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.

The statement of applicability includes control objectives from the ISO/IEC 27001:2022 framework.

Certificate	ISMS-HI-7312021	**Original Certification Date**	August 3, 2018
Version	2.2	**Recertification Date**	August 19, 2024
Statement of Applicability	Version 11.0 (April 27, 2026)	**Expiration Date**	August 3, 2027
		Issuance Date	August 21, 2026

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	REGISTERED ACTIVITY
HQ: 700 District Avenue, Burlington, Massachusetts 01803, United States of America	Corporate Operations, Administrative and Human Resources Operations, Software Development, Sales, Customer Support, Information Technology, and ISMS Management
950 West Bannock Street, Suite 1000, Boise, Idaho 83702, United States of America	Administrative and Human Resources Operations, Software Development, ISMS Management