

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. Our goal is to promote environmental sustainability throughout our business globally and to help our customers meet their sustainability goals.

Minimizing DocuSign's Environmental Impact:

- Certified Carbon Neutral every year since 2022
- Committed to reducing our carbon footprint with targets aligned with best practices from the 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

From the Paris Agreement to ESG clauses, agreements power sustainability commitments. DocuSign is helping our more than 1.5 million customers create more sustainable agreements by digitizing agreement processes and enabling sustainability commitments. So far, by using eSignature instead of paper, our customers have saved an estimated equivalent of:*



Committing to the World's Forests

Since 2019, we have donated over \$2.8 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 2024 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.org

DocuSign.org is how we bring the strength of our products, people, and resources together to create stronger communities and a more sustainable planet. Since 2018, we've built strong employee engagement programs, a strategic approach to grantmaking, and a new focus within our impact strategy that drives efficiencies for nonprofits through our products.





DocuSign Impact

We believe in promoting a culture of giving back and community support throughout our organization. Through DocuSign Impact, we encourage our employees to take action in their own communities by volunteering and are proud to support their efforts by providing up to 24 hours of paid time off a year for volunteering. Additionally, we match employee donations and volunteer time up to \$5k per year per employee.

DocuSign Foundation

Our corporate philanthropy program enables climate action, ecosystem protection, and local impact through grant funding. To date, we have partnered with organizations including the Forest Stewardship Council, Jane Goodall Legacy Foundation, NAACP to name just a few, to drive critical work around the world.

DocuSign for Nonprofits

We support thousands of nonprofit organizations with the opportunity to use our products for free or at a discount every year. DocuSign solutions help accelerate key business processes for nonprofits, freeing up resources for them to focus on their mission and serve their communities.

Our Impact (as of December 31, 2023)

\$21 Million+

Employee Donations and matching to nonprofits

100,000+

hours volunteered to support local communities

8,000+

Causes Supported

60%

Employee Participation in DocuSign Impact

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:

- Option for 100% employer paid employee medical insurance premium
- Paid Parental Leave benefit
- Access to a variety of mental health benefits at no cost
- Access to caregiver support benefits for child & elderly care at no cost
- Access to family-forming benefits at no cost
- Wellness-related stipends and reimbursements
- Performance and development coaching



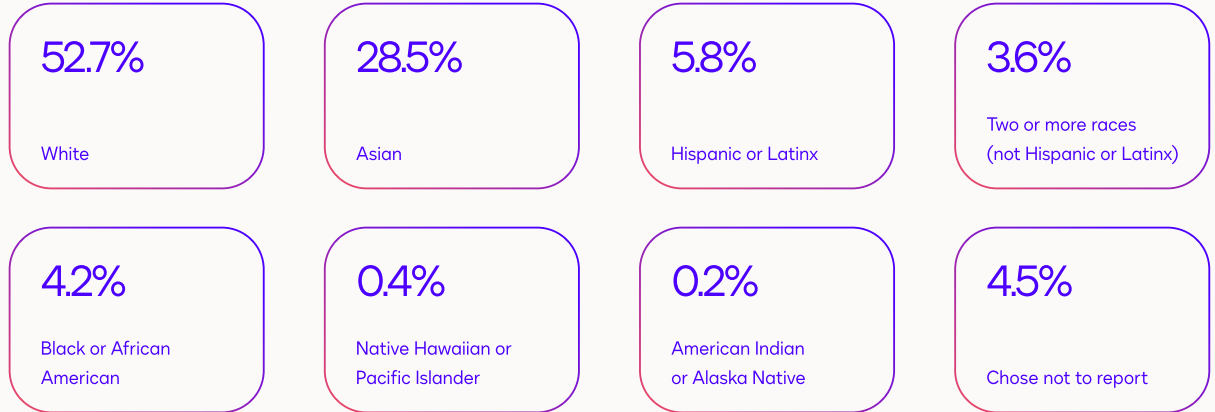
Diversity, Inclusion & Belonging

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.

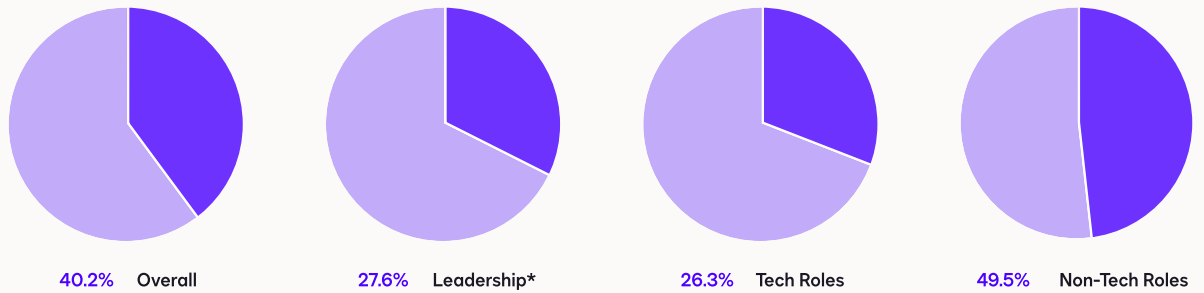


Diversity, Inclusion & Belonging

U.S. Overall Race & Ethnicity as of Jan. 31, 2024



Global Representation of Women as of Jan. 31, 2024



Our Employee Resource Groups

BOLD	Honor	LatinX	Women
Pride	PAVE	WIPD	WISE
WIS	TrueAbility	Care	Immigrants

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, 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 has over 1 billion users worldwide, including in 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 and Assessments

SOC 1,
Type 2

SOC 2,
Type 2

ISO/IEC:
27001,
2017,27018

StateRAMP
Assessed compliant at the PROTECTED level under the Australian government's Information Security Registered Assessors Program (IRAP)

PCI DSS

FedRAMP
Moderate &
DoD IL4

APEC
Privacy

**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 all 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

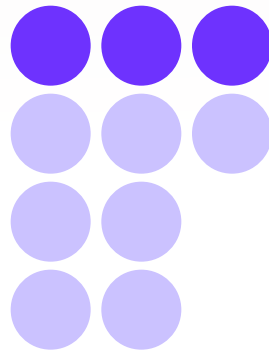
Governance is foundational to our ESG programs and initiatives. Our Board of Directors oversees our ESG program and also exercises risk oversight over corporate governance, cybersecurity and compensation.





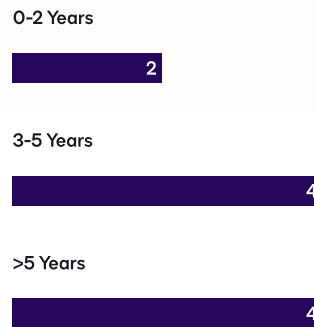
Board Composition and Diversity as of Jan. 31, 2024

Gender

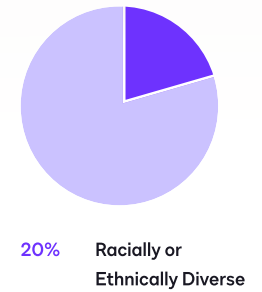


- Three women
- Seven men

Tenure



Race or Ethnicity



Key Governance Elements & Stockholder Rights

Separate CEO and Board Chair

Majority voting standard for uncontested director elections

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 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).

For more information, visit <http://www.Docusign.com>.



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