

CERTIFICATE OF REGISTRATION

Information Security Management System
ISO/IEC 27001:2022

Highwire, Inc.

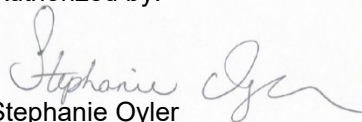
A-LIGN Compliance and Security, Inc. certifies that the organization operates an Information Security Management System that conforms to the requirements of ISO/IEC 27001:2022. The scope and boundaries of the ISMS is as follows:

The Information Security Management System (ISMS), in accordance with ISO/IEC 27001:2022, supporting the Highwire software system, including the platform, software, and application; Technical Policies of Highwire including but not limited to information security, privacy, change management and incident management; Highwire Business processes including but not limited to asset management and hiring management.

Certificate	ISMS-HI-7312021	Original Certification Date	August 3, 2018
Version	2.1	Recertification Date	August 19, 2024
Statement of Applicability	Version 10.0 (April 29, 2025)	Expiration Date	August 3, 2027
		Issuance Date	August 7, 2025



Authorized by:


Stephanie Oyler
EVP of Attestation Services

This certificate is the property of A-LIGN compliance and Security, Inc ("A-LIGN") and is bound by legally enforceable arrangements. This certificate relates to the organization's Information Security Management System and requirements of ISO/IEC 27001:2022 as defined by the scope and shall in no way imply that the organization's products, processes or services (in-scope or outside of the scope) are certified. The certification number, certification body mark and accreditation mark shall not be used on products or used in conjunction with documents relating to the organization's products, processes or services. A-LIGN shall take action to deal with incorrect or misleading use of the certificate, certification status or marks. This certification can be validated by contacting A-LIGN.

Highwire, Inc.

IN-SCOPE LOCATIONS

HQ: 700 District Avenue,
Burlington, Massachusetts 01803,
United States of America

950 West Bannock Street, Suite 1000,
Boise, Idaho 83702,
United States of America

REGISTERED ACTIVITY

Corporate Operations, Administrative and Human
Resources Operations, Software Development, Sales,
Customer Support, Information Technology, and ISMS
Management

Administrative and Human Resources Operations,
Software Development, ISMS Management