



## Everbridge Norway Transparency Report 2023

### Introduction

The Norwegian Transparency Act came into force on 1 July 2022 and the purpose of the law is to promote companies' respect for human rights and decent working conditions, as well as ensure public access to information. Among other things, the Act imposes a duty of disclosure and a duty to conduct due diligence assessments.

### An overview of the company

Everbridge Norway AS (“Everbridge” or “the company”) was incorporated on 27 November 1998 and is domiciled in Norway. The company’s previous name was Unified Messaging Systems AS, and it was acquired by the American software company Everbridge (Nasdaq: EVBG) in April 2018. Everbridge’s registered office address in Norway is Innspurten 15, 0663 Oslo, Norway.

Everbridge is a global software company that empowers resilience by leveraging intelligent automation technology to enable customers to anticipate, mitigate, respond to, and recover from critical events to keep people safe and organizations running. Boston Consulting Group defines resilience as ‘a company’s capacity to absorb stress, recover critical functionality, and thrive in altered circumstances.’ During public safety threats including severe weather conditions, active shooter situations, terrorist attacks or a pandemic, as well as critical business events such as Information Technology (“IT”) outages, cyber-attacks, product recalls or supply-chain interruptions, over 6,500 global customers rely on our Critical Event Management platform to empower their resilience and to quickly and reliably aggregate and assess threat data, locate people at risk and responders able to assist, automate the execution of pre-defined communications processes through the secure delivery to a comprehensive range of different communication channels and devices, and track progress on executing response plans. Our customers use our platform to identify and assess hundreds of different types of threats to their organizations, people, assets or brand. Our solutions enable organizations to automate and deliver intelligent, contextual messages to, and receive verification of delivery from, hundreds of millions of recipients, across multiple communications modalities such as voice, SMS and e-mail, in several languages and dialects – all simultaneously. Our Critical Event Management platform is comprised of a comprehensive set of software applications packaged for organizations to address five core use cases, safeguarding: Business Operations, People Resilience, Digital Operations, Smart Security, and Public Safety. Everbridge’s individual products address the full spectrum of tasks an organization requires to manage a critical event, including Mass Notification, Safety Connection, IT Alerting, Visual Command Center, Public Warning, Community Engagement, Risk Center, Crisis Management, CareConverge, Control Center, 911 Connect, Travel Risk Management, SnapComms and E911. Everbridge applications leverage our Critical Event Management platform, permitting customers to use a single

contacts database, rules engine of algorithms and hierarchies, and user interface to accomplish multiple objectives. We believe that our broad suite of integrated applications delivered via a single global Critical Event Management ("CEM") platform is a significant competitive advantage in the Resilience market.

## Human Rights Commitments

### Human Rights Statement

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 virtually 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](http://www.whistleblowerservices.com/EVBG), or (iii) delivering the complaint anonymously via regular mail to the Compliance Committee (c/o General Counsel) at Everbridge, Inc., 25 Corporate Drive, Suite 400, Burlington, MA 01803. 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](http://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.

## Due Diligence Analysis 2023

In accordance with the Transparency Act, Everbridge Norway has carried out a due diligence assessment on its active vendors during 2023. This assessment was aimed at identifying potential risks linked to human rights violations such as inadequate wages and forced overtime. We used a risk-based approach, which involved analyzing third-party labor rights indices and considering factors such as the vendors' operational countries, labor laws, and working conditions.

In total, 80% of our vendors were based in Norway, and the remainder largely operated from countries with a low risk of human rights violations as determined by labor rights indices. However, we also had

dealings with two vendors from a country identified as having a somewhat higher risk according to the same indices.

### **Following Up on the Due Diligence Analysis**

To address potential risks identified during the due diligence analysis, Everbridge has established follow-up procedures. Specifically, for the two vendors operating in the higher-risk country, we implemented additional investigations and checks.

One of these vendors provides consultancy services. To better understand their labor practices, we examined our agreement with them and engaged in discussions with internal stakeholders regarding potential risks. The review led us to determine that the risk posed by this vendor appears to be low.

For the other vendor, we reviewed their operations and interactions with us. After considering factors like the volume of business, nature of products or services provided, and potential risk to human rights, we determined that the scope of their activities was immaterial in the context of Everbridge's overall operations.

The outcome of our due diligence does not mark the end of our process. We will continue to regularly review our vendors , and we commit to taking appropriate action to ensure that our business relationships align with our commitment to human rights and labor conditions.