

DOXIMITY, INC.

EMPLOYEE HEALTH & SAFETY POLICY

Doximity is committed to providing a safe work environment for all our employees. We consider our team members essential to our mission, values, and culture. As such, we strive to support and foster a safe work environment for everyone, in accordance with all applicable local, state and federal laws and regulations. The Company's Board of Directors and senior management are committed to continuously improving health and safety performance across our predominantly remote workforce.

We are proud to have talented, engaged, and responsible employees and contractors that help us foster a kind and productive work environment that is in-line with safe practices. We expect our team members to play an active role in ensuring that their work environment is safe. For that reason, they are expected to observe these principles:

- Conduct themselves in a manner that does not jeopardize their safety or the safety of their colleagues;
- Comply with all relevant health and safety procedures, local, state and federal regulations and instructions in connection to their work;
- Make sure they are sufficiently rested and alert to perform their assigned work;
- Make sure they are knowledgeable about the emergency procedures at their location; and
- Immediately report any instance of accident or injury, illness, unsafe or unhealthy condition, incident, spill, or release of materials to the environment so that management can take corrective action swiftly.

If the Company is made aware of instances of dangerous workplace conditions at third party contractors and vendors' facilities where our team members are expected to be present, Doximity will immediately review the conditions and, if not corrected, cease the engagement with such third parties.

Doximity prohibits its employees from working under the following circumstances:

- Under the influence of drugs or alcohol, including improper use of medication;
- In the possession of firearms or other dangerous weapons, including explosives or knives (other than one used in the kitchen for cooking purposes); and
- When their work environment becomes unhealthy or unsafe.

Support

As a company with a predominantly remote workforce, we want to prioritize the health and safety of our employees with that context in mind. In addition to the above guidelines, we offer benefits and resources that support our employees' health and wellness. Some of these benefits and resources include:

- Remote + flexible schedules
- 14 company holidays + 17 DTO days per year, at-minimum
- Health insurance coverage on Day 1
- Company pays 100% of employee premiums for HDHP and 90% for PPO with 70% for dependents
- \$3,000 annual 401k match

- \$100 monthly wellness benefit
- \$20,000 family planning allowance
- \$500 home office stipend
- Ergonomic education material and suggested equipment
- Access to an ergonomic consulting agency
- Employee assistance program for mental health support

Oversight

Our HR leaders and office managers are responsible for the overall health and safety of the employees in our corporate and home offices. We require that those charged with an oversight role:

- Ensure there is an adequate health and safety management system for corporate locations;
- Be aware of health and safety hazards generally as well as geographically where our teams reside, as well as control risks arising from corporate locations;
- Periodically review and always follow all applicable federal and local health and safety regulations;
- Immediately report all incidents, accidents and near misses in accordance with applicable reporting requirements, including thorough investigation, follow-up and communication of lessons learned; and
- Make sure that employees have adequate information and training in health and safety relevant to their roles and activities.