
ESG Fact Sheet

In addition to making the world more agreeable, DocuSign is dedicated to making our business a positive force for our customers, our employees, our communities, and our environment.

At DocuSign, we live by three values:

Trusted
Responsible
Loved



Sustainability

From the very beginning, environmental sustainability has been an important part of the DocuSign story. To date, our core eSignature product alone has replaced billions of pieces of paper, along with the wood, waste, water, and carbon required to make that paper.

Minimizing DocuSign's Environmental Impact

- Certified Carbon Neutral for 2022
- Committed to Business Ambition Pledge for 1.5°C through Science Based Targets Initiative (SBTi)
- Committed to reach net-zero no later than 2050
- Targeting 100% Renewable Energy across operations and data centers



Enabling Customer Sustainability

DocuSign is helping our more than 1.1 million customers create more sustainable agreements by reducing the need for paper heavy processes. So far our customers have saved:*

<div>55 Billion</div> <div>Sheets of paper</div>	<div>5.9 Billion</div> <div>Gallons of water / 22.8 liters</div>	<div>2 Billion</div> <div>Pounds of wood / 911 Million Kgs</div>
<div>6 Million</div> <div>Trees</div>	<div>4.7 Billion</div> <div>Pounds of CO2 / 2 B Kgs</div>	<div>326 Million</div> <div>Pounds of waste / 148 Million Kgs</div>

Committing to the World's Forests

Since 2019, we have committed over \$2.5 million to organizations like The Jane Goodall Legacy Foundation, The Nature Conservancy, Friends of the Urban Forest, and the FSC who are doing critical work to preserve the world's forests.

*Estimates of savings are current as of January 2022 and are based on the aggregate number of transactions via DocuSign eSignature since the company was founded in 2003. The model assumes that recipients of a document would print the document once, on average. See docusign.com/forests for additional information about the environmental impact of DocuSign's products and key assumptions (including assumptions on usage, recycling and geographic region) underlying these estimates.



DocuSign IMPACT Foundation

We are committed to harnessing DocuSign's people, products, and profits for good. Our goal is to make a difference in the global communities where our employees and customers live and work.



Our Time

Our employees are encouraged to take action in their own communities. We provide employees with 24 hours of Volunteer Time Off (VTO) a year for these pursuits.

Our Foundation

The DocuSign IMPACT Foundation funds grants to qualifying 501(c)(3) organizations or local equivalents to support social justice commitments and DocuSign for Forests efforts and matches employee donations and volunteer time up to \$5k per year per employee.

Our Technology

A robust infrastructure delivering consistently high availability provides assurance that DocuSign is there whenever you need it.

Our Impact (as of January 31, 2022)

1.6 Million+

Employee Donations to non-profits

41,000

Employee Volunteer Hours*

2,300+

Causes Supported

43%

Employee Donation Participation Rate

Supporting Social Justice through the DocuSign Foundation

In 2020, we made a commitment to donate \$500K over 5 years to non profit organizations that specifically support social justice. So far, we've donated to over 10 organizations through this commitment including the NAACP, Stop AAPI Hate, National Fair Housing Alliance and LatinoJustice.



Creating Opportunity for All

We care about our people and work hard to make sure our team has the support they need to be engaged, developed and be happy at work and outside of work.

We are proud to offer competitive benefits including:

- 100% of U.S. employee insurance premiums for medical, dental and vision
- Up to 6 months of Paid Parental Leave
- Access to a variety of mental health benefits at no cost
- Subscription-free access to caregiver support benefits for child & elderly care
- Performance and development coaching



Diversity, Inclusion & Belonging

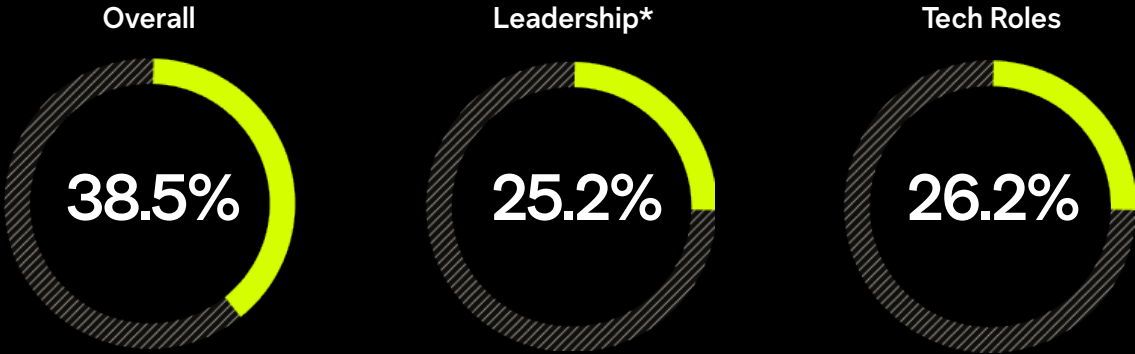
We know that having diverse teams working in an inclusive environment will help us achieve better business results — across product innovation, customer experience and employee success. All data below is as of January 31, 2022.

Diversity, Inclusion
& Belonging

U.S. Overall Race
& Ethnicity

61.2% White	23.4% Asian	6.3% Hispanic or Latinx	4.0% Two or more races (not Hispanic or Latinx)
4.5% Black or African American	0.4% Native Hawaiian or Pacific Islander	0.1% American Indian or Alaska Native	

Global
Representation
of Women



Our Employee
Resource Groups



To learn more, please visit our [Diversity & Inclusion webpage](#).

*Leadership is defined as Director and above people managers and includes principal level individual contributors on our product, security, IT and engineering teams.



Trust & Security

At DocuSign, we hold ourselves to the highest standards. Businesses around the globe leverage DocuSign for their most sensitive and time-critical transactions, and we are committed to maintaining security, privacy, compliance and availability that companies have come to expect and trust.

Trust & Security

Building Trust Into Everything We Do

World-class protection

Strong security mechanisms, dedicated teams and robust operational processes enable us to meet the highest international security standards and protect documents and data.

Global reach & acceptance

As of January 31, 2022, DocuSign eSignature is employed by over 1 billion users worldwide, including the European Union and is lawful in most civil and common law jurisdictions for most agreement types.

High availability

A robust infrastructure delivering consistently high availability provides assurance that DocuSign is there whenever you need it.

Compliance & Security Certifications

SOC 1, Type 2

SOC 2, Type 2

ISO 27001: 2013

PCI DSS

Fedramp Moderate and IL4

DocuSign BCR

Binding Corporate Rules (BCRs) as both a data processor and data controller from the European Union Data Protection Authorities.

Data Privacy & Security

We take the handling of personal data seriously and have a commitment to being transparent on how we use data. We have dedicated teams of security and privacy professionals who focus on the security and protection of the data we handle to ensure we deliver on our promises. View our [Privacy Notice](#) for more information.

Employee Commitment to Security, Privacy and Ethics

All employees are trained on matters of security, privacy and ethics. We have ongoing security awareness programs tailored to our employees as well as training that employees are required to complete. DocuSign's [Code of Conduct](#) reflects our commitment to ethical business practices, including safeguarding customer and user information, and applies globally to all employees.

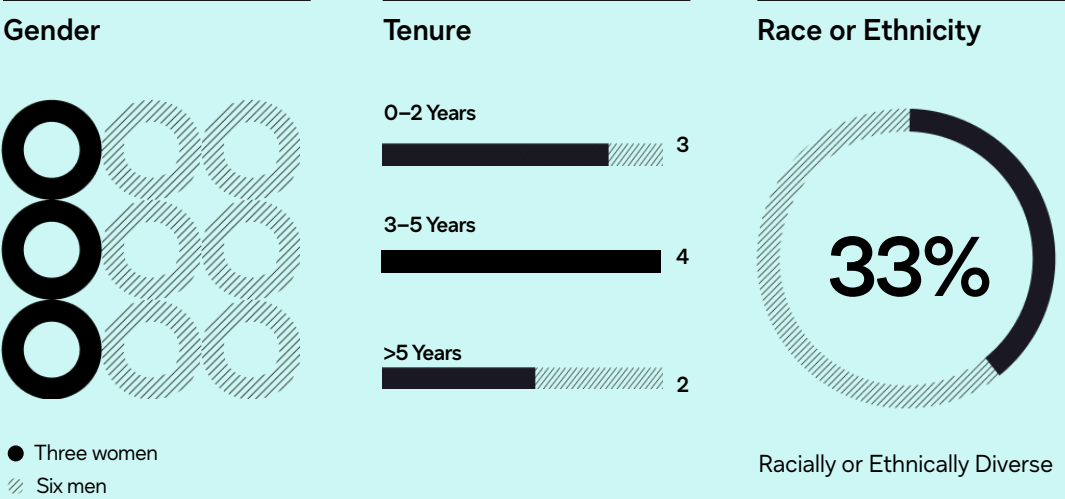


Governance

Governance is foundational to our ESG programs and initiatives. Our Board of Directors oversees our ESG program and also exercises risk oversight over corporate governance, cybersecurity and compensation.



Board Composition
and Diversity as of
Jan. 31, 2022



Key Governance Elements
& Stockholder Rights

Female board chair	Simple majority needed for approval of change-in-control transactions	Supermajority vote required only for charter and bylaw changes
Single class of stock	Lead Independent Director	No poison pill

DocuSign is committed to making a positive global impact and will continue to assess and enhance our disclosures and performance across ESG. We believe this commitment is consistent with our values and contributes to the long-term benefit of our company and stockholders. For more details, [visit our ESG webpage](#).

DocuSign helps organizations connect and automate how they prepare, sign, act on, and manage agreements. As part of the DocuSign Agreement Cloud, DocuSign offers eSignature, the world's #1 way to sign electronically on practically any device, from almost anywhere, at any time. As of January 31, 2022, over 1.1 million customers and more than a billion users in over 180 countries use the DocuSign platform to accelerate the process of doing business and simplify people's lives.