



option care health®



Code of Business Conduct



A Message from Our President and Chief Executive Officer



Option Care Health Team,

Each one of us has a role in Option Care Health's culture and supporting our reputation as a trustworthy and ethical company among our patients, their caregivers, referral sources, business partners, investors and team members.

Our company's purpose is to provide extraordinary care that changes lives. To that end, we are dedicated to delivering high quality products and services. Our customer focus continuously drives us to improve, and our strong values enable us to stand behind everything we do.

The Option Care Health Code of Business Conduct guides us in upholding the highest standards of integrity in the work we do each and every day. Integrity, honesty, and compliance should lead our decision-making. Making good decisions and ethical choices builds trust across our teams, business relationships, and those we serve.

Each team member is expected to follow the Code of Business Conduct and seek guidance, report concerns, or ask for help when needed. We expect our leaders to foster an environment where all team members feel comfortable asking questions and raising concerns when something doesn't feel right.

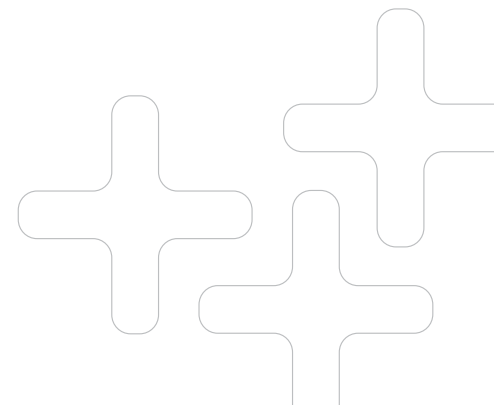
We are committed to investigating issues, resolving them, and acting on opportunities for improvement. Our Compliance and Privacy Program supports the principles of this Code by providing guidance, resources, and oversight to help our team members meet these expectations and do the right thing. It also guides and supports team members in following laws, regulations, and standards, with Human Resources and Legal as trusted partners.

Thank you for contributing to the culture of compliance at Option Care Health.

Sincerely,

John C. Rademacher

President and Chief Executive Officer



A Message from Our Chief Compliance Officer



Navigate With Integrity. Compliance Starts with You.

Option Care Health's Code of Business Conduct reflects who we are and how we do business every day. It sets clear expectations for acting with honesty, respect and good judgment as we serve our patients, partners and one another. While no code can address every situation, this Code provides the foundation we rely on to navigate our decisions with integrity.

Compliance is a shared responsibility and truly starts with each of us. The choices we make, the questions we ask, and the willingness to speak up when something does not feel right are essential to maintaining trust and doing the right thing, even when it is not the easy path.

I encourage you to reach out to me or any member of the Compliance Team if you need guidance or want to raise a concern. We are here to help, and retaliation for raising concerns is not tolerated. Thank you for your commitment to acting with integrity and accountability every day.

Sincerely,

Stacey Mahone

Senior Vice President, Chief Compliance Officer

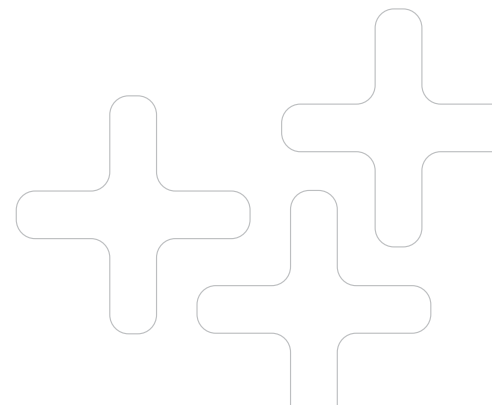


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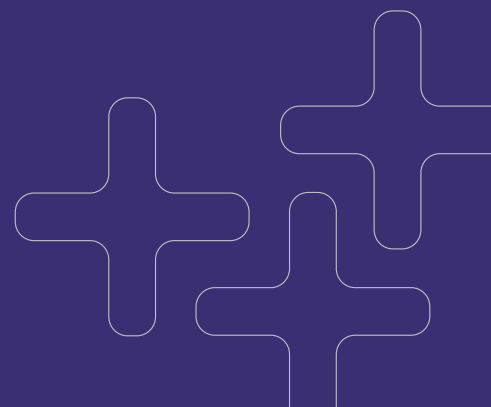
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We are Passionate
About People



Section 1

Why We Have a Code of Business Conduct

The Code of Business Conduct (the “Code”) is a key Option Care Health resource for navigating the ever-evolving internal and external landscapes of our business to ensure that we are operating compliantly and ethically in alignment with our core values.

While the Code cannot cover every situation that may arise, it provides direction on how to live our values when interacting with co-workers, patients, referral sources, payers, vendors and suppliers, and other business partners.

We are Option Care Health

OUR PURPOSE

We Provide Extraordinary Care That Changes Lives

OUR MISSION

To transform healthcare by providing innovation services that improve outcomes, reduce costs and deliver hope for patients and families.

OUR GUIDING PRINCIPLES

**Extraordinary
Care**

**Great Place
to Work**

**Serve More
Patients**

**Operational
Excellence**

OUR VALUES

**We Operate
with Integrity**

**We are Passionate
about People**

**We Strive for
Excellence**

**We are
Inclusive**

**We are
Innovative**

Who the Code Applies To

This Code applies to all team members, including employees, officers, directors, interns, temporary workers, contractors, and agency staff performing services on behalf of Option Care Health and its subsidiaries and affiliates, whether or not they are paid by Option Care Health (collectively, “Team Members”). Vendors, contractors, and other third parties performing services on Option Care Health’s behalf are expected to comply with applicable laws, contractual obligations, and the Company’s Vendor Code of Conduct. Everyone is expected to uphold the same ethical standards, regardless of their role or level in the organization.

Team Member Responsibilities

Compliance is a shared responsibility of every team member at Option Care Health. Every decision and action you take helps power a culture of integrity across our organization. The Compliance Team serves as a compass providing guidance, helping you navigate questions and concerns, and offering support and clarity. Nonetheless, we rely on you as the first and best resource in spotting risks and opportunities, asking questions, and doing the right thing.

Team members must demonstrate our values through their actions and help create an environment where compliance is expected. Team members are responsible for knowing and following the laws, regulations, and policies that apply to them.

Examples of the legal and policy requirements team members must follow include but are not limited to:

- State and federal pharmacy and nursing practices laws
- State and federal privacy, security and confidentiality laws
- Federal healthcare program requirements, such as Medicare and Medicaid
- Laws intended to detect and prevent healthcare fraud, waste and abuse
- Generally Accepted Accounting Principles (“GAAP”)



No one should ever ask or expect another team member to break the law, bend the rules, or violate any policy or regulation. If you have any questions about how to apply the Code or how to handle a situation not addressed here, you are responsible for seeking guidance.

Leader Responsibilities

Our leaders play a special role in fostering a culture of compliance and integrity. From supervisors and managers to our executives and board of directors, how we make decisions and respond to concerns directly influences our culture and our business relationships. All leaders are expected to model our leader behaviors: Integrity, Drive Results, Customer Focus, Problem Solving, Perseverance and Courage.

Leaders must support our culture of compliance by:

- Talking to team members about ethics and integrity, encouraging questions and responding to concerns
- Making it clear that work and achieving results should be done in an ethical manner
- Leading by example, demonstrating ethical decision making and consistently taking the right actions
- Ensuring their team members know they will be heard, feel comfortable raising concerns, and are aware of all reporting options, including the confidential compliance hotline
- Promptly escalating concerns for proper review and resolution

Compliance and Privacy Program

Option Care Health's Compliance and Privacy Program promotes ethical conduct across the company and is led by our Chief Compliance Officer, with strong engagement and support from executive leadership, including the Chief Executive Officer. The Board's Quality, Technology, and Compliance Committee provides program oversight. The Compliance and Privacy team helps ensure we are following laws, regulations and company policies, conducting investigations, delivering training and education and performing monitoring and other activities that support our business.

7 Elements of an Effective Compliance Program

At Option Care Health, we are committed to upholding the highest standards of ethical conduct and regulatory compliance. These 7 elements serve as the foundation for our culture of integrity, accountability and transparency.

1 Standards of Conduct, Policies, and Procedures

We maintain clear, written standards that reflect our values and set expectations for ethical and compliant behavior across the organization. These standards serve as the foundation of our compliance program.

2 Compliance Officer and Committee

We designate a Compliance Officer and Compliance Committee with autonomy and authority to oversee the program, ensure its effectiveness and address compliance risks throughout the organization.

3 Communication and Education

We provide continuous education and training to help ensure that all team members understand their responsibilities and have access to compliance resources. Open communication channels support a Speak Up culture.

4 Internal Monitoring and Auditing

We regularly monitor and audit key processes using the results of the Compliance Risk Assessment and other data to assess program effectiveness, detect misconduct and drive ongoing improvements.

5 Reporting and Investigating

We empower team members to report concerns without fear of retaliation. We promptly investigate reported issues and ensure consistent resolutions.

6 Enforcement and Discipline

We apply consistent disciplinary measures for violations of our policies or the law. We also recognize compliance-promoting behavior.

7 Response and Prevention

We take swift corrective action when issues are identified and use those insights to improve processes, mitigate risk and prevent future occurrences.

Together, these elements **reflect our deep commitment** to ethical conduct and compliance in everything we do.

Speak Up! Raising Questions and Reporting Issues

It takes courage to speak up when something doesn't seem right, and we want every team member to feel safe doing so. We encourage our team members to be curious, ask questions, help spot risks and Speak Up! Our team members are our first and best resource in identifying and addressing compliance and privacy issues.

Violating, or encouraging anyone to violate this Code, Option Care Health policies, laws or regulations can have serious consequences for both Option Care Health and our team members, including legal action and, in some circumstances, civil or criminal penalties. Every team member, and those with whom we do business, play a role in preventing violations. Promptly speaking up and reporting concerns allows us to investigate and take appropriate action without delay.

Examples of what to report:

- Conflicts of interest
- Suspected fraud, waste or abuse
- Suspected privacy and data incidents
- Billing, accounting or financial concerns
- Violations triggering quality of care concerns
- Discrimination or harassment
- Theft or loss of equipment, supplies or data
- Any falsification of documentation or records
- Any potential violation of laws or regulations
- Violations of this Code or Option Care Health Policy
- Any other wrongdoing within Option Care Health

If you see something that seems inappropriate or unethical, you must report it. If you are unsure whether an issue qualifies as a concern, contact Compliance for guidance. When in doubt, always Speak Up! Every concern we receive made in good faith is heard, investigated, and addressed. Option Care Health has zero tolerance for retaliation, and we work hard to create a culture where you can feel safe to raise concerns without fear of punishment for doing so.

You are encouraged to contact the Compliance and Privacy Team at any time with questions or concerns. You can email at OC-Compliance@optioncare.com, or email, call or write any member of the team directly, including the Chief Compliance Officer.



You may also report a concern directly or, if you prefer, anonymously using our confidential Ethics and Compliance Hotline: Visit www.optioncarehealth.ethicspoint.com, Call 844-279-8889 or use this QR code.

No Retaliation for Speaking Up

Individuals reporting concerns in good faith will be treated respectfully and will not face retaliation, regardless of the outcome of the investigation. Reports are handled discreetly and shared only with those who need the information, such as investigators, resolution teams or regulators as required.

Option Care Health protects any team member who raises a concern in good faith. However, knowingly making a false accusation, lying to investigators, or obstructing an investigation, audit, review, lawsuit or government proceeding is a violation of this Code. Retaliation against anyone cooperating with these activities is prohibited and will be treated as a Code violation.



Review our policies:

- Compliance Reporting and Non-Retaliation (CCP-002)
- Myths About Speaking Up

7 Myths about Speaking Up [and the truth]

Have a concern about an ethics or compliance issue? Speak up—and don't let one of these common myths hold you back from contacting our helpline.

 **MYTH**

 **TRUTH**

"The company probably already knows about my concern and doesn't care."



No company can know everything that's going on—unless people speak up and tell them. And if something is happening that doesn't live up to our values, we care.

"Someone else will probably report this, so I can let it go."



If someone has already reported it, we can let you know it's already handled. And if not, you'll be doing the right thing.

"I'm not totally sure if it's a problem, so I should hold off on speaking up."



You don't have to be certain, just honestly believe there might be an issue. We'll work with what you know.

"My concern doesn't seem like a big enough deal to call the helpline."



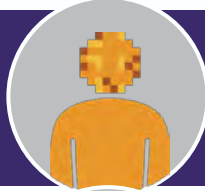
If it's a potential issue, we want to know—it's always better to tackle a "small" problem before it gets bigger.

"My job will be negatively affected if I speak up."



If you honestly believe there might be an issue and you tell us about it, you're protected from retaliation—period. And if you're still not comfortable, you can speak up anonymously.

"The helpline isn't really anonymous."



It is. Our helpline is run by a third party for an extra level of protection (i.e., we can't see metadata, IP addresses, phone numbers, or other identifiers) for folks who want to be anonymous.

"Nothing will happen if I speak up."



We look into everything that's raised, and we'll share as much information as we can with you once the case is closed.

Have a concern? Speak up and let us know.



312-940-2813



OC-Compliance@optioncare.com



www.optioncarehealth.ethicspoint.com

Investigations and Corrective Actions

Option Care Health has processes to ensure internal investigations are conducted promptly, thoroughly and fairly. When a report is received, the Chief Compliance Officer or their designee initiates an investigation. Depending on the matter, other leaders and subject matter experts may assist. All participants are expected to maintain confidentiality within legal limits. Team members and leaders are expected to fully cooperate in investigations and corrective actions.

Investigations may result in confidential outcomes that cannot be shared broadly. However, the reporter will be informed that the matter has been resolved. Results are shared with relevant stakeholders as needed to address findings and implement corrective actions. Nothing in this Code precludes you from reporting to a government official or to an attorney solely for the purpose of reporting or investigating a suspected violation of law.

Corrective actions may include:

- Re-training
- Policy or process revisions
- Refunds of claims or payments
- Billing corrections
- Disciplinary action up to and including termination of employment or service provider relationship



The Compliance and Legal Departments coordinate notifications of violations to government authorities, our payers, or other required third parties. Investigation records are maintained in accordance with our record retention policy.



Review our policies:

- Compliance Investigations Policy (CCP-080)
- Record Retention Policy (CCP-040)



We Strive for Excellence



Section 2

Records and Information

Good Documentation and Accurate Records

Accurate records and proper documentation are essential to Option Care Health's operations. They provide complete, reliable, and timely information, support the integrity of our financial reporting and business transactions, and help protect the organization from potential risks. False or misleading entries or documentation are never acceptable. Good documentation practices promote clarity, compliance, and accountability. Stick to the facts and use good judgment when creating documents.

Team members are also responsible for creating, maintaining, and handling company records in compliance with applicable laws, Option Care Health policies, and role-specific standards, such as patient record requirements or Generally Accepted Accounting Principles ("GAAP"). Records must be accurate, secure, current, and accessible on a timely basis to those with a legitimate business need, using company-approved systems and devices.

Records may not be altered, concealed, or destroyed before the applicable retention period expires and must be disposed of properly once that period has ended, consistent with the Record Retention Policy (CCP-040) or any legal hold or direction from the Legal Department.

Company records include all information created or received in the course of business, in any format, including paper and electronic files.

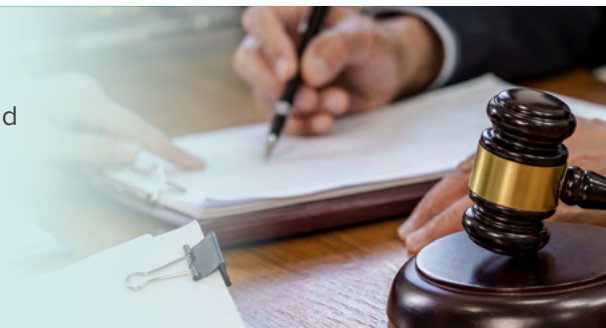
Some examples of our records include:

- Patient clinical records, billing and claim information
- Quality reporting and monitoring documents
- Accounting and financial data, travel and expense documentation or purchase records
- Payroll, time records, benefit and compensation information or personnel files
- Referral source data and sales reports

Team members are expected to ask questions, raise concerns, and report any suspected inaccuracies, improper retention or destruction of records or pressure to prepare, alter, conceal or destroy records in violation of policy. Concerns about false, misleading, or incomplete records or dishonest statements to auditors, attorneys, or government officials, should be promptly reported to the Chief Financial Officer, the Legal Department, or the Compliance Department. Leadership will take appropriate action to address potential violations of law, regulation, or company policy.

Examples of what to report:

- Misleading, incomplete or false documents of any kind
- Records that are not properly retained or improperly destroyed
- Dishonest statements to an accountant, auditor, attorney or government official



Privacy and Confidentiality

We are committed to protecting the privacy and confidentiality of personally identifiable information belonging to our patients, team members, customers, and business partners. Safeguarding this information is essential to maintaining trust and complying with applicable laws and regulations.

Our Responsibilities

We use personally identifiable information only for legitimate business purposes and in accordance with applicable privacy notices and any required consent. Whether information is collected verbally, in writing, or electronically, we are responsible for protecting it from unauthorized access, use, or disclosure. We comply with all applicable federal and state privacy laws, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA), and follow company policies designed to safeguard personal and confidential information.

Our commitment to privacy extends to third parties and vendors that do business with us. We require these partners to maintain appropriate privacy and data security safeguards that meet our standards. Every team member plays a role in protecting sensitive information by understanding information security risks and following required practices to prevent misuse or compromise.

Team Member Privacy

Our work may require access to sensitive team member information, including health, compensation, benefits, and employment-related details. We are committed to safeguarding team member privacy with the same care and respect we apply to patient information.

You may never access, share, or disclose confidential or sensitive information about another team member unless it is necessary to perform your job responsibilities and consistent with company policies. Having access to systems that contain such information does not give you permission to view or use it for any other purpose.

Team members may choose to discuss their own terms and conditions of employment, including salary, benefits, performance reviews, or disciplinary actions. However, access to this information about others must be job-related and authorized.

Examples of confidential or sensitive team member information include:

- Health, compensation and benefits information
- Performance reviews, corrective actions or disciplinary records
- Personally identifiable information not publicly available



Patient Privacy and Protected Health Information (PHI)

All team members must follow company policies for properly handling, storing, accessing, and disclosing patient information. Use or disclose only the minimum PHI necessary to accomplish the task.

Examples of patient information considered PHI under HIPAA include:

- Name, address, phone number and email address
- Date of birth and Social Security number
- Medical record numbers and health insurance plan numbers



Confidential materials, such as work papers, forms, and electronic devices (including cell phones, tablets, laptops, and computers), must be secured at all times.

Protecting Patient Privacy—Even When It’s Family or a Friend

You may access patient records only when required to perform your job duties. This applies even if the patient is a spouse, parent, child, sibling, co-worker, or friend. Any personal relationship with a patient must be disclosed to management, and appropriate safeguards, such as recusal or other compensating measures, must be implemented.

Why it matters: It’s the law (HIPAA), it protects patient trust, and it protects you from disciplinary or legal consequences. If you are unsure, ask your manager or the Compliance Team before you act.

Payment Information

As part of our privacy and confidentiality obligations, payment information must be kept confidential and protected from unauthorized access or disclosure. Accordingly, team members must comply with Payment Card Industry Data Security Standards (PCI-DSS). Credit card information may not be entered into or shared via email, text messages, or non-approved applications and must only be processed through our secure payment portal.

Reporting Privacy Concerns

Any suspected or actual compromise of patient information must be reported immediately to: OC-Privacy@optioncare.com.

Privacy is everyone’s responsibility. When in doubt, ask before you act.



Review our policies:

- Communicating with Individuals Policy: Emails, Calls, Faxes and Texts Policy (CCP-095)
- Handling Sensitive Information Offsite (CCP-055)
- OCH HIPAA Privacy Policies and Procedures-Covered Entity (CCP-200)
- HIPAA Business Associate Policies and Procedures Guide (CCP-210)
- OCH HIPAA Requests for and the Use and Disclosure of Reproductive Health Care Information (CCP-220)

Assets and Information Technology Resources

All physical and technology assets provided to team members, whether used inside or outside the workplace, are Option Care Health property and intended for legitimate business use. Team members are responsible for safeguarding these assets against theft, loss, misuse, or cyber-related threats.

Company assets include:

- Physical assets, such as office furnishings, equipment and supplies
- Technology assets, including computers, mobile devices, software and information systems
- Financial assets, such as cash, securities and credit cards
- The company name, brand and customer relationships
- Intellectual property, including information about products, services and systems

Option Care Health reserves the right to access, monitor, retrieve, or review the use of company assets and systems, as permitted by law.



Review our policies:

- Team Member Handbook
- Acceptable Use Policy (IT-OC-006)
- Mobile Device Management (IT-OC-006-01)

Government Requests and Legal Matters

Option Care Health will cooperate with government agencies and respond to legal matters by providing accurate, complete, and truthful information. The Legal Department will oversee and provide guidance on all responses and disclosures related to subpoenas, warrants, investigations, lawsuits or other legal or governmental requests.

Team members must promptly notify the Legal Department upon:

- Receiving or being served with a subpoena, warrant, or other investigative demand on behalf of any Option Care Health entity
- Receiving a request from law enforcement involving company business or patients
- Becoming aware of a threatened or actual lawsuit or government investigation

Procurement and Business Partner Relationships

Team members must engage with vendors, suppliers, and other business partners in accordance with all Option Care Health policies, including applicable sourcing, contracting, and approval requirements. The Company expects its business partners to provide safe, high-quality products and services and to comply with all relevant laws, regulations, and contractual obligations.

Option Care Health is committed to respecting human rights and adhering to labor laws and seeks to work with business partners who share these values, specifically fair labor practices and the prohibition of child or forced labor. The Company will not knowingly engage with vendors or suppliers that provide unsafe products or services, violate applicable laws or regulations, or are excluded from participation in federal or state healthcare reimbursement programs.

In addition, all vendors are expected to follow the Option Care Health Vendor Code of Conduct, which outlines our expectations for lawful, ethical, and value-based business practices. The Code applies to all suppliers, service providers, distributors, and other third parties performing work for or on behalf of Option Care Health. Vendors are responsible for ensuring that their employees, contractors, agents, and subcontractors comply with these standards. The Code supplements without replacing existing contracts and requires vendors to meet all applicable legal and regulatory requirements in the jurisdictions where they operate.



Review our policies:

- Vendor Selection and Management Policy (IT-OC-100)
- Vendor Code of Conduct



Media and Marketing

Truth in Advertising and Marketing

Option Care Health and our team members will accurately describe our services and products in our marketing, advertising, and sales materials and communications. Deliberately misleading messages, omissions of important facts, or false claims about our products, individuals, competitors or their products, services or employees are prohibited and are inconsistent with our values.

Media Requests

To ensure requests are handled appropriately, all requests from media, financial analysts, stockholders, and industry analysts should be forwarded to our Marketing Department for proper internal routing and response.

Social Media

Option Care Health’s Marketing and Communications teams are responsible for managing and posting authorized Company content, including use of the Option Care Health logo, on social media platforms. Team members may share content from official Option Care Health channels in a respectful and accurate manner, provided it is not altered and does not imply that the team member is speaking on behalf of the Company unless authorized.

Team members must not disclose confidential or proprietary company information, patient or customer information (including PHI), or other non-public business information through social media or other online communications.

Team members may engage in political discourse in their personal capacity on social media or in other communications, but may not use company resources, branding, logos or systems, or communicate in a manner that could reasonably be perceived as representing Option Care Health’s views. Such activity must not disrupt the workplace, interfere with job performance or violate Company policies or applicable laws.

Examples of “social media” include:

- Social networks such as LinkedIn, Facebook, Instagram, X (formerly Twitter), TikTok, YouTube
- Blogs, podcasts, chat rooms, websites or online journals



Review our policies:

- Team Member Handbook
- Social Media (IT-OC-024)
- Acceptable Use (IT-OC-006)



Environmental Stewardship

Where practicable, Option Care Health is committed to minimizing our use of resources and optimizing our operations to help protect our environmental resources. Team members whose work affects environmental compliance are expected to be familiar with the permits, laws, and regulations that apply to their work. All team members are expected to be mindful of conducting our business in a way that is protective of the environment.



Review our policies:

- Environmental Policy (OP-Ad-310)



We Operate with Integrity



Section 3

Guidelines for Ethical Decision-Making

Acting with integrity builds trust with our team members, patients, and business partners. When faced with uncertainty, pause and seek guidance before acting.

Consider these questions before making a decision:

- Is this legal, ethical and socially responsible?
- Does this comply with our Code, policies, and Values?
- How will this be perceived by others?
- Would Option Care Health be comfortable if this decision became public?

If you're not certain, seek advice before moving forward. Reach out to:

- The Compliance Team regarding this Code, policies and privacy
- The Legal Department regarding laws, regulations, contracts and legal risk
- Human Resources or Employee Relations regarding employment and workplace matters
- The Corporate Clinical Team regarding clinical and patient care
- The Reimbursement Team regarding billing questions
- Your Leadership
- Approach any other department as needed. We are One Team with One Goal and committed to serving our patients and conducting our business with integrity.

Conflicts of Interest

A conflict of interest exists when personal relationships, financial interests or outside activities interfere, or appear to interfere, with objective decision-making on behalf of Option Care Health.

Even the appearance of a conflict can harm trust and our reputation. Conflicts of interest can also put you and the Company legally and financially at risk. All conflicts must be reported to Compliance for review under the Conflict of Interest Policy (CCP-045).

Examples of conflicts of interest include:

- **Financial Interests or Relationships** - Personal or family financial interests in companies doing business with Option Care Health.
- **Outside Employment or Roles** - Secondary jobs, board service, or speaking engagements that affect objectivity, job performance or otherwise present competing interests.
- **Use of Company Resources or Information** - Using company resources or confidential information for personal benefit.
- **Workplace Relationships** - Supervising or influencing employment decisions involving family members, close friends or romantic partners.
- **Gifts and Entertainment** - Giving or receiving gifts, entertainment, donations or favors that could influence decisions and violate company policy.
- **Patient or Clinical Relationships** - Providing care for, or making clinical decisions for, family members who are patients.

What You Should Do

- **Speak up early** - Disclose actual or potential conflicts promptly. Disclosure is always better than omission.
- **Keep work and personal interests separate.** Avoid situations where personal relationships, financial interests or outside jobs could affect or appear to affect your decisions at work.
- **Lean on us.** Not sure if something is a problem? Contact the Compliance Team and we'll figure it out together.



Review our policies:

- Conflict of Interest Policy (CCP-045)

Gifts, Meals and Entertainment

Team members must follow Option Care Health policies that govern gifts, meals, entertainment and expenses. Leaders are expected to ensure their teams follow these rules and approve only compliant expenses.

Key Requirements:

- Never offer, give, request or accept anything (including gifts, meals, entertainment, loans, charitable contributions and other business favors) that could influence, or appear to influence, business decisions. The Compliance team will review, help assess risk and provide guidance.
- Never solicit or accept gifts or accept contributions from Option Care Health vendors, suppliers or other business partners for yourself, family members or our company unless expressly permitted by policy. Cash or cash equivalents (including gift cards) are prohibited unless expressly permitted by policy.
- Gifts or meals involving healthcare providers, their staff, or patients must be infrequent, modest, and compliant with Option Care Health policy.
- No gifts or entertainment may ever be given, offered or presented to government officials.



Review our policies:

- Gifts, Meals, and Entertainment Policy (CCP-035)
- Review of Grants, Donations & Other Charitable Giving Requests (OP-Ad-034)
- Travel and Expense Management Policy (FIN-013-01)

Charitable Contributions

Option Care Health does not maintain a charitable giving program. All donations, charitable giving and/or other such funding require advance approval and may only be granted on an exception basis by the Executive Leadership Team.

Examples of charitable contributions include:

- Donation to health system foundation to support a clinical program
- Public health education awareness sponsorships
- Donation to research foundation to support clinical research
- Clinical Fellowships or Residencies at bona fide academic and training institutions
- Monetary or in-kind support for events or fundraising activities



Team members may not commit the Company to any charitable contribution without approval. Always consult Compliance in advance.



Review our policies:

- Review of Grants, Donations & Other Charitable Giving Requests (OP-Ad-034)

Political Contributions & Lobbying

Option Care Health's political contributions must comply with the law and receive Legal approval. Team members are encouraged to engage in political activities in their personal capacity, including supporting candidates of their choice. However, team members must **not**:

- Make political contributions on behalf of the Company;
- Use Company resources, time, or reputation for personal political purposes; or
- Represent personal views as company positions. Do not use Option Care Health letterhead, email or reference your business address or title without prior approval from the Legal Department.

In addition, the following rules apply:

- Option Care Health will not reimburse employees for personal political activity
- Your job will not be affected by your personal political views or choice in political contributions
- Do not use Option Care Health's reputation or assets, such as phones, copiers, computers, supplies or your time at work to further your own political activities or interests

Avoiding Fraud and Corruption

We do not tolerate theft, fraud, embezzlement, extortion or misuse of Company property. Fraud includes falsifying, concealing, altering or omitting information in records for personal benefit.

Team members must refuse to participate in improper conduct and promptly report suspected wrongdoing.

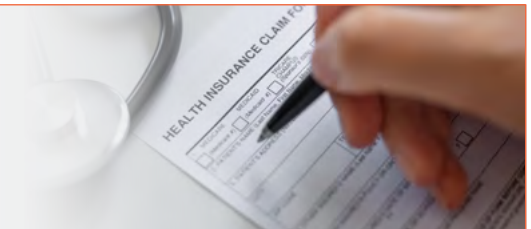
False Claims Act

Option Care Health and our team members are prohibited from submitting false or fraudulent claims for payment to federal or state government healthcare programs, including Medicare or Medicaid (see, False Claims Act (31 U.S.C. 3729-3733)). Concerns about the integrity of billing claims must be directed to the Compliance Department.



Review our policies:

- False Claims Prevention Policy (CCP-008)



Foreign Corrupt Practices Act

The U.S. Foreign Corrupt Practices Act (15 U.S.C. 78dd-1, et seq.) or “FCPA,” prohibits and makes it a crime to give a payment of money, or anything else of value, to a foreign government official to influence their actions.

“Anything of value” is broadly defined and includes:

- Cash, gifts, meals, entertainment, travel and lodging and personal services
- Charitable donations, business opportunities and offers of employment

A “Foreign Official” refers to any (1) employee, officer or agent of a foreign government, including public health agencies or regulatory bodies; (2) political official or candidate of a foreign party, or (3) officer or employee of a (a) foreign government owned or controlled commercial enterprise, university, research institution, health care facility, or instrumentality, (b) public international organization (e.g., United Nations, World Bank, World Health Organization), or (c) foreign political party.



Review our policies:

- Offshore Vendor Management and Foreign Corrupt Practices Act Compliance Policy (CCP-090)



Bribery, Kickbacks, and Improper Payments

Option Care Health conducts business with its patients, customers, suppliers, business partners and government agencies (including U.S. and non-U.S. Governments) without, bribery, kickbacks or improper inducements.

- Bribery involves offering anything of value to improperly influence a decision
- Kickbacks involve exchanging value (not just money) for referrals or business

Federal laws, including the Anti-Kickback Statute (42 U.S.C. 1320a-7b) and the Physician Self-Referral Law or “Stark Law” (42 U.S.C. 1395nn) prohibit such conduct and make it a crime for healthcare providers to receive or give anything of value in exchange for referrals of patients who will receive treatment paid for by a government healthcare program such as Medicare or Medicaid. Review any proposed payment, gift or arrangement with a healthcare provider with either the Compliance or Legal Department.

Contracting with Healthcare Providers

Option Care Health is dedicated to providing quality care while maintaining high standards of ethics and compliance, including compliance with fraud, waste and abuse laws. Accordingly, we have developed a Contracting with External Healthcare Providers Policy and related procedures that govern our contractual arrangements with referral sources.

All contractual arrangements with External Healthcare Providers must:

- Be commercially reasonable and at fair market value
- Never depend on referral volume or value
- Clearly define and document roles and responsibilities
- Follow approved contracting processes

When in doubt, ask Compliance.



Review our policies:

- Contracting with External Healthcare Providers (CCP-130)
- Contract Management Policy (FIN-012-02)



Anti-Money Laundering

Option Care Health conducts business only with reputable parties and individuals involved in legitimate business activities and complies with anti-money laundering laws. Money laundering involves converting illegal proceeds to make funds appear legitimate. We detect and prevent money laundering by requiring transparency and confirming the identity of all parties in our financial transactions.

Be alert for:

- Requests for cash payment or checks from an unknown third party
- Unusual international transactions
- Requests to avoid recordkeeping requirements
- Transactions that are inconsistent with normal patterns of activity

Insider Trading

We maintain trust with our investors and the public by complying with financial laws, including those that prohibit insider trading. Trading company securities based on material, non-public information whether related to Option Care Health or our business partners is strictly prohibited. Information is considered “material” if it would likely be viewed as important by an investor when making a decision about trading Option Care Health’s stock.

Material information includes:

- Information about possible business deals, such as a merger, purchase, sale or joint venture
- Financial results or forecasts, management changes, major lawsuits or regulatory investigations
- New products or services, product shortages, loss or gain of a significant customer or supplier

In addition, no director, officer or other team member may, directly or indirectly, place, accept or otherwise participate in any bet, wager or prediction market transaction that is based on, references or derives value from, the performance, earnings, financial results or other material events of the Company or any other company with which Option Care Health does business or that is involved in a potential transaction or business relationship with Option Care Health.

If you are uncertain about the rules relating to the purchase or sale of Option Care Health securities, contact our Legal Department or the General Counsel before making a transaction.



Review our policies:

- Insider Trading Policy (CCP-115)

Fair Competition and Antitrust

Option Care Health complies with state and federal antitrust and competition laws. Team members must avoid even the appearance of anticompetitive behavior. Do not discuss business prospects, pricing, customers, wages, markets or strategies with our competitors.

Violations of antitrust and competition laws may include discussing or making an agreement with a competitor regarding:

- Price or wage fixing
- Market allocation or customer restrictions
- Boycotts or coordinated refusals to deal
- Improper Information Exchanges

Contact the Legal or Compliance Department with any questions about antitrust and competition laws.



Review our policies:

- Anti-Trust Compliance Policy and Guidelines (CCP-075)

Anti-Boycott

Option Care Health does not participate in foreign boycotts that are not approved by the U.S. Government. Contact the Legal Department immediately if you receive a boycott request.

Exclusion and Sanctions Screenings

Option Care Health does not engage with individuals or entities excluded or sanctioned by government programs. Federal law prohibits transactions with certain persons or entities that have violated regulations and laws and have been excluded from participating in federal and state reimbursement programs, such as Medicare and Medicaid. We perform screenings of companies and individuals we employ and do business with at initiation of the relationship and monthly thereafter, to ensure they are not excluded, sanctioned, debarred or otherwise prohibited from participating in a state or federal payer program.



Review our policies:

- Excluded Provider Screening (CCP-015)



We are Inclusive



Section 4



Our Workplace

At Option Care Health, belonging, fairness and engagement are infused into our culture, our business partnerships, our communities and the extraordinary care we provide.

We're committed to advancing a workplace where everyone feels a sense of belonging and empowerment. Cultivating a team with a variety of talents, backgrounds and perspectives makes us stronger, innovative and more impactful, allowing us to provide hope to patients and their families.

Each team member is responsible for creating a culture of trust and respect, which promotes a positive work environment. In addition, Option Care Health seeks to provide a safe and healthy workplace for team members, patients, business partners and visitors.

We are committed to:

- Following equal employment opportunity principles and prohibiting discrimination in hiring and business dealings based on an individual's race, color, ancestry, age, sex, sexual orientation, religion, disability, ethnicity, national origin, veteran status, marital status, pregnancy or any other status protected by law
- Providing reasonable accommodations for disabilities
- Prohibiting harassment or hostile work environments
- Prohibiting weapons, explosives or firearms within our workplaces and any threats or acts of violence at work
- Keeping a substance abuse/drug and alcohol-free workplace
- Observing all safety and health rules, practices and laws that apply to our jobs
- Immediately reporting accidents, injuries, occupational illnesses, unsafe practices or conditions

Option Care Health team members must promptly report workplace concerns so they can be addressed. See the Team Member Handbook for additional information.



We are Innovative





Responsible Use of Artificial Intelligence (AI)

Option Care Health embraces innovation while upholding the highest standards of safety, ethics, and compliance. Artificial Intelligence (AI) tools must be used responsibly and align with our values, privacy and security requirements, and regulatory obligations.

Why Responsible AI Use Matters

AI can enhance patient care, improve operations and support informed decisions. However, without proper guardrails, AI use can lead to risks such as data breaches, bias and unethical use.

Your Responsibilities:

Use Only Approved AI Tools

- Do not place protected health information (PHI), personally identifiable information (PII), or other confidential or proprietary information into a public AI tool.
- Only access AI through organization-approved channels at work. Do not download or use non-approved software or applications, as it could place information at risk.

Document and Disclose AI Use

- Be transparent when AI is used in creating content or decision-making, particularly when AI is a primary source of information.
- Follow processes for tracking and inventorying AI usage.

Review AI Output Carefully

- Ensure human review of AI output for accuracy, bias, reasonableness and compliance.
- Do not rely on AI for final decisions. Always validate.

Follow Laws and Policies, and Report Concerns

- Report suspected misuse or seek guidance by contacting OCH-AICommittee@optioncare.com



Review our policies:

- Use of Artificial Intelligence (AI) Driven Tools (IT-OC-030)
- Artificial Intelligence Governance Policy (IT-OC-040)
- Acceptable Use Policy (IT-OC-006)



Information Security and Data Protection

Protecting information is essential to patient, partner, and team member trust. We are all responsible for safeguarding sensitive data, including patient records, company systems, and employee information.

Your Responsibilities:

Keep it Secure

- Use only authorized systems, protect passwords, and follow company policies when handling data. Secure physical equipment to prevent loss or theft.

Stay Alert

- Be cautious of any email, text or message that you are not expecting. Report suspicious emails, lost devices or unauthorized access immediately. Use the Phish Alert Button and do not click on suspicious links.

Be Responsible

- Only access information needed for your role and handle it with care, whether in the office, in the field or remote.

Respect Privacy

- Follow HIPAA and internal policies to protect patient and team member confidentiality.

Failure to follow our information security policies and standards may result in serious consequences. When in doubt, ask before you act and report suspicious activity immediately to our Information Security team at InfoSec@optioncare.com.



Review our policies:

- Acceptable Use (IT-OC-006)
- Access Management (IT-OC-007)
- Information Management (IT-OC-010)
- Information Security and Confidentiality (IT-OC-014)



Mobile Devices

Option Care Health permits mobile devices (e.g., smartphones, tablets) to access company systems only if the device has been approved by the Company and configured with required security protections.

Key Reminders:

- Any information accessed, contained or stored on company-provided mobile devices is the property of Option Care Health and the mobile device user agrees to adhere to the provisions of our policies regarding the confidentiality and protection of this information.
- Any company information contained or stored on a personal device is the property of Option Care Health, and the mobile device user agrees to adhere to the provisions of our policies aligned with personal mobile device usage.
- Option Care Health cannot guarantee the confidentiality of any personal data or other call data relating to the use of mobile devices containing Option Care Health data.
- All mobile devices that contain or access company information must comply with technical and security standards as set out in our corporate policies.
- The Company reserves the right to review Company mobile device data, voice, texting, messaging and other similar records as well as applications on a periodic basis to ensure compliance with policy.
- All personal devices used for work must be registered with IT Services and secured with password protection and mobile device management (MDM) software approved by Option Care Health.
- Company data may not be downloaded, stored, or retained on personal devices or personal cloud accounts (e.g., iCloud, Dropbox). Sensitive information, including protected health information (PHI), must only be accessed or shared using secure, approved applications.

Always prioritize patient privacy and company data security when using mobile devices for work purposes.



Review our policies:

- [Mobile Device Management \(IT-OC-006-01\)](#)



Accountability

Compliance with this Code of Business Conduct

All team members are responsible for understanding and complying with this Code. Speak up, ask questions, and report concerns without fear of retaliation. Violations may result in discipline, up to and including termination.

Thank you for your commitment to Option Care Health's values and your accountability to this Code of Business Conduct.

