In addition to delivering smarter, easier, and trusted agreements, DocuSign is dedicated to making our business a positive force for our customers, our employees, our communities, and our environment.

Our core values include:

Trust
Customer Focus
Simplicity
Innovation
Unity
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 2023
- 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
DocuSign is helping our more than 1.3 million customers create more sustainable agreements by reducing the need for paper heavy processes. So far our customers have saved:

- 66 Billion Sheets of paper
- 7.0 Billion Gallons of water / 26.7 liters
- 2.3 Billion Pounds of wood / 1 Billion Kgs
- 7 Million Trees
- 5.6 Billion Pounds of CO2 / 2.5 B Kgs
- 389 Million Pounds of waste / 176 Million Kgs

Since 2019, we have donated over $2.6 million to organizations like The Jane Goodall Legacy Foundation, The Nature Conservancy, Friends of the Urban Forest, and the Forest Stewardship Council who are doing critical work to preserve the world’s forests.

*Estimates of savings are current as of January 2023 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
DocuSign offers the industry-leading eSignature solution to qualifying nonprofit organizations at a discount, and donates designated web products to organizations with more limited budgets through our partnership with TechSoup.

Our Impact (as of January 31, 2023)

1.5 Million+
Employee Donations to non-profits

15,000
Employee Volunteer Hours*

3,400+
Causes Supported

50%
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.

* For Full Year Ending Jan 31, 2023
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
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, 2023.
## Diversity, Inclusion & Belonging

### U.S. Overall Race & Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>56.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>23.9%</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>6.3%</td>
</tr>
<tr>
<td>Two or more races (not Hispanic or Latinx)</td>
<td>3.8%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4.9%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0.5%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.2%</td>
</tr>
<tr>
<td>Chose not to report</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

### Global Representation of Women

<table>
<thead>
<tr>
<th>Role</th>
<th>Overall</th>
<th>Leadership*</th>
<th>Tech Roles</th>
<th>Non-Tech Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>39.7%</td>
<td>27.4%</td>
<td>26.6%</td>
<td>46.5%</td>
</tr>
</tbody>
</table>

### Our Employee Resource Groups

- BOLD
- Honor
- Latinx
- Women
- Pride
- PAVE
- WIPD
- WISE
- WAES
- TrueAbility
- Caregivers

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, 2023, 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

<p>| | | | |</p>
<table>
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</thead>
<tbody>
<tr>
<td></td>
<td>SOC 1, Type 2</td>
<td>SOC 2, Type 2</td>
<td>ISO 27001: 2013</td>
</tr>
<tr>
<td></td>
<td>PCI DSS</td>
<td>Fedramp Moderate</td>
<td>DocuSign BCR</td>
</tr>
<tr>
<td></td>
<td></td>
<td>and IL4</td>
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</tbody>
</table>

#### 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.
Governance

Board Composition and Diversity as of Jan. 31, 2023

Gender

- Two women
- Seven men

Tenure

<table>
<thead>
<tr>
<th>Tenure</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0–2 Years</td>
<td>4</td>
</tr>
<tr>
<td>3–5 Years</td>
<td>1</td>
</tr>
<tr>
<td>&gt;5 Years</td>
<td>4</td>
</tr>
</tbody>
</table>

Race or Ethnicity

- 22% Racially or Ethnically Diverse

Key Governance Elements & Stockholder Rights

- Separate CEO and board chair
- Single class of stock
- Simple majority needed for approval of change-in-control transactions
- Independent and Female Board Chair
- Supermajority vote required only for charter and bylaw changes
- 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 navigate their systems of agreement. As part of its industry leading product lineup, DocuSign offers eSignature, the world’s #1 way to sign electronically on practically any device, from almost anywhere, at any time. Today, over 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.

For more information, visit http://www.docusign.com.