

ESG at Everbridge

The Everbridge ESG program comprises two core pillars: the benefits delivered by our platform, and our internal focus on being an exemplary corporate citizen.



Benefits to customer ESG from Everbridge solutions

Environmental: The Everbridge public safety solution protects residents, government officials, and visitors across more than 25 countries globally. The solution plays 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 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 during COVID-19.

Social: The Everbridge people resilience solution enables organizations to protect their people, whether they are working from home, remotely, or on-site. With 24/7 awareness of incidents that affect your teams wherever they are, Everbridge people resilience activates responses and resource deployment according to your operating procedures.

Governance: The unique suite of Everbridge solutions supports organizations, executives, and security professionals in upholding their duty of care to keep their people safe, at home, in the office, or traveling. 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.



Everbridge internal ESG impact

Environmental

At Everbridge, our core values of Customer First, Learning, Integrity, and People underlie our commitment to conduct business responsibly and support our stakeholders. The Everbridge corporate mission for over 20 years has been to keep people safe and operations running.

As a cloud-based software provider, we focus our environmental impact on the energy we use to run our SaaS infrastructure and our offices.

SaaS infrastructure	Office and employee impact						
<p>Our infrastructure runs through hyperscale public cloud providers who have sustainability goals we directly benefit from, including the following examples published by our providers:</p> <table border="1" data-bbox="155 831 943 1150"> <thead> <tr> <th data-bbox="155 831 415 884">Short Term:</th> <th data-bbox="415 831 683 884">Medium Term:</th> <th data-bbox="683 831 943 884">Long Term:</th> </tr> </thead> <tbody> <tr> <td data-bbox="155 884 415 1150"> <ul style="list-style-type: none"> 100% renewable energy by 2025 </td> <td data-bbox="415 884 683 1150"> <ul style="list-style-type: none"> Net-zero emissions by 2030 Water positive by 2030 Zero-waste by 2030 24/7 clean energy by 2030 </td> <td data-bbox="683 884 943 1150"> <ul style="list-style-type: none"> Net carbon-zero by 2040 Power operations with 100% renewable energy by 2040 </td> </tr> </tbody> </table> <p>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.</p>	Short Term:	Medium Term:	Long Term:	<ul style="list-style-type: none"> 100% renewable energy by 2025 	<ul style="list-style-type: none"> Net-zero emissions by 2030 Water positive by 2030 Zero-waste by 2030 24/7 clean energy by 2030 	<ul style="list-style-type: none"> Net carbon-zero by 2040 Power operations with 100% renewable energy by 2040 	<p>We are committed to reducing our physical footprint and use of travel as part of a move towards a “digital first” workplace.</p> <p>We are committed to using LEED certified office facilities wherever possible. Our corporate headquarters in Burlington, Massachusetts, earned LEED gold certification in February 2023.</p>
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Participating in The World Climate Summit - The Investment COP	Global public safety conversation series	United Nations Office for Disaster Risk Reduction (UNDRR) Private Sector Alliance for Disaster Resilient Societies (ARISE)
<p>Everbridge took part in the Investors’ Conference panel “Mobilising Finance for Adaptation – Harnessing Untapped Potential” in Sharm el-Sheikh, Egypt.</p> <p>Everbridge Senior Vice President of 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.</p> <p>See Dominic Jones video interview here.</p>	<p>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.</p>	<p>As a member of the UNDRR ARISE network, Everbridge will work with other private and public organizations to promote disaster-resilient communities and economies. The Everbridge critical event management platform supports preparedness and response efforts for governments, businesses, and healthcare organizations around the world.</p>

Social

Diversity, equity, inclusion, and belonging (DEIB): Our management team is dedicated to DEIB with respect to recruitment, hiring, placement, promotions, transfers, training, compensation, benefits, employee activities, and general treatment during employment.

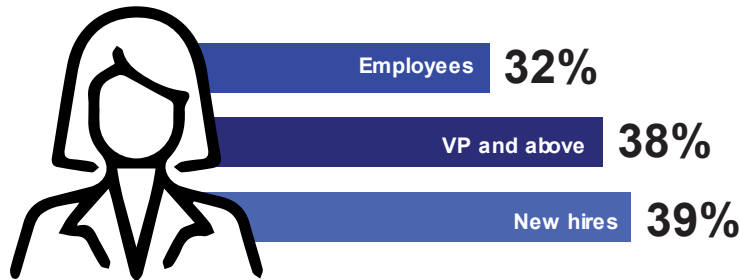
Read our [Human Rights Commitment](#).

Community at Everbridge: Under the umbrella of our Diversity, Equity, Inclusion, and Belonging Council, 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 Bridger Communities as allies and supporters, even if they do not identify as a member of that group.

Volunteer Time Off: Everbridge offers full-time employees two paid days off per year to participate in community service events. Bridgers have historically used this benefit to support women’s shelters, soup kitchens, youth groups, and nature conservancies in their communities.

Women’s Alliance	BridgeOut	Military & Veterans	Bridgers of Color
<p>Our Women’s Leadership Group champions the personal and professional development of women at Everbridge while promoting diversity and community.</p>	<p>Our BridgeOut group includes LGBTQ+ and ally employees from across the world. The group is passionate about diversity, equity, inclusion, and belonging, and encourages Everbridge employees to be authentic and support the LGBTQ+ community.</p>	<p>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.</p>	<p>Our Bridgers of Color group promotes diversity, fosters inclusion, and builds alliances with like-minded people and organizations – so Bridgers of all backgrounds feel included.</p>

Women in the workplace:



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



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

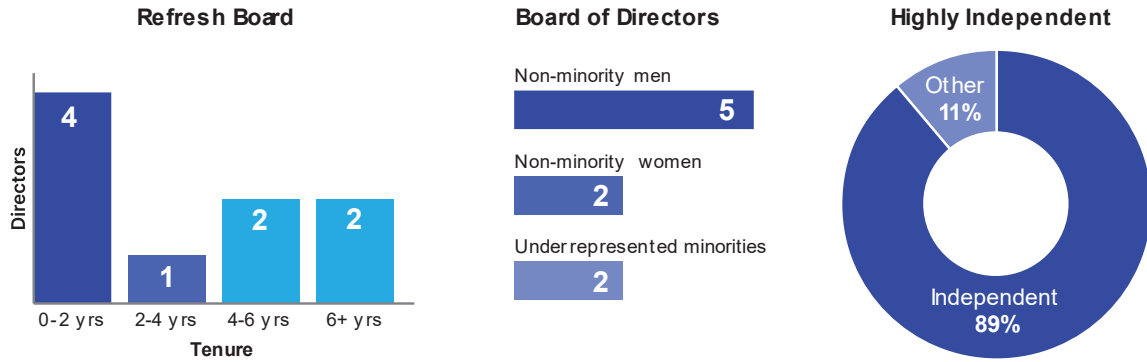


Adoption assistance

Development: Everbridge is 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, including skills training within functional departments, education reimbursement, and a Manager Development Program. The Manager Development Program was created to help grow our people managers and provide a path to leadership. We offer a wide variety of content and resources to maximize development. Since the program started in 2019, hundreds of employees have participated in training and there is 100% agreement by respondents that the program is beneficial and should be continued.

Governance

Board composition: We have responded to stockholder feedback and made recent changes to our Board of Directors to reflect greater diversity, both in terms of background and domain expertise.



For more on our board oversight and structure please see: [Board Level](#)

Compliance: Keeping our customers’ data secure is among our top priorities. We employ rigorous measures at the organizational, architectural, and operational levels to help ensure that customer data, applications, and infrastructure remain safe and in compliance with global privacy laws and regulations. We continue to have a strong [compliance](#) program in place, where we obtain third-party audited certifications and our employees are required to take annual training in compliance best practices.



For more on this, please see our [Policies](#).