

Human Rights Commitments

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. This statement explains our commitment to human rights and the steps we take to help realize this vision.

Respect for Human Rights:

Respect for human rights is a fundamental value of Everbridge. Our company operates globally and has offices around the world. Our customers, employees, stockholders, and vendors represent an inclusive community of virtually all types of people; every race, national origin, religion, culture, political philosophy, and language. This diversity is the foundation of our business excellence and embodies Everbridge's respect for human rights and the dignity of all people. If we were to identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in their fair and equitable remediation.

Forced Labor and Human Trafficking:

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We take reasonable and appropriate steps to ensure that neither we nor our suppliers use labor sources that would be in violation of applicable laws, including but not limited to the UK Modern Slavery Act. These steps include:

- Verifying the right of each employee to work in accordance with applicable law
- Complying with all wage and hour requirements
- Implementing and enforcing a Code of Conduct with Everbridge employees that requires compliance with applicable laws
- Working with reputable suppliers and requiring that they comply with applicable laws

Child Labor:

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Review, Reporting, and Grievance Processes:

Everbridge has established a procedure under which complaints regarding violations of Human Rights matters may be reported anonymously. Employees may anonymously report these concerns by either (i) leaving an anonymous message via a toll free telephone call at 844-401-1749, (ii) by visiting www.whistleblowerservices.com/EVBG, or (iii) delivering the complaint anonymously via regular mail to the Compliance Committee (c/o General Counsel) at Everbridge, Inc., 8300 Boone Blvd. Suite 800. Vienna, VA 22182.

Employees should make every effort to report their concerns either directly to the Compliance Committee (or any member of the Audit Committee, if appropriate) or anonymously using one or more of the methods specified above. The complaint procedure is specifically designed so that employees have a mechanism that allows the employee to bypass a supervisor he or she believes is engaged in prohibited conduct under this policy.

Employees who wish to discuss a concern regarding conduct believed to be a violation of a law, regulation or Everbridge policy, or of questionable legal, financial or accounting matters, or simply are unsure whether a situation violates any applicable law, regulation or Everbridge policy, are further advised to:

- Discuss the situation with their direct manager;
- Contact Everbridge's Compliance Committee; or
- Report the concern via the Whistleblower hotline, online at www.whistleblowerservices.com/EVBG or by phone at 844-401-1749, through which they may choose to identify themselves or remain anonymous. The Compliance Committee, an audit or corporate governance committee member or others, as appropriate, reviews concerns submitted through the hotline.

Commitment to Respect the Right to Privacy:

Everbridge acquires and retains personal information about its employees and customers in the normal course of operations. Employees are trained to take appropriate steps to protect all personal employee information, including social security numbers, identification numbers, passwords, financial information and residential telephone numbers and addresses.

Everbridge conducts data security and privacy training annually to ensure employees do not access, obtain or disclose another individual's personal information to persons inside or outside of Everbridge unless they are acting for legitimate business purposes and in accordance with applicable laws, legal process and Company policies, including obtaining any approvals necessary under those policies.

Discrimination and Collective Bargaining:

Everbridge prohibits discrimination, harassment, and retaliation on any protected ground and provides equal opportunity, including reasonable accommodations for disabilities and for sincerely held religious beliefs. We respect the rights to freedom of association and collective bargaining in accordance with local laws.