

DocuSign Ireland Gender Pay Gap Report 2025

Gender Pay Gap Analysis 2025

Docusign is committed to creating an inclusive workforce that reflects the various backgrounds and experiences of our employees. This in turn, shapes our business and strengthens our customer relationships.

As of the snapshot date 30 June 2025, our gender pay analysis in Docusign Ireland stands at 2.3% (mean) and our median gender pay gap is 0.8%.

Gender Pay Gap

The gender pay gap is the difference in the average hourly remuneration of men and women across a workforce. A positive number indicates a gender pay gap in favour of men; a negative number indicates a gender pay gap in favour of women

Entity	Year	Hourly Remuneration	
DocuSign International (EMEA) Limited	2025	Mean 2.3%	Median 0.8%

Global Inclusion & Belonging Strategy

Inclusion at Docusign is the responsibility of everyone and the first step requires an understanding and willingness to immerse yourself in our strategy and key tactics that will drive impactful outcomes.

We leveraged a data-driven approach to gain insights on our employee experience, internal and external processes, and how work gets done across our globally dispersed workforce. Insights from this deep organizational analysis were leveraged to develop our Global Inclusion & Belonging Strategy.

- **Measure and analyze** - The first step is to know how we're doing across a myriad of metrics, so we can understand the makeup of our teams today and where we need to go to truly reflect the communities in which we operate and serve.
- **Define and communicate** - The next step includes defining and aligning around shared inclusion and belonging goals. By clearly communicating our success metrics, we empower teams to prioritize impact over activity.
- **Cultivate and champion** - And finally, we work as one team to lift up and cultivate equity across all of our teams. By leveraging research and best practices and implementing pilot programs, we unearth critical insights to help us unlock the benefits of our globally dispersed workforce.

December 2025 - Gender Pay Gap Information Act 2021 Reporting Requirements*

Pay Gap Requirements	Percentage
All relevant employees	
1. Mean hourly remuneration	2.3%
2. Median hourly remuneration	0.8%
3. Mean bonus gap	10.5%
4. Median bonus gap	16.2%
5. Percentage of employees per gender to receive a bonus	M: 97.4% F: 98.9%
6. Percentage of employees per gender to receive a benefit in kind	M: 91.5% F: 93.6%
7. Percentage of employees within lower remuneration quartile	M: 61.9% F: 38.1%
8. Percentage of employees within lower middle remuneration quartile	M: 57.4% F: 42.6%
9. Percentage of employees within upper middle remuneration quartile	M: 58% F: 42%
10. Percentage of employees within upper remuneration quartile	M: 62.7% F: 37.3%
Part-Time Employees (there were no part-time employees employed by DocuSign International (EMEA) Limited during the relevant reference period)	
11. Mean hourly remuneration	N/A
12. Median hourly remuneration	N/A
Fixed-Term Employees (Due to privacy concerns, we are not publishing data on fixed-term employees during the relevant reference period)	
13. Mean hourly remuneration	N/A
14. Median hourly remuneration	N/A

Drivers of DocuSign's Gender Pay Gap Reduction

DocuSign data is showing a positive trend towards more even distribution of males and females across all levels

This improvement in gender distribution is a primary factor in narrowing the overall gender pay gap at all levels

Actions Taken to Bridge the Gender Pay Gap

HERS Employee Resource Group

The HERS Employee Resource Group (ERG) is a crucial component of our gender pay gap strategy. HERS actively supports and empowers women to reach their potential by providing targeted professional development, mentorship, and increased visibility.

This year, key high-impact sessions included "Leading with Purpose," a Mentorship Roundtable with female leaders, and an interactive session on "Leveraging Persuasion Science." These efforts directly equip female talent for greater professional success and movement into higher-compensated roles.

Inclusive Workplace

Docusign endeavours to create an inclusive workplace culture to accommodate the needs of our diverse workforce, including finding new ways of inclusion in a hybrid workforce. Inclusion and belonging is critical to the success of our organisation and so we are committed to fostering an inclusive workplace where all employees have the opportunity to thrive and develop.

Targeted Leadership Programmes

Docusign offers an immersive, global program for Directors and Senior Directors focused on building agile leadership, stronger collaboration, and deep customer focus. Participants learn to define a North Star vision, establish a clear POV, foster candor, and drive impactful execution. This initiative breaks down cross-functional boundaries, provides senior leaders with executive exposure, and re-energizes the Docusign community.

Mentorship Programme

Docusign is participating in a inclusion mentorship programme called STEM Passport for Inclusion.

This is a joint initiative by Maynooth University, Microsoft Ireland, Science Foundation Ireland and the Department of Education that addresses inequalities with access to STEM (science, technology, engineering & mathematics) careers among secondary school students.

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