

ESG Fact Sheet

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

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:

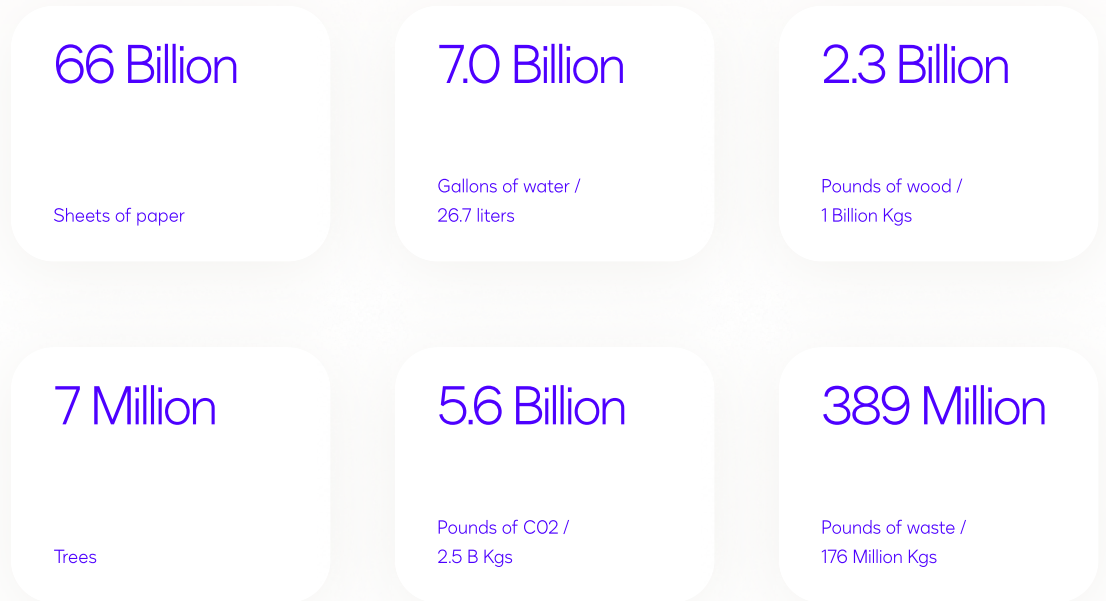
- Certified Carbon Neutral for 2023
- Committed to Business Ambition Pledge for 1.5°C through Science Based Targets Initiative (SBTi)
- Committed to reach net-zero no later than 2050
- Targeting 100% Renewable Energy across operations and data centers





Enabling Customer Sustainability

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:*



Committing to the World's Forests

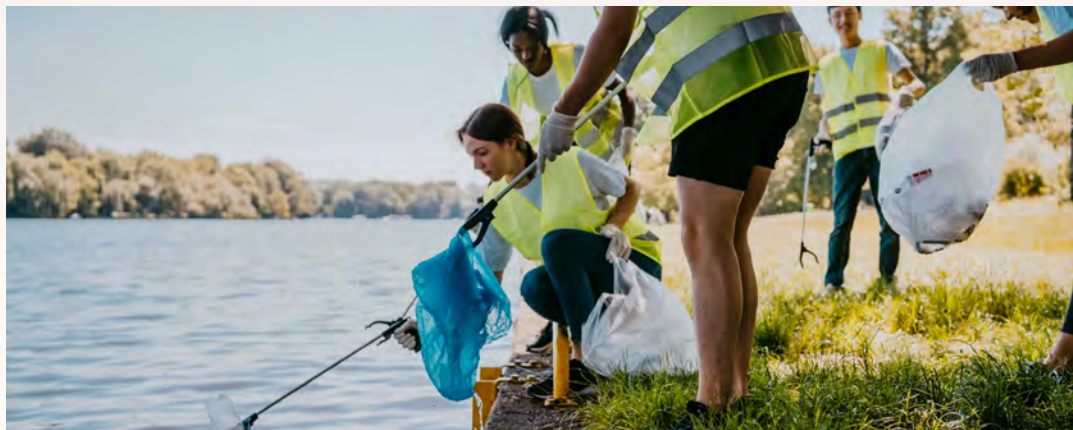
Since 2019, we have donated over \$2.6 million to organizations like The Jane Goodall Legacy Foundation, The Nature Conservancy, Friends of the Urban Forest, and the Forest Stewardship Council who are doing critical work to preserve the world's forests.

*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, 2022)

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.

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



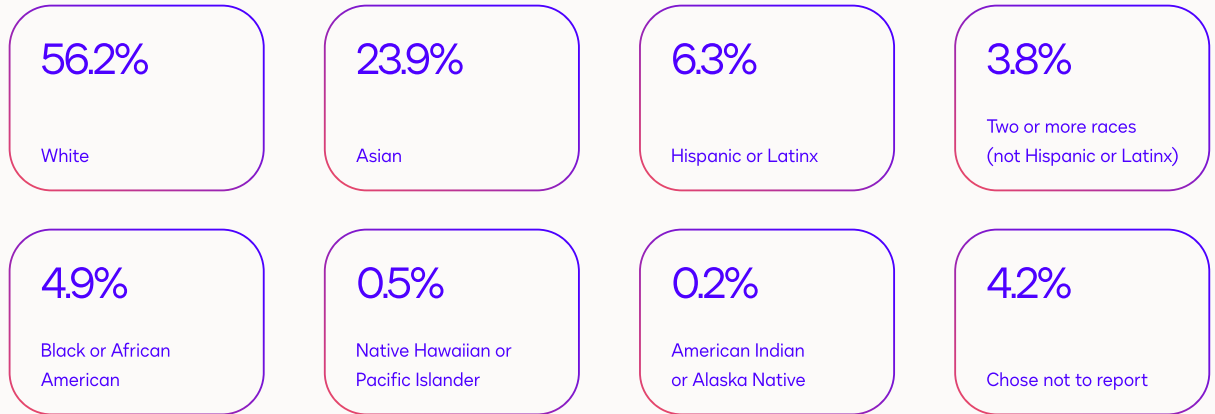
Diversity, Inclusion & Belonging

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, 2023.

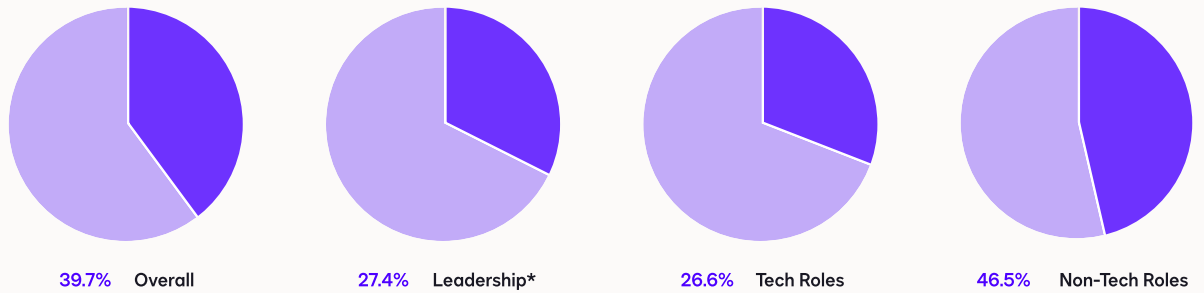


Diversity, Inclusion & Belonging

U.S. Overall Race & Ethnicity



Global Representation of Women



Our Employee Resource Groups

- BOLD**
- Care**
- Disability**
- HERS**
- Honor**
- Immigrants**
- Indigenous**
- Latinx**
- MultiGen**
- PAVE**
- Pride**
- WIPD**
- WIS**
- WISE**

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

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

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

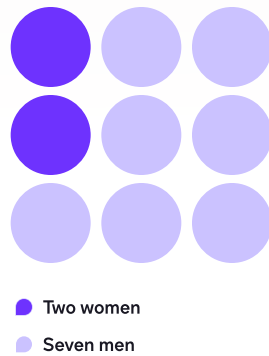
Governance is foundational to our ESG programs and initiatives. Our Board of Directors oversees our ESG program and also exercises risk oversight over corporate governance, cybersecurity and compensation.



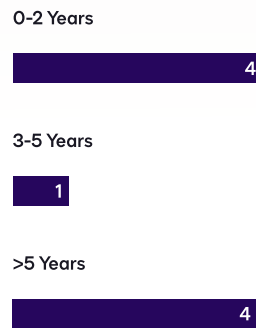


Board Composition and Diversity as of Jan. 31, 2023

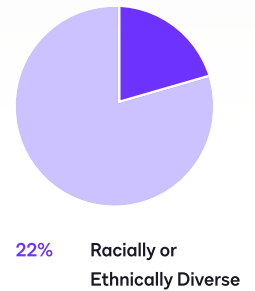
Gender



Tenure



Race or Ethnicity



Key Governance Elements & Stockholder Rights

Separate CEO and 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

Independent and female board chair

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>.



About DocuSign

DocuSign brings agreements to life. Over 1.5 million customers and more than a billion people in over 180 countries use DocuSign solutions to accelerate the process of doing business and simplify people's lives. With intelligent agreement management, DocuSign unleashes business-critical data that is trapped inside of documents. Until now, these were disconnected from business systems of record, costing businesses time, money, and opportunity. Using DocuSign IAM, companies can create, commit, and manage agreements with solutions created by the #1 company in e-signature and contract lifecycle management (CLM).

DocuSign, Inc.
221 Main Street, Suite 1550
San Francisco, CA 94105
[docusign.com](https://www.docusign.com)

For more information
sales@docusign.com
+1-877-720-2040