security categories including access control, incident response, security training, system integrity, identification and authentication, contingency planning, etc. via various assessment techniques including vulnerability analysis and penetration testing.

More information about our robust security risk management and compliance program is available here.

Privacy and security training metrics 2022: 100%

5d. Business Continuity

Everbridge engages in robust business continuity planning in order to maintain mission-critical business functions during a disruption or disaster:

• Everbridge's Business Continuity policy outlines the steps we will take to prevent and manage potential threats and disruptions to our business.

• Our workforce is equipped to work remotely. Administrative systems that support both internal operations and customer services have been transitioned to the cloud.

• Everbridge has designed the use of its Core Data Center for redundancy and resiliency.

• Everbridge conducts periodic business continuity and data-recovery tabletop reviews for critical services. Additionally, our business continuity team has established a Business Impact Analysis process to better understand risk and build resilience for key business functions.

• The business continuity team leverages proprietary Everbridge solutions to ensure employee safety and keep the business up and running including xMatters, SnapComms, and the CEM platform.

6. Social

Just as our solutions foster resilient communities, Everbridge similarly cultivates a safe, supportive and inclusive environment where our employees can thrive. We are a mission-driven organization with a demonstrated commitment to our employees' success. We invest in the professional and personal growth of our workforce and bring together diverse perspectives to solve complex challenges. Our people build and own the company culture, enforce our values, and fuel our continued innovation and growth.

Everbridge Policies and Standards:

- Code of Business Conduct
- Code of Workplace Conduct
- Human Rights Commitment

6a. Talent Attraction and Development

Employee Development

We are committed to investing in our employees through professional training and development to ensure the highest possible performance for our customers while retaining our employees to grow their careers at Everbridge. We achieve this through several avenues:

• **Skills training within functional teams:** With the support of the People & Culture team, managers and business leaders identify skills gaps within the team and create individual development plans with employees to identify career growth desires. Using these plans, business leaders, managers, and partners may identify internal cross-training opportunities or external conferences or training programs for employees to pursue.

• **Education reimbursement:** Our recognition programs recognize employee commitment to and demonstration of our values and mission. As part of the annual employee values award program, recipients receive a stipend for education reimbursement which may be used to pursue an area of interest related to their role within the Company.

• **High Performance Leadership training:** Everbridge recognizes that employee satisfaction and productivity is directly correlated to manager effectiveness. Our *Leading High Performing Teams* (LHPT) Program is a deep look at what is required to be a great leader and how to drive teams for success, designed for current people leaders who can put the learning into immediate action. Since the program started in 2019, over 300 employees have participated and our most recent annual survey of employees measuring Manager Effectiveness indicated 87% favorable responses to team leadership questions.

• **Additional learning opportunities:** We offer access to LinkedIn Learning to all employees so they can develop new skills, enhance job performance, or stay up to date with the latest trends and best practices.

Employee Engagement

Everbridge conducts an internal annual employee engagement survey to gauge overall employee sentiment. The survey is an opportunity for employees to provide anonymous feedback on topics ranging from leadership and management effectiveness to opportunities for career growth, work-life balance, and diversity, inclusion and belonging efforts. The results of the survey are used to develop our annual corporate and department business plans as well as direct the efforts of the People & Culture team. We look at year-over-year results from the survey to see what is working, where we are making progress, and where we should focus more effort for improvement.

Based on anonymous employee survey responses collected by external parties, we have been recognized for our culture, mission and leadership by Great Place to Work®, a global evaluator of workplace culture. In a survey conducted by Comparably measuring employee sentiment across 70,000 companies, we were for recognized as a Best Company for Company Culture and Career Growth in 2023.

Everbridge's open feedback culture is further reinforced by:

• Annual performance reviews for all permanent employees

• Feedback to People & Culture team

• Employee townhalls

• Whistleblower hotline

6b. Employee Wellbeing

Compensation and Benefits

Everbridge designs our employee benefits programs to be affordable and competitive in relation to the market, as well as compliant with applicable laws and practices. We adjust our employee benefits programs as needed based upon regular monitoring of applicable laws and practices and the competitive market. Some of our benefits include:

• **Flexible work:** Everbridge is a digital-first work environment with work arrangements options that include remote working and flexible schedules, to support a diverse workforce with varied needs and lifestyles.

• **ESPP:** The Everbridge Employee Stock Purchase Plan ("ESPP") is a benefit offered to Everbridge employees that provides a convenient way to become a stockholder of Everbridge, Inc. ESPP participation allows employees to purchase shares of Everbridge stock at a 15% discount from the fair market value.

• **Parental Leave:** Everbridge offers up to eight weeks 100% paid medical leave for pregnancy and/or childbirth. Everbridge also offers four weeks of 100% paid parental leave for all parents to bond with a new baby or child.

• **Volunteer time off:** Everbridge offers full-time employees two paid days off per year to participate in community service events. Employees across the globe have used this benefit to support women's shelters, soup kitchens, youth groups and nature conservancies in their communities.

Comprehensive medical, dental, and vision | Short- and long-term disability | Flexible paid time off | Basic and voluntary life and AD&D

FSA and HSA accounts | Confidential employee assistance program | Employee stock purchase program | 401K retirement plan 50% match to 6%

Pet care discount program | Paid volunteer work 2 days annually | Telehealth | Adoption assistance

6c.

Diversity and Inclusion

Diversity, Equity, Inclusion & Belonging

Our management team is dedicated to Diversity, Equity, Inclusion, and Belonging (DEIB) with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Overseen by our Diversity, Equity, Inclusion, and Belonging Council, Everbridge prioritizes DEIB efforts to create a workplace that reflects the customers and populations we serve. We demonstrate our commitment by focusing on several key initiatives:

• **Diverse Recruitment and Hiring:** We use a variety of talent acquisition strategies to help us attract and create a pipeline of diverse candidates, including our internship program. In 2022, we hired approximately 40 interns across various departments and geographies, representing 40% gender diversity.

• **Employee Resource Groups:** our organization has a well-established and growing set of Employee Resource Groups (ERGs) that connect various communities within the company. We actively encourage our people to participate in the employee communities as allies and supporters, even if they do not identify as a member of that group.

• **Mentorship programs:** Everbridge has established mentorship programs through our Leading Higher Performing Teams program and ERGs to support the professional growth of underrepresented groups.

• **Supplier Diversity:** Everbridge supports a growing ecosystem of minority-owned and led suppliers and partners.

Everbridge Employee Resource Groups

Women's Alliance	BridgeOut	Military & Veterans	Bridgers of Color
Our Women's Leadership Group champions the personal and professional development of women at Everbridge while promoting diversity and community.	Our BridgeOut group includes LGBTQ+ and ally employees from across the world. They are passionate about diversity, equity, inclusion, and belonging. The group encourages all employees to be authentic and support and inspire the LGBTQ+ community.	Our Military & Veterans group gives back to the local community through volunteering and to the greater community by participating in disaster relief. The group serves as a resource to veterans, active military members, and employees.	Our Bridgers of Color group promotes diversity, fosters inclusion, and builds alliances with like-minded people and organizations – so employees of all backgrounds feel included.

6d. Human Rights

At Everbridge, we believe a commitment to respecting human rights can be an impetus for social change. Although governments will always play a primary role in determining and protecting basic human rights in their jurisdiction, the private sector must also lead in this area by upholding and promoting human rights. Everbridge is committed to working with governments, industry, consumers, civil society, and our customers to promote human rights. Learn more about our human rights commitment here.

7. Environmental

Across the globe, both public and private sectors are more concerned than ever about addressing climate change and its associated risks. During severe weather events, enterprises, educational institutions, and government agencies have a responsibility to respond effectively and efficiently to protect people, assets, and facilities from harm. Everbridge's Public Safety Solutions serve as an efficient and effective early warning system, a crucial component for nations and enterprise to execute climate adaptation strategy; alerting citizens and employees during climate disasters, such as floods, wildfires, and tsunamis, helps ensure they can reach safety and reduce the risk of damage to their material property.

7a. Solutions for Climate Adaptation

Our role in Climate Adaptation through emergency communications software

Participating in The World Climate Summit - The Investment COP	Early Warnings for All (ITU Global Symposium for Regulators)	United Nations Office for Disaster Risk Reduction (UNDRR) Private Sector Alliance for Disaster Resilient Societies (ARISE)
Since 2021 Everbridge has attended the World Climate Summit, the investment section at the Conference of the Parties (COP). At the 2022 Summit, Everbridge was part of a panel entitled "Mobilising Finance for Adaptation – Harnessing Untapped Potential" in Sharm el-Sheikh, Egypt. Everbridge Senior Vice President for Business Development, Dominic Jones, took part in the panel – moderated by Climate Policy Initiative Global Managing Director Barbara Buchner – addressing investment-driven solutions to climate change. See Dominic Jones video interview here. See Barbara Buchner video interview here.	In this series Rachele Gianfranchi, Director of Government Affairs at Everbridge, leads conversations with key stakeholders in preparation for the early warning for all initiative in advance of the ITU Global Symposium of Regulators. See Vanessa Gray, heading the Emergency Communications Department of ITU-BDC video interview here.	As a member of the UNDRR ARISE network, Everbridge works with private and public organizations to promote disaster-resilient communities and economies. More details here. Everbridge's critical event management platform supports preparedness and response efforts for governments, businesses, and healthcare organizations around the world.

As Industry Sector Partner of The UN International Telecommunication Union, a leader of EW4ALL, we provide our expertise from experience through global policy papers to accelerate the implementation of the sustainable development goals, notably 13 (Combat Climate Change) and 17 (Partnership for the Goals) by disseminating mobile emergency alerts to keep people safe.

7b. Environmental Management

Climate Strategy

In 2023, in line with the Taskforce for Climate-Related Financial Disclosures (TCFD) recommendations, Everbridge began the process of identifying climate-related risks and opportunities that may directly or indirectly affect the company's operations and financial performance. As recommended by the TCFD, Everbridge is identifying governance practices and strategies to manage climate-related risks and opportunities with the goal of developing strong climate-risk management procedures and metrics and targets.

For more information, see our TCFD Index.

SaaS Infrastructure

Our infrastructure runs through hyperscale public cloud providers who have sustainability goals we directly benefit from, including the following examples published by our providers. We monitor our cloud provider sustainability reporting and progress.

Example Published Sustainability Goals from Our Cloud Providers

Short Term	Medium Term	Long Term
• 100% renewable energy by 2025	• Net-zero emissions by 2030 • Water positive by 2030 • Zero-waste by 2030 • 24/7 clean energy by 2030	• Net carbon-zero by 2040 • Power operations with 100% renewable energy by 2040

To better understand the environmental impact of our SaaS infrastructure, we actively monitor and analyze environmental data provided by our providers related to our cloud usage so we can make informed choices regarding resource allocation and drive efficiency improvements. We are currently implementing strategies internally to reduce our cloud computing footprint, such as the number of hosts we use, which in turn should reduce the impact of our data center usage.

Office and Employee Impact

We are committed to reducing our physical footprint as part of a move towards a "digital first" workplace. Our corporate headquarters in Burlington earned LEED gold certification in February 2023.

8. SASB Index

Everbridge is dedicated to conducting business in a responsible manner that considers the impact on its operations, customers, partners, and global communities. The disclosures provided below serve to illustrate Everbridge's commitment to responsible business practices and reflect our alignment with the SASB Software and IT Services sector framework. We prioritize providing disclosures on the metrics that are most relevant to our business. In this index, we refer to existing disclosures or respond directly to the metrics. However, we do not currently report on all metrics, and in some cases, we only have partial information available. We are committed to evaluating new developments and adapting our disclosures accordingly.

Code	Description	Response
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Everbridge, as a cloud-based software provider, operates with a minimal carbon footprint. While we have not yet quantified the environmental footprint of our operations as a whole, we rely on hyperscale public cloud providers who have sustainability goals we directly benefit from, including: • 100% renewable energy by 2025 • Net-zero emissions by 2030 • Water positive by 2030 • Zero-waste by 2030 • 24/7 clean energy by 2030 • Net carbon-zero by 2040 • Power operations with 100% renewable energy by 2040 We monitor our cloud usage to drive efficiency improvements.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Our sustainability assessment determined that while we recognize the importance of responsible water management, water consumption does not emerge as a priority area based on our specific operational context. We will continue to monitor material environmental impacts as necessary moving forward.

TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	See our publication, Unlocking Climate Change Resilience Through Critical Event Management and Public Warning, for information on how environmental considerations are incorporated into our strategic planning for data center needs and operational resilience.
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	As is true of most websites, we gather certain information automatically and store it in log files. This information includes internet protocol (IP) addresses, browser type, internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and clickstream data. We may link this data with other information we collect from users to improve our offered services, marketing, analytics, and site functionality. However, we anonymize the data we link so that users cannot be identified. Refer to our Privacy Notice for more information.
TC-SI-220a.2	Number of users whose information is used for secondary purposes	We work to maintain compliance with the CCPA and GDPR in publishing privacy policies, marketing materials and other statements, including such as compliance with certain certifications or self-regulatory principles, regarding data privacy and security. Refer to our Privacy & Security webpage for more information.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Refer to Item 3 "Legal Proceedings" in our 2022 Annual Report on Form 10-K for material litigation and regulatory matters.

TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Our company has established a standard protocol for handling requests from law enforcement agencies. We understand that privacy is a fundamental concern for our customers, and we are committed to striking a balance between safeguarding customer privacy and complying with law enforcement demands. To achieve this, our policy follows these key principles: 1. Strict Adherence to Legal Requirements: We conduct a legal review of law enforcement requests and will only respond to requests that are accompanied by valid legal documentation, such as a court-issued warrant, subpoena, or other lawful orders. 2. Narrow Disclosure: We will only disclose information that is explicitly required by the legal request. 3. Customer Notification: Whenever possible and within the boundaries of the law, we will notify affected customers when their data is requested by law enforcement, except when legally prohibited from doing so.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	We disclose the following processing locations for our core services: https://www.everbridge.com/about/legal/everbridge-sub-processors/
Data Security		
TC-SI-230a.1	Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Privacy & Security Policy Everbridge adheres to SEC requirements regarding the disclosure of material cybersecurity incidents.

TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Everbridge conducts regular risk assessments to identify potential vulnerabilities and security gaps within its systems. These assessments involve evaluating potential threats, estimating their impact, and determining the likelihood of their occurrence. By conducting such assessments, Everbridge can proactively address vulnerabilities and minimize risks. Everbridge uses industry standard approaches identified in SOC-2, FedRAMP, and ISO 27001. For more information, refer to Privacy & Security Policy
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	(1) 1.05% of US-based employees are foreign nationals, (2) 48.64% of Everbridge employees are located offshore Everbridge mitigates potential risks (legal compliance with immigration laws and visa requirements, visa issues, and security concerns) of recruiting foreign nationals and/or offshore employees by conducting background checks on all potential employees and contractors, working with immigration attorneys to help navigate laws and regulations surrounding visas and work authorization requirements and monitoring visa expiration dates, and implementing security policies and protocols.
TC-SI-330a.2	Employee engagement as a percentage	Our annual survey was distributed in August 2023. We achieved a 71% participation rate in the annual survey. The survey results were shared with employees in a global All Hands call and via a series of department meetings & workshops. We have identified 2 global company-wide actions to address feedback and each department has a plan to address feedback at the department-level.

TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Please refer to our social section for detailed racial and ethnic data. We do not collect race/ethnicity data of employees outside of the US. The percentage listed is for US employees only. Technical staff includes all US employees under Architecture, Development, Corp IT, Security, Product Management, Quality & Release, and SaaS Ops.
Intellectual Property Protection & Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Refer to Item 3 "Legal Proceedings" in our 2022 Annual Report on Form 10-K for material litigation and regulatory matters.
Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Please see the section titled "Risks Related to Cybersecurity and Reliability" in our 2022 Annal Report on Form 10-K for material risks we have identified surrounding performance, service disruptions and customer downtime.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Please see the section titled "Risks Related to Cybersecurity and Reliability" in our 2022 Annal Report on Form 10-K for risks related to disruptions of operations.

9. TCFD Index

As part of Everbridge's inaugural ESG Report, we have detailed our alignment to the Task Force on Climate-Related Financial Disclosures (TCFD). TCFD recommendations are organized into four pillars that allow for a consistent, standardized approach to analyzing climate-related risks and opportunities: (1) Governance, (2) Strategy, (3) Risk Management, and (4) Metrics and Targets. Everbridge's TCFD response represents our preliminary efforts towards implementing the recommendations of the TCFD. We anticipate building upon this disclosure in subsequent reporting cycles.

Recommended Disclosure	Everbridge Response
Governance: Disclose the organization's governance around climate-related risks and opportunities.	Our Board, through its Nominating and Corporate Governance Committee, provides focused oversight of Everbridge's effective management and strategy for ESG matters. Updates to our Board may include climate-related risks and opportunities that may materially affect Everbridge. Everbridge's ESG Steering Committee, comprised of members of executive and senior management, is responsible for program execution and continuous improvement of ESG initiatives. The ESG Steering Committee meets regularly and discusses a wide range of ESG topics, which may include climate-related risks and opportunities that may materially affect Everbridge. This committee is sponsored by the Chief Legal and Compliance Officer.
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Everbridge conducted a sustainability assessment in early 2023 to identify key non-financial material drivers for the company. Everbridge's sustainability assessment is holistic in its approach, taking into account the perspectives of key internal and external stakeholders. Key topics assessed include environmental and climate-related topics. As a cloud-based software provider that does not manufacture products directly and that works only from rented office spaces, we carry a minimal carbon footprint. We are not exposed to environmental risks that are typical of industries such as manufacturing, oil and gas, or air transportation. Therefore, we focus our emissions disclosure and reduction strategies on the energy we use to run our Software as a Service (SaaS) infrastructure and our offices. Everbridge is in the preliminary stages of identifying specific impacts of climate-related risks and opportunities on our business, strategy and financial planning.

Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	Everbridge routinely monitors climate risks, such as those related to changes in energy prices and physical consequences of climate change like droughts, rising sea levels, and increased storm severity. We utilize our proprietary technology to gather and analyze alerting trends, enabling us to identify the environmental risks that are most likely to impact our company. Furthermore, we have begun to implement risk management measures, such as climate risk assessments and mitigation plans over various time horizons.
Metrics: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Everbridge intends to conduct our first greenhouse gas (GHG) inventory in 2024, the results of which will allow us to better understand the carbon footprint of our operations and value chain.