

DOXIMITY, INC.

HUMAN RIGHTS STATEMENT

Central to our culture is fostering a sense of purpose, belonging and community for all employees. Doximity proudly supports human rights and individual expression and freedom. The Company is committed to doing business in an ethical and legal manner, ensuring that employees have all of their rights respected, regardless of age, gender, ethnicity, or sexual orientation. The Company strives to align its operations, where applicable, with international conventions on human rights, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We aim to be a responsible corporate citizen and expect the same of our customers and business partners and will not knowingly conduct business with any individual or company that violates the principles described herein. This policy has been reviewed and approved by Doximity's Board of Directors.

I. Human Rights Principles

At Doximity, we are committed to the following human rights principles:

- Recognizing the sanctity of human rights and opposing discrimination and harassment of any kind, including discrimination and harassment against individuals on the basis of membership in any protected category, perception that anyone is in a protected category or any other classification protected by applicable local, state or federal employment discrimination laws.
- Banning the practice of recruiting children and exploiting child labor, as well as ceasing partnership with any third party involved in such practices.
- Prohibiting any form of physical or mental abuse of employees such as disciplinary punishment, as well as prohibiting the use of all forms of forced labor, including forced prison labor, indentured labor, bonded labor, or slave labor and the human trafficking associated with such abuses.
- Supporting human rights practices as outlined by the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Core Labor Standards.

II. Human Rights Strategy

A. Discrimination and Harassment

Doximity is committed to foster a safe and healthy work environment, in which all individuals, employees and non-employees alike, are treated with respect and dignity. Discrimination and harassment are unacceptable and will not be tolerated. Discrimination or harassment based on race, color, religion, gender, national origin, age, disability or sexual orientation is expressly prohibited. For more information, please see our Code of Business Conduct and Ethics and Employee Health and Safety Policy.

B. Safe and Healthy Work Environment

Our employees' health, safety and wellbeing are priorities in our operations. Doximity intends to comply with all occupational health and safety regulations and to seek partners and suppliers who focus on health and safety standards consistent with ours. We expect them to provide a safe and healthy work environment for all employees working at their sites and should adhere to both regulations and Doximity safety standards. For more information, please see our Employee Health and Safety Policy.

C. Forced Labor and Child Labor

Doximity promotes fair labor and employment practices. Doximity follows applicable employment laws and regulations wherever it has operations. Forced labor and child labor will not be tolerated, the Company and its suppliers are expected to comply with applicable laws that prohibit forced or child labor. In addition, we pay wages that comply with local laws. For more information, please see our Code of Business Conduct and Ethics.

D. Freedom of Association and Collective Bargaining

Doximity respects the principles of freedom of association and collective bargaining in compliance with the laws of each country in which the Company operates.

E. Community Engagement

We cannot overstate the importance our communities play towards the success of our business. We regularly engage with the communities where we operate and support community development programs that have a positive social impact.

A number of training resources for this Policy are available, including in-person training at all new hire orientation sessions and explanatory summaries posted on the Company's internal websites. In addition, you may contact the Chief Compliance Officer regarding any additional inquiries at any time. If you become aware of any suspected abuse of human rights by or involving the Company, whether by its officers, employees, directors, or any third party doing business on behalf of the Company, it is your responsibility to promptly report the matter to your supervisor or to the Chief Compliance Officer. You can also make reports through our Whistleblower Policy, which can be found within our Code of Business Conduct and Ethics. If any allegations of improper behavior are confirmed, proper action would be considered, including appropriate disciplinary action of an employee and discontinuation of the relationship with a supplier.