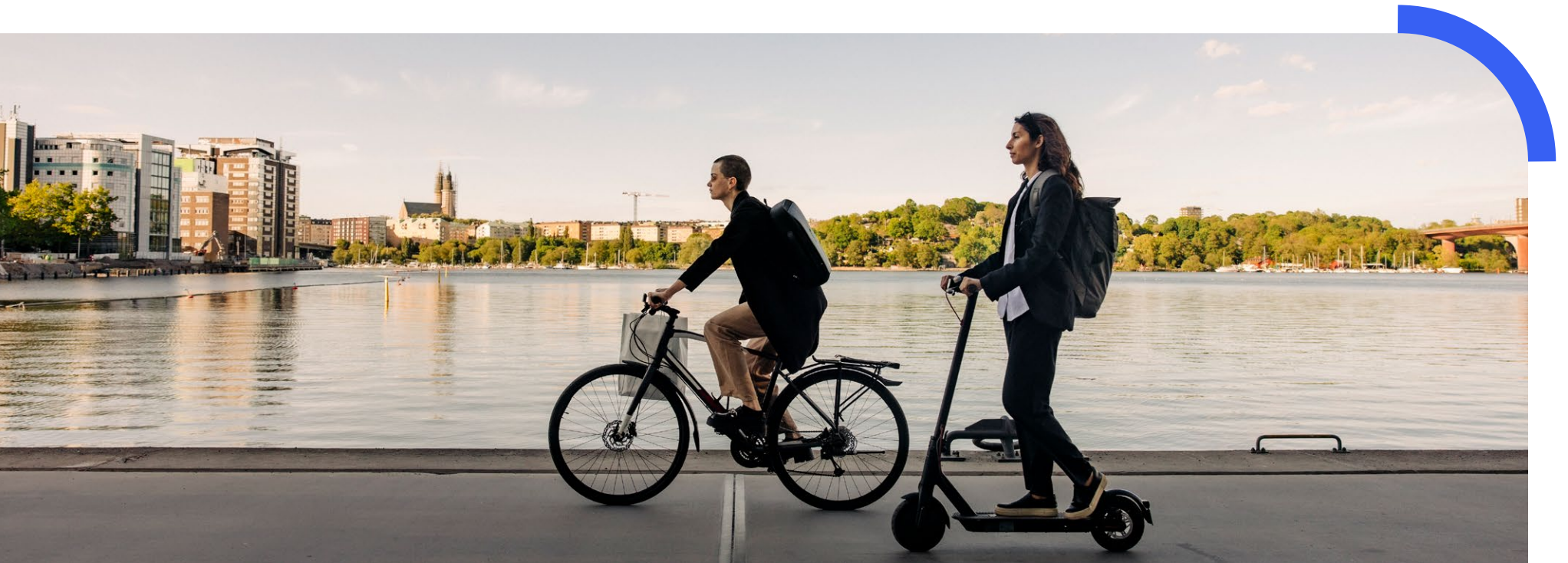




# 2025 Everbridge Sustainability Report



# Table of Contents

- 1. Introduction to Everbridge ..... 4
  - 1a. A message from our CEO ..... 4
  - 1b. About Everbridge..... 5
- 2. Our sustainability strategy .....7
  - 2a. Our approach to sustainability .....7
  - 2b. Sustainability priorities ..... 8
  - 2c. Sustainability program governance .....10
- 3. Enabling climate resilience: Everbridge customer impact ..... 11
  - 3a. Everbridge 360..... 11
  - 3b. Advancing Early Warning for All.....12
  - 3c. Climate risk assurance.....13
- 4. Governance & ethical practices .....14
  - 4a. Everbridge Trust Center .....14
  - 4b. Crisis management .....15
  - 4c. Ethics and compliance .....16
  - 4d. Data privacy and security.....17
- 5. Social responsibility .....18
  - 5a. Talent attraction and development.....18
  - 5b. Employee wellbeing ..... 20
  - 5c. Employee resource groups ..... 22
  - 5d. Human rights ..... 23
  - 5e. Giving back to our communities ..... 23
- 6. Environmental sustainability..... 24
  - 6a. Environmental management..... 24
  - 6b. Greenhouse gas inventory ..... 25
- 7. Reporting & transparency ..... 28
  - 7a. SASB index..... 28
  - 7b. TCFD index ..... 32

Published: April 2025

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 full fiscal year 2024. 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. Introduction to Everbridge

## 1a. A message from our CEO

To all of our valued stakeholders,

When I joined Everbridge, I was immediately inspired by our mission: to help organizations and communities be safer and more resilient in times of crisis. Today, I'm proud to share our 2025 Sustainability Report, which reflects how we're extending that mission to address one of the most urgent challenges of our time—climate change.

This year's report brings into focus a striking reality: half of all notifications sent through the Everbridge platform now relate to severe weather. The data speaks for itself: damaging weather events have nearly doubled in economic impact since 2000, surpassing \$3.6 trillion in damages between 2000 and 2023. Yet even as these events become more frequent and costly, we've witnessed a heartening trend: related fatalities have dropped by nearly two-thirds over the past 50 years. This underscores the power of preparedness and rapid response.

At Everbridge, we are determined to help organizations adapt to this new climate reality. Our solutions serve as a vital part of our customers' climate adaptation strategies, enabling them to anticipate, communicate, and respond to risks more effectively. This year, we introduced a dedicated climate risk assessment service that empowers customers to identify and prepare for potential threats through scenario analysis. It's gratifying to see how many of our customers now showcase Everbridge's contributions in their own sustainability reporting.

Of course, adaptation alone is not enough. We must also help mitigate climate change to prevent its further acceleration. That's why we're working hard to benchmark our environmental performance and achieve tangible reductions across our operations—from optimizing our data center infrastructure to completing our first comprehensive Scope 3 GHG emissions inventory. Our employees, partners, and stakeholders have been instrumental in driving these efforts, and I'm immensely grateful for their commitment.

Building resilience and driving sustainability are not optional; they are essential for long-term success. Everbridge remains committed to empowering organizations to confront climate risks head-on and unlock new opportunities for innovation and growth. Together, we can help shape a more sustainable, secure future for our employees, our customers, and the communities we serve.

Sincerely,



**David Wagner**, President and CEO.  
Everbridge, Inc.

## 1b. About Everbridge

### Our mission is to keep people safe and organizations up and running.

In a world characterized by complexity and constant change, businesses and communities today face unforeseen disruptions on an unprecedented scale. This rapidly evolving risk landscape demands organizations to be prepared for anything. Everbridge empowers businesses and communities to build resilience – the ability to anticipate, respond to, and recover from challenges quickly. Our solutions help customers handle both digital and physical incidents, keeping your people safe and operations running smoothly.

#### Our impact:



Delivering **billions** of critical messages on behalf of enterprise and government organizations each year



Recognized as a **leader** in the **Q4 2023 Forrester Wave** in the Critical Event Management space



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



Member of the **UN ARISE** network, fostering disaster resilience in frontline communities



Proven **358% ROI** from reduced business interruptions, according to Forrester Research



Powering nation-wide early warning systems in **25 countries** across the globe

## Everbridge critical event solutions

Everbridge helps keep your people safe and your organization running.

Stay ahead of physical and digital threats like weather events, active assailants, or IT disruptions. The Everbridge Critical Event Management (CEM) platform empowers resilience by enabling you to:

- Know earlier about potential threats
- Respond faster, and
- Improve continuously in how you deal with those threats.

With Everbridge your organization is more agile, competitive and profitable.

## 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.

## 2. Our sustainability strategy

### 2a. Our approach to sustainability

Everbridge drives sustainability through two key pillars: empowering customers' resilience through our platform and upholding exemplary corporate stewardship. Our 2025 Sustainability Report showcases the sustainability impacts most relevant to our business operations across these pillars.

Everbridge recognizes that addressing global sustainability challenges requires collective action – no single actor can achieve transformative change alone. We are committed to driving meaningful progress on the global sustainability agenda and have strategically aligned our sustainability program with the United Nations Sustainable Development Goals (SDGs), recognizing their comprehensive framework for addressing the world's most pressing challenges. This alignment underscores our belief that business can, and must, be a force for positive change.

By integrating the SDGs into our core strategy and operations, we are focused on maximizing our impact where our unique capabilities intersect with global needs. We prioritize contributing to SDGs 3, 8, 9, 11, 13 and 17, leveraging our technology and expertise to build more resilient communities. The following graphic illustrates our specific contributions to these critical SDGs, demonstrating our commitment to a sustainable future:



#### SDG 3 – Good Health and Well-Being:

Everbridge public warning and critical event management solutions help protect populations during emergencies, minimizing the impact of disasters on human health.



#### 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 8 – Decent Work & Economic Growth:**

By minimizing disruptions to businesses and essential services, Everbridge contributes to economic stability and protects livelihoods. Its solutions support business continuity, ensuring that organizations can maintain operations during crises.

**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 9 – Industry, Innovation and Infrastructure:**

Everbridge provides innovative technology that strengthens critical infrastructure. Its solutions support the resilience of essential services, such as healthcare, transportation, and utilities.

**SDG 17 - Partnership 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.

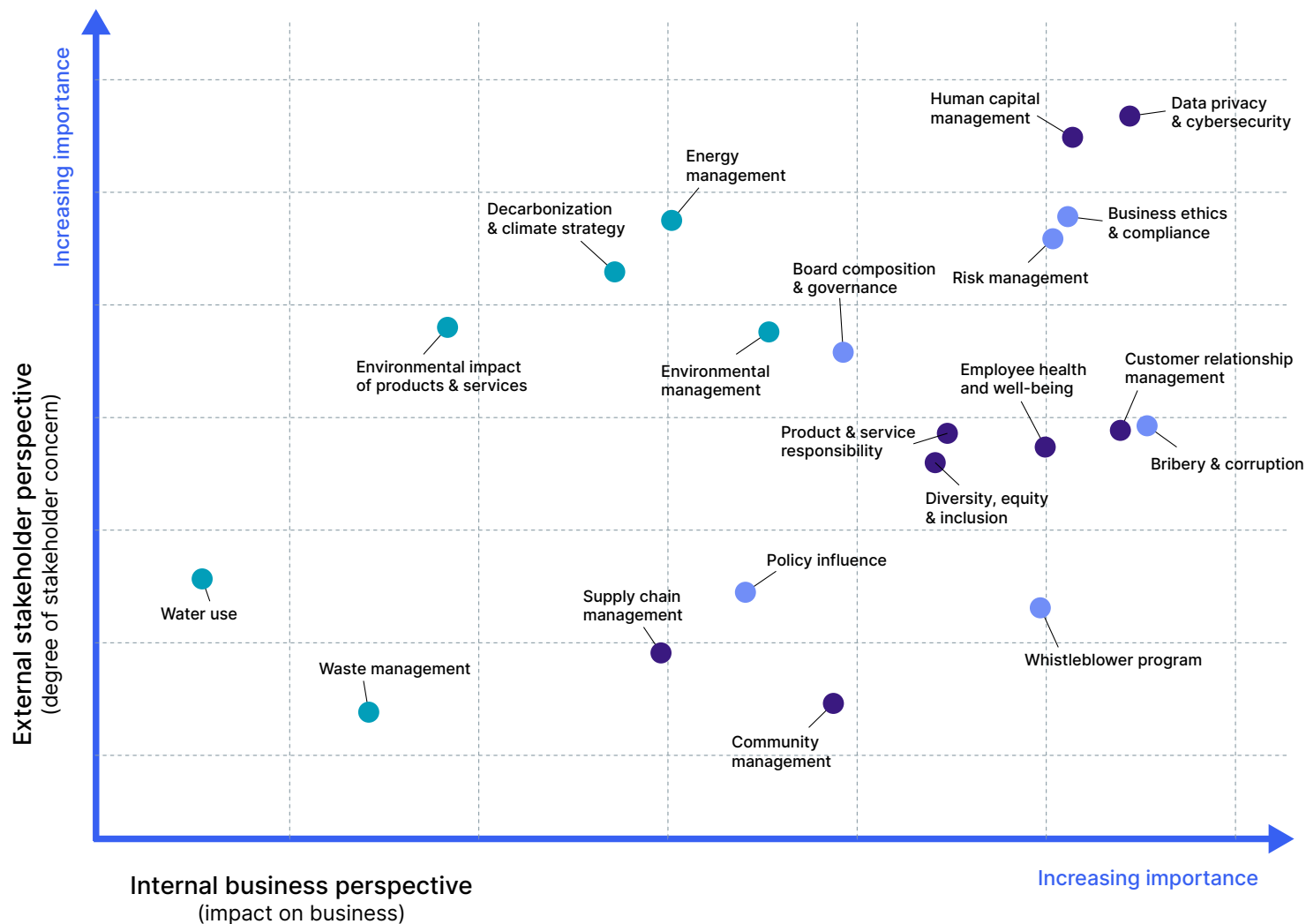
## 2b. Sustainability priorities

In 2023, Everbridge partnered with Nasdaq's ESG Advisory Team to conduct a comprehensive ESG materiality assessment, aiming to identify the most critical sustainability risks and opportunities impacting our business. This assessment, informed by valuable feedback from both internal and external stakeholders, pinpointed the sustainability issues of greatest significance to Everbridge, encompassing our product portfolio, regulatory landscape, stakeholder interests, and employee wellbeing.

Since then, Everbridge has taken a data-driven approach, prioritizing work that directly aligns with the findings of this assessment. As a result, we have made significant strides in key material areas. Notably, we have strengthened our practices in data privacy and cybersecurity, enhanced our risk management frameworks, reinforced our commitment to business ethics and compliance, and implemented improvements in both environmental and energy management over the course of 2025. These advancements reflect our dedication to continuous improvement and our proactive approach to addressing material sustainability issues.



While this materiality assessment has provided valuable benchmarking, we are committed to continuing to work in an evidence-based, strategic way to improve our sustainability as a company to maximize positive impact for our stakeholders. We will continue to consistently gather and analyze relevant information to inform our decisions, allowing us to adapt to evolving stakeholder expectations and drive meaningful progress towards our sustainability goals.



## 2c. Sustainability program governance

At Everbridge, we recognize that embedding sustainability into our core business strategy is fundamental to our long-term success. Our commitment to sustainability starts at the highest level, with our Board and Executive Leadership Team playing a pivotal role in driving our sustainability strategy and achieving our goals. Sustainability considerations are woven into the fabric of our key business functions, ensuring sustainability is operationalized across the entire organization.

Brendan Ng, Senior Resilience Consultant, leads the Everbridge sustainability program. Additionally, we have a Sustainability Steering Committee, a cross-functional team representing key departments such as Security, Facilities, People, Product, Legal, and Public Affairs. This committee ensures we are fostering collaboration and accountability across the company to ensure that sustainability goals are achieved. Steering committee meetings are held on a quarterly basis to ensure goals remain on track.



# 3. Enabling climate resilience: Everbridge customer impact

## 3a. Everbridge 360

### Environmental

The Everbridge platform contributes significantly to environmental protection for customers by enabling more timely and effective response to severe weather and other environmental hazards. The platform's capabilities such as risk intelligence and mass notification empower governments and organizations to disseminate critical information and coordinate emergency responses, minimizing the impact of events like wildfires, hurricanes and floods. By facilitating timely evacuations and resource deployment, Everbridge directly aids in protecting populations and mitigating environmental damage, fostering resilience against increasingly frequent and severe weather events.



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

[Green Quadrant: Integrated Smart Building Security Software 2023](#)

### Social

Everbridge facilitates customer social responsibility by ensuring workplace safety across all environments. Our Everbridge 360 platform enables organizations to ensure the security of their

workforce, whether on-site, remote, or hybrid. This includes providing real-time alerts about potential threats, coordinating emergency responses, and ensuring consistent communication during critical events. Everbridge helps companies demonstrate their commitment to a safe and secure workplace, contributing to positive employee relations and business continuity.

### Governance

Everbridge strengthens organizational governance by providing tools for compliance, risk management, and accountability. The platform enables companies to meet regulatory requirements related to safety and emergency response, establish clear audit trails for critical communications, and improve incident debriefing. By supporting robust risk management and oversight, Everbridge helps organizations demonstrate transparency and responsible leadership. This technology contributes to sound governance practices, which are essential for building stakeholder trust and ensuring long-term sustainability. Additionally, our solutions enable more effective incident response in the face of severe weather events which is a core pillar of climate resilience.

Trusted Partner in Sustainability: Everbridge Solutions

**Cited in 25+**

Customer  
Sustainability Reports

### 3b. Advancing Early Warnings for All

The escalating impact of climate-related disasters has driven the United Nations World Meteorological Organization (WMO) to launch the “Early Warnings for All” (EW4All) initiative, a critical plan to protect global populations. This initiative, with its focus on proactive climate adaptation, underscores the urgent need for multi-sector collaboration. Everbridge, as a global leader in public safety solutions, is uniquely positioned to support Pillar Three of the EW4All action plan: Warning Dissemination and Communication. This pillar focuses on ensuring that risk information and early warnings reach all those at risk, are understood, and are clear and usable. Everbridge’s advanced technology, including its Public Warning system, addresses these critical requirements by providing multi-channel alerting capabilities, geo-targeted notifications, and proven Cell Broadcast technology.

Everbridge Public Warning is designed to empower governments with the tools necessary to effectively disseminate life-saving alerts. Utilizing a comprehensive approach, the platform supports communication via multiple channels, including cell broadcast, SMS, mobile apps, and more, ensuring maximum reach. Notably, its Cell Broadcast technology leverages existing mobile infrastructure, providing a cost-effective and efficient solution for widespread alert dissemination, even in developing nations. By facilitating rapid and targeted communication, Everbridge helps fulfill the EW4All initiative’s goal of ensuring that all people are covered by early warning information. This commitment aligns with the Sendai Target G Indicator, which aims to have all people covered by early warning information through local or national mechanisms.

Ultimately, Everbridge’s contribution to the EW4All initiative strengthens societal resilience against climate-related disasters. By providing the necessary technology to improve emergency response, coordination, and public safety, Everbridge plays a crucial role in preventing loss of life and minimizing economic damage. The company’s commitment to supporting Pillar Three of the EW4All action plan demonstrates its dedication to leveraging technology for the greater good, ensuring that early warnings reach those who need them most, when they need them most.

#### Public warning use case:

##### Tonga: A Milestone for Early Warnings

- First “Early Warnings for All” project funded by the World Bank.
- Everbridge Cell Broadcast to enhance Tonga’s national multi-hazard warning system.
- Protecting citizens against climate-related risks.



“This technology will significantly improve our early warning and response capabilities, ensuring the People of Tonga safety and minimizing the impact of natural disasters. We are grateful for the support of Everbridge in advancing our mission.”

-Laita Fifita, Acting Director of Tonga Meteorological Service

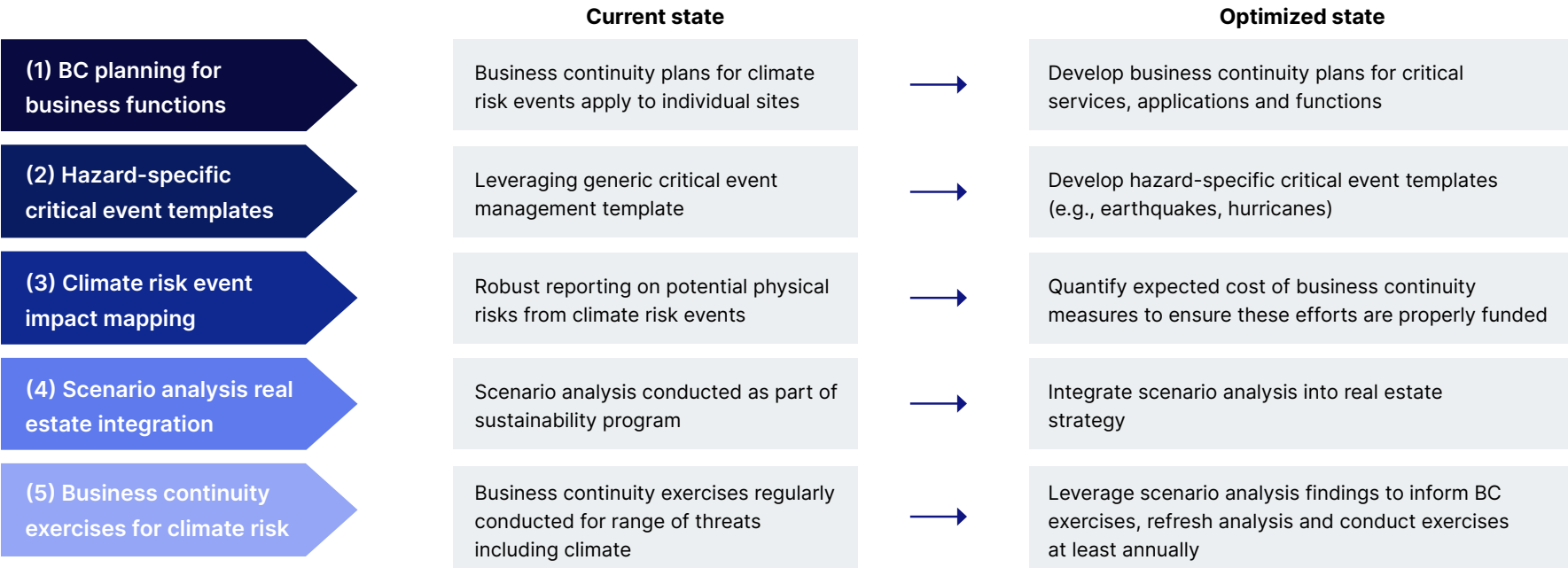
### 3c. Climate risk assurance

In 2024, [our annual Best in Resilience study](#) revealed a stark reality: 52% of all alerts sent through the Everbridge platform were triggered by climate-related events. This surge underscores the escalating impact of climate change on businesses and communities worldwide. Yet, despite this growing threat, only one in five businesses currently possess a comprehensive climate adaptation plan, [according to S&P](#). To bridge this critical gap, Everbridge has launched a new service, Climate Risk Assessments, offering security, emergency management and business continuity teams the tools and insights needed to navigate the complexities of expanding climate risk.

Climate Risk Assessments, in partnership with dClimate, leverage cutting-edge climate projections to conduct detailed scenario analysis for physical locations. This service enables customers to prioritize risks across 11 critical climate perils, including tsunamis, flooding, cyclones, and wildfires. With actionable insights from Everbridge, organizations can strategically allocate resources to mitigate potential losses and enhance employee safety. Beyond risk identification, the service offers functional recommendations informed by our Best in Resilience practice, empowering businesses to develop robust climate adaptation strategies. This initiative represents a proactive step towards building resilience in the face of an increasingly unpredictable climate.

#### Example findings:

To effectively respond to climate risk, organizations need to understand, quantify and build strategy based on **both present and future exposure:**



# 4. Governance and ethical practices

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. Our business practices are grounded in responsible corporate governance, reporting and business practices that strengthen long-term value for our stakeholders.

Select Everbridge Policies and Standards:

- [Code of Business Conduct](#)
- [Anti-Corruption Policy](#)
- [Whistleblower Policy](#)
- [Code of Workplace Conduct](#)
- [Privacy and Security Resources](#)

## 4a. Everbridge Trust Center

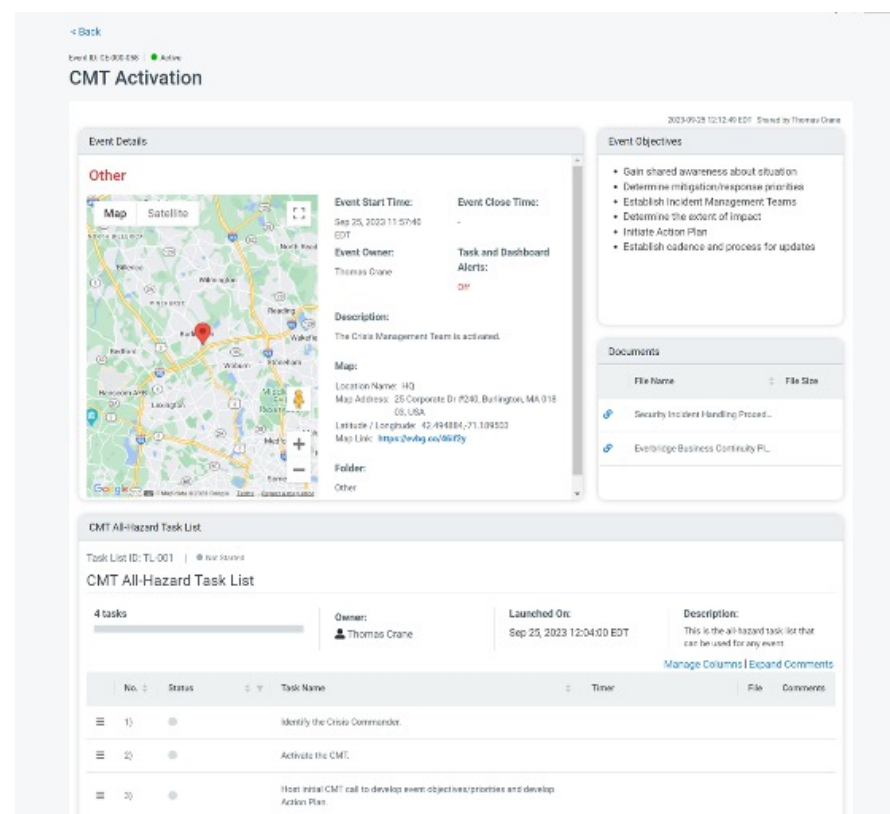
This past year, we marked a significant milestone in our commitment to transparency and trust with the launch of the Everbridge Trust Center. Recognizing the increasing importance of security, privacy, compliance, and sustainability, we developed this centralized resource to provide our customers with easy access to critical information. Instead of relying on individual questionnaires and email exchanges, we've published detailed policies, white papers, and expert insights, offering a more robust and readily available knowledge base. This initiative reflects our dedication to open communication and empowers our customers to conduct thorough due diligence. The Trust Center features responses to industry-standard questionnaires like SIG Lite and CAIQ, tailored to the unique features of our diverse product portfolio. Notably, this includes Infinite Blue which Everbridge acquired in July 2024. The Trust Center now includes documentation for their Business Continuity in the Cloud (BCIC) platform, highlighting our commitment to incorporating and maintaining high standards across our expanding offerings. This strengthens trust with stakeholders and facilitates informed decision-making for our customers. It is continuously built upon to ensure it stays up to date with evolving compliance and regulatory frameworks.

## 4b. Crisis management

Crisis management is a cornerstone of effective corporate governance. A robust process ensures an organization's ability to withstand disruptions, maintain stakeholder trust, and fulfill its commitment to customers during crises. Everbridge made significant improvements to our crisis management process and developed an official Crisis Management Plan in 2023, fostering preparedness and coordinated action across the business.

The Crisis Management Plan is invoked as the highest escalation point for any type of issue or incident that impacts Everbridge. It complements (and does not negate) other plans and functions, such as regular business continuity.

Our core Crisis Management Team (CMT) consists of cross-functional leadership across the organization including the Chief Information Security Officer, Chief Information Officer, Chief Legal Officer, Chief Marketing Officer and VP of Corporate Communications who report directly to the Chief Executive Officer. During a crisis, this team is responsible for performing an initial risk assessment, assigning a crisis lead who takes responsibility for leading the group depending on the nature of the crisis. From there, staff subject matter experts and additional leadership will be brought in to support resolution efforts. Everbridge uses the Crisis Management module within its proprietary CEM platform to facilitate a more efficient recovery process. This solution serves as a central hub for the CMT with features like conference bridge access for team calls, conversation logging, and activity/decision tracking. Dynamic dashboards provide real-time situational awareness, including current objectives, task progress, and centralized access to key documents.





## 4c. 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

positive work environment. 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 (2024):

 **100%**



### 4d. Data privacy and security

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](#).

  
C5

  
CCPA

  
DORA

  
EU-US DPF

  
FedRAMP  
Moderate

  
G-Cloud

  
GDPR

  
HIPAA

  
ISO 27001

  
ISO 9001

  
ISO 22301

  
ISO 27001  
SoA

  
ISO 27001

  
SOC 2

  
SOC 3

  
TruSight

  
TX-RAMP


  
VPAT  
Compliant ✓

#### Data security

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 (2024):

 100%

# 5. Social responsibility

Just as our solutions foster resilient communities, Everbridge similarly cultivates a safe and supportive 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.

## Select Everbridge policies and standards:

- [Code of Business Conduct](#)
- [Code of Workplace Conduct](#)
- [Human Rights Commitment](#)

## 5a. 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.
- **People leader calls:** Our monthly People Leader calls provide managers with a forum for discussion and updates on company strategy, financials, key business developments, and departmental updates. These calls equip our managers with essential information to ensure cohesive communication with their teams.
- **Core competencies:** Our core competencies support the focus of employee development for the achievement of our Company objectives. With our mission at the core of keeping people safe and layered with our CLIP values, our core competencies are Drive Results, Innovation, Resilience, Critical Thinking and Trust.

Departments engage in monthly competency training to connect individual growth with our broader Company objectives.

- **Additional learning opportunities:** We offer access to LinkedIn Learning to all employees so they can develop new skills, enhance job performance, and 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 learning and development. 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.

Throughout the year, Everbridge also conducts pulse surveys to check in on how we are doing against the actions we are taking to achieve our Company objectives and increase engagement. They serve as a measurement tool to assess progress, identify improvements and adjust our approach if needed.

Annually, a Manager Effectiveness Index (MEI) survey is launched to measure our manager's performance based on employee feedback. The survey assesses leadership skills, communication, team support and alignment with our Company objectives. The results help identify strengths, areas for improvement, and opportunities for leadership development.

Everbridge's open feedback culture is further reinforced by:

- Annual performance reviews for all permanent employees
- Feedback to People & Culture team
- Employee All Hands
- Whistleblower hotline

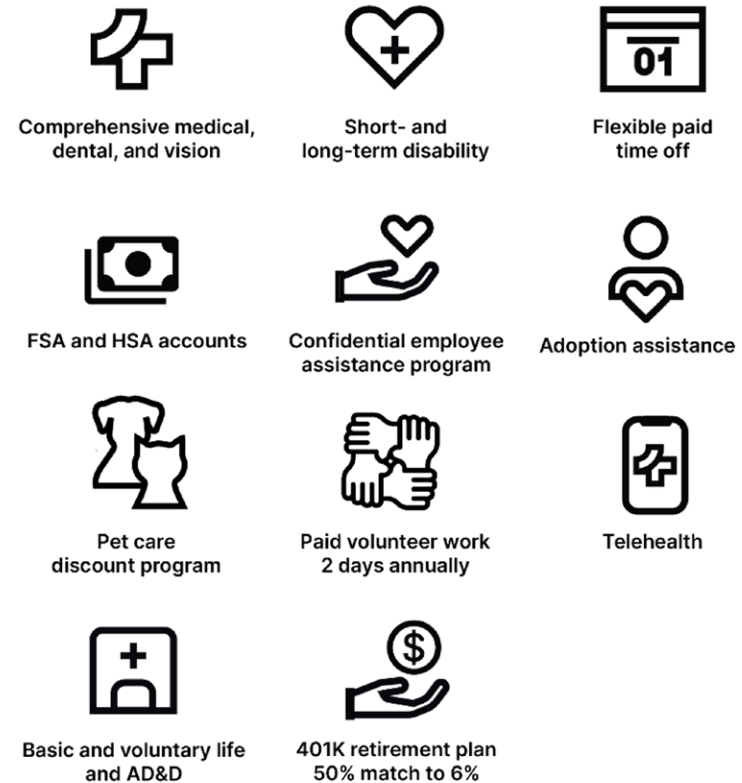


## 5b. Employee wellbeing

### 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:

- **Mental health support:** In January 2024, Everbridge rolled out support for employee emotional and mental well-being through the Calm application. Through Calm, employees have 24/7 access to meditations and other self-care resources.
- **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.
- **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.
- **Paid family leave:** Everbridge offers full-time, US based employees who have been employed for one year up to four weeks 100% paid leave for purposes of caring for the employee's immediate family member.



### Commitment to a workplace community where everyone thrives

At Everbridge, we foster a culture of respect, collaboration, and shared purpose. Guided by our core values — Customer First, Learning, Integrity, and People — we believe that when every employee feels valued, included, and empowered, we build stronger teams and drive better business outcomes.



Our leadership is committed to upholding these values through fair practices in recruitment, professional development, compensation, and career growth. We aim to cultivate an environment where employees are supported in reaching their full potential while maintaining the highest standards of respect, transparency, and ethical conduct.

Our approach includes:

- **Building a strong workplace community:** We recognize the strength of diverse perspectives and strive to create an environment where every voice is heard and respected.
- **Investing in growth and development:** We support continuous learning and career progression for all employees through mentorship programs, leadership initiatives, and Employee Resource Groups (ERGs).
- **Upholding fair and ethical practices:** Our policies and practices are designed to promote fairness, transparency, and integrity across all aspects of employment.
- **Strengthening our ecosystem:** We engage with a broad network of suppliers and partners who share our values of respect and collaboration.

Everbridge remains committed to fostering a workplace where every employee can thrive, contribute meaningfully, and feel a sense of belonging. As we grow and evolve, we will continue to align our actions with our mission, values, the law and the expectations of our employees, customers, and stakeholders.



5c. Employee resource groups

Our employee groups foster a supportive environment by offering mentorship, skill-building workshops, and open forums for discussion. They actively engage with the community through volunteer work and disaster relief efforts, while also creating a workplace where everyone feels comfortable and supported in their professional development. Specialized resources, education, and solidarity are provided for those navigating health-related challenges, and opportunities are offered to learn about and participate in sustainability initiatives. These groups also facilitate knowledge exchange, celebrate accomplishments, and encourage mutual motivation, ultimately building a strong sense of belonging for all employees.

Women's Alliance	BridgeOut	Military & Veterans	Bridgers of Color
Our Women's Alliance 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.





## 5d. Human rights

At Everbridge, we believe a commitment to respecting human rights is important. 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 in accordance with law. 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](#).

## 5e. Giving back to our communities

Everbridge offers full-time employees paid time off to participate in community service events. Employees across the globe have used this benefit to support women's shelters, soup kitchens, youth groups, nature conservancies and more in their communities. In 2024, 265 employees contributed 834 hours to support charitable organizations in their local communities.

Bridgers volunteering with the Mustard Seed Street Church in Victoria, BC



Bridgers volunteering at Woman Giving Back in Sterling, VA

Bridgers volunteering at Cradles to Crayons in Greater Boston, MA



# 6. Environmental sustainability

In 2024, climate risk events accounted for over half of all alerts disseminated through the Everbridge platform, underscoring the escalating impact of changing climate on global safety and operations. We recognize the profound implications of these shifts and the critical role businesses and organizations play in responding effectively. Faced with evolving climate conditions, entities essentially have three pathways: mitigate the causes of climate change, adapt to its unavoidable consequences, or bear the increasing costs of inaction. At Everbridge, our core mission is to empower our customers to minimize this third, costly outcome.

Everbridge solutions directly empower our customers to enhance their resilience and adapt to changing weather patterns. Our platform facilitates improved early action through timely and accurate alerts regarding impending hazards, enabling proactive measures to safeguard lives, assets, and operations. Furthermore, our disaster risk recovery capabilities provide crucial tools for organizations to effectively manage and recover from climate-related disruptions, minimizing downtime and accelerating the return to normalcy.

Beyond enabling our customers’ adaptation efforts, Everbridge is committed to mitigating our own environmental footprint and contributing to the global effort to reduce greenhouse gas emissions. We have undertaken concrete steps in this regard that we are proud to highlight in this year’s Sustainability Report.

## 6a. Environmental management

### Climate strategy

In 2024, Everbridge has continued to align our sustainability efforts with Taskforce for Climate-Related Financial Disclosures (TCFD) recommendations. Particularly, this year our focus was building on our partial carbon emissions inventory last year by comprehensively measuring our Scope 3 emissions and increasing the robustness of our Scopes 1 & 2 reporting with the additional measurement of fugitive emissions, purchased steam and purchased cooling. 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
<ul style="list-style-type: none"><li>100% renewable energy by 2025</li></ul>	<ul style="list-style-type: none"><li>Net-zero emissions by 2030</li><li>Water positive by 2030</li><li>Zero-waste by 2030</li><li>24/7 clean energy by 2030</li></ul>	<ul style="list-style-type: none"><li>Net carbon-zero by 2040</li><li>Power operations with 100% renewable energy by 2040</li></ul>

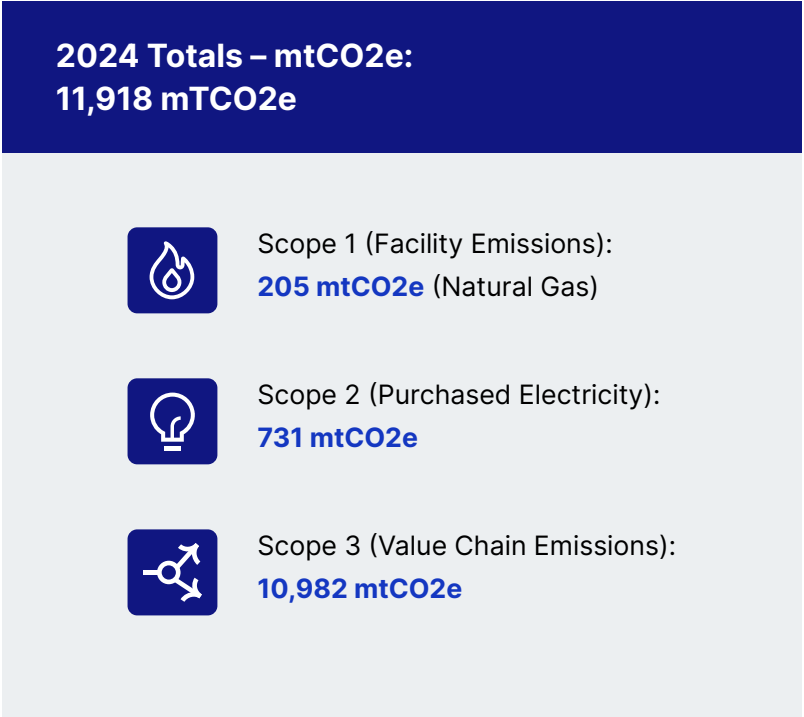
To better understand the environmental impact of our SaaS infrastructure, we actively monitor and analyze environmental data provided by our providers related to our cloud usage so we can make informed choices regarding resource allocation and drive efficiency improvements. We are currently implementing 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. Simultaneously, we aim to move all physical IT infrastructure to the cloud by end-of-year 2025 to further maximize efficiency.






6b. Greenhouse gas inventory

Everbridge is proud to announce the results of our first-ever comprehensive greenhouse gas (GHG) emissions inventory. In 2024, we partnered with a third-party expert, Greenplaces, to conduct this assessment. Our carbon footprint was calculated using a methodology aligned with the GHG Protocol, a widely recognized standard developed by the World Resources Institute and used by governments and businesses around the world.

This assessment for fiscal year 2024 (January 1, 2024 – December 31, 2024) calculated our greenhouse gas (GHG) emissions, including those from our facilities and business operations (Scope 1 & 2 emissions) as well as throughout our value chain (Scope 3 emissions). We used estimates where data gaps existed, and we expect to refine this analysis as our data collection processes mature in future reports.

In 2024, our assessment benchmarks our greenhouse gas (GHG) emissions footprint at 11,918 metric tons of carbon dioxide equivalent (mtCO2e). This breakdown details the sources of these emissions in addition to our methodology for calculations:



Carbon accounting methodologies					
Pillars	 <b>Relevance</b> Reflect information that serves the decision-making needs of the company and its external stakeholders.	 <b>Completeness</b> Account for and report on all GHG emission sources and activities within the inventory boundary.	 <b>Consistency</b> Apply uniform methods, approaches, and boundary definitions to enable data comparison over time.	 <b>Transparency</b> Disclose clear, factual, and understandable inventory processes regarding assumptions and limitations.	 <b>Accuracy</b> Reduce uncertainties as far as practicable, ensuring confidence in decision-making.
	<b>Activity-based method (Primary)</b> Relies on the direct and granular measurements of business activities. <ul style="list-style-type: none"> <li>• kWh of electricity</li> <li>• Pounds of paper recycled</li> <li>• Gallons of diesel</li> </ul>		<b>Secondary methods</b> Where activity data is unavailable, secondary methods can be used to estimate. <ul style="list-style-type: none"> <li>• Area-based estimations (ex. kWh/sqft)</li> <li>• Spend-based estimations (ex. kWh/USD)</li> <li>• Spend-based method (ex. CO2e/USD)</li> </ul>		<b>Hybrid method</b> Combines activity-based and secondary data for complete and accurate carbon accounting.

Scopes 1 & 2 Emissions		
Category	(mT CO2e)	Data Quality
<b>Scope 1</b>	<b>205</b>	
Stationary Combustion	98	Hybrid
Fugitive Emissions*	107	Estimated - Area Based
Mobile Combustion	NA	
<b>Scope 2 (Market-based)</b>	<b>731</b>	
Purchased Electricity	700	Hybrid
Purchased Steam/Heating*	31	Hybrid
Purchased Cooling*	0	Primary
<b>TOTAL Scope 1 &amp; 2 Emissions (Market-based)</b>	<b>936</b>	

Scopes 3 Emissions		
Category	(mT CO2e)	Data Quality
Purchased Goods and Services	6,845	Hybrid
Business Travel	2,365	Hybrid
Employee Commuting (Remote)	1,173	Estimated
Fuel- and Energy-Related Activities	241	Estimated
Capital Goods	222	Secondary- Spend
Employee Commuting (Commuters)	100	Estimated
Waste Generated in Operations	21	Primary- Weight
Upstream Transportation & Distribution	12	Hybrid
Upstream Leased Assets	4	Estimated - Area Based
Downstream Leased Assets	0.1	Hybrid
<b>TOTAL Scope 3 Emissions</b>	<b>10,982</b>	

# 7. Reporting & transparency

## 7a. 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	Please refer to the “Environmental Sustainability” section of our 2025 Sustainability Report for comprehensive information on this topic.
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	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. Simultaneously, we aim to move all physical IT infrastructure to the cloud by end-of-year 2025 to further maximize efficiency.

Data privacy & freedom of expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	<p>As is true of most websites, we gather certain information automatically for which we are cookie compliant. Please learn more about our comprehensive Cookie Policy <a href="#">here</a>.</p> <p>We respect user privacy – please refer to our Privacy Notice to learn more about our privacy work.</p>
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	As a private company, this is confidential information and cannot be reported publicly in this year's report.
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	<p>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.</p> <p>To achieve this, our policy follows these key principles:</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. Narrow Disclosure: We will only disclose information that is explicitly required by the legal request.</li> </ol> <p>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.</p>



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: <a href="https://www.everbridge.com/about/legal/everbridge-sub-processors/">https://www.everbridge.com/about/legal/everbridge-sub-processors/</a>
<b>Data security</b>		
TC-SI-230a.1	Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	As a private company, this is confidential information and cannot be reported publicly in this year's report. Everbridge adheres to all legal requirements regarding the disclosure of material cybersecurity incidents. Learn more here: <a href="#">Privacy &amp; Security Policy</a>
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 our <a href="#">Trust Center</a> .
<b>Recruiting &amp; managing a global, diverse &amp; skilled workforce</b>		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	As a private company, this is confidential information and cannot be reported publicly in this year's report.
TC-SI-330a.2	Employee engagement as a percentage	Our annual survey was distributed in August 2024. We achieved a 65% 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 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	As a private company, this is confidential information and cannot be reported publicly in this year's report.
<b>Intellectual property protection &amp; competitive behavior</b>		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	As a private company, this is confidential information and cannot be reported publicly in this year's report.
<b>Managing systemic risks from technology disruptions</b>		
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	As a private company, this is confidential information and cannot be reported publicly in this year's report.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Please refer to the "Governance and Ethical Practices" section of our 2025 Sustainability Report for this information.

## 7b. 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
<p><b>Governance:</b> Disclose the organization's governance around climate-related risks and opportunities.</p>	<p>Building customer resilience in the face of mounting climate risk is central to our business at Everbridge, and our governance reflects this. The Sustainability Steering Committee oversees our climate-related strategy and performance. This includes reviewing our sustainability approach, monitoring relevant KPIs, and integrating climate considerations into our broader risk management approach. Executive leadership, particularly our Chief Legal Officer, is directly responsible for managing these risks and opportunities within our strategic planning and operations.</p> <p>Given the growing impact of climate events, our core business inherently addresses these challenges by providing solutions for early warning, operational resilience, and disaster recovery. To better understand our own exposure, we've conducted scenario analysis across our key sites. This helps us identify and respond to potential risks, ensuring our continued operations. Additionally, we regularly conduct exercises with our Crisis Management Team (including business leaders and our executive team) to ensure operations flow effectively during crises. We offer similar scenario analysis capabilities to customers through our Climate Risk Assessments and similarly conduct climate risk exercises for customers through our <a href="#">Best in Resilience program</a>.</p>

**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.

**Risks:** Everbridge conducted a sustainability materiality 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.

**Opportunities:** Our core solutions assist customers in mitigating climate-related risks to their business and personnel by enhancing organizational resilience. Substantiating this belief, many of our customers have highlighted the positive impact of Everbridge on their resilience journeys within their own ESG & sustainability reports. We are encouraged by this success and equally committed to discovering new ways to contribute to our customers' ESG goals.

For example, this past year, we launched a Climate Risk Assessment aimed at empowering our customers to navigate weather-related risks amidst climate change. These services merge climate scenario analysis with insights from our Best in Resilience practice, identifying future climate vulnerabilities and offering tailored recommendations to mitigate them. By adopting this data-driven approach, companies can make informed investment decisions, fortify their risk mitigation strategies, and confidently disclose their climate risk management processes. Ultimately, this contributes to a more resilient future and enhances their ESG performance.

<p><b>Risk Management:</b> Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>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. Additionally, in 2024, we partnered with a 3rd party vendor to conduct more in-depth scenario analysis on how severe weather events may impact our key facilities.</p> <p>Furthermore, we have begun to implement risk management measures, such as climate risk assessments and mitigation plans over various time horizons.</p> <p>For more severe climate risk events, our Crisis Management Plan is initiated which facilitates more effective climate risk management leveraging the Crisis Management module within our proprietary CEM solution. This plan was enhanced by our business continuity team in 2024 – read more in the <a href="#">Governance section</a> of our Sustainability Report.</p>
<p><b>Metrics:</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>Everbridge completed its inaugural comprehensive (GHG) inventory in 2024, the results of which have enabled us to better understand the carbon footprint of our operations and value chain.</p> <ul style="list-style-type: none"><li>• <b>Scope 1 (Facility Emissions):</b> 205 mtCO2e</li><li>• <b>Scope 2 (Purchased Electricity):</b> 731 mtCO2e</li><li>• <b>Scope 3 (Value Chain Emissions):</b> 10,982 mtCO2e</li></ul>



# About Everbridge

Everbridge, Inc. (NASDAQ: EVBG) empowers enterprises and government organizations to anticipate, mitigate, respond to, and recover stronger from critical events. In today's unpredictable world, resilient organizations minimize impact to people and operations, absorb stress, and return to productivity faster when deploying critical event management (CEM) technology. Everbridge digitizes organizational resilience by combining intelligent automation with the industry's most comprehensive risk data to Keep People Safe and Organizations Running™.

---

 Visit [Everbridge.com](https://www.everbridge.com)

 Read our [company blog](#)

 Follow us on [LinkedIn](#)

 Follow us on [Twitter](#)

[Get in touch](#) to learn about Everbridge, empowering resilience.

