

ESG AT A GLANCE

ENVIRONMENTAL

2021

INTRODUCTION

As a global organization with a large and complex supply chain, we are mindful of our impact on the environment, as well as the effects of the environment on our business, both now and in the future. Importantly, we embrace a responsibility to reduce our carbon emissions while recognizing that climate change may affect our operations and supply chain through physical, technological, regulatory, and market impacts. Other environmental dependencies include access to energy, raw materials, infrastructure, and skills, all of which can be impacted by climate change in the areas we operate in or source from.

2021 Task Force on Climate-related Financial Disclosures (TCFD) report

[CLICK HERE](#)

2021 CDP Report

[CLICK HERE](#)

FOCUS AREAS



Mitigating our impact on climate and addressing climate risks and opportunities for our business



Smart and efficient use of electricity, fuel, water and raw materials



Striving for circularity in our operations and continually reducing waste, recycling, and reusing materials



Driving action and innovation in the supply chain together with partners and suppliers

2021 RECYCLING DATA



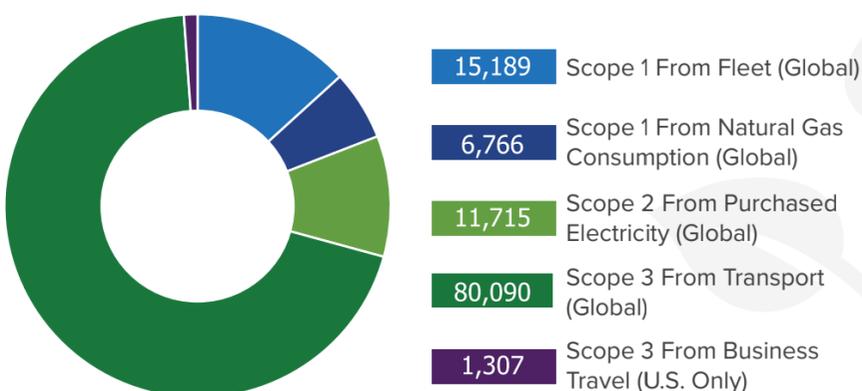
ENVIRONMENTAL GOALS AND COMMITMENTS

We commit that by 2025, we will have an all-electric operations lift truck fleet in all of our U.S. distribution centers.

By 2025, we will increase our North American distribution center recycling program, over 2020 metrics by 10%, which includes our paper, glass, plastic, wood, corrugated cardboard, and lift truck batteries in tons, out of total solid waste produced at our DCs.

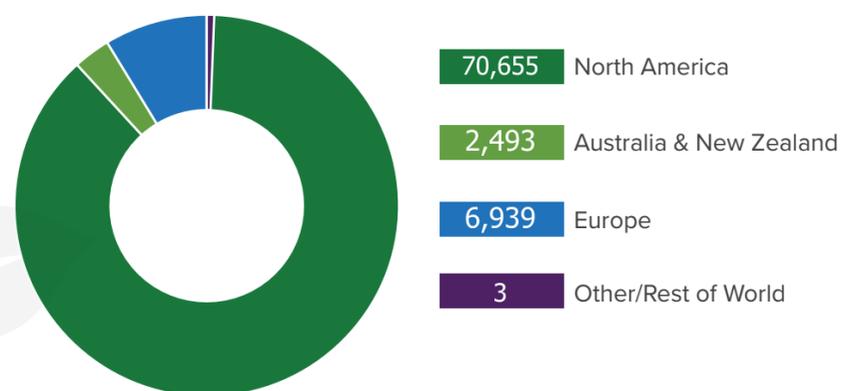
By 2025, we will decrease the landfill waste disposed by our North American distribution centers by 5% compared with 2020 metrics, normalized to the relevant operational output (to be defined in our future reports).

SCOPE 1, 2, AND 3 CARBON EMISSIONS (METRIC TONS) IN 2021



One distribution center in Italy also consumes diesel for heating, which has been incorporated into our Scope 1 figure.

TRANSPORT RELATED-SCOPE 3 EMISSIONS (METRIC TONS) BY REGION IN 2021



ESG AT A GLANCE

SOCIAL

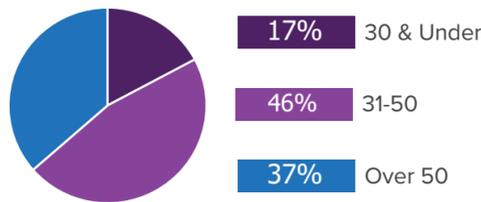
2021

INTRODUCTION

As the realities of the pandemic shaped another year across our operations globally, we faced new and continuing challenges together as one team. Our commitment to our TSMs remained the same: putting their safety and health at the forefront, supporting their overall well-being, enabling all to work remotely and on-site, and keeping everyone engaged and connected.

Globally, in 2021, we provided jobs to nearly 22,000 TSMs (full-time equivalent) with approximately 50% of our workforce based in the United States.

TSM AGE GROUPS ACROSS THE COMPANY IN 2021 (%)*

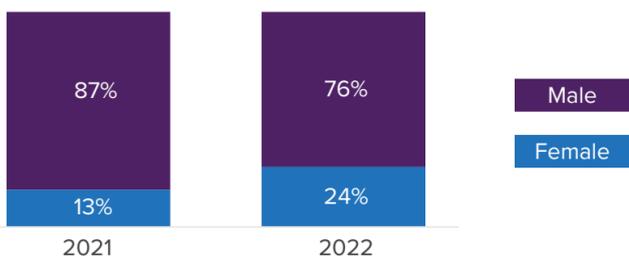


*Scope covers 85% of all U.S. TSMs, the UK and Ireland (available in our Human Capital Management system)

HENRY SCHEIN CARES DONATIONS

In 2021, Henry Schein Cares and the Henry Schein Cares Foundation, Inc. donated over \$21.5 million in cash and products globally.

REPRESENTATION OF WOMEN IN EXECUTIVE MANAGEMENT



2021 DIVERSITY AND LEADERSHIP

Women comprised 28% of global senior leadership
(Global Directors and Vice Presidents)

EEO-1 DATA

EEO-1 Data
[Click Here](#)

WELLNESS & SAFETY

In addition to employee health and safety, we are committed to providing a work environment for TSMs that drives a culture of overall wellness through resources, education, and new workplace norms.

Globally, our lost-time injury frequency rate was at 0.80 per 200,000 hours worked*.

*Reported injury frequency rate is not comparable to 2020, given the expanded geographic scope of our reporting (for North America, Europe, Australia and Hong Kong in 2021, versus the U.S. in 2020).

DIVERSITY & INCLUSION GOALS AND COMMITMENTS



EDUCATE LEADERSHIP

By 2022, educate all global directors and vice presidents on the key concepts of Diversity and Inclusion. By 2023, educate managers globally and U.S. TSMs at all levels.



COMPLIANCE HELPLINE

By 2022, evaluate our compliance helpline reporting process against the effectiveness criteria of the United Nations Guiding Principles for Business and Human Rights for reporting.



INCREASE REPRESENTATION

By 2030, in alignment with our commitment to Paradigm for Parity®, we will strive to have gender parity at senior leadership levels (Director and VP). As our 2022 and beyond goal, we are committed to increasing the diversity of all underrepresented groups in senior levels by improving the Company's talent acquisition and organizational development practices, as well as by enhancing its compensation processes to better align with the Company's strategic objectives.



PAY EQUITY

We are committed to pay equity and continue to align our processes and programs to our commitment.

EMPLOYEE RESOURCE GROUPS

CONTINUED FOSTERING OF INCLUSION AND ENGAGEMENT AMONGST OUR TEAM THROUGH OUR EMPLOYEE RESOURCE GROUPS



HUMAN CAPITAL AND DEVELOPMENT

We invest in the personal and professional development of our TSMs by providing formal and informal learning opportunities to enhance their knowledge, skills, and abilities. TSMs globally are offered a broad suite of leadership and professional development educational opportunities to enable success in their current and potential future role(s) within the Company.

ESG AT A GLANCE

GOVERNANCE

2021

INTRODUCTION

The foundation for our Corporate Social Responsibility and Sustainability efforts is strong governance to help provide a structured, effective, inclusive and transparent approach. Our governance structure helps us manage and respond to risks and opportunities, monitor progress, and build a resilient business. We include our stakeholder voices in our decisions, and openly engage with our TSMs, customers, shareholders, supplier partners, the communities in which we operate, and society at large.

Oversight of sustainability and environmental, social, and governance (ESG) issues is incorporated within the Board of Directors' Nominating and Governance Committee charter. The Nominating and Governance Committee reviews and reassesses our governance procedures and practices, assess the structure and performance of our ESG activities. Additionally, as outlined in its charter, the Compensation Committee also plays a role (in coordination with the Nominating and Governance Committee) in ESG matters related to human capital management and executive compensation. The management of ESG and sustainability matters is supported by our Sustainability Committee, a cross-functional team of senior and middle management TSMs.

CYBER SECURITY

The mission of our Office of Cyber Security (in partnership with the other functions of our Global Technology Solutions team) is to implement measures designed to protect Company, customer, and supplier digital assets and defend against security incidents.

BOARD OF DIRECTORS DIVERSITY*

27% of our Board of Directors are **WOMEN**



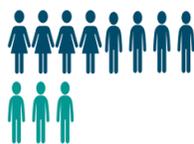
27% of our Board of Directors are **ETHNICALLY DIVERSE/ MINORITY GROUPS**



53% of our Board of Directors have **LESS THAN 9 YEARS OF TENURE**



73% of our Independent Directors are **WOMEN AND/OR ETHNICALLY DIVERSE/MINORITY GROUPS**



*As of June 2022

CULTURE OF ETHICS & COMPLIANCE



TEAM SCHEIN VALUES

[CLICK HERE](#)



WORLDWIDE BUSINESS STANDARDS

[CLICK HERE](#)



CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS

[CLICK HERE](#)



GLOBAL SUPPLIER CODE OF CONDUCT

[CLICK HERE](#)

HUMAN RIGHTS STATEMENT

We are committed to upholding human rights standards in all areas of our business and support the UN Guiding Principles on Business and Human Rights.

[CLICK HERE](#)

SUSTAINABILITY REPORTING FRAMEWORK

This year, we formally adopted Global Reporting Initiative's (GRI) and Sustainability Accounting Standards Board's (SASB) sustainability reporting frameworks for our 2021 CSR Report, having steadily worked towards compliance with these standards since 2019. In 2022, we are conducting an assurance readiness review for our ESG reporting to strengthen our climate and other ESG data further.

OUR RESPONSE TO STAKEHOLDER NEEDS



Continuing customer success and satisfaction through innovative business solutions and high-quality service



Enhancing our human capital strategies, particularly on employee recruitment and retention as well as diversity and inclusion



Reducing our environmental footprint in our operations and supply chain in collaboration with suppliers and partners



Enhancing our corporate governance and helping to protect human rights, ecosystems, and responsible business everywhere we operate



Furthering our work in access to quality and affordable care for vulnerable populations globally