

**DOORDASH, INC.**

**CODE OF CONDUCT**

**(adopted on September 15, 2020; effective upon effectiveness of the registration statement relating to the Company's initial public offering; as amended on April 28, 2022, and again in January 2023)**

**A Message from Tony:**

All,

DoorDash is reinventing local commerce. We move fast, we start from first principles, and we work as one incredibly talented team of people.

Our commitment to ethical business and integrity, like our commitment to innovation, is non-negotiable. We are committed to having a corporate compliance culture. This Code of Conduct helps us meet that commitment. I appreciate you following the principles in our Code of Conduct and living our values. Simply put, we will compete and succeed—fairly and honestly—through our passion, mutual respect, innovation, and superior performance, and never through unethical or illegal business practices.

Use your judgment, follow our policies and procedures, and, if you're ever unsure about the right course of action, ask for help. This Code of Conduct will help you identify resources within DoorDash that you can consult for help before taking action—and if you come across behavior that is at odds with our values, speak up. We want you to speak up! Our journey has just begun, and together we can bring our business to every corner of the world. Thank you.

*Tony Xu*

Co-Founder and Chief Executive Officer

**A. WHO SHOULD FOLLOW THE CODE**

Our Code of Conduct (the “**Code**”) applies to all employees, executives, board members, directors, and officers of DoorDash, Inc. (together with its affiliates and subsidiaries, the “**Company**” or “**DoorDash**”). In addition, we expect anyone who works with us (including our Dashers, other contractors, consultants, merchants, vendors, suppliers, distributors, agents, representatives, and subcontractors) to share in our commitment to the highest degree of integrity and operating in compliance with all applicable laws. As a result, everyone from employees to vendors can be held accountable for complying with DoorDash’s Code in some way.

**B. COMPLY WITH THE LAW AND THE CODE AND SEEK GUIDANCE**

We are committed to operating our business in accordance with the highest ethical standards—including as set forth in this Code—and all applicable laws and regulations. You should comply with both the letter and the spirit of all applicable laws, rules, and regulations of the places where DoorDash operates. If local laws or practices conflict with this Code, you should always follow the stricter standard.

Among other things, the Code is intended to ensure and promote:

- (1) fair, accurate, and timely financial reporting;
- (2) ethical conduct and compliance with applicable laws, rules and regulations including, without limitation, full, fair, accurate, timely and understandable disclosure in reports and documents we file with or submit to the Securities and Exchange Commission (“**SEC**”) and in our other public communications;
- (3) the prompt and good-faith internal reporting of potential wrongdoing, including violations of this Code, as set forth within this Code;
- (4) honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest and avoiding any form of bribery or improper influence;
- (5) a culture of honesty, accountability and honoring commitments;
- (6) the preventative deterrence of wrongdoing;
- (7) preparation and maintenance of accurate books and records in all areas of the Company’s business;
- (8) protection of human health and safety, and respect for human dignity and rights;
- (9) protection and improvement of the environment where we do business; and
- (10) contribute to economic, innovation, and social development of local communities in countries where the Company does business.

Unethical, dishonest, or illegal conduct is contrary to our values and approach to conducting business and will not be tolerated. DoorDash expects all employees, Dashers, other contractors, merchants, consultants, vendors, suppliers, distributors, agents, representatives and subcontractors to do business legally and ethically, regardless of any impact on the bottom line. Illegal and unethical behavior jeopardizes DoorDash’s reputation and the trust of our customers.

You cannot justify improper behavior by claiming that everyone is doing it or that someone with greater seniority or broader responsibility authorized or condoned it. We will fully support employees who in good faith decline an opportunity or refuse to take an action that could violate the law, our ethical standards, or put the Company's reputation at risk.

Although this Code covers specific topics, it cannot cover every possible situation. Therefore, you should always keep in mind the following questions to guide your actions:

- (1) Does it appear legal?
- (2) Is it consistent with the spirit and letter of the Code?
- (3) Can you justify it to your customers, coworkers, and family?
- (4) Would you feel comfortable if it ended on the front page of the newspaper or going viral in social media?

If the answer to any of those questions is 'no,' don't do it. When in doubt – ask before you decide or act! If you're ever unsure of the right course of action or have questions about this Code or compliance with the law, ask your manager for advice before moving forward. You can also speak to DoorDash's General Counsel or anyone else in the Company's Legal Department ("**Legal**").

You are expected to read the policies set forth within this Code and ensure that you understand and comply with them. Legal is responsible for applying the Company's Code and the Company's other applicable policies to specific situations in which questions may arise. Legal also has the authority to interpret the Code in any particular situation, and approve an exception to its policies for non-officer employees, contractors, or consultants where Legal determines it is warranted under the particular facts and circumstances, although any final determination with respect to the applicability or interpretation of the provisions of this Code to any Section 16 officers or directors of DoorDash may be made only by the Company's Board of Directors ("**Board**") or its designee, such as the Audit Committee.

Any questions about this Code or the appropriate course of conduct in a particular situation should be directed to Legal, who may consult with Human Resources, members of DoorDash's executive team, the Company's outside legal counsel, or the Board or its designee, such as the Audit Committee.

This Code should be read in conjunction with any other policies applicable to an employee, officer, director, Dasher, merchant, other contractor, consultant, vendor, supplier, distributor, agent, representative and subcontractor.

## **C. FINANCIAL REPORTS AND OTHER RECORDS—DISCLOSURE**

DoorDash's principal executive officer, principal financial officer, and other senior employees who perform similar functions for the Company (collectively, "**Senior Financial Officers**"), are responsible for the accurate and complete reporting of DoorDash's financial information. Senior Financial Officers must familiarize themselves with the disclosure requirements applicable to the Company, as well as all the business and financial operations of the Company. They also must not knowingly misrepresent or attempt to cover up, or cause others to misrepresent or attempt to cover up, facts about the Company's financial condition to others, whether within or outside the Company, including to or from DoorDash's independent auditors, governmental regulators, and self-regulatory organizations.

Employees, contractors, and consultants also are responsible for the accurate and complete reporting of financial information within their respective areas of responsibility, and for the timely notification to senior management of financial and non-financial information that may be material to DoorDash. The Company expects all of its Senior Financial Officers, and the employees, contractors, and consultants supporting them, to take this responsibility very seriously in order to help DoorDash ensure full, fair, accurate, timely, and understandable disclosure in reports and documents that DoorDash files with government agencies or releases to the general public.

All of DoorDash's books, records, accounts and financial statements must be maintained in reasonable detail, and reflect the matters to which they relate accurately, fairly and completely. The Company's books, records, accounts, and financial statements must conform both to applicable legal requirements and to DoorDash's system of internal controls. All assets of the Company must be carefully and properly accounted for. We strictly prohibit any undisclosed or unrecorded payments, assets, funds, or accounts for any purpose. No false or misleading entries shall be made in DoorDash's books or records for any reason, and no disbursement of corporate funds or other corporate property shall be made without adequate supporting documentation and authorization. Misclassification of transactions as to accounts, business units or accounting periods is forbidden. Every Senior Financial Officer, and the employees, contractors, and consultants supporting them has an obligation to make sure that the information recorded by the Company meets these standards.

#### **D. CONFLICTS OF INTEREST**

A conflict of interest is any activity or interest that is inconsistent with or opposed to the best interests of DoorDash. Your decision and actions in the course of employment or other relationship with DoorDash should be based on the best interests of DoorDash and not based on personal relationships or benefits. You must never use or attempt to use your position with DoorDash to obtain improper personal benefits. Any situation, transaction, or relationship that may give rise to an actual or potential conflict of interest must be disclosed to DoorDash and shall be avoided, unless approved by DoorDash.

The following are some examples of conflicts of interest to be avoided:

- (1) Family Members.** You may not conduct business on behalf of DoorDash with family members or an organization with which a family member is associated, unless such business relationship has been disclosed to and authorized by DoorDash and is a bona fide arms-length transaction. "**Family Members**" include a spouse or significant other, parents, children, siblings, and in-laws.
- (2) Interests in Other Businesses.** You may not accept compensation in any form for services performed for DoorDash from any source other than DoorDash. You should not have an undisclosed material financial interest in a competitor, merchant, supplier, customer, or business partner of DoorDash.
- (3) Improper Conduct and Activities.** You may not engage in any conduct or activities that are inconsistent with DoorDash's best interests or that materially disrupt or impair DoorDash's relationship with any person or entity with which DoorDash has or proposes to enter into a business or contractual relationship.
- (4) Gifts and Gratuities.** This policy does not prohibit normal, appropriate and modest hospitality to or from third parties. These customary courtesies are designed to build goodwill among business partners. You should, however, be mindful that public officials

may be restricted in the benefits they can accept for performing their duties, including non-cash benefits such as travel, meals and entertainment. The practice of giving business gifts and taking part in corporate hospitality or undertaking speaking engagements varies between countries, regions, and industries. What may be normal and acceptable in one may not be in another. The test to be applied is whether in all the circumstances the gift or hospitality is reasonable and justifiable (both from the perspective of the provider and recipient) rather than lavish and extraordinary; bearing in mind that what may normally be viewed as small or insignificant in some countries can be of significant value in another. The intention behind the gift should always be considered and nothing should be explicitly or implicitly expected or demanded in return. The giving of gifts and corporate hospitality or entertainment is not prohibited, if the following requirements are met:

- (a) it is done in the normal course of the Company's business and not done in exchange for business or other benefits, either explicitly or implicitly;
- (b) it complies with US and applicable local law;
- (c) it does not include cash or a cash equivalent;
- (d) it must be properly recorded and disclosed, and not paid personally to avoid any approval or disclosure requirements;
- (e) taking into account the reason for the gift or hospitality, it is of an appropriate type and value in the applicable country/region and given at an appropriate time;
- (f) it is given openly and in DoorDash's name, not secretly;
- (g) it is not given or received frequently between the same individuals; and
- (h) gifts or hospitality should not be offered to public officials or government representatives, or politicians or political parties, without the prior approval of the General Counsel or Legal. *See also* DoorDash's Anti-Bribery/Anti-Corruption Policy, found **here**.

- (5) **Personal Use of Company Assets.** You may not use DoorDash assets, property, equipment, labor or information for personal use, other than incidental personal use, unless approved by DoorDash.

Evaluating whether a conflict of interest exists can be difficult and may involve a number of considerations. Please reference DoorDash's Conflict of Interest Guidelines—found **here**—and DoorDash's Anti-Bribery/Anti-Corruption Policy for further information. We encourage you to seek guidance from your manager, Human Resources Business Partner, or DoorDash's General Counsel when you have any questions or doubts.

If you are aware of an actual or potential conflict of interest where your interests may conflict with DoorDash's interests, or are concerned that a conflict might develop, please discuss with your manager and then obtain approval from the General Counsel or her or his designee before engaging in that activity or accepting something of value. Please also note that, to the extent your proposed engagement or activity could constitute a "related person transaction," it will also be addressed pursuant to our Related Person Transaction Policy and Procedures, found **here**.

## **E. CORPORATE OPPORTUNITIES**

A primary role for all employees at DoorDash is for us to operate DoorDash's business in such a manner that we create economic value and a fair financial return for our investors. To achieve this goal, among other things we must use diligence in carrying out DoorDash's business for the benefit of DoorDash.

Except as otherwise set forth in DoorDash's certificate of incorporation and bylaws, employees owe a duty to DoorDash to advance DoorDash's business interests when the opportunity to do so arises. You are prohibited from taking, or directing a third party to take, a business opportunity that is discovered through the use of corporate property, information or position, unless DoorDash has already been offered the opportunity and turned it down. More generally, you are prohibited from using DoorDash property, equipment, information or your job position or authority for personal gain. You are further prohibited from competing with DoorDash directly or indirectly.

Sometimes the line between personal and DoorDash opportunities and benefits is difficult to draw, and sometimes there are both personal and DoorDash benefits available in certain activities. The prudent course of conduct is to make sure that any use of DoorDash property or services, that is not solely for the benefit of DoorDash, is approved beforehand by DoorDash.

## **F. PROTECTION OF ASSETS, CONFIDENTIALITY AND COMMUNICATIONS**

You should always endeavor to protect DoorDash's assets and ensure their efficient and prudent use. Any known or suspected incident of fraud or theft should be reported immediately to your immediate supervisor or manager, Human Resources Business Partner, other appropriate DoorDash personnel, or through some other DoorDash reporting channel. Some of the common assets DoorDash seeks to protect include but, are not limited to, DoorDash-issued computers, laptops, tablets, and phones, as well as DoorDash office space, supplies, food, and snacks.

DoorDash's assets should be used only for legitimate work purposes and not for non-Company or personal activities or business. Technology issued to employees always remains DoorDash's corporate property, and employees may be asked to return the same and any other DoorDash property in full, working order, at any time.

In carrying out DoorDash's business, you may be provided or gain access to confidential or proprietary information and trade secrets ("**Confidential Information**") about DoorDash, its business, including strategies and future plans, Dashers, merchants, customers, vendors, suppliers, and other business partners. Confidential Information of DoorDash, and of other companies, also includes any non-public information that, if disclosed to a competitor, would provide the competitor with an unfair competitive advantage, including by not having had to incur the time and money to develop and refine the Confidential Information themselves.

You are expected to and you must maintain the confidentiality of Confidential Information about DoorDash or obtained while working at DoorDash and entrusted to you, use the information only for permissible DoorDash business purposes and in accordance with any restrictions imposed by DoorDash, the owner of the Confidential Information, or the disclosing party, and limit dissemination of the Confidential Information, both inside and outside of DoorDash, to people who need to know the information for business purposes and who are bound by similar obligations of confidentiality, unless disclosure is otherwise authorized or legally mandated.

The obligation to protect Confidential Information does not end when you terminate your employment, contractor, or other business relationship with DoorDash. Any questions about

whether information is confidential should be directed to the General Counsel or a member of Legal.

If you are contacted by a member of the financial community, the press, or any other outside organization or individual, you may not provide Confidential Information regarding DoorDash's business except pursuant to the **Regulation FD Compliance and External Communications Policy** on the Company's internal website. This includes, among other things, answers to questions on overall business trends, business in different geographies, pricing, suppliers, new offerings or technologies and lawsuits or disputes.

Additionally, employees, contractors and consultants must comply with all applicable data privacy laws and regulations and contractual requirements when processing the personal or identifying information of anyone with whom we conduct business, including but not limited to, suppliers, customers, consumers, employees, merchants and Dashers. Employees must also strictly safeguard the data and information privacy of any DoorDash-related information. This includes Confidential Information, such as customer lists, pricing information, software, and other internal business information used in the course of our business.

In addition, employees, contractors and consultants cannot try to obtain or use Confidential Information of other companies or use government source selection information, which is information the government uses to evaluate bids or proposals. If you think you have received confidential source selection information, you should immediately report it; you should not review the information.

Notwithstanding the confidentiality expectations and requirements set forth in this section, nothing in this section, in this Code, or in any other DoorDash policy or directive prohibits or impedes you from making a report of possible illegal conduct to an appropriate federal, state or local law enforcement agency, or from participating in an investigation being conducted by such agency, even if the report or investigation requires that you disclose Confidential Information to the agency, but which may only be done in a confidential manner as to the Confidential Information.

## **G. FAIR DEALING**

DoorDash has a history of succeeding through honest and fair business competition. We do not seek—and we do not need to seek—competitive advantages through illegal or unethical business practices. You should always endeavor to deal fairly with all your co-workers and staff, as well as with DoorDash's Dashers, other contractors, customers, service providers, merchants, vendors, suppliers, business partners and competitors. No DoorDash employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any unfair dealing.

When it comes to our competitors, we:

- (1) engage in fair competition and honor business competition laws;
- (2) respect competitors' intellectual property rights and restrictive covenants;
- (3) gather competitive intelligence only through lawful means;
- (4) refrain from colluding or making agreements with competitors; and
- (5) refrain from purposely making false statements about competitors.

## **H. COMPLIANCE WITH LAWS, RULES & REGULATIONS**

You must respect and obey all laws when carrying out responsibilities on behalf of DoorDash and refrain from illegal conduct.

You have an obligation to be knowledgeable about specific laws, rules and regulations that apply to your area of responsibility. If a law conflicts with a policy in this Code, you must comply with the law.

Any questions as to the applicability of any law should be directed to the General Counsel. The following is a brief summary of certain topics about which you should be aware:

### **(1) Antitrust**

Competition laws and regulations throughout the world are designed to foster a competitive marketplace and prohibit activities that restrain trade. Generally, actions taken in combination with other companies that restrain competition may violate antitrust laws. Certain antitrust violations involving agreements with competitors are criminal and can result in large fines against the Company and prison terms for the individuals involved. In addition, anti-competitive actions taken by an individual company in market segments in which it has a particularly strong position may violate antitrust laws if the actions have the effect of excluding competition through unfair means. DoorDash wants to avoid becoming involved in any such situation.

DoorDash is dedicated to compliance with laws governing fair competition in all of its activities. Any activity that undermines this commitment is unacceptable. The laws governing this area are complex, and you should seek advice from DoorDash's General Counsel if you have any questions in this area of the law and before taking any action that may violate antitrust law.

### **(2) Health, Safety, and Environment**

DoorDash strives to conduct our operations in ways that are environmentally responsible, and we expect strict compliance with all applicable health, safety and environmental laws, regulations, and standards in all markets in which we operate. As part of this commitment, employees should act to promote energy efficiency, reduce pollution, and conserve resources. Employees are also responsible for observing all applicable safety and health rules, and must promptly report accidents, injuries, and unsafe or unhealthy work conditions. DoorDash is committed to providing a safe and healthy workplace, including by offering emergency training and resources.

Operating an environmentally responsible way includes turning off lights, minimizing the use of plastic bottles or utensils, and using good judgment about what documents to print. Employees should aim to use public transportation as appropriate and consider using video conferences for long-distance meetings instead of flying or otherwise traveling for meetings. Additionally, employees should strive to partner with merchants, vendors, and suppliers that are environmentally responsible.

### **(3) Fair Employment Practices**

DoorDash works to maintain a work environment in which all individuals are treated with respect and dignity and are enabled to do the best work of their lives. Every individual has the right to work with dignity and in a professional atmosphere that promotes equal



employment opportunities. Discriminatory behavior or practices, including harassment and retaliation, are always prohibited at DoorDash.

DoorDash requires each employee, and expects each contractor and consultant, to treat all DoorDash colleagues, business partners, and visitors in a respectful manner and to forge working and business relationships that are uniformly free of bias, prejudice, retaliation, and harassment. DoorDash prohibits, and will not tolerate, discrimination, harassment or retaliation against any employee, or against any Dasher, contractor, consultant, merchant, vendor, supplier, or other business partner, on the basis of race, religion, color, sex, pregnancy, national origin, age, physical or mental disability, military or covered-veteran status, marital status, sexual orientation, family medical leave, gender identity or gender expression, or any other classification protected by applicable federal, state or local law.

Any employee, Dasher merchant, customer, contractor or consultant, who is found to have harassed, discriminated or retaliated against any employee, Dasher, merchant, customer, contractor, consultant, vendor, supplier, or other business partner, is subject to discipline up to and including termination or other separation from any professional relationship with DoorDash.

You will not suffer any reprisals or retaliation just for making complaints or reporting any incidents of harassment/discrimination/retaliation or perceived harassment/discrimination/retaliation, or for participating in any investigation of incidents of harassment/discrimination/retaliation or perceived harassment/discrimination/retaliation.

DoorDash wants our employees to develop and deepen their work experience and skills. Toward this goal, DoorDash is committed to providing fair and competitive compensation in all the markets in which we do business. We also comply with the applicable minimum wage and maximum working hours requirements, and we do not use or allow forced, involuntary, or child labor.

Management and employees also must remain committed to strictly comply with all applicable labor laws and regulations in all markets in which the Company operates. This includes taking appropriate measures and steps to protect workers from injury and illness occurring in the workplace. We also foster and encourage open communications and employees' suggestions. This is especially important in helping DoorDash reach and maintain its core value of having a compliance culture.

#### **(4) Freedom of Association**

DoorDash strives to provide the highest level of compensation and benefits that is appropriate to remain highly competitive in attracting and retaining employees. DoorDash also strives to create a healthy, safe, and enjoyable work environment, one in which we can all be proud. At the same time, DoorDash respects labor and employment laws, including our employees' right to consider joining or not joining a labor union or other business association, and to do so without fear of reprisal, intimidation, or harassment. If DoorDash employees are represented by a legally-recognized union, DoorDash is committed to establishing, in good faith, a constructive dialogue with their lawful and freely-chosen representatives.

**(5) Political Activities**

DoorDash does not make contributions to political candidates or political parties except as permitted by applicable laws. Employees, contractors and consultants engaging in political activity must do so as private citizens in their own names, and not as representatives of or in any way connected to, DoorDash. Your personal, lawful political activity or contributions, or decision not to engage in political activity or make contributions, is your decision and your decision alone. Your off-the-job, personal and lawful political choices and activities will not influence your compensation, job security or opportunities for advancement, unless you engage in unlawful political activity (including violence of any kind) or engage in obvious “hate” politics which causes disruption in DoorDash’s workplace or negatively impacts, or potentially negatively impacts, its reputation.

**(6) Foreign Corrupt Practices Act and Other Anti-Bribery Laws**

DoorDash is committed to conducting business in compliance with all applicable laws and regulations and in accordance with the highest ethical standards. DoorDash has zero tolerance for bribery and corruption in both the public and private sectors.

DoorDash’s Anti-Bribery/Anti-Corruption Policy applies to all directors, officers and employees. DoorDash also encourages its Dashers, merchants, vendors, suppliers, agents, consultants and other intermediaries or representatives of DoorDash (“**Contractors**”), to be knowledgeable of and endeavor to adhere to this Policy and this Code overall. Every DoorDash employee and Contractor is responsible for understanding and complying with the laws prohibiting bribery and corruption to which we are subject. You can learn more about your obligations to avoid and report bribery and corruption by reviewing and understanding our Anti-Bribery/Anti-Corruption Policy, as well as by learning the various reporting channels that are identified and explained in this Code of Conduct.

DoorDash’s employees and Contractors must not—directly or indirectly—offer, promise or give anything of value to anyone in the public or private sector with the intention to influence someone to obtain or retain DoorDash’s business in any way. Further, DoorDash’s employees and Contractors must not—directly or indirectly—request, agree to receive or accept anything of value as an incentive or reward for acting improperly, in violation of this Code, the law, or their duty of loyalty to DoorDash.

Severe civil and criminal penalties can be imposed on DoorDash as well as its employees and Contractors involved in violating any of the anti-corruption laws to which DoorDash and Contractors are subject. If you have any questions about the Company’s Anti-Bribery/Anti-Corruption Policy or compliance with applicable laws and regulations, contact your manager, the General Counsel, or the Chief Financial Officer. You can also always reference and review the Company’s Anti-Bribery/Anti-Corruption Policy.

**(7) International Trade Compliance and Anti-Money Laundering Laws**

DoorDash has adopted a compliance policy regarding International Trade Compliance and Anti-Money Laundering with which you must comply. The purpose of this Policy is to promote compliance by DoorDash with US laws and regulations relating to international trade, including economic sanctions, export controls, and anti-boycott (referred to collectively as “**ITC**”), and anti-money laundering (“**AML**”) obligations. For more information, please reference the Company’s compliance policy regarding International Trade Compliance and Anti-Money Laundering, which can be found **here**.

## **(8) Insider Trading**

Under federal and state securities laws, generally it is illegal to trade in the securities of a company while in possession of material non-public information about that company. Because at times you will or may have knowledge of specific confidential information that is not disclosed outside the Company and which is or could constitute material non-public information, you must be cautious about certain stock trading. If you have knowledge of such material, non-public information, trading in the Company's securities or in the securities of those companies with which we do business could constitute insider trading and could violate the law. Giving material non-public information to others—or "tipping" others—who then trade on that information, also can violate the law, for both you and the person(s) to whom you provided the information. It is your responsibility to comply with applicable insider trading laws and to not use or share material non-public information for trading purposes. We have also adopted an Insider Trading Policy with which you must review, understand and comply. The Company's Insider Trading Policy can be found **here**.

### **I. SUBSTANCE ABUSE**

For employees who consume alcohol, DoorDash expects you to consume alcohol lawfully, responsibly, and without violating DoorDash's workplace drug and alcohol policy. While alcohol may occasionally be served at DoorDash events, employees are expected to drink responsibly within legal limits and conduct their work free from being under the influence of alcohol. Being under the influence, using, possessing, or distributing illegal or unauthorized drugs while on-the-job, on DoorDash premises or while attending a DoorDash sponsored event is prohibited. See DoorDash's workplace Drug and Alcohol Policy for further details, which can be found **here**.

### **J. MERCHANTS, VENDORS, AND SUPPLIERS**

DoorDash is committed to ensuring that its merchants, vendors and suppliers adhere to and operate with the highest degree of integrity and in compliance with all applicable laws and regulations. We expect our merchants, vendors and suppliers to share in this commitment and for our vendors to abide by our Partner Code of Conduct. You are expected to assist DoorDash's compliance efforts by taking appropriate steps to help ensure that business relationships are formed only with trustworthy and qualified merchants, vendors and suppliers. You also cannot use or rely on a third party to do something that you are not allowed to do. This means that a merchant, vendor or supplier cannot be used as a conduit to violate this Code.

Here are some of the Company's basic compliance guideposts when selecting and working with the Company's merchants, vendors and suppliers:

- (1)** fair, honest and transparent dealings—at all times and going both ways;
- (2)** prefer business partners who engage in honest and ethical business practices and are not just focused on price;
- (3)** prefer business partners who adhere to applicable health and safety, environmental, business competition, and labor and employment laws;
- (4)** prefer business partners who promote human rights, dignity, and diversity;
- (5)** refrain from giving or receiving excessive gifts, entertainment or bribes;

- (6) ensure that the Company pays agreed amounts and on time—and expect and demand the same in return; and
- (7) protect confidential business information and data, and personal information and privacy—at all times and going both ways.

#### **K. GLOBAL GUIDEPOSTS**

Consistent with our business plans and goals, DoorDash now operates in numerous countries outside of the United States. We are thrilled and privileged to do so. We hope to expand our business and services into even more countries in the years ahead. As we do, you are expected to adhere to these global guideposts, in addition to the various policies set forth in this Code:

- (1) support and protect human rights wherever we are doing business;
- (2) engage with local communities through the Company's economic, employment, health, environmental, civic and charitable policies, practices and overall community impacts;
- (3) learn and follow international laws (tax, import/export, commercial, environmental, employment and labor, etc.), as well as local standards and customs;
- (4) learn and respect foreign cultures; and
- (5) report any human trafficking you encounter to an appropriate law enforcement agency.

#### **L. COMPLIANCE AND REPORTING**

##### **(1) Seeking Guidance**

You are encouraged to seek guidance from supervisors, managers or other appropriate DoorDash personnel when in doubt about the best course of action to take in a particular situation. In most instances, questions regarding this Code should be directed to the attention of a member of Legal.

##### **(2) Reporting Violations**

If you know of or suspect any improper conduct or wrongdoing related to the Company, a violation of this Code, or a possible violation of applicable laws and regulations (including complaints or concerns about accounting, financial disclosure, internal accounting controls or auditing matters), you are expected to report it immediately to the Company. You can do so by using any of DoorDash's reporting channels, which are set forth and explained in DoorDash's Compliance Reporting Policy **here**. These reporting channels can include reporting to your manager, your Human Resources Business Partner, the General Counsel, the Chief Financial officer, Head of Audit, or via the Company's confidential Reporting Hotline at **+1 (844) 887-2170** or by visiting <https://app.mycompliancereport.com/report?cid=DD>. See the Compliance Reporting Policy for information about making anonymous reports.

All reports will be kept confidential, to the extent practical, except where disclosure is required to investigate a report or mandated by law. You always should feel comfortable discussing and reporting concerns without fear of reprisal. As set forth in DoorDash's

Compliance Reporting Policy, DoorDash will not tolerate retaliation against anyone just for making a report or who raises concerns in good faith, assists in an investigation relating to potential misconduct, or refuses to violate the Code or the law.

**(3) Investigations**

Reported violations of this Code will be subject to a prompt and thorough investigation as the Company determines. It is imperative that the person reporting the violation not conduct an investigation on their own. You are expected to cooperate fully and honestly with any appropriately authorized investigation, whether internal or external, into reported violations. You should never withhold, tamper with or fail to communicate relevant information in connection with an appropriately authorized investigation.

In addition, you are expected to maintain and safeguard the confidentiality of an investigation to the extent possible, except as otherwise provided under (5) Disclosure below or by applicable law. Making false statements to or otherwise misleading internal or external auditors, investigators, legal counsel, DoorDash representatives, regulators or other governmental entities may be grounds for immediate termination of employment and/or any other relationship with DoorDash, and also could be a criminal act that can result in severe penalties.

**(4) Sanctions**

Violations of this Code may result in disciplinary action, up to and including termination. Moreover, employees, officers or directors who direct or approve of any conduct or decision making in violation of this Code, or who have knowledge of such conduct or decision making but do not immediately report it to the Company may also be subject to disciplinary action, up to and including termination of employment or separation of their other working relationship with the Company. A director who violates this Code, directs or approves conduct in violation of this Code, or knowingly fails to report a violation of the Code shall be subject to action as determined by the Board.

Furthermore, violations of some provisions of this Code are illegal and may subject you to civil and criminal liability.

**(5) Disclosure**

Nothing contained in this Code, or any other Company agreement or policy is intended to prohibit or restrict you from disclosing confidential information to any government, regulatory or self-regulatory agency including under Section 21F-17 of the Securities and Exchange Act of 1934, as amended, and the rules thereunder.

**M. AUTHORIZED SIGNATURES**

Only authorized DoorDash employees with properly delegated signature authority are able to commit the Company and sign and enter into a contract on behalf of DoorDash. Whether you have such authority is governed and explained in DoorDash's Signature Authorization and Delegation of Authority Policy, which you can find **here**.

**N. WAIVERS OF THIS CODE**

Any waiver of any provision of this Code for an officer or director must be approved in writing by the Board or, if appropriate, its designee(s). If applicable, such a waiver may have to be promptly disclosed pursuant to applicable laws and regulations. Any waiver of this Code for a Senior Financial Officer will be promptly disclosed to stockholders if and as required by applicable law or the rules of the applicable stock exchange.

**O. AMENDMENT**

DoorDash is continuously reviewing and updating its policies, and therefore reserves the right to amend or modify this Code at any time for any reason as approved by the Board or its designee.