

## **RELATED PARTY TRANSACTIONS POLICY**

### **ADDUS HOMECARE CORPORATION**

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#### **I. INTRODUCTION**

The Board of Directors (the “Board”) of Addus HomeCare Corporation (the “Company”) recognizes that certain transactions present a heightened risk of conflicts of interest or the perception thereof. The Board has determined that the Audit Committee of the Board (the “Committee”) is best suited to review and approve all Related Party Transactions, as such term is defined in this Related Party Transactions Policy (this “Policy”). Therefore, the Board, upon recommendation of the Committee, has adopted this Policy to ensure that all Related Party Transactions are subject to approval or ratification in accordance with the procedures set forth below.

Questions about this Policy should be directed to the Company’s chief legal officer.

#### **II. DEFINITIONS**

“Immediate Family Member” includes a person’s child, stepchild, parent, stepparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law and anyone residing in such person’s home (other than a tenant or employee).

A “Related Party” is any person who is or was (since the beginning of the last fiscal year for which the Company has filed an Annual Report on Form 10-K and proxy statement, even if such person does not presently serve in that role) (1) an executive officer, director or nominee for election as a director of the Company or any of its subsidiaries; (2) a greater than five percent (5%) beneficial owner of the Company’s common stock or other equity securities; or (3) an Immediate Family Member of any of the foregoing individuals or entities identified in (1) or (2) of this paragraph.

A “Related Party Transaction” is any transaction, arrangement or relationship or series of similar transactions, arrangements or relationships (including the incurrence or issuance of any indebtedness or the guarantee of indebtedness) in which (1) the aggregate amount involved will or may be reasonably expected to exceed \$120,000; (2) the Company or any of its subsidiaries is or will be a participant; and (3) any Related Party has or will have a direct or indirect material interest. This also includes any material amendment or modification to an existing Related Party Transaction.

For purposes of this Policy, the “amount involved” in a transaction, arrangement or relationship shall be computed by determining the dollar value of the amount involved in such transaction, arrangement or relationship, which shall include, (1) in the case of any lease or other transactions providing for periodic payments or installments, the aggregate amount of all periodic payments or installments due on or after the beginning of the Company’s last fiscal year, including any required or optional payments due during or at the conclusion of the lease or other transaction providing periodic payments or installments, (2) in the case of indebtedness, the largest aggregate amount of all indebtedness likely to be outstanding at any time during any fiscal year plus the largest amount of interest likely to be payable in any fiscal year, and (3) in the case of an at will employment or independent contractor arrangement, the amount of compensation expected to be paid annually.

#### **III. PROCEDURES**

Directors and executive officers are expected to notify the Company's chief legal officer promptly if they become aware of an actual or proposed Related Party Transaction. Prior to entry into any potential Related Party Transaction, such transaction, arrangement or relationship, together with a summary of all material information concerning such transaction, arrangement or relationship shall be reported in writing to the Company's chief legal officer. The chief legal officer will undertake an evaluation of the potential Related Party Transaction to determine whether it requires approval of the Committee in accordance with this Policy. In conducting this evaluation, the chief legal officer may consult with other members of management, the Committee and/or outside counsel as necessary or appropriate. If the evaluation indicates that such transaction, arrangement or relationship would constitute a Related Party Transaction that has not been pre-approved by the Committee, the chief legal officer will report the Related Party Transaction, together with a summary of all material information concerning such Related Party Transaction, to the Committee for consideration at the next regularly scheduled Committee meeting (or at a special meeting of the Committee, in the discretion of the Chair of the Committee (the "Committee Chair")). The Committee shall review the Related Party Transaction by applying the standards of review set forth below under "IV. Standards of Review" and either approve or disapprove of the entry into the Related Party Transaction. If the chief legal officer determines it is impractical or undesirable to wait until a Committee meeting to consummate a Related Party Transaction, and the aggregate amount involved is not reasonably expected to exceed \$1,000,000 in any fiscal year, the Committee Chair may review and approve the Related Party Transaction in accordance with the procedures set forth herein. Any such approval by the Committee Chair and the rationale for such approval must be reported to the Committee at the next regularly scheduled Committee meeting.

In the event the Company becomes aware of a Related Party Transaction that has not been approved under this Policy prior to its commencement, the matter shall be reviewed by the Committee. In any case where the Committee determines not to ratify a Related Party Transaction that has commenced without approval, the Committee may direct additional actions including, but not limited to, discontinuation or rescission of the transaction, or modification of the transaction to make it acceptable for ratification. In addition, the Committee may examine the facts and circumstances regarding the failure to report a Related Party Transaction for approval under this Policy and take any action it deems appropriate as a result.

No director shall participate in any discussion or approval of a Related Party Transaction for which he or she or any of his or her Immediate Family Members is a Related Party, except that such director shall provide all material information concerning the Related Party Transaction to the Committee.

Additionally, in the event that a Related Party Transaction involving a member of the Board or any of his or her Immediate Family Members may constitute an actual or potential director conflict of interest, the chief legal officer shall notify the Board of such Related Party Transaction.

The chief legal officer shall not participate in the review or handling of any Related Party Transaction in which he or she or any of his or her Immediate Family Members is a Related Party. In such cases, or in the event the chief legal officer is unavailable for the review or handling of a Related Party Transaction, the role of the chief legal officer will be performed by another officer chosen by the Company's Chief Executive Officer who is not a Related Party in the Related Party Transaction.

If a Related Party Transaction will be ongoing, the Committee may establish guidelines for the Company's management to follow in its ongoing dealings with the Related Party. Thereafter, the Committee, on at least an annual basis, shall review and assess ongoing relationships with the Related Party to ensure that they are in compliance with the Committee's guidelines and that the Related Party Transaction remains appropriate.

#### **IV. STANDARDS OF REVIEW**

A Related Party Transaction reviewed under this Policy will be considered approved or ratified if it is authorized by the Committee or the Committee Chair, as applicable, in accordance with the standards set forth in this Policy after full disclosure of the Related Party's interests in the transaction. As appropriate for the circumstances, the Committee or the Committee Chair, as applicable, shall review and consider:

- the Related Party's relationship to the Company and direct or indirect interest in the Related Party Transaction;
- whether the Related Party Transaction would impair the independence of a non-employee director or director nominee;
- the approximate dollar value of the amount involved in the Related Party Transaction;
- the approximate dollar value of the amount of the Related Party's interest in the transaction without regard to the amount of any profit or loss;
- whether the transaction is proposed to be, or was, undertaken in the ordinary course of business of the Company;
- whether the transaction with the Related Party is proposed to be, or was, entered into on terms no less favorable to the Company than terms that could have been reached with an unrelated third party;
- the purpose, and the potential benefits to the Company, of the Related Party Transaction;
- whether the transaction was initiated by the Company, a subsidiary of the Company or the Related Party;
- if applicable, the availability of other sources of comparable products and services;
- required public disclosure, if any; and
- any other information regarding the Related Party Transaction or the Related Party in the context of the proposed transaction that would be material to investors in light of the circumstances of the particular transaction.

The Committee will review all relevant information available to it about the Related Party Transaction and either approve or disapprove entry into the Related Party Transaction. The Committee will disapprove and prohibit a Related Party Transaction if it determines such transaction, arrangement or relationship to be inconsistent with the interests of the Company and its stockholders. The Committee, in its sole discretion, may impose such conditions as it deems appropriate on the Company or the Related Party in connection with approval of the Related Party Transaction.

The review, approval or ratification of a transaction, arrangement or relationship pursuant to this Policy does not necessarily imply that such transaction, arrangement or relationship is required to be disclosed under Item 404(a) of Regulation S-K promulgated by the Securities and Exchange Commission (the "SEC").

#### **V. STANDING PRE-APPROVAL FOR CERTAIN RELATED PARTY TRANSACTIONS**

The Committee has reviewed the types of Related Party Transactions described below and determined that each of the following Related Party Transactions shall be deemed to be pre-approved by the Committee.

1. Employment of executive officers. Any employment by the Company of an executive officer of the Company or any of its subsidiaries, as long as (a) the related compensation is reported in the Company's proxy statement under Item 402 of Regulation S-K; or (b) the executive officer is not an Immediate Family Member of another executive officer, director or nominee for director of the Company,

and the related compensation would be reported in the Company's proxy statement under Item 402 of Regulation S-K if the executive officer was a "named executive officer" (as defined under the applicable SEC rules) and the related compensation is approved (or recommended to the Board for approval) by the Company's Compensation Committee;

2. Director compensation. Any compensation paid to a director if the compensation is consistent with the Company's director compensation policies and reported in the Company's proxy statement under Item 402 of Regulation S-K;

3. Certain transactions with other companies. Any transaction with another company at which a Related Party's only relationship is as (a) a director; (b) a beneficial owner (together with the beneficial ownership of all other Related Parties) of less than a ten percent (10%) equity interest in that company; or (c) in the case of partnerships, a limited partner, if the limited partner is a beneficial owner (together with the beneficial ownership of all other Related Parties) of less than ten percent (10%) of such partnership and the limited partner does not hold another position in the partnership (including, but not limited to, the position of general partner); and

4. Transactions where all stockholders receive proportional benefits. Any transaction where the Related Party's interest arises solely from the ownership of the Company's common stock and all holders of the Company's common stock received the same benefit on a pro rata basis (*e.g.*, dividends).

## **VI. REPORTING AND DISCLOSURE**

All Related Party Transactions that are required to be disclosed in the Company's filings with the SEC, as required by the Securities Act of 1933, as amended, and the Securities Exchange Act of 1934, as amended, and related rules and regulations, shall be so disclosed in accordance with such laws, rules and regulations.

## **VII. EXISTING POLICIES AND PROCEDURES**

Related Party Transactions must also comply with the Company's existing policies and procedures, including the Code of Business Conduct and Ethics.

**Approved and Adopted: April 28, 2026**