2023 - 2024 ANNUAL REPORT

SOCIAL IMPACT & SUSTAINABILITY



DOCGO

2023 - 2024
ANNUAL REPORT

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INTRODUCTION

FROM THE CEO

DocGo is leading the Proactive Healthcare Revolution.

We envision a world where high-quality, highly accessible care is available to all, and where people receive care where they are, when they need it, based upon anticipated need.

Our clinical care delivery model combines software, hardware, and proprietary clinical workflows to manage patients and populations for their conditions and circumstances and provide treatment in more efficient and effective ways.

We believe proactive healthcare can provide tools for people to live healthier lives. It allows us to monitor patients remotely and intervene before minor issues become major crises. It helps us bring care to lower acuity patients where they are, when they need it, freeing up specialists and hospitals to focus on the higher acuity patients who truly require their attention.

Our network of approximately 5,000 skilled clinicians facilitate on-site treatment for patients, enabled by an advanced technology platform, to help prevent unnecessary hospitalizations and keep people healthier at home.

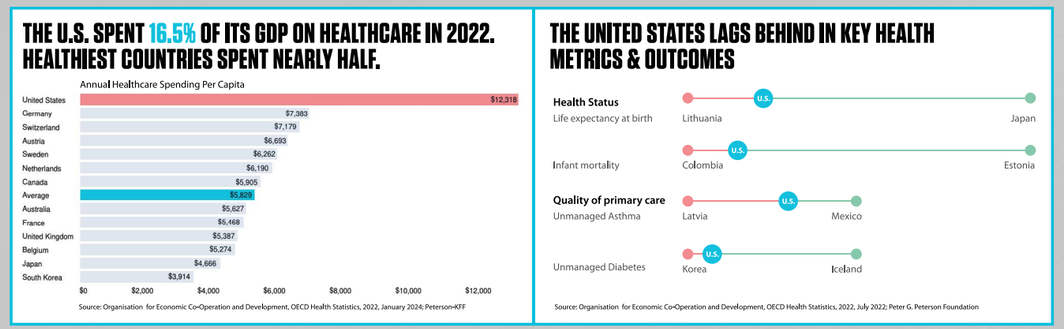
As we work to help revolutionize the delivery of healthcare, we remain committed to operating in ways that promote sustainability, minimize our carbon footprint, and provide maximum assistance to both the patients and the communities we serve.

I am pleased to share our progress in these vital areas, and look forward to leading our team to further increase our impact and drive positive change in the years ahead.



DocGo IS LEADING THE PROACTIVE HEALTHCARE REVOLUTION

In 2023, DocGo named our distinct approach to delivering care as the Proactive Healthcare Revolution. This ethos is captured in DocGo's mission to deliver high-quality, highly accessible care to all – a mission that has never been more vital than it is today. Data shows that the U.S. healthcare system is broken – according to The Organization for Economic Co-Operation and Development (OECD) Health Statistics, healthcare spending in America accounted for over 16.5% of our GDP in 2022, which equates to over $4.2 trillion. Despite the fact that we spend more than any other country, we lag behind in key areas like access to care, health equity, and patient outcomes. According to a recent report by the Commonwealth Fund comparing ten high-income nations, the U.S. ranks dead last in terms of overall performance.



DocGo's proprietary tech platform and vertically-integrated offering of mobile healthcare, medical transportation, and virtual care management are bringing needed change to this system. Our proactive care keeps patients from unnecessary hospital visits, improving quality of life, freeing hospitals to focus on patients who truly need a more acute level of care, and generating tremendous savings. **In 2023 and 2024, we estimate that our programs helped prevent approximately 70,000 unnecessary hospital stays and saved patients and health systems an estimated $211 million*.** Since the inception of our mobile health programs, we estimate that we've already saved patients and health systems over a quarter of a billion dollars.

**Number of DocGo mobile health interactions that had a likelihood of resulting in an ED visit based on the program's clinical care profile, patient demographics and visit chief complaint. The number of ED visits diverted multiplied by average cost per emergency department visit based on aggregate claims data from accountable care organizations (ACOs) compiled by the Centers for Medicare & Medicaid (CMS).*



PROACTIVE HEALTHCARE IS...

- **Caring for patients on their terms, outside of the four walls of the traditional medical establishment**
- **Enabled by advanced technology**
- **Caring for lower acuity patients where they are – keeping them out of the hospital**
- **Monitoring patients remotely and intervening before minor issues become major crises**
- **Providing treatment in more efficient and effective ways**
- **Equipping patients with tools to live healthier lives**



DocGo AT A GLANCE

Founded in 2015 as a medical transportation and healthcare software technology company, DocGo is committed to extending access for our health system, insurance payer and government/municipal partners by delivering enhanced medical care to patients outside of the hospital and clinic setting. Combining our proprietary technology and a network of approximately 5,000 clinicians in markets across the US and UK, we work to enable better, more efficient care. Our company has developed proprietary fleet management software which allows for automated dispatching, efficient routing, and maximal utilization of medical transportation trips and mobile health visits.

DocGo is leading the Proactive Healthcare Revolution with a nimble, technology-powered approach that brings care to patients on their terms. Proactive healthcare is our approach to care delivery which combines medical transportation, mobile health, and virtual care management, and can act early based upon anticipated need. Skilled clinicians work to deliver treatment to patients, enabled by our advanced AI-powered technology platform, outside of the four walls of the traditional medical establishment. Our goal is to bring care to patients on their terms, keep people healthier in their homes, and help prevent unnecessary hospitalizations.

DocGo's agility, technology and flexibility helps us deliver efficient treatment and improved outcomes. We fill in gaps that have been overlooked by the industry at large to provide faster, better, more comprehensive mobile healthcare solutions.

Throughout this report "DocGo" is used as a general term to describe our business as a whole, including the services provided by our network of affiliated professional practice entities and ambulance providers.

2023-2024 BY THE NUMBERS

We're proud of the fact that DocGo has facilitated care across over **9+ million cumulative patient encounters** since 2015.

31
STATES + UK WHERE DOCGO PROVIDED SERVICES

48
STATES WHERE DOCGO'S AFFILIATED CLINICAL PRACTICE GROUP ARE LICENSED

~5000
STRONG NETWORK OF MEDICAL PROFESSIONALS
(25% GROWTH FROM 2022 TO 2024)

1.4 MILLION+
GLOBAL AMBULANCE TRANSPORTS

920,000+
MOBILE HEALTH & BEHAVIORAL HEALTH PATIENT INTERACTIONS

550,000+
REMOTE PATIENT MONITORING INTERACTIONS

$211 MILLION
SAVINGS FROM PREVENTING 70,000+ UNNECESSARY EMERGENCY ROOM VISITS*

916,000+
CALLS BY OUR PATIENT OUTREACH & ENGAGEMENT TEAM

*Number of DocGo mobile health interactions that had a likelihood of resulting in an ED visit based on the program's clinical care profile, patient demographics and visit chief complaint. The number of ED visits diverted multiplied by average cost per emergency department visit based on aggregate claims data from accountable care organizations (ACOs) compiled by the Centers for Medicare & Medicaid (CMS).

SERVICE LINES

DocGo's model helps reduce healthcare costs, increase reliability, drive efficiency for our customers, and create better patient outcomes.

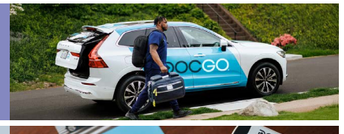
Medical Transportation

Provides the first-of-its-kind app combined with a state-of-the-art fleet and skilled EMS professionals to provide medical transportation and management for hospital systems, municipal and state customers.



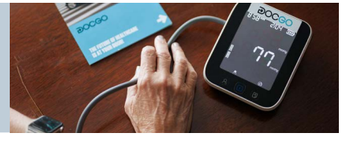
Mobile Health

Innovative approach of utilizing and up-training medical professionals to provide care in the comfort of a patient's home, office or community setting.



Virtual Care Management

Offers consistent visibility of patient health data for health systems and medical professionals, which is used to inform care plans and improve patient compliance with their care plans.



AWARDS & CERTIFICATIONS

Innovation is at the heart of DocGo's ethos. We are a technology company at our core that is always pushing the boundaries to deliver better care, more efficiently. The work we do on behalf of our customers has received national awards for its impact. We are certified and accredited with leading agencies in the fields of compliance, risk and safety, and more. In recognition of our leading-edge perspective, we have received multiple awards and certifications, including:

- MedTech Breakthrough Awards 2023, SHOW Program with NYC Health + Hospitals
- "Great Place to Work"™ Certification – Recertified 2023
- US News and World Report as a 2024-2025 Best Place to Work - Northeast
- National Association of EMTs Authorized Training Center
- National Safety Council Training Center
- International Organization for Standardization (ISO) Certifications
  - ISO 27001 (US & UK), ISO 9001 (UK), ISO 9001:2015 (US); ISO 14001 (UK)
- Joint Commission Gold Seal of Approval for Health Care Staffing Services
- National Collegiate Emergency Medical Services Conference – Boston
- Fitch Scholarship Recipient – Daniel Garner, National Manager of Clinical Excellence, NEMSMA Membership Waiver
- QualSafe Awards Registered Center (UK)
- FutureQuals Inspiring Learning & Skills (UK)
- The Institute of Conflict Management (UK)
- CareQuality Commission (UK)
- Finalist for the 2024 NAVEX Excellence Awards in the Compliance & Risk Program of the Year
- Finalist for the 2024 Best Compliance and Ethics Program (small to mid-cap) in Governance

NY GOVERNOR'S MEDAL OF PUBLIC SERVICE

DocGo's Upstate New York EMS professionals were awarded the Governor's Medal of Public Service, State of New York. The award recognized the extraordinary response to the Farmingdale High School bus accident on September 21, 2023. At the ceremony one month after the incident, New York Governor Kathy Hochul credited the quick response of first responders for saving the lives of those trapped 50 feet below the highway.

- Andrew Tarasoff - Paramedic
- Joseph Reardon - EMT
- Louie Carlo - EMT
- Robert Matragrano – Paramedic Supervisor
- Meghan McGregor-Lass - Director of Operations

"There are people, who are alive today because of your actions in those early, most pivotal moments... None of you think of yourselves as heroes, but allow us to think of you as heroes."
- New York Governor Kathy Hochul





LIFESAVING AWARD

DocGo's Chief Compliance Officer Stephen Sugrue is a volunteer firefighter and paramedic at the Briarcliff Manor Fire Department. For Stephen, it's a family affair with his son serving with him. In 2024, Stephen was awarded the Lifesaving Award for successful resuscitation of a patient in cardiac arrest on September 2, 2023. He also received Most Overnight Shifts and Paramedic/EMT of the Year Awards. His son, Daniel Sugrue, was also awarded Most Overnight Shifts, Most Volunteer Tours, and Top Responder. Community service and dedication to healthy communities permeates every aspect of DocGo from our senior leadership to our frontline staff.



THOUGHT LEADERSHIP & PARTICIPATION

Members of the DocGo team are at the forefront of the industry conversation – serving on nonprofit boards, participating in speaking engagements, joining panels and committees that are supporting change in the health care space, and striving to promote a more diverse, equitable healthcare system and society.

To further our impact and industry leadership, DocGo established a Medical Advisory Board (MAB) in 2024 to advise the company across all programs and initiatives, helping drive innovation and elevate patient care. The MAB is composed of industry leaders who provide their expertise and counsel to DocGo's executive team, helping propel DocGo's delivery of top-tier virtual, in-person, and mobile healthcare services across the US and UK. Members provide guidance and act as a resource to DocGo's ongoing efforts to develop innovative, successful healthcare programs. Members of the MAB also author thought leadership articles for DocGo's owned media channels, publish opinion pieces, present at conferences and participate on panels to discuss some of the latest advancements in health care.

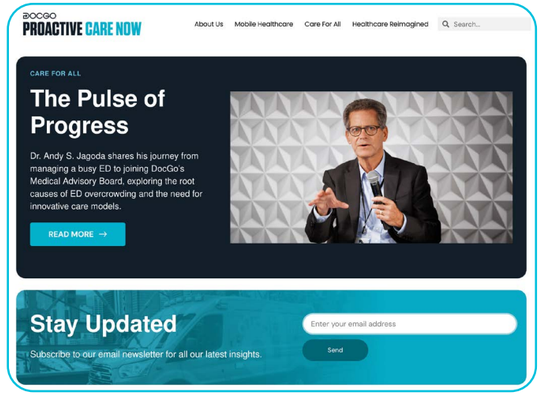
Examples of DocGo's thought leadership include:

- "The Death of Point Solutions: How AI is Transforming Healthcare to Make Care More Human," Becker's CEO Roundtable - Stephen Klasko, Board Chair
- Heart Rhythm Society's HRX 2024 Conference – Dr. Jagmet Singh from DocGo's Medical Advisory Board participated in a panel titled "Digital Innovation, AI and the Future of Cardiac Monitoring," and Dr. Ries Robinson from DocGo's Medical Advisory Board participated in a panel titled "Pre-Symptomatic Detection of Cardiac Compromise"
- "Healthcare, Everywhere, All at Once," HLTH 2023 Conference. Aaron Severs, Chief Product Officer, panelist
- "Virtual First Approach to Augment Consumer Care Delivery at Home", HIMSS 2023, Panelist with Microsoft & Life 365
- "American Institute of Healthcare Compliance", EthiCast, Ethisphere, Stephen Sugrue
- "Compliance Surveys", EthiCast, Ethisphere, Stephen Sugrue
- "Culture Measurement 101", Stephen Sugrue, Global Ethics Summit
- International Journal of Paramedicine, Editorial Board, Les Polk
- Stark Integrity, "Compliance Program Development and Effectiveness", Stephen Sugrue
- "Secret Sauce of Compliance", Conselium Compliance Search, Stephen Sugrue
- Pinnacle EMS Conference, "Navigating Supply Chain Challenges", Les Polk
- National Collegiate Emergency Medical Services Foundation - Travis Jenkins, Patrick Smith presented on Mobile Health
- New Jersey National EMS Conference Lead Sponsor
- NASA Convergent Aeronautics Solutions (CAS) – Participated in Co-Design Session for Medical Transportation Innovations



PINNACLE INSPIRING EMS LEADERSHIP hlth. Summit Health Part of VillageMD® BECKER'S HOSPITAL REVIEW

PROACTIVE CARE NOW DIGITAL PUBLICATION



In 2024, DocGo launched an online publication featuring articles from its MAB members, as well as DocGo's clinical and operational leadership. Published content includes:

- "Confronting Chronic Kidney Disease", Dr. Jesse Roach, DocGo Medical Advisory Board
- "The Pulse of Progress", Dr. Andy Jagoda, DocGo Medical Advisory Board
- "Can Proactive Care Help Cut Healthcare's Red Tape?", Dr. Haroon Arshad, board-certified family medicine physician & DocGo Medical Director
- "Taking Charge of Hormonal Health", Dr. Caitlin Colling, DocGo Medical Advisory Board
- "Chronic Condition Management: No Need to Slam the Brakes", Dr. Ries Robinson, DocGo Medical Advisory Board
- "Revolutionizing Diabetes Care", Dr. Caitlin Colling, DocGo Medical Advisory Board
- "Why Primary Care Is the Key to a Better Healthcare System", Dr. James Powell, CEO of DocGo Clinical Practice Group
- "Value-Based Care: Up to Standard", Saquib Mahmud, DocGo VP of Healthcare Quality
- "Boosting Maternal Health: The Role of Population Health Programs", Sherri Suozzo, DocGo Director of Advanced Clinical Practice
- "Value-Based Care Has Bipartisan Backing—How Do We Turn It Into Reality?"
- "Bridging Access Gaps: How Mobile and Virtual Care Can Relieve Hospital Strain"



APPROACH TO CORPORATE CITIZENSHIP

From day one, DocGo's mission has been people- and impact-focused. We are a company that challenges ourselves to make decisions that improve the wellbeing of our communities, our workforce, and the earth.

We have indexed our programs and goals to the United Nation's Sustainable Development Goals (UN SDG). We hold ourselves to the highest ethical standards and benchmark ourselves to an international initiative championing countries and companies that embrace programs to promote health, equity, and climate action for sustainable, responsible economic growth.

Below is an overview and explanation of each of the UN SDGs, our current progress towards those goals and future commitments. In furtherance of these goals, DocGo commissioned a strategic plan and third-party analysis of our progress towards the UN SDGs with the MZ Group in 2024 to help guide our future efforts.

WHERE ARE WE: UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS

SOCIAL IMPACT

FOR THE **PEOPLE**, WE **GO**

GOOD HEALTH & WELL-BEING

PAGE 20-35

- Expanding access to health care with a special focus on underserved communities.
- **In 2023/2024:** DocGo significantly expanded its service to asylum seekers and other uninsured populations through its government programs, as well as expanded access to health care through new programs with health plans that identified and closed care gaps in the home.

GENDER EQUALITY

PAGE 42

- Consistent progress towards gender equality and wage equality throughout all level of our organizations.
- **In 2023/2024:** DocGo conducted a third-party wage analysis for all position types. DocGo increased gender diversity on its Board of Directors and within its Medical Advisory Board.

REDUCED INEQUALITIES

PAGE 20-35

- Committed to equality - in our health care delivery and career opportunities for our team of GoGetters.
- **In 2023/2024:** We provided care and shelter to thousands of asylum seekers.

ZERO HUNGER

PAGE 21-25

- Committed to providing quality, nutritious food options to those in our care.
- **In 2023/2024:** DocGo provided millions of meals to asylum seekers in emergency sites in New York City as part of our commitment to care.

QUALITY EDUCATION

PAGE 44-45

- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- **In 2023/2024:** DocGo's case management assisted asylum seekers and their families with public school enrollment, including transportation.

ENVIRONMENT

FOR THE **EARTH**, WE **GO**

RESPONSIBLE CONSUMPTION AND PRODUCTION

PAGE 46-51

- Responsible, smart, and efficient use of resources to minimize our impact on the environment.
- **In 2023/2024:** DocGo introduced electric vehicles into its medical transport fleet in the United Kingdom, as well as multiple hybrid vehicles for our mobile health programs in the U.S.

SUSTAINABLE GOALS AND COMMUNITIES

PAGE 46-51

- Efforts to reduce our own impact and contribute to global efforts to combat climate change.
- **In 2023/2024:** DocGo's fuel-efficient fleet saved more than 28.4 million pounds of carbon dioxide emissions and our digital systems diverted more than 14.1 million sheets of paper from landfills.

GOVERNANCE

FOR **SOCIETY**, WE **GO**

DECENT WORK & ECONOMIC GROWTH

PAGE 52-61

- Foster a fair, safe, diverse, and inclusive workplace providing skills development and purpose-driven employment.
- **In 2023/2024:** We relaunched our learning and development department with a new director, promoted a veteran hiring program, and launched new national training initiatives.

INDUSTRY INNOVATION AND INFRASTRUCTURE

PAGE 52-61

- Innovate technology & service delivery to improve our industry, our workforce wellbeing, public health, and reduce negative impact to the environment.
- **In 2023/2024:** We tailored our proprietary software technology to optimize service delivery to patients' homes to close care gaps, improve patient health and expand access to care.

PARTNERSHIP FOR THE GOALS

PAGE 52-61

- Leverage partnerships to champion solutions to public health challenges and continually expand access to underserved communities and populations.
- **In 2023/2024:** We partnered with governments, health systems and payers on new programs that close care gaps in the home, provide transportation to medical resources and deliver compassionate care to special populations wherever they are.

FOR PEOPLE...



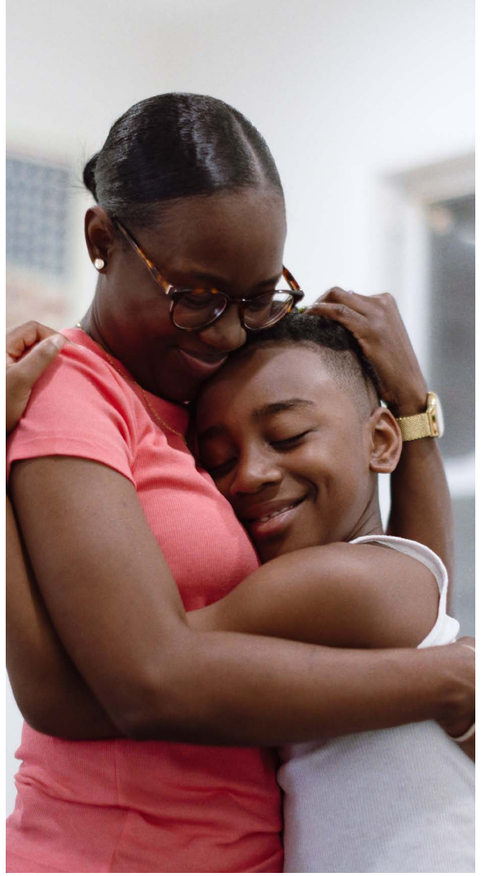
...WE GO

SOCIAL IMPACT

OUR PATIENTS

In the communities that we serve, DocGo actively monitors the socioeconomics and the health determinants of the community and how these factors contribute to our mission of providing high quality health care to all. Approximately 30-50% of all DocGo's patients are Medicaid patients or the uninsured.

Our mobile health services are designed to help bridge the gaps that exists in care delivery and improve overall health of the populations we serve. The reimbursement support from state and federal programs for this population is historically low; however, the overall costs of serving these patients in hospitals and emergency departments places a high burden on an already taxed health care system. DocGo's mobile care programs offer solutions that can demonstrate significant savings to our health system, health plan and community partners.



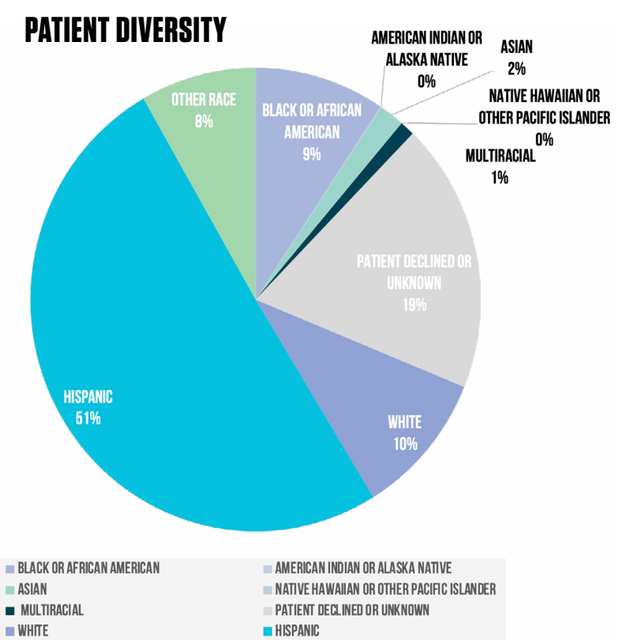
86%

OF OUR PATIENTS REPORT ETHNIC DIVERSITY

AN INCREASE OF 10% FROM 2022

30-50%

OF DOCGO'S PATIENTS HAVE MEDICAID OR ARE UNINSURED



DocGo EHR & HealthPoint Data, 2023-2024

SOCIAL DETERMINANTS OF HEALTH IN OUR PATIENTS & COMMUNITIES

OUR PATIENTS

DocGo monitors and reports on the demographics of our patient base and the communities that we serve and propose to serve. These demographics include racial diversity, age, and other demographic factors.

Within our programs, DocGo conducts screenings to identify Social Determinants of Health (SDOH) needs for our patients. We have a suite of standardized tools to identify the key SDOH barriers in the home, which can include social environment, housing & economic circumstances, medical facilities & other health care, education & literacy or life management difficulty, among others.

We provide accurate tracking of SDOH factors through Z codes to our program partners, which aid them in accurate health needs assessment and care planning. In other programs, we are able to develop the personalized care plans and connect them to resources to help with their SDOH goals.

SDOH SCREENING RESULTS

For each home visit, we conduct an SDOH screening to identify social barriers to care. Of all patients screened in 2024, the following percentage of patients reported challenges with:

5% childcare

8% clothing

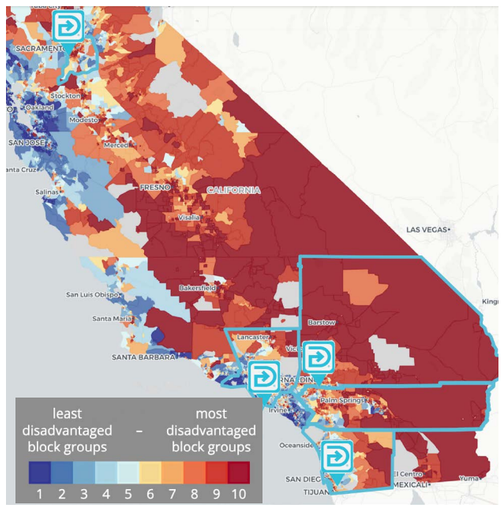
11% food

12% utilities

9% transportation

6% phone

4% other necessities



OUR COMMUNITIES

DocGo also actively monitors the socioeconomics and the health determinants of the communities we serve and how these factors contribute to our mission of providing high quality healthcare to all. With our partners, we focus on communities that have the highest barriers to healthcare access and highest levels of chronic disease. The ADI is a national standard that quantifies access to health care and how it directly relates to chronic diseases, such as diabetes, heart disease and others that directly related to higher morbidity rates. The ADI is measured from 1 (the highest level of access to care) to 10 (the lowest access to care) and is ranked on both a statewide and national basis. To the left, you can see locations launched in 2024 in California for our home visit program and how they correspond to areas of the most disadvantaged communities in the state.

WIDER REACH WITH EXPANDED CLINICAL SERVICES & NEW PROGRAMS

DocGo CLINICAL PRACTICE GROUP

DocGo's affiliated clinical practice group significantly expanded its panel of advanced practice providers from 50 providers in 2022 to a height of 100 providers in 2024. The DocGo Clinical Practice Group holds licenses in 48 states. 98% of providers are board-certified and include pediatric nurse practitioners, women's health nurse practitioners and psychiatric nurse practitioners. A structure of advanced practice provider (APP) leads was established to ensure quality for DocGo's clinical programs and escalations for patient care.

The Clinical Practice Group has enabled DocGo to significantly expand mobile health services. Programs include population health for municipalities, home visit and care gap programs with payers, and virtual chronic care management and remote monitoring programs. It is both the platform and oversight provider that helps ensure DocGo's clinical excellence and enables us to facilitate the delivery of expanded services to a wider population.

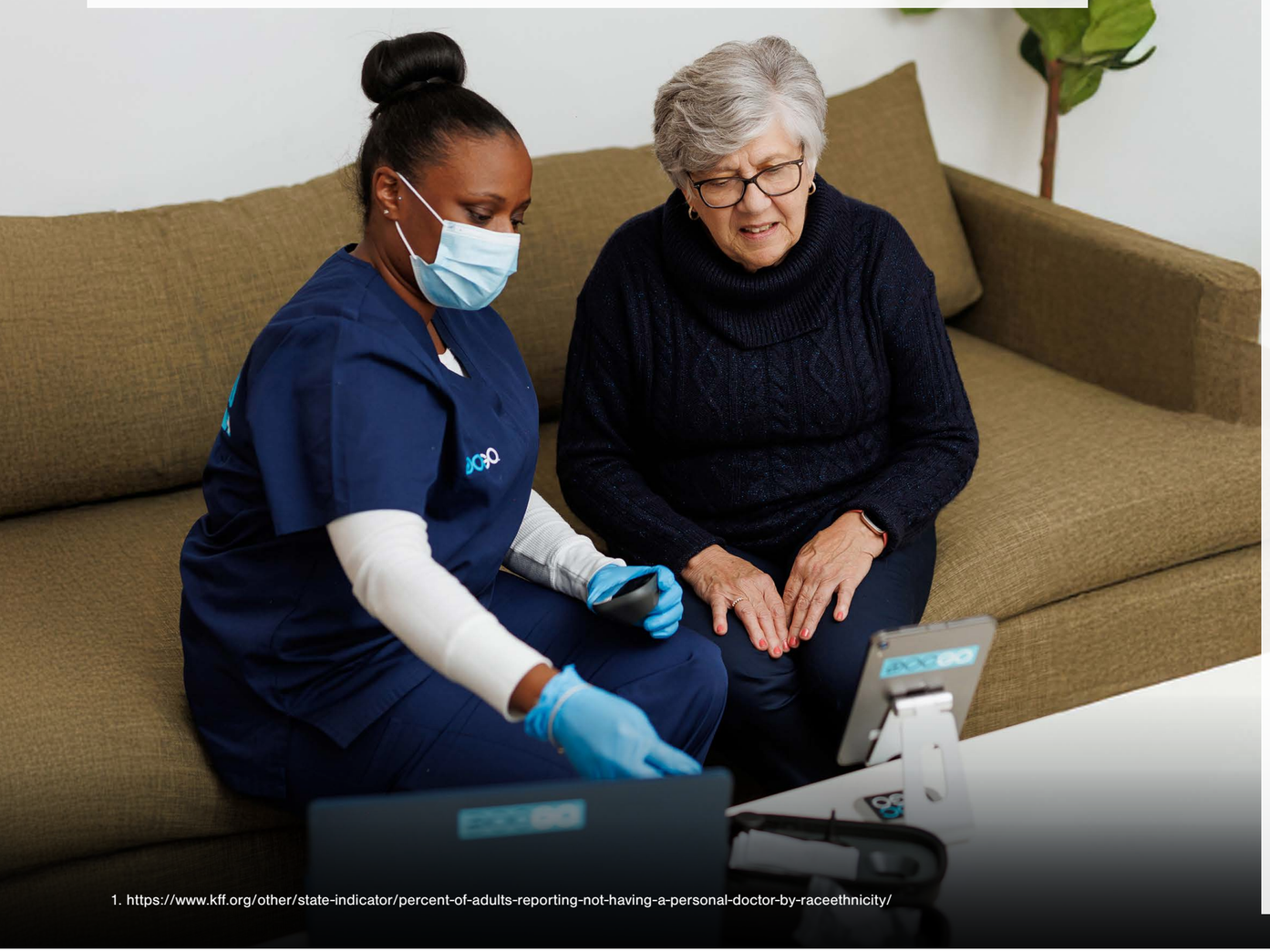


AMINA DELEON,
PHYSICIAN ASSISTANT /APP LEAD

My role as a physician assistant provides me with opportunities to provide health care to people in need. I'm able to provide health care in settings where people are unable to access care – including mobile health services for those who are underserved. At DocGo, we take care of everyone. We are an innovative organization working to bridge the gaps and provide health care to all. When I'm working with an underserved population, many of my patients have never engaged with medical services before. And there are some patients who have engaged with medical service, but haven't had the opportunity to access high-quality care. I'm very passionate about providing care in the underserved population. It has been a rewarding experience. My patients return to me after their medical visits when they are feeling better to tell me how thankful they are for our organization and for the care that my team provided to them and their families.

DocGo PRIMARY CARE

In 2024, DocGo's Affiliated Clinical Practice Group launched a primary care service offering. DocGo Primary Care offers a 12-month wellness plan including home visits for diagnostics, exams, vaccines and other preventative care, as well as a schedule of televisits with advanced practice providers and physicians. Patients can easily book video visits with a primary care clinician or a home visit in select geographies using the DocGo app or by calling our customer service center. Through DocGo Primary Care, we are helping remove accessibility barriers to receiving primary care. According to Kaiser Health News, more than 17.1% of adults in the United States report not having a personal doctor or health care provider. This trend is more pronounced among minorities with nearly 33% of Hispanic adults without a PCP[1].



1. https://www.kff.org/other/state-indicator/percent-of-adults-reporting-not-having-a-personal-doctor-by-raceethnicity/

DocGo PEDIATRIC SERVICES

In 2024, DocGo's Affiliated Clinical Practice Group launched a Well Child Visits program. This program is designed to increase pediatric preventative care, strengthen childhood immunization rates and promote health equity by partnering with insurance providers to identify under-engaged patients and provide them with comprehensive at-home wellness visits and/or routine vaccinations. The program is currently active in New York and California, with plans to expand to additional service areas.

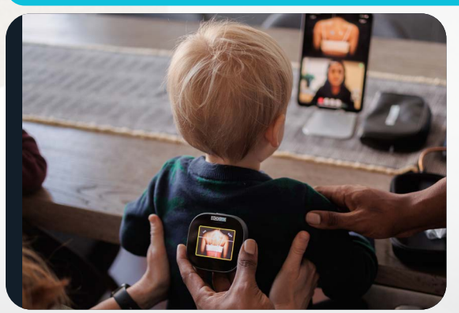
Under the leadership of Dr. Kristin Collins, a Stanford-trained pediatrician with over fifteen years of experience caring for children of all ages and Pediatric Medical Director of DocGo's Affiliated Clinical Practice Group, the Well Child Visits program brings essential preventative care directly to patients' homes to overcome barriers that have traditionally made it challenging for busy parents to get their children to the doctor's office for general wellness screenings and routine vaccinations.

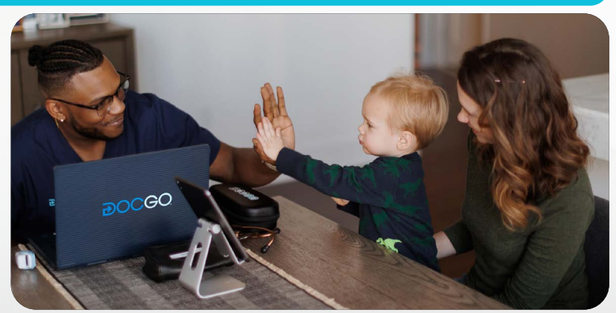
Studies show that children miss between 30% to 50% of well-child visits, despite the important benefits associated with attending these visits, such as reduced emergency department use and fewer hospitalizations. Common reasons for missed well visits include lack of transportation, difficulty taking time off from work, and lack of childcare[2].

This program utilizes an innovative combination of telehealth services and on-site nursing support to deliver convenient and comprehensive preventive pediatric care. Important healthcare information gleaned from well-child visits is shared with the patient's primary care provider or pediatrician to inform and enhance ongoing care plans, ensuring continuity and comprehensive management of the child's health needs.

"Preventative healthcare is crucial for the healthy development of children. By bringing these services directly to patients' homes, we are closing significant gaps in care and making it easier for families to access the essential health services their children need. This program provides a vital link between patients and their primary care providers, helping to ensure continuity of care and better health outcomes for our youngest patients at the most crucial stages of their development."

Dr. Kristin Collins, Pediatric Medical Director





2. Wolf ER, O'Neil J, Pecsok J, Etz RS, Opel DJ, Wasserman R, Krist AH. Caregiver and Clinician Perspectives on Missed Well-Child Visits. Ann Fam Med. 2020 Jan;18(1):30-34. doi: 10.1370/afm.2466. PMID: 31937530; PMCID: PMC7227475.

VIRTUAL CARE MANAGEMENT & REMOTE MONITORING

As part of our mission to expand health care access and reach a broader set of individuals, DocGo launched its virtual care management division in 2023. Better chronic disease management through our Virtual Care Management program can help patients manage their conditions, and help our partners mitigate the high costs of unmanaged chronic disease.

Our virtual care management programs center on three core products:

Cardiac Implantable External Devices (CIED) Monitoring

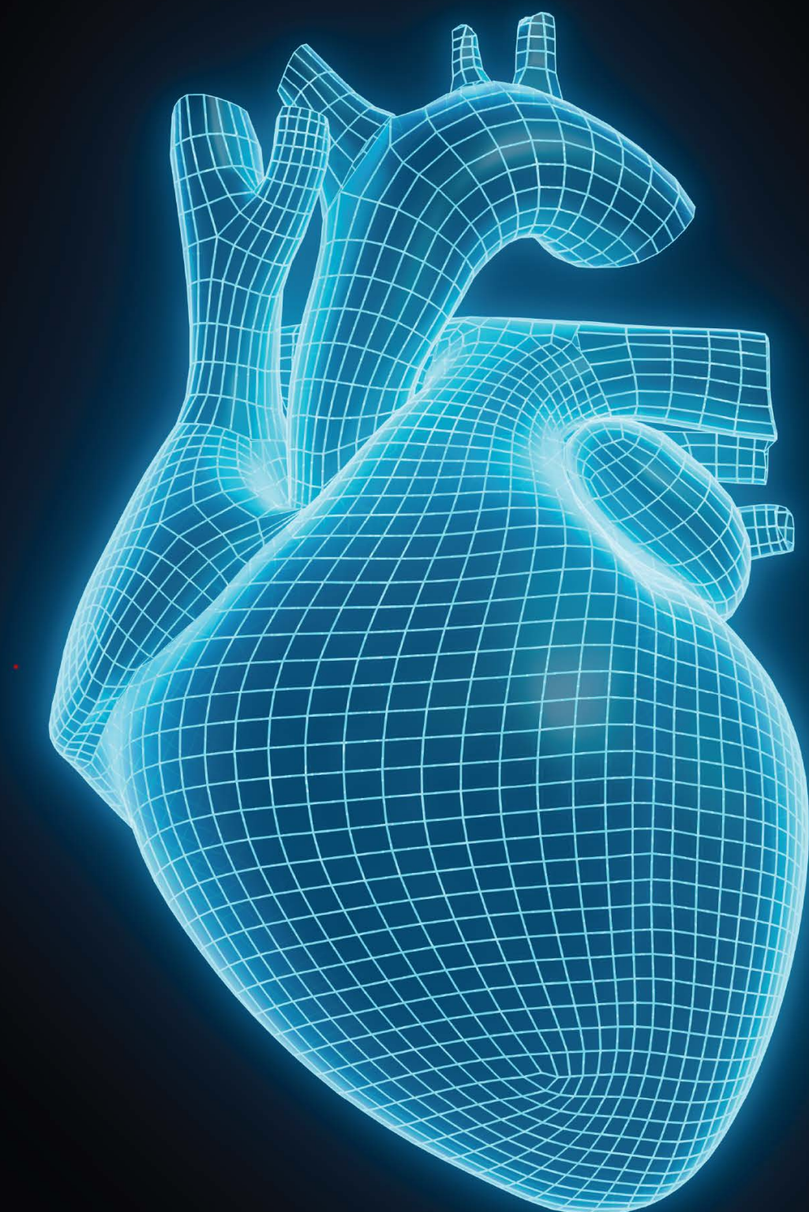
Cardiac RMS by DocGo enables cardiology practices to monitor a greater percentage of their cardiac patients with implantable devices, including pacemakers and loop monitors, with a higher level of quality.

Remote Patient Monitoring

Using connected devices, our program can provide consistent visibility to patients' health data through connected devices and improve patient compliance with care plans through health coaching sessions and advice for patients and caregivers.

Chronic Disease Management

Virtual care teams can provide coaching and monitoring to patients with one or more chronic diseases to help them better adhere to care plans and ultimately improve their health.



MEET THE VIRTUAL CARE TEAM

DocGo's Virtual Care Team conducts patient outreach and regular coaching with patients in their homes to further decrease barriers to care. The team is made up of patient engagement specialists – who focus on customer service and ensuring that patients' devices remain connected and transmitting, and patient care specialists – expert clinicians who monitor the patients' vitals, provide medical coaching and escalate medical issues.

"THE ONE THING THAT I REALLY LIKE ABOUT THIS JOB IS THAT THE PATIENTS ARE SO GRATEFUL TO HAVE SOMEBODY CHECKING IN ON THEM. THEY ALWAYS SAY, 'THANK YOU SO MUCH.' IT'S SO NICE TO BE ABLE TO HAVE A NAME AND NUMBER TO CALL TO GET SOMEONE RIGHT AWAY."



MARIANNE DEFOGGI, PATIENT ENGAGEMENT SPECIALIST

PATIENT STORY

Marianne was working with a patient, David, who had issues with depression. She would communicate with him regularly to help him get his monitor reconnected, but sometimes he just wanted someone to talk to. She would let his clinic know, and they actually ended up admitting him to the hospital for treatment for his depression based on follow-up discussions. Many of Marianne's patients are elderly and don't have much family contact. She feels that being able to give them that time and interaction is the most rewarding part of her job.

~50,000 PATIENTS CURRENTLY MONITORED REMOTELY

FEATURED PROGRAMS

STREET HEALTH OUTREACH + WELLNESS (SHOW)

The Street Health Outreach + Wellness Program (SHOW), which DocGo operates on behalf of NYC Health + Hospitals (H+H), provides mobile health to unsheltered and marginalized individuals across the five boroughs of NYC.

When the program launched in 2021, we established protocols to complete medical assessments, wound care, immunizations/vaccinations, testing services, behavioral health services, substance use treatment through referrals, provision of hygiene kits, case management, and other services.

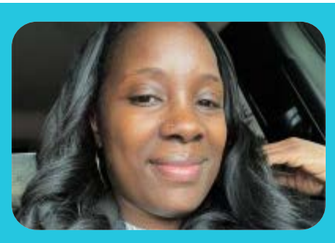
In 2023, DocGo assisted H+H in reaching a new milestone - more than 300,000 patient interactions through the SHOW program. Additionally, we supported the public hospital system in a transition into a new phase of the program which incorporated clinical staff from H+H's medical facilities into the program while DocGo operated the mobile health units and provided maintenance and security.

In year four of the program, SHOW has transitioned to a DocGo-supported, H+H-staffed operation – where H+H provides all of the clinical staff and DocGo continues to provide the mobile health units and drivers. We are proud to continue supporting this vital program in New York City.

BY THE NUMBERS

300,000 PATIENT INTERACTIONS PROVIDED BY DOCGO CLINICIANS SINCE PROGRAM LAUNCH





DELPHINA FELICIEN, DOCGO DIRECTOR OF OPERATIONS

"THIS PROGRAM SAVES LIVES. OVER THE YEARS, WE HAVE ASSISTED WITH INJURIES, ILLNESSES, OVERDOSES, AND HELPED PATIENTS RECOVER FROM SEVERE WOUNDS THROUGH CONSISTENT WOUND CARE. IT'S INCREDIBLY ENCOURAGING TO SEE MANY PATIENTS SUCCESSFULLY COMPLETE TREATMENT PROGRAMS. WE'VE ALSO BUILT STRONG, ONGOING PROFESSIONAL RELATIONSHIPS WITH OUR COMMUNITY MEMBERS. IT HAS EDUCATED MANY VULNERABLE INDIVIDUALS ABOUT AVAILABLE RESOURCES, SIGNIFICANTLY INCREASING AWARENESS AND OUTREACH WITHIN THE COMMUNITY. THE PROGRAM PLAYS A CRITICAL ROLE IN IMPROVING HEALTH AND WELL-BEING FOR THE UNSHELTERED."

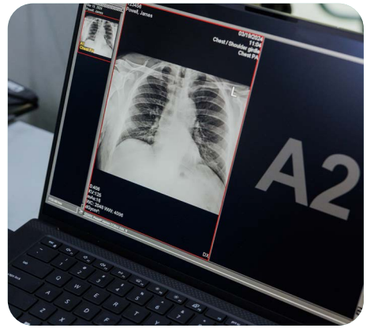
COMMUNICABLE DISEASE CONTROL

Through its medical triage and screening services, DocGo provided medical services to thousands of asylum seekers that arrived from other countries. Many have not had access to regular primary and preventative care in their home countries, and therefore, providing the vaccinations and care to prevent and treat potentially communicable diseases was critical to safely integrating these individuals into the United States.[1]

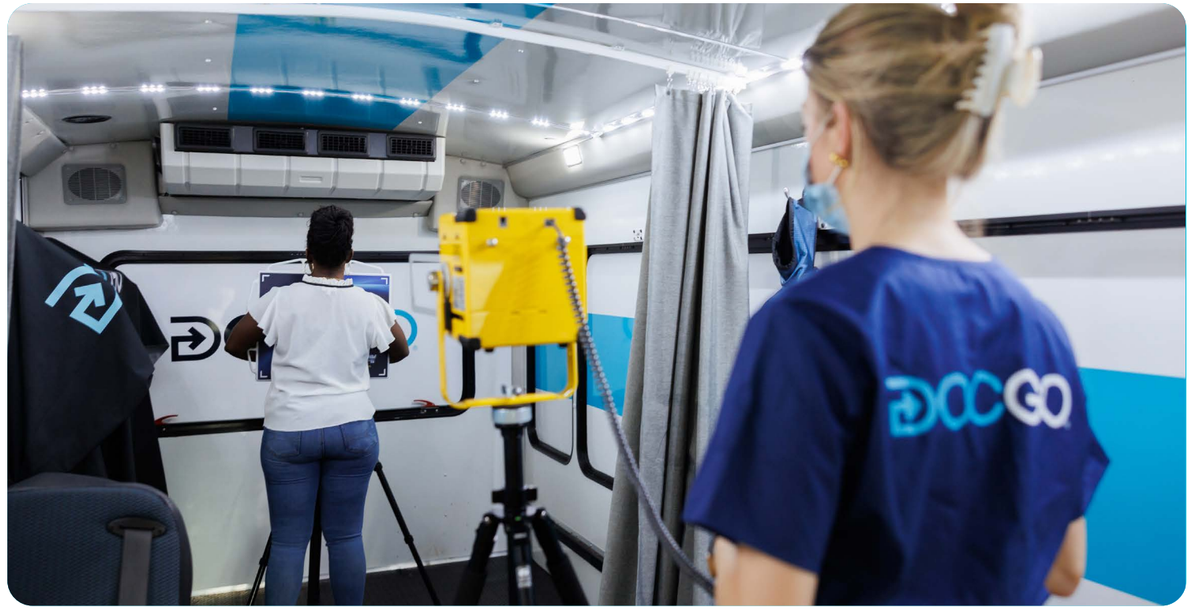
DocGo supported medical services at the city's Arrival Center, where we provided close to 80,000 vaccines to newly arriving asylym seekers.

Asylum seekers are among the most at-risk populations for tuberculosis and other diseases due to the living conditions in their countries of origin. With the City of New York, DocGo established quantiferon testing for active tuberculosis in order to screen asylum seekers entering into the City. This is an important public health service to help control and limit the spread of this communicable disease. In 2023 and 2024, DocGo completed quantiferon tests as part of the program protocols, and referred patients who tested positive for additional chest x-rays and diagnostic tests. In 2024, DocGo expanded its program and launched two mobile X-ray vehicles that travel to various locations to conduct chest x-rays for tuberculosis.

79,000
vaccines administered to adults and children







CARING FOR ASYLUM SEEKERS IN NEW YORK

When asylum seekers began arriving at NYC's Port Authority from the US southern border in September 2022, DocGo was there to support medical triage services, as well as provide toys to welcome the newly arrived children.

As the busses continued to arrive and the city found itself faced with an unprecedented humanitarian crisis, we leveraged our unique expertise – combining logistical capabilities, technology and mobile deployment skills – to rapidly scale our offerings and support NYC with the surging demand for healthcare and additional services.

Working with multiple city departments and over 100 community-based organizations and not-for-profits across multiple programs in 2023 and 2024, DocGo provided compassionate care for this vulnerable population who fled their countries seeking safety and a better life for themselves and their families.







2023 & 2024 BY THE NUMBERS

47
different humanitarian sites serviced across New York State

133,870
patient health care interactions

600,000
case work interactions

25,000
migrants sheltered with 1.9 million nights of emergency housing

79,000
vaccinations (adults & pediatric)

MILLIONS
of meals served

234,000
asylum seekers were medically triaged at the Arrival Center

ASYLUM SEEKER, HOUSED IN BUFFALO, NY

"IT IS A TRULY EXCELLENT PROGRAM THAT PROVIDES US WITH GREAT SUPPORT AND PROVIDES QUALITY BENEFITS TO IMPROVE OUR WAY OF LIFE. THEY ARE TOTALLY INCREDIBLE PEOPLE WITH A BEAUTIFUL HEART THAT IS WITH ALL OF US VENEZUELANS, AND THE DIFFERENT NATIONALITIES THAT WE HAVE. THIS TREMENDOUS PROGRAM HAS BEEN A GREAT BLESSING AND HELP FOR ALL OF US."

NYC ASYLUM PROGRAM CLINICAL SPOTLIGHTS

PRENATAL & MATERNAL HEALTHCARE

Many asylum seekers arrive in NYC after a long journey from their home country, including pregnant women and women who have recently given birth. Recent studies have shown that asylum seekers tend to initiate prenatal care later in their pregnancy and have fewer prenatal care visits. Additionally, these women are reluctant to get obstetric intervention such as induction or cesarean deliveries.* Because of this, identifying pregnant people at the Arrival Center and connecting them to pre-natal care at NYC Health + Hospitals is an incredibly important part of DocGo's medical program.

Kathy Rojas, Family Nurse Practitioner, assisted in the emergency delivery of a baby for an Ecuadoran family at one of our sites. Working with Nurse Lucio Gonzalez, clinical supervisor Tami and admin Jacy, the team delivered a baby in less than 20 minutes when a woman came to their site's urgent care location in advanced labor.

When paramedics arrived, Kathy took care of the baby while the medics checked out the mother. It was an emotional scene, with the father standing nearby shedding tears of joy. Two days later, the family arrived back at the site and sought out Kathy to show her a picture of their healthy new baby boy.



"I am migrant myself from Ecuador. Working with the asylum seekers is easy because it's my first language. I was fortunate not to come to this country the same way that they came for asylum. Culturally, in Ecuador, when you have a baby, your mother, your aunt, your cousin helps you with the baby. Having a baby in a new country without their support can be very difficult."
-Kathy Rojas, Family Nurse Practitioner

* Yeo S, Park Y, McClelland DJ, Ehiri J, Ernst K, Magrath P, Alaofè H. A scoping review of maternal health among resettled refugee women in the United States. Front Public Health. 2023 May 9;11:1157098. doi: 10.3389/fpubh.2023.1157098. PMID: 37250071; PMCID: PMC10214470.

STORIES FROM OUR MIGRANT PROGRAM CLINICIANS



TIFFANY WILSON,
CLINICAL SUPERVISOR

"I think something that would surprise a lot of people is that a lot of these asylum seekers suffer from mental health problems because it's not taken as seriously in their countries as it should be. We encounter a lot of people who are suffering from schizophrenia, depression, anxiety, and so, we refer them to get the help that they need."



MARLON HILTON,
FAMILY NURSE PRACTITIONER

"When you sit down and listen to their stories, you quickly realize that they are just like you or I. People that have needs and wants the same way that I do. People that hurt and feel the same way that I do. People that have dreams and goals just like mine. I can relate to them because I myself am an immigrant. I came from the beautiful island of Jamaica. I was optimistic about embarking on this journey to come to America. I took advantage of every opportunity that was offered to me. I believe that the asylum seekers will also take advantage of every opportunity that is afforded to them. I am excited about their tomorrow and them reaching and achieving their goals and dreams. I would like to personally thank DocGo for allowing me to use my experience and my skills to help these asylum seekers. I believe that DocGo is one of the best companies that I have ever worked for – a lot of support, help and camaraderie. Not just support among my peers, but among the leadership."



MARIA OLIVIER,
LEAD CLINICIAN/NURSE PRACTITIONER

"Ever since I remember being a child, I would also play being a doctor or nurse with my brothers, with my sister. One thing that I would like to share is that I was born and raised in Venezuela, so this is really, really close to me providing care to people that are arriving from Venezuela and equally from Haiti – because my parents are Haitian. So ever since I was a child, I always knew that I wanted to be in healthcare, but I didn't know in what capacity until I came to America in the 1990s. I feel like this is where I'm meant to be. All of the training I received is to bring me here to this point.

What I find rewarding is seeing people, the clients, their reaction to receiving quality medical care. Some of the clients we see have never seen a doctor, they don't know what quality medical care is. And what's rewarding to me is with DocGo, it doesn't matter where they are coming from, we always strive to provide the best quality care possible."

NYC ASYLUM SEEKER VOLUNTEER & DONATION SPOTLIGHTS

In addition to the services provided by DocGo to asylum seekers through our contracts, DocGo went above and beyond our contractual obligations, donating over a half a million dollars in services and items directly to the asylum seekers, including:

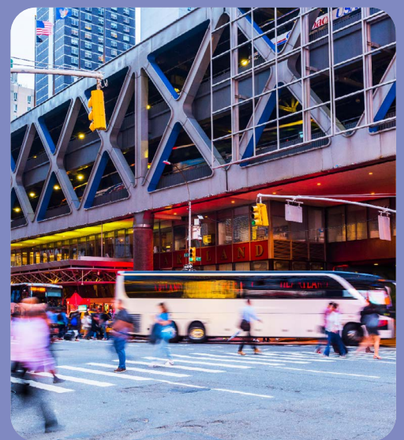
SUPPORTING OPERATION WARM

In partnership with NYC Health + Hospitals, DocGo supported Operation Warm in 2023 and 2024 to help ensure that every child between the ages of 2 and 14 at all HERRC sites received a winter coat. In a separate 2023 initiative, DocGo purchased thousands of additional coats and distributed them to every child who was staying at HPD shelter sites. Volunteers from across DocGo's New York field crews and offices donated their time to help distribute coats to asylum seekers at the emergency sites. All told, DocGo donated over $300,000 to support these initiatives.



TRANSPORTATION FROM PORT AUTHORITY TO ARRIVAL CENTER

In the summer of 2023, DocGo became aware of a need for transportation from Port Authority where buses from the southern border were arriving nearly daily to the Arrival Center several blocks away where the asylum seekers went to complete their intake and be assigned to an emergency site. DocGo provided buses free of charge, and worked closely with local nonprofits who greeted the asylum seekers as they entered the City. In total, DocGo transported over 6,000 asylum seekers to the Arrival Center - funding over $350,000 in shuttle trips.



HYGIENE KITS

DocGo provided a hygiene kit with core essentials for every new asylum seeker at the Arrival Center. DocGo donated thousands of hygiene kits since the inception of the program.



DOLLAR GENERAL MOBILE CLINIC PILOT PROGRAM

In late 2022, we launched the DocGo On-Demand Mobile Health Clinic at Dollar General. Over the next 18 months, DocGo operated this mobile clinic providing basic, preventative, and urgent care services six days a week conveniently located outside three Middle Tennessee Dollar General locations.

The goal of this program was to test the viability of expanding healthcare access into rural communities via mobile clinics parked outside Dollar General locations. Dollar General is one of the largest retailers in the country with more than 19,000 stores across the U.S., with approximately 10,000 of those stores located in “healthcare deserts.”

Tennessee was selected for the pilot in part because more than 80% of Tennessee counties are rural, and it ranks 37 out of 50 for primary care physicians per capita. The state also is second in the nation for rural hospital closures with 13 hospitals closed in rural communities since 2010.

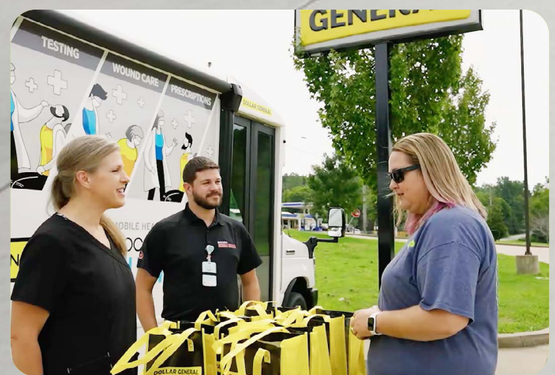
For Dollar General, this clinic demonstrated its ability and desire to work with customers to bring affordable health and wellness closer to home. Additionally, it supplemented DG Wellbeing’s in-store health initiatives with convenient walk-in and same-day medical appointments.

Our Mobile Health Clinic provided urgent care, including diagnosis, testing and treatment for acute conditions, care for minor injuries, and prescription evaluation and refills. We also provided preventative and ongoing care, including annual wellness visits, school and sports physicals, and set up patients for remote patient monitoring for their chronic conditions. Telehealth was offered for basic follow-up care and as a first-line triage to provide immediate access.

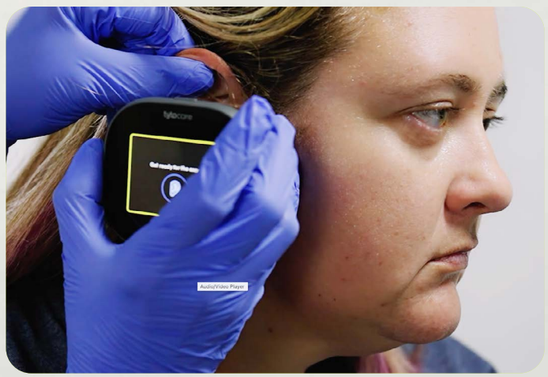
Our customer Net Promoter Score (NPS) for the pilot program was 88 - substantially higher than the health care industry average of 58, demonstrating strong customer satisfaction for the care we provided. We were able to use this limited pilot to validate that there was not enough service demand to warrant expanding this program, and shifted our mobile clinic focus to working with insurance payers who seek these services to bring care to underserved communities and help keep their patient populations healthier.













PAYER PROGRAMS /CARE GAP CLOSURES

One of the ways DocGo is leading the Proactive Healthcare Revolution is by working closely with our health plan and insurance payer partners. For health plans with Medicare Advantage and Medicaid Advantage members, we are mutually incentivized to improve the overall health of patients and therefore, reduce unnecessary costs and inefficiencies in health care.

DocGo helps accomplish these goals through our innovative hybrid approach to home visits – a licensed practical nurse deployed to the home and connected virtually to an advanced practice provider. Through our extensive list of in-home diagnostic tests and assessments, DocGo is able to address 30 gaps in care for health plans and help them improve their quality measures, HEDIS Scores and Star Ratings.

We recently rolled out our mobile, in-home Annual Wellness Visit program for Medicare plans which is combined with disease and age-related gap closures. In partnership with health plans, our engagement team reaches out to patients to re-engage them in their health.

For most patients, our visits serve as a bridge to their primary care physician. We can help them in between their PCP visits and collaborate with any existing specialists. These patients often have complex needs so this proactive approach helps them stay on track.

Part of what sets us apart is our ability to go into a patient's home – physically and virtually – to understand the patient's environment, help remove barriers to accessing care, and confirm they are getting the care they need.

Our holistic approach is designed to positively impact costs of care and our patients' lives through fewer emergency room visits and hospitalizations, and better management of chronic illnesses.

BY THE NUMBERS

500,000+
patients assigned for care gap closure programs from multiple insurance payers in 2024

166,000+
customer outreach calls to patients (2023)

750,000 +
customer outreach calls to patients (2024)

89
net promoter score for patients (2023)

87
net promoter score for patients (2024)
(healthcare industry average is 58)

DOCGO CAN CLOSE 30 CARE GAPS IN THE HOME DIRECTLY TIED TO HEDIS QUALITY MEASURES, INCLUDING:

- AWV – Annual Wellness Visits
- COA – Care for Older Adults
  - Pain Assessment
  - Medication Review
- COL – Colon Cancer Screening (FOBT/ FIT DNA)
- CPB/BPD - Controlling High Blood Pressure
- DSF – Depression Screening PHQ-9
- EED – Eye Exam for Patients with Diabetes
- FRM – Screening for Future Fall Risk
- HBD – Hemoglobin A1c for Patients with Diabetes < 9
- KED – Kidney Health Evaluation for Patients with Diabetes
- Medication Adherence
  - for Diabetes Medications
  - for Hypertension (RASA)
  - for Cholesterol (Statins)
- Statin Therapy for Patients with Cardiovascular Disease
- Statin Use in Persons with Diabetes
- OMW - Osteoporosis Management in Women Who Had a Fracture (Bone Density US)
- SDOH – Social Determinants of Health Screening
- TRC / Transitional Care:
  - Medication Reconciliation Post-Discharge
  - Patient Engagement after Inpatient Discharge
- Vaccinations
  - AIS - Flu Vaccination
  - CVS - COVID-19 Immunization First and Second Dose, COVID-19 Immunization Booster
  - PNU - Pneumococcal Vaccination Status for Older Adults
  - CIS – Childhood Immunization Status

DocGo HOME VISIT PROGRAM

In late 2022, DocGo Mobile Health launched a mobile urgent care offering in New Jersey and New York that brought care directly to the home – a modern take on the classic house call. The program was marketed directly to patients, who scheduled visits using the DocGo OnDemand mobile app. Our integrated multi-modal software enabled us to better coordinate care for those who are homebound, have unique needs, or simply can't reach the doctor's office on their own. Over time, we enhanced our app's feature set and extended its use as the home visit platform for our health plan partners care gap closure programs that we are running in multiple states.

DocGo mobile health teams are trained to deliver an array of concierge medical services for patients such as home evaluations, diagnostics, prescription consult, and vaccinations. Our onsite teams have access to advanced practitioners, including physicians, nurse practitioners or physician assistants, at the push of a button through our telehealth capabilities. With our proprietary technology, DocGo is able to provide house calls at about the same cost as a traditional urgent care center visit.

In 2023, we expanded DocGo's Affliated Clinical Practice Group capabilities to include episodic and primary care encompassing the entire patient life span – including children as young as two years old. We expanded our capabilities for in-home diagnostics, chronic disease management, and behavioral health. We collected a significant data set through depressive disorders screenings (PHQ-9 tests) to address both behavioral health and medical needs, as well as expanded the use of in-home diabetic screenings including diabetic eye exams, HbA1c blood tests, and kidney health evaluations.

See the following page for first-hand accounts of how DocGo's home visits impacted the lives of our patients in New York and New Jersey.

STORIES FROM REAL DocGo PATIENTS



Iryna R.

"My son is on the spectrum and was very scared of doctors before we used the service. Now he is not any more. It's hard for me to go to the doctor with my son because I'm disabled. I think anyone who is bedbound or is disabled or anyone who has trouble in any way, shape or form going to the doctor, really should use this service."



Lyndon G.

"I live alone in an apartment in Manhattan. I had an accident. I was bleeding and I needed some help, and I couldn't reach the hospital. They sent a very outstanding young lady who is a nurse and she did all of my vital signs in my apartment. Took all the tests that you'd have to go to the hospital for. **Saved me money and time and cab fares and ambulances and all that stuff. It's just an amazing experience."**



Lisa J.

"I'm a single mom who lives in Hoboken, New Jersey. I have a special needs daughter. After COVID, her world was turned upside down. She could not leave the house - not even to go to a doctor's appointment. It was really hard for her. **That very night, I had a DocGo nurse, they put me at ease, and I did not even have to leave my home.** And more importantly, they put my daughter at ease. I would recommend the service to anybody. I have recommended it."



Julissa S.

"I am my mother's caregiver. I learned about DocGo in December when my mother was discharged from the nursing home. It's really intimidating having a senior living at home. Having to take care of practically everything and every level of their lives. **Having and sharing that responsibility with those folks at DocGo is really exceptional, and I'm really happy to have them as a service for me and my mother."**



Alan C.

"In my house is my 92-year-old mom with dementia. One of the most trying things is getting to the doctor, but the biggest solution to that is DocGo. **They're professional, on-time, courteous and put everyone at ease."**



Roxanne M.

"I used the service because my grandmother came out of rehab. She's really sick. They were able to help me set up an appointment, had availability times, day time, evening time. The communication was really clear."

UK MOBILE HEALTH EXPANSION

In early 2023, Ambulnz Community Partners began to provide Rapid Falls Response Service, a quicker response to help elderly patients recover from falls without requiring a trip to the emergency room, and establishing clinical pathways to help prevent future incidents.

Building upon significant organic growth in high-quality urgent and planned care ambulance transportation services in the UK, Ambulnz Community Partners' Rapid Falls Response Service reduces access times to healthcare for elderly patients in crisis, delivering preventative timely healthcare and providing future referrals within patients' communities.

Proudly owned by DocGo, Ambulnz Community Partners provides high-quality transportation services, which include patient transport and discharges, maternity transfers, transfers for palliative patients, as well as transport for mental health patients.





MLK COMMUNITY HOSPITAL

MLK Community Hospital's (MLKCH) Emergency Department is one of the busiest in the nation; in 2024, approximately 120,000 patients passed through a facility built to treat 30,000. The high volume has everything to do with Medi-Cal's poor reimbursement rate, making it unaffordable for physicians to work in the area. In response, MLKCH's ED has become the de facto destination to access even basic primary care.

Home paramedicine, referred to as "house calls" in another era, is a response by MLKCH to the needs of patients as they recover from hospitalization—and an antidote to the severe doctor shortage in South LA's low-income, largely-minority community. At last count, the hospital's service area lacked 1,500 doctors relative to communities of similar size in California.

The MLKCH Home Paramedicine Program aims to reduce pressure on MLKCH's ED by ensuring that patients do not return to the hospital after discharge. DocGo provides transitional care home visits through this program.

"When our patients go home, they often confront the area's major healthcare shortage. We give priority to patients who have conditions where they might not have the correct follow-up care."

-Dr. Jorge Reyno, Senior Vice-President of Population Health at MLKCH.

*originally appeared on MLK.org Foundation News

Martin Luther King, Jr. Community Hospital



677
home visits in 2023

1,006
home visits in 2024

CALIFORNIA TRANSITIONAL CARE PROGRAM

Our transitional care programs keep patients recently discharged from a hospital stay healthy at home and out of the hospital. We operate several post-acute and targeted home visit programs throughout the United States with hospital and provider groups, including with a health plan partner in California with 2.5 million members.

In these programs, we receive a roster of recently discharged patients from the hospital. Our outreach and scheduling team contacts each patient on the list to schedule a follow-up at-home visit within 48 hours of the discharge. At these at-home visits, DocGo's mobile health clinicians take basic vitals, conduct a medication consolidation and review at-home conditions to identify and remove hazards to maximize the chance of compliance with the patient's care plan. The summary and results of these visits are provided to the health care system and directly to the patient's primary care physician to ensure appropriate follow-up.

Our transitional care programs have proven ROI and success in reducing rates of readmission. **Our California transitional care program showed a 50% improvement in all-cause readmission rates in a 2023 controlled study.**

761 CA Transitional Care Visits in 2023

1,193 CA Transitional Care Visits in 2024



SANTA CRUZ COUNTY COMMUNITY CLINICS

In November 2023, DocGo expanded its mobile clinic operations in Santa Cruz County, Arizona, to enhance vaccine accessibility in a rural area with limited access to medical resources. Santa Cruz County is designated as a medically underserved area by the Arizona Department of Health Services. This new Santa Cruz clinic expands vaccination access in the county.

While rural communities only account for 14 percent of the U.S. population, rural communities represent nearly two-thirds of primary healthcare shortage areas. According to University of Arizona Center for Rural Health, the state currently has a shortage of 560 primary care physicians – particularly affecting Arizona's rural counties.

DocGo previously offered flu and COVID vaccines in mobile clinics with the Santa Cruz County Health Department, as well as with the Maricopa County Health Department and the state of Arizona Department of Health. The new clinic is equipped to provide a broader range of vaccines, including Varicella (Chickenpox), MMR (Measles, Mumps, Rubella), DTap (Diphtheria, tetanus, pertussis), Tdap, Hib, Hep A, Hep B, HPV, Influenza, Meningococcal, IPV (Polio), Rotavirus, Pneumococcal, Tetanus and COVID.

The clinic operates four days a week, eight hours a day at the County Health Department Office.



"Recognizing the stark reality that vaccines are less available in rural communities, resulting in lower vaccination rates for diseases like HPV, our comprehensive range of on-site vaccines aims to bridge this gap. The introduction of a mobile clinic at the county building represents a pivotal step forward in advancing healthcare and ensuring that every community member receives the care they deserve."

Jeff Terrell
Director of the Santa Cruz County Health Services Department

DISABILITY RIGHTS MICHIGAN

Disability Rights Michigan received a grant through the Michigan Department of Health & Human Services to support vaccinations for homebound residents in 2023 and 2024. The nonprofit contracted with DocGo to provide vaccinations at community events and at residential facilities, such as nursing homes or adult foster care facilities. Often, clinics are paired with visits to people's apartments. For example, during a clinic held at an apartment building geared to seniors or those with disabilities, nurses go up to the apartments of those unable to come to common spaces for vaccines.

Over the course of the program, DocGo provided more than 7,300 vaccinations to 5,000 unique patients at community events, nursing homes, adult foster care facilities and directly in the home.

5,000
Patients Served

7,300
Vaccines Administered



Harold Brown, 92, and Darelen Brown, 87

BROOK IBRAHAM,
REGARDING HER 92-YEAR-OLD GRANDFATHER

"MY GRANDFATHER PROBABLY JUST WOULDN'T HAVE ACCESS BECAUSE IT WOULD HAVE BEEN TOO DIFFICULT TO GET HIM ANYWHERE. HE JUST DOESN'T HAVE THE STRENGTH TO GET IN AND OUT OF A VEHICLE, AND NOBODY ELSE HAS THE STRENGTH TO GET HIM IN AND OUT OF A VEHICLE."

**originally appeared in "The Lakeshore West Michigan" as part of an editorial series in partnership with Disability Rights Michigan.*

PHILANTHROPY AND COMMUNITY OUTREACH

DocGo's national, regional, and local operations are invested in the communities that they serve, and join with local nonprofits and organizations to support initiatives that make our communities great places to live, work and raise families. I**n 2023 and 2024, our corporate donations totaled more than $700,000.**

Following are a few select highlights:

BREAST CANCER AWARENESS 2023 & 2024

DocGo was a corporate sponsor of the 2024 Central Park Strides Against Breast Cancer Walk for the past three years. The DocGo team collectively raised more than $15,000 for Breast Cancer Awareness in 2023 and 2024 alone.



Donated & volunteered an ice cream truck at a school for students on the spectrum for 2024 Autism Awareness Month

Led a Sexual Health Education Class at a public school in the Bronx for 2024 Sexual Health Month

DONATING BACK-TO-SCHOOL SUPPLIES AND WINTER GEAR TO THE NAVAJO NATION

DocGo's medical staffing division serves multiple facilities and programs of the Indian Health Services (IHS). In 2023, the company donated more than 40 backpacks complete with school supplies for children on the Navajo reservation in Arizona to prepare them for school. Additionally during the winter, we donated 40 jackets, 40 hats, 50 pairs of gloves, and 30 pairs of socks to the Navajo Nation for winter gear.



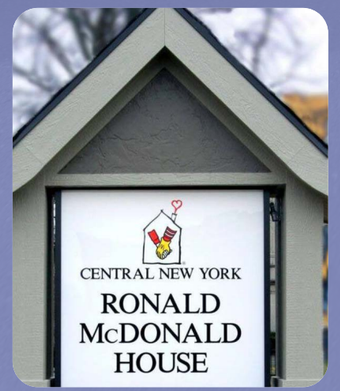
MLK COMMUNITY HOSPITAL DREAM SHOW

In 2024, DocGo was a gold sponsor of the MLK Community Hospital Dream Show. The event supports the MLK Community Foundation that among other programs supports a multi-specialty nonprofit medical group, helping to close a physician gap of 1,200 doctors in South LA, expanded diagnostic and treatment services, mobile health and telemedicine programs, integrated behavioral health, home health, a street medicine program for unhoused patients, best-in-class maternity services, and a nurse residency and fellowship program.

MLK Community Health Foundation

NEW YORK CITY RONALD MCDONALD HOUSE

DocGo was a patron-level sponsor of the 2024 New York City Ronald McDonald House annual gala. The Ronald McDonald House New York provides families of children with cancer and other serious illnesses with temporary housing and family rooms in and near children's hospitals, as well as other supportive services.



ENCOURAGING AND DEVELOPING A TEAM OF GO-GETTERS!

DocGo's CORE VALUES

The company has recently unveiled a set of core values to help govern, guide and inspire DocGo's culture:

PROACTIVE EXCELLENCE

We're forward-thinkers, always anticipating patient and customer needs and providing proactive care and service. We encourage our team to be proactive in suggesting improvements and innovations for our products, services and processes.

PURSUIT OF PERFECTION

We strive for perfection in every detail, and we don't rest until we've achieved this goal each and every time. Our commitment to perfection drives our delivery of world-class health care.

PRIORITIZING PATIENTS AND PARTNERS

Our unwavering focus is improving patients' lives and helping keep them out of the hospital. Delivering value for our patients and health system, municipality and insurance company partners is our top priority.

RELENTLESS WORK ETHIC

Our entire company – from clinicians to corporate team members – share a tireless work ethic. We're constantly striving to innovate, improve and deliver outsized results. This unstoppable approach aligns with our mission of providing high quality, highly accessible healthcare for all.

CAREER CATALYST

Delivering high-quality, accessible care energizes us to keep striving for what's next and supercharging our team in their career paths. We are a collaborative, empathetic organization that is working together to create the future of health care delivery.

COMPANY CULTURE

A thriving company culture is more than the sum of its parts. It must be built from the ground up, starting with values that center on promoting the health and well-being of people - our team, our patients and our communities.

EXAMPLES OF COMPANY CULTURE

- Celebrated national weeks honoring our licensed clinicians, including National EMS Week, National Advanced Practice Providers Week and National Nurses Week. For Nurses Week in 2024, our clinical and executive leadership gathered at Nasdaq to ring the closing bell.

- Held employee engagement events including a baseball game with our team members and their families and our Northwell Health customers at Citi Field.

- Instituted a National GoGetter Employee of the Month program to highlight outstanding members of the team.

- Launched a robust internal communications initiative with monthly themes that highlight health and employee well-being.

- Certified by Great Place to Work™ for the second year recognizing the company for its excellent workplace culture and employee satisfaction. At the time of this report's publishing, DocGo earned a 4.4-star rating on Glassdoor and a 4.4-star rating on Indeed based on employee reviews. These ratings significantly exceed industry averages.

- Launched a 16-week leadership course in our EMS division, which brought in managers from across our national footprint.









indeed 4.4

glassdoor 4.4

BY THE NUMBERS - 2023 & 2024

Our commitment to the DocGo family is to promote a safe, healthy, and balanced working environment, provide career development resources to support growth and provide purpose-driven work through a shared culture and vision.

The approximately 5,000 GoGetters are the most critical piece of delivering care to our communities. At our heart, DocGo is a service company and an engaged, connected team is the only way that we can achieve our impact goals.

DocGo provides jobs both through direct employment and our extended workforce partners to surge our team to meet the needs of our customers and communities. For example, during the Mpox public health emergency in NY, DocGo quickly supplemented our workforce with over 100 additional workers for a quick response.

~5,000 full- and part-time team members at the end of 2024 (25% growth from 2022)

439 extended workforce members converted to W2 employees and receive full benefits as employees

$6.67M in bonuses paid directly to field staff

590 internal promotions



DIVERSITY & INCLUSION: A REFLECTION OF THOSE WE SERVE

At DocGo, we serve diverse communities, and a goal for our organization is to ensure that our workforce reflects those communities. To that end, our overall workforce makeup is 71% diverse – holding consistent over the significant portion of new hires and growth in 2023 and 2024. Our total workforce grew by 25% over the past two years. The racial diversity percentage of our new hires was 84%, which very closely matches the racial diversity of our patients (86% racial diversity).

When looking at our management positions, our diversity percentage is 35%, and through our ongoing recruiting initiatives, we are committed to working towards increasing our corporate and leadership diversity percentage year over year.

71%
of total workforce is racially diverse

51%
of total workforce are women

35%
of management is racially diverse

35%
of management are women

WELLNESS & BENEFITS

PLANNING FOR THE FUTURE

In the second full year of our 401(k) plan for our employees, we have **achieved 63% of eligible employees enrolled**. Our People Department provides regular education to the workforce on the importance of planning for retirement and the success of this program can be seen not only in the overall participation percentage, but also in the consistency of participation among age brackets. Team members under the age of 25 have a participation rate of 33% and employees over the age of 55 enroll at 61%.



PHYSICAL WELLNESS & MENTAL HEALTH RESILIENCY BENEFITS

DocGo launched a new EAP program in 2023 through Magellan to provide anonymous counseling and behavioral health support to the DocGo workforce. DocGo team members can access the hotline and digital resources for free. In 2024, we continued our initiatives to promote higher utilization of these resources when needed.



ACTIVE-DUTY MILITARY & VETERAN SUPPORT

DocGo is a registered employer with Hiring for Heroes, a federal program that offers apprenticeships funded by the military to assist in career path transitions for service members and their spouses and immediate family members. DocGo welcomed its first participant in 2022 in New York and continued the program in 2023.

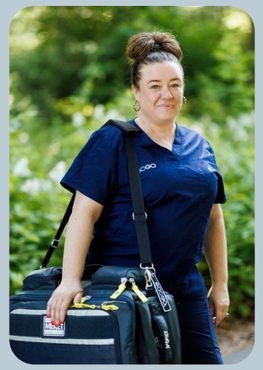


"I'm really excited to join the DocGo team. DocGo utilizes industry-leading technology to provide critical care to those in need. It's a growing company with an incredible mission. I can't wait to start."
Patrick Cottell, 2023 DocGo Hiring Our Heroes Fellow

In the UK, Ambulnz Community Partners by DocGo signed the Armed Forces Covenant and is a proud Forces Friendly Employer. We employ several veterans and recognize and reward their enhanced skills attained while serving in the Armed Forces. We actively engage with the Career Transition Partnership to facilitate the recruitment of members of the Armed Forces community.

AFFORDABLE BENEFITS

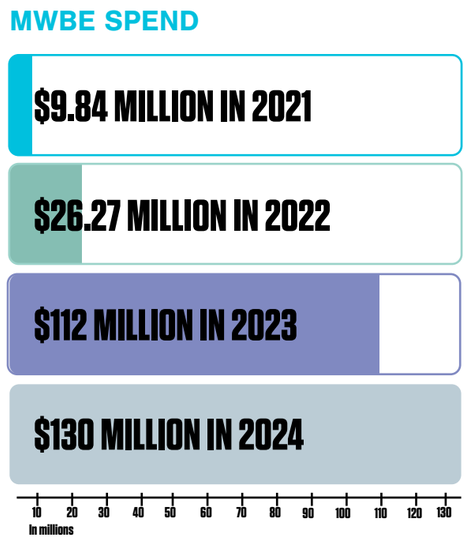
In our 2024 benefits package, DocGo was able to expand the level of benefits provided to our team members. We also were able to decrease premiums by 5% across all health plan offerings in 2023.



PROCUREMENT DIVERSITY

DocGo aligns itself with organizations that value diversity. Through our partnerships and contracts, we commit a percentage of our business to contractors and subcontractors that are Minority-and/or Woman-owned Business Enterprises (M/WBE). DocGo is committed to diversity in its procurement and expands on the requirements of these programs through our procurement processes.

In 2021, DocGo spent approximately $9.84 million with MWBE subcontractors, and in 2022, we spent $26.27 million. In 2023, we spent more than $112 million – a 430% increase over the previous year. For 2024, we spent more than $130 million with minority- and woman-owned businesses – many of who are certified MWBE with local municipalities or state programs.



PROUD SUPPORTER OF SOCIALLY & ECONOMICALLY DISADVANTAGED BUSINESSES

In 2024, DocGo established an SBA-approved Mentor Protégé Agreement with a Service-Disabled Veteran Owned Small Business (SDVOSB) to provide services to the Federal Government. A Joint Venture (JV) was created between the Mentor and Protégé to directly provide all medical services – On Duty Staffing Group.

The Mentor-Protégé Program (MPP) helps eligible small businesses gain capacity as the protégé and win government contracts through the resources provided by the mentor companies - larger, more experienced companies.

On Duty Staffing Group allows DocGo to provide the majority of services for SDVOSB set-aside contracts while supporting our SDVOSB protégé partner in growing its business.

In addition to our mentor-protege relationships, we have joined as subcontractors to Indian-owned small businesses to provide medical staffing services to the Indian Health Services.

ON DUTY STAFFING GROUP

Disabled Veteran Owned Small Business
SDVOSB
Service
CVE

SAFETY/TRAINING

DocGo's Training & Education Department is a National Association of Emergency Medical Technicians (NAEMT) Training Center offering Advanced Medical Life Support (AMLS), Prehospital Trauma Life Support (PHTLS), Emergency Pediatric Care (EPC), Geriatric Education for EMS (GEMS), Mental Health Resilience Officer (MHRO), Psychological Trauma in EMS Patients (PTEP), EMS Safety, EMS Vehicle Operator Safety (EVOS), Tactical Emergency Combat Care (TECC), and The NAEMT NCCP Virtual Refresher Series for EMTs, Advanced EMTs, and Paramedics. All NAEMT courses taught by DocGo are accredited by the Commission on Accreditation for Prehospital Continuing Education (CAPCE).

DocGo is an authorized American Heart Association Training Site for Advanced Cardiovascular Life Support (ACLS), Pediatric Advanced Life Support (PALS), Pediatric Emergency Assessment, Recognition, and Stabilization (PEARS), HeartSaver (HS), and Basic Life Support (BLS) and maintains internal American Heart Association Training Site Instructors and Training Site Faculty on staff.

NAEMT Advancing the EMS profession
AUTHORIZED TRAINING CENTER

We are proud to continue our collaboration with Coaching Systems LLC as they have released Coaching The Emergency Vehicle Operator 5 (CEVO 5). DocGo is a National Safety Council Defensive Driving Course Training Center offering this program to employees and the public for insurance premium discounts or point reduction purposes. Additionally, we offer Stop the Bleed bystander training courses, First Aid, CPR Courses & AED Training to our community partners and to the public – training them to help provide emergency intervention while emergency personnel arrive – which is proven to improve patient outcomes.

NEW IN TRAINING FOR 2023/2024:

- Announced a collaboration with IA MED and FlightBridgeED, LLC to bring the best of critical care transport education to the medical transportation team. The partnership allows DocGo to provide approval and endorsement of CAPCE CEUs for any approved and relevant EMS training programs delivered.
- Credentialed as a national Private Authorized Training Center for the Airway Management Education Center offering The Difficult Airway Course.
- Achieved EMS training site certification for our Colorado EMS division.



FOR THE EARTH...



...WE GO

ENVIRONMENT

With our roots in technology and software development, DocGo has been an industry leader in developing and adopting new technology that allows us to bridge the gap of care and to do so in ways that help protect our earth. DocGo's sustainability initiative includes yearly milestones and reporting along the progress of these goals.



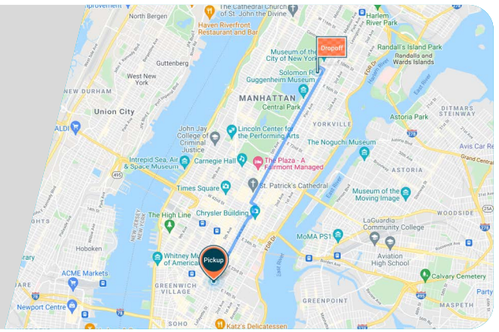
REDUCE CARBON IMPACT FROM VEHICLE FLEET AND COMMUTING

As a mobile health provider, the majority of our service necessitates that we travel with a vehicle in order to bring care within reach of our patients and communities. With vehicle travel, we have an opportunity to make an impact on the environment through our adoption of sustainable vehicle technology. Additionally, DocGo located our global headquarters in New York City, which has the largest and most used public transportation network in North America. We encourage employees to reduce company travel whenever possible.



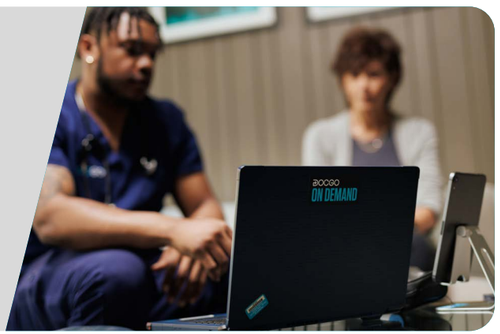
SUSTAINABLE PROCESSES FOR VEHICLE DEPLOYMENT

DocGo's AI-powered deployment algorithm allows us to reduce mileage and idling time. DocGo places stations and substations within the communities we serve to reduce the amount of travel time of vehicles to their post.



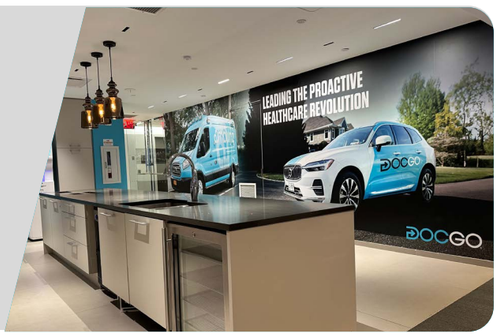
REDUCING PAPER WASTE AND RECYCLING

As a technology company, DocGo has taken every opportunity possible to digitize records management, including electronic patient records for both ambulance transports and mobile health visits, employee records and more.



REDUCE ENERGY USE

At our stations and office buildings, DocGo has looked to employ smart technology that minimizes the consumption of water and energy. DocGo recently moved to a new global headquarters in New York City, which has an Energy Star Rating of 89 / A.



ELECTRIC AND HYBRID VEHICLE & FUEL EFFICIENT FLEET INITIATIVE

DocGo launched the first zero-emissions electric ambulance in the U.S. in 2022 and introduced a fleet of 13 fully electric or hybrid vehicles in its medical transport division. We are currently working with a new vendor on an ambulance design that will have an expanded mileage range per charge. Additionally, in 2023, DocGo introduced hybrid vehicles into its home visit program and debuted new Volvo hybrid fly cars into its existing fleet. Through our U.S. electric and hybrid vehicle fleet alone, we helped prevent 793,000 pounds of carbon emissions in 2024.

In September 2023, our United Kingdom division, Ambulnz Community Partners, launched eco-friendly electric ambulances in collaboration with Stockport NHS Foundation Trust. These six fully electric ambulances support the National Health System (NHS) sustainability goals with a 120-mile range and cost-efficient operations. This initiative demonstrates our commitment to greener medical transport solutions. Plans to operationalize additional electric ambulances are underway.

DocGo operates a lease program for its ambulances through GE Capital. A lease strategy allows the company to maintain a newer, more fuel-efficient fleet and to more immediately capitalize on advancements in green vehicle technology.

Our fleet is designed to reduce the impact of our gas-powered vehicles as much as possible. Approximately 90% of our gasoline-powered medical transport vehicles are Type II van-style ambulances that have 6-cylinder engines. These vehicles are much smaller and more fuel efficient than the Type I and Type III box-style units. The van-style units get an average of 8.2 miles per gallon compared to approximately 5 miles per gallon for traditional box-style units. Because of our choice of ambulance vehicles, we save more than 631,000 gallons of gas each year and reduced our annual carbon emissions by 15.5 million pounds in 2024.

“We’re absolutely dedicated to reducing our carbon transport emissions to help us support the environment, and we’re very pleased our partners at Ambulnz are now helping us to meet this commitment. The new electric community ambulance and its crew are now providing safe, effective transport for our patients in a way which is healthier for the planet as well.”

Cathy Lloyd
Directorate Manager of Operational Support, Stockport NHS Foundation Trust



2023

12.9 MILLION lbs of CO^2 diverted by fuel efficient fleet

660,000 lbs of CO^2 diverted through electric vehicles

2024

15.5 MILLION lbs of CO^2 diverted by fuel efficient fleet

793,000 lbs of CO^2 diverted through electric vehicles

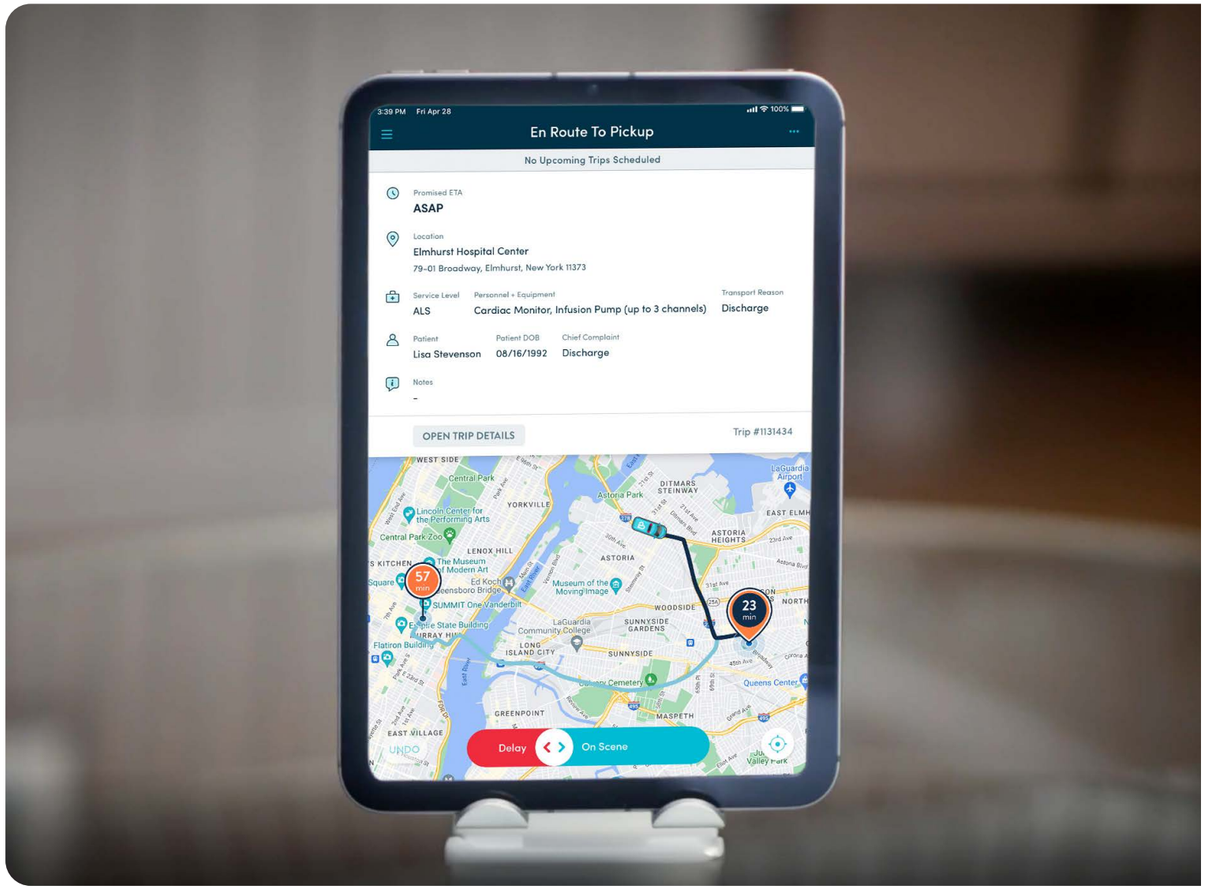
*US only numbers. Does not include UK vehicle fleet.

TECHNOLOGY-DRIVEN FUEL EFFICIENCY

DocGo's fleet is equipped with proprietary, AI-driven dispatch technology that increases utilization rates and efficiency of our vehicles while helping preserve the comfort and safety of our clinicians and crews. DocGo's algorithm uses data to better predict the location and frequency of nonemergency and emergency ambulance service requests to best position our ambulances and mobile health vehicles to respond quickly.

Through our technology, the average unit hour utilization across our medical transport division is approximately a .30 – meaning that our units complete an average of 3.6 transports in a 12- hour shift. In comparison, the Academy of International Mobile Healthcare Integration (AIMHI) estimates that its member agencies average between .259 and .422 in scheduled unit hour utilization.

DocGo operates within best practices for utilization demonstrating that we are maintaining a high level of efficiency and therefore, managing our vehicle usage as responsibly as possible to help minimize our impact to the environment. Additionally, all DocGo vehicles have speed governors that maintain fuel efficient speeds, as well as increase the safety of our crews.



SAVING NATURAL RESOURCES THROUGH DIGITAL CONVERSIONS

As a technology-driven company, DocGo has implemented systems and processes that maximize use of digital records to save paper.

Much of the paper waste in the medical field focuses on the necessity of keeping and sharing records. Through our proprietary software development, as well as the custom integrations of our system, we have minimized our paper consumption.

For mobile health, all patient records are managed electronically through our elecronic health record (EHR) system. For medical transportation, we use an electronic patient care (ePCR) record management system. Each of the digital records entered into our EHR and ePCR not only feed a centralized, HIPAA-compliant database, but also integrate with our customers' systems, including hospital electronic medical record systems like Epic.

For many mobile health agencies and organizations, patient records have historically been paper-based. Through use of our digital platform, we estimate that we have saved an average of three printed pages per mobile health record; five printed pages per medical transportation record and eight pages per remote patient monitoring alert. In total, we saved more than 6.6 million pages of paper in 2023 and more than 7.5 million pages of paper in 2024.

Additionally, as we welcome new companies into the DocGo family, as we did with our remote patient monitoring team in 2023, we work with them to upgrade their processes to our digital systems and further reduce paper usage across our enterprise.

REDUCING PLASTIC WASTE AT HEADQUARTERS

In our headquarters, we implemented a trio of water stations to replace our use of water bottles. Since starting the program at our New York headquarters in 2024, we have saved nearly 40,000 water bottles from landfills.

According to the Container Recycling Institute, 86% of disposable water bottles used in the United States become garbage or litter, adding 38 billion disposable water bottles to U.S. landfills. The water bottling process releases 2.5 million tons of carbon dioxide into the atmosphere annually. On average, it takes approximately 450 years for a water bottle to decompose.



FOR SOCIETY...



...WE GO

GOVERNANCE

DocGo's APPROACH TO GOVERNANCE & COMPLIANCE

At DocGo, our mission is to deliver high quality, highly accessible health care to all – and to do so ethically and in full compliance with all applicable laws.

A thriving compliance program requires active participation from the entire team. From the first day at DocGo and at every level of the organization from the field crews to the CEO, we focus on instilling the importance of integrity and provide the training necessary so that every member of our team works together to maintain compliance. Our comprehensive compliance program maintains patient privacy and works collaboratively to ensure delivery of our service level commitments of our business entities to our partners and government regulators.

DocGo's Compliance Program is built on a foundation of organizational excellence and designed to:

- Maintain and promote high quality care
- Prevent fraud
- Protect patient privacy
- Ensure compliance with state and federal laws
- Prevent and/or manage conflicts of interest
- Identify and prevent waste
- Promote the understanding of risks and potential exposures
- Ensure billing and coding accuracy
- Strive to promote the use of best practices
- Foster a culture of ethics and compliance





MANAGEMENT COMPLIANCE COMMITTEE STRUCTURE

To maintain momentum on our significant compliance, risk mitigation and ESG efforts, DocGo has a Compliance Ambassador Committee that meets quarterly to review progress around our compliance work plan. The multidisciplinary Compliance Committee is comprised of team members across all departments and levels of the organization to ensure cultural adoption of compliance and ESG goals.

A major responsibility of this committee is to review progress towards the company's goals and initiatives surrounding community impact, human rights and environmental impact. The Compliance Committee is led by Chief Compliance Officer Stephen Sugrue, who reports directly to DocGo's Board of Directors as a best practice.

The Executive Compliance Steering Committee meets every two weeks to review progress on the hundreds of work plan items championed by DocGo's Compliance Department and ensures that the company maintains processes that meet or exceed best practices for compliance and governance. Our company processes are compared to federal and state work plans, enforcement trends and industry best practices. In 2023, the Compliance Committee completed more than 433 work plan items and 372 items in 2024.

COMPLIANCE AMBASSADORS

The Compliance Ambassador Committee is comprised of more than 40 members representing diverse departments within the company that help ensure compliance best practices are emphasized across the entirety of our enterprise.

- Ahron Weiner
- Alyssa Richards
- Anne Scalici
- Chelsea Hernandez
- Damaris Pichardo
- Daniel Feigenbaum
- Duane Mothershed
- Eiwe Lingefors
- Ely Tendler
- Erin Ryan
- Esmeralda Almazan
- Gavin Hannah
- Hawk Newton
- Howie Magaro
- James Powell, MD
- Jamie Haddon
- Jen McLean
- Jennifer Anderson
- Jerilyn Laskie
- Jesse-Lee Lavoie
- Justin Thomas
- Lara Weissman
- Lee Bienstock
- Les Polk
- Michael Rosenthal
- Natalie Lamb
- Nicolaus Erickson
- Norman Rosenberg
- Richard Glaim
- Rosemarie Milano
- Saquib Mahmud
- Simon Wilks
- Stan Gitin
- Stephanie Barganz
- Stephen Sugrue
- Tamara Bazar
- Terri Greenleaf
- Timothy Harvey
- Tom Greenall
- Tom Pach
- Tony Cambone



CAPTAIN INTEGRITY

Our campaign surrounding ethics and compliance is championed by Captain Integrity, our Compliance Superhero. Captain Integrity promotes transparency and an open-door policy. Employees receive a quarterly compliance newsletter with industry updates, updates on company programs and recognition of employees successfully championing ethical behavior.

In 2024, we celebrated National Compliance Week during our national management offsite with Captain Integrity visiting with the leadership of every area of our company to emphasize the importance of compliance and reporting.

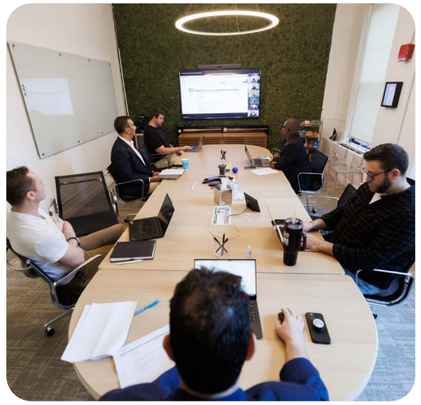


ANONYMOUS THIRD-PARTY COMPLIANCE HOTLINE

DocGo maintains a 24/7 hotline operated by a third-party organization that allows employees at any level to provide anonymous feedback and reports. The hotline encourages an open-door approach for team members to transparently bring issues forward for resolution without fear of retaliation. The hotline is reported directly to senior leadership for investigation and the reports and summary resolutions are reported directly to the Board of Directors on a quarterly basis. If needed, the Audit Committee and/or DocGo engages third-party consultants as applicable to make independent investigations and recommendations. The Compliance Department investigated 35 reports in 2023 and 58 reports in 2024. The department provided summary findings to senior leadership, the Audit Committee, and the Board of Directors.

COMPLIANCE SURVEY

Twice per year, the Compliance Department issues an annual survey of the entire workforce. The Compliance Department and Compliance Committee use the results of these surveys to mark any trends in employee's knowledge of compliance training resources and confidence in their skills.
In the 2023 survey results, 97% of employees believed DocGo is ethical. 99% stated that they felt comfortable reporting compliance concerns. In the 2024 survey, 98% believed that DocGo is an ethical organization. 96% stated they felt comfortable reporting compliance concerns.





BILLING AUDITS

As part of our robust compliance program, DocGo prospectively and retrospectively reviews claims to governmental payors to ensure accuracy and compliant billing. For ambulance records, we ensure appropriate documentation for medical necessity, coding accuracy and crew/patient signature capture. For our mobile health audits, we ensure coding accuracy and that correct modifiers are added.

In 2023, we continued our program where we honored Compliance Stars who after becoming Certified Ambulance Coders (CAC) achieved exeptional claims accuracy. Our Compliance Stars were honored during National Compliance Week.

INCREASING DIVERSITY ON OUR BOARD OF DIRECTORS

For 2023, we increased the gender and racial diversity of our board of directors by appointing Vina Leite to our seven-member board, and we continue working to increase our board diversity.

Ms. Leite currently serves as Chief People Officer at GoodRx (Nasdaq: GDRX), where she built a human resources infrastructure for a publicly traded growth company with more than 1,000 associates. Prior to GoodRx, she served as Chief People Officer at The Trade Desk (Nasdaq: TTD), a publicly traded technology company that empowers digital ad buyers to purchase data-driven digital advertising campaigns. Earlier in her career, Ms. Leite served as Chief People Officer at Cylance, a cyber security firm and Chief Human Resources Officer at Qlogic, a developer of computer connectivity solutions. Prior to that, she served as COO/Vice President of Human Resources at EMC, an information technology provider, and, before that, Chief Human Resources Officer at UNICOM.



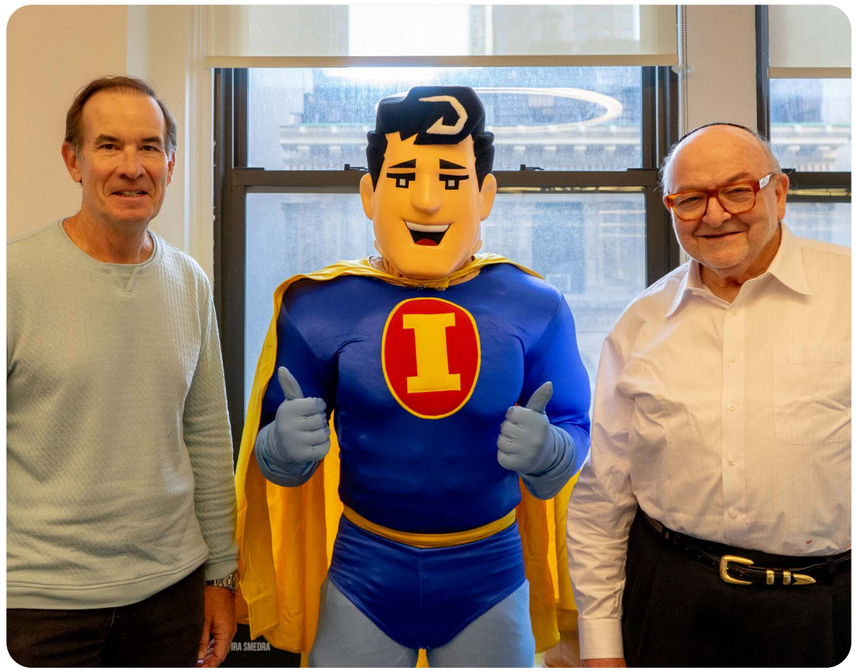
COMPLIANCE AWARDS

In 2024, DocGo was selected as a finalist for two separate independent awards for its compliance and risk programs. The Company was named a finalist for the 2024 NAVEX Excellence Awards in the Compliance & Risk Program of the Year category and was also named a finalist for the Best Compliance and Ethics Program (small to mid-cap) in Governance Intelligence's Corporate Governance Awards 2024.

DocGo's nominations highlighted the Company's robust Compliance Committee structure, transparency of staff Compliance surveys, and enhanced policies and procedures to better address emerging issues and ensure compliance with regulatory standards. They also included outreach efforts such as hotline reporting to effectively address and resolve concerns to continue upholding the highest standards of ethical conduct.

The NAVEX Excellence Awards recognize organizations demonstrating exceptional commitment to corporate governance, risk mitigation, and ethical practices. It celebrates how robust governance, risk and compliance (GRC) programs can strengthen corporate culture and drive business success. Finalists were selected from a highly competitive pool of nominations by a panel of NAVEX executives and industry experts.

The Corporate Governance Awards are dedicated to celebrating excellence in governance and recognize companies that are consistently raising the bar and pushing the profession forward through innovation. They are awarded by Governance Intelligence, a forum where governance experts and service providers share their experience, insights and best practice recommendations on a wide range of critical industry issues.



NAVEX™

governance intelligence

COMMITMENT TO HUMAN RIGHTS

DocGo aligns its efforts with the ten main principles of the United Nations Global Compact surrounding Human Rights, Labor, Environment and Anti-Corruption. We strive to abide by the UN Guiding Principles on Business and Human Rights, a set of guidelines for States and companies to prevent, address and remedy human rights abuses. Our policy as detailed below directs our efforts to fairly address reported potential discrimination incidents. DocGo provides cultural sensitivity education for those handling the investigations. In 2023, we updated and redistributed our Human Rights and Civil Rights Policy to our workforce.

In accordance with relevant laws and regulations, and the DocGo Code of Conduct and DocGo Employee Manual, we are committed to treat all people with respect and dignity; to have a workplace free of harassment and discrimination; to promote equity in the workplace; prohibit forced, bonded, trafficked and child labor; recruit ethically; provide fair wages and benefits; and promote and protect health and safety in the workplace.

We expect our employees and suppliers to comply with our commitment to respect human rights, and therefore we have a zero-tolerance policy prohibiting modern slavery and trafficking-related activities.

We conduct due diligence and audits to avoid any human rights abuses, and we monitor and report on our human rights commitments and efforts. We expect our employees, suppliers, and stakeholders to speak up, without retribution, about any concerns, and contact our Compliance Department via email or report suspected violations anonymously at our phone hotline. We will not tolerate retaliation or reprisal against anyone for having reported suspected violations of this Policy.

This Policy is guided by international principles including those encompassed in the United Nations Guiding Principles on Business and Human Rights, and Universal Declaration of Human Rights.



THE FOLLOWING ENTITIES & DEPARTMENTS CONTRIBUTED TO OUR IMPACT REPORT:

- Board of Directors
- Community Partners
- Legal
- Compliance
- Investor Relations
- Mobile Health Operations
- Medical Transportation
- Operations
- Risk & Safety
- Fleet
- Information Technology (IT)
- Procurement
- Finance
- People Department
- Talent Acquisition
- Training
- Marketing
- Clinical Practice Group



FORWARD-LOOKING STATEMENTS

This 2023/2024 Social Impact and Sustainability Report (this "Report") and the materials or websites cross-referenced herein contain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended, regarding, among other things, DocGo's plans, strategies, outcomes, prospects, goals and expectations, including with respect to DocGo's future performance, corporate responsibility, sustainability, employees, environmental matters, policy, procurement, philanthropy, data privacy and cybersecurity, and business risks and opportunities.

These statements are based on the beliefs and assumptions of DocGo's management. Although DocGo believes that its plans, intentions, outcomes, results and expectations reflected in or suggested by these forward-looking statements are reasonable, DocGo cannot assure you that it will achieve or realize these plans, intentions, outcomes, results or expectations. Accordingly, you should not place undue reliance on such statements. All statements other than statements of historical fact are forward-looking. In some cases, these statements may be preceded by, followed by or include the words "aim," "anticipate," "aspire," "believe," "commit," "endeavor," "estimate," "expect," "goal," "intend," "may," "plan," "seek," "strive," "target," "will," and "work," or similar terms and expressions. Forward-looking statements are not guarantees or promises that goals or targets will be met. Forward-looking statements are inherently subject to substantial risks, uncertainties and assumptions, many of which are beyond DocGo's control, and which may cause DocGo's actual results or outcomes, or the timing of results or outcomes, to differ materially from those contained in DocGo's forward-looking statements, including, but not limited to: DocGo's ability to successfully implement its business strategy; DocGo's ability to successfully integrate acquisitions or realize the benefits of such acquisitions; DocGo's reliance on and ability to maintain its contractual relationships with its healthcare provider partners and clients; DocGo's reliance on government contracts; DocGo's ability to effectively manage its growth; DocGo's financial performance and future prospects; DocGo's ability to deliver on its business strategies or models, plans and goals; DocGo's ability to expand geographically; DocGo's competitive position and opportunities, including its ability to realize the benefits from its operating model; and other risk factors included in DocGo's filings with the Securities and Exchange Commission ("SEC").

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