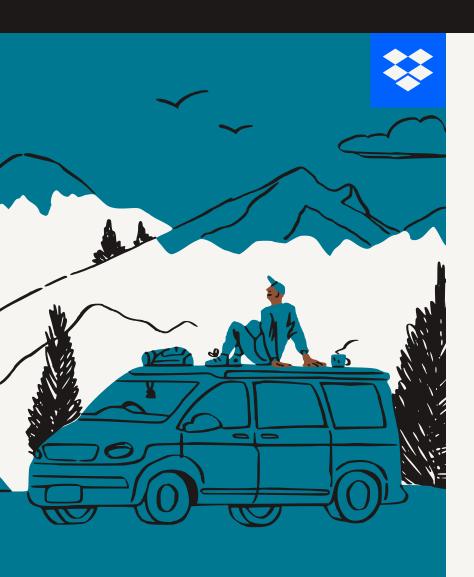
# ESG Fact Sheet

2019-2020



**Dropbox** 

Our mission at Dropbox is to design a more enlightened way of working. In line with this, we're dedicated to doing our part—both inside and outside the company—to make the world a better place. We firmly believe that Dropbox succeeds if all of our stakeholders succeed. We're driving toward creating an equitable world and making work human, and we want to do this by achieving our sustainability goals, investing in social-good initiatives, and being a force for positive change.

This inaugural fact sheet highlights our environmental, social, and governance (ESG) commitments during 2019 and 2020. We plan to share updates on our ESG progress and achievements in future years.

## 01 Environmental

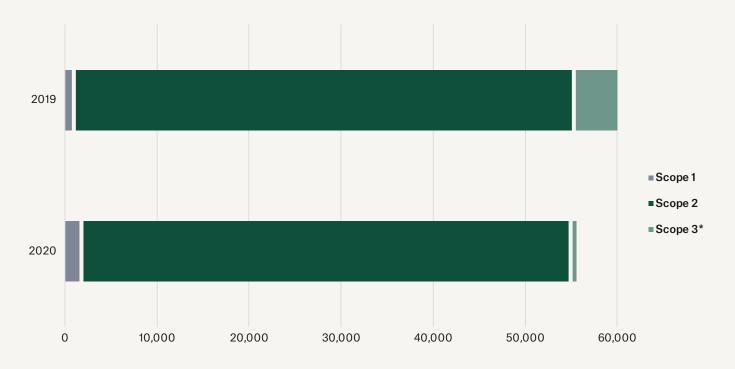
Dropbox is committed to fighting global warming and reducing our carbon footprint. In 2020, we set the following goals to be completed by 2030:

- → Achieve carbon neutrality for Scope 1, Scope 2, and Scope 3 business-travel emissions
- → Source 100% renewable energy for operations, including data centers
- → Fund and support organizations working for climate action
- → Mobilize employees to use volunteer time off for environmental causes

### 2020 Accomplishments

- → Between 2019 and 2020, our reported greenhouse gas emissions decreased by 8%.
- → Approximately 68% of Dropbox's office space is LEED certified

### Greenhouse Gas (GHG) Emissions by Scope



Metric tons of carbon dioxide equivalent (MTCO2e)

Scope 1—direct GHG emissions from stationary and mobile fuel consumption.

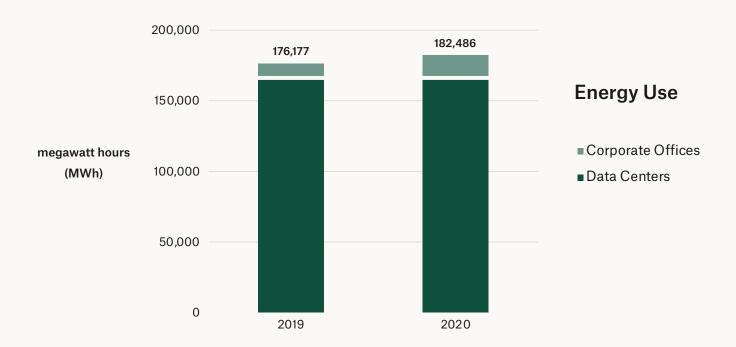
Scope 2—indirect emissions associated with purchased energy at our offices and data centers.

Scope 3—other indirect emissions.

\*For 2019 and 2020, Dropbox is reporting only Scope 3 emissions associated with business travel.

Our 2020 GHG emissions inventory was verified by Apex. Our 2020 Scope 3 GHG emissions decreased significantly compared with 2019 because of a reduction in business travel due to the COVID-19 pandemic.

#### 01 Environmental



## **Average Data Center Power Usage Effectiveness (PUE)**

2019

2020

1.27 1.32

Dropbox's PUE is 17% below the industry average of 1.58. Read more about our data center sustainability.



## 02 Social

We believe that the world can work better and that change starts with us. We're building a team that emphasizes the kindness and collaboration needed for growth as a company.[i]



#### Diversity, Equity, and Inclusion

Our philosophy on diversity, equity, and inclusion (**DEI**) is to build an employee base reflecting the diverse customers we serve globally. In 2019, we set out to increase the number of underrepresented minorities (**URMs**)[ii] and women in management. We also sought to boost their numbers among individual contributors at mid-level and higher. We reached our goals, and in 2020 expanded our aspirations to include senior-level individual contributors. Learn more in our <u>annual Diversity Report</u>.

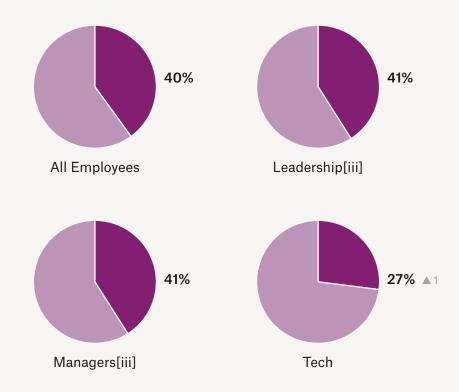
## Women in Management (Goals and Results)

	2019 Year End	2020 Aspiration	2020 Year End
women at manager level and higher	35%	35-36%	37%
URMs at manager level and higher	10%	10-11%	11%

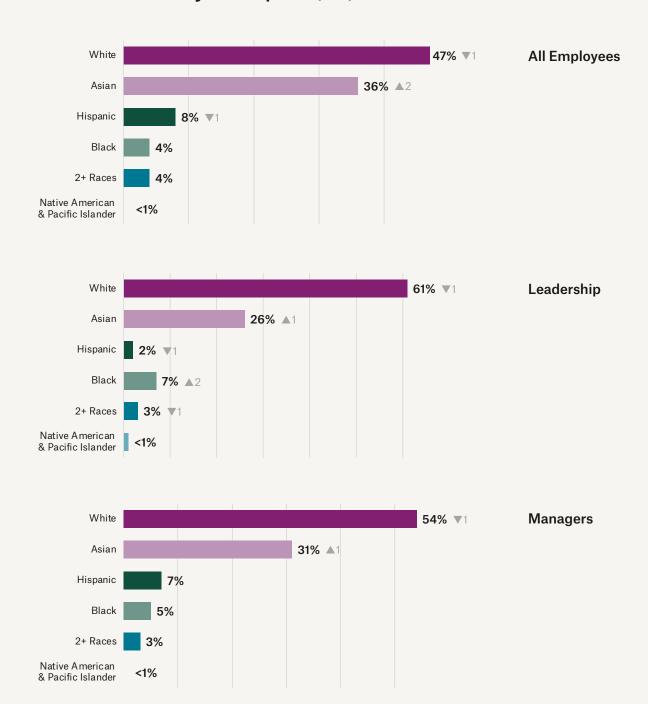
## **Global Representation of Women at Dropbox\***



[iii] Dropbox defines "leadership" as director level and higher. A manager is anyone with at least one direct report.



## Ethnicity at Dropbox (US)\*



#### **Workforce Development**

In 2020 we began a partnership with <u>Next Chapter</u>, a program started by <u>Slack</u> that provides opportunities in the tech sector for formerly incarcerated individuals. Through this partnership, we facilitate engineering apprenticeships at Dropbox with the goal of full-time employment.

In 2018, we launched the IGNITE Engineering Apprenticeship Program, which provides mentorship and hands-on learning opportunities to new software engineers who have nontraditional computer science backgrounds.

### **Dropbox for Good**

Dropbox for Good is an employee-led group that encourages
Dropboxers to use their skills and time to serve their communities.
We provide 32 hours of volunteer time off per year and donation
matching up to \$2,000 per year per full-time employee. Total
employee donations and corporate gift matching:

2019 2020

\$1.5M \$3M

### **Dropbox Foundation**

We partner with the <u>Dropbox Foundation</u>, which supports human rights organizations that provide vulnerable populations with access to equal opportunities, basic freedoms, and fundamental necessities. The foundation provides unrestricted grants and empowers Dropbox employees to give back through skills-based volunteering.

Being Worthy of Trust is one of our guiding values. We are relentlessly dedicated to protecting our users' content and maintaining transparent privacy policies and practices.

We have a cross-functional leadership team that oversees information security and privacy practices and proactively addresses the risks. This team reports regularly to our board of directors and audit committee.

#### Security

At Dropbox, the security of users' data is one of our highest priorities. Here's what that looks like:

- Dropbox files at rest are encrypted using 256-bit Advanced Encryption Standard (AES).
- Dropbox uses Secure Sockets Layer (SSL)/Transport Layer Security (TLS) to protect data in transit between Dropbox apps and servers.
- SSL/TLS creates a secure tunnel protected by 128-bit or higher AES encryption.
- Dropbox applications and infrastructure are regularly tested for security <u>vulnerabilities</u>,
   and hardened to enhance security and protect against attacks.
- <u>Two-step verification</u> is available for an extra layer of security at sign-in.
- Public files are viewable only by people who have a link to the file(s).

<u>Dropbox Business</u> has certified its data centers, systems, applications, people, and processes through a series of audits by Netherlands-based EY CertifyPoint, an independent third party:

- Our information security management system is ISO 27001 certified.
- Our privacy information management system is ISO 27701 certified.
- Our cloud security controls are ISO 27017 certified.
- Our cloud privacy and data protection controls are ISO 27018 certified.
- The Service Organization Controls (SOC) 1 and 2 reports are available to existing Dropbox Business and Education customers by request, and anyone with interest can view the SOC 3 examination.



#### **Privacy and Data Protection**

- Our <u>Privacy Policy</u> outlines privacy commitments and explains how we collect, use, safeguard, and handle users' personal data.
- Our biannual <u>Transparency Report</u> provides information on the number of government requests received and how Dropbox responded.
- Dropbox operates a privacy and trust program to meet its obligations under regulations such as the EU General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).
- Dropbox has appointed a data protection officer (DPO) in accordance with Article 38 of the GDPR.
- See our white paper on Privacy and Data Protection.

## **Ethical Business Practices** and Compliance

All employees are required to take an annual Code of Business Conduct and Ethics training, as well as annual Security and Privacy trainings.

Dropbox maintains a third-party

Ethics and Compliance hotline

through Convercent. Reports can be submitted anonymously.

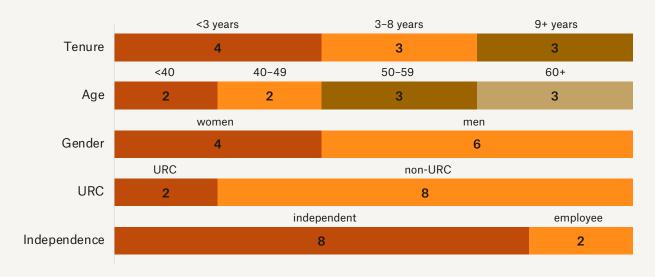
Compliance, security, privacy, and data protection are constantly evolving. Stay up to date on our policies and practices <a href="here">here</a>.

#### **Board of Directors**

We're committed to maintaining an independent and diverse board of directors. Since 2019, we've added four directors to our board who are women or members of underrepresented communities.[iv]

Note: While Dropbox uses the term "underrepresented minorities (URMs)" in the context of DEI, we use the term "underrepresented communities (URCs)" in the context of board diversity because it aligns with terminology that's used in related legislation from the California State Assembly.

#### 2019 directors (10 total)\*



## 2020 directors (8 total)\*\*



<sup>\*</sup>As of 12/31/19

<sup>\*\*</sup>As of 12/31/20. Sara Mathew was subsequently added to our board of directors in August 2021.

# Fin



**Dropbox** 

Acknowledgments

Outside contributors—WSP Global Inc.