

Delivering Solutions for a

HEALTHIER TOMORROW

OVERVIEW

2022

“Throughout Henry Schein’s more than 90 year history, we have remained committed to our five constituents: customers, supplier partners, shareholders, Team Schein Members, and society at large. Guided by our purpose-driven mission and higher ambition model, we will continue to operate as a socially responsible and sustainable organization dedicated to delivering solutions for a healthier tomorrow.”

– Stanley M. Bergman, Chairman of the Board and Chief Executive Officer of Henry Schein, Inc.

INTRODUCTION

At Henry Schein, we are committed to “doing well, by doing good” and recognize the importance of being accountable to all of our stakeholders. Our sustainability and corporate social responsibility (CSR) approach reflects a long history as a purpose-driven company that integrates our sense of purpose into the way we operate our business.

We are committed to continuing to improve our measurement, monitoring, and reporting of our sustainability performance and developing a deeper understanding of our impacts and stakeholders’ expectations, especially regarding impending global regulatory rules and global standardization work. We will continue to report progress in setting and monitoring our goals, deepen our work with strategic suppliers, and further expand our global data disclosures to create meaningful sustainability insights and drive action in the coming years.

OUR BOLD+1 PRIORITIES LEADING TO ACCELERATING GROWTH

B

BUILD

OPERATIONALIZE

+1

L

LEVERAGE

D

DRIVE

DIGITAL

**BUILD**  
COMPLEMENTARY  
SOFTWARE,  
SPECIALTY,  
AND SERVICES  
BUSINESSES for  
high growth

**OPERATIONALIZE**  
One Distribution  
global footprint

**LEVERAGE**  
One Schein to  
broaden and  
deepen  
relationships  
with our  
customers


**DRIVE** digital  
transformation  
for our customers  
and for Henry  
Schein

+1 CREATE value for our stakeholders

CLICK HERE

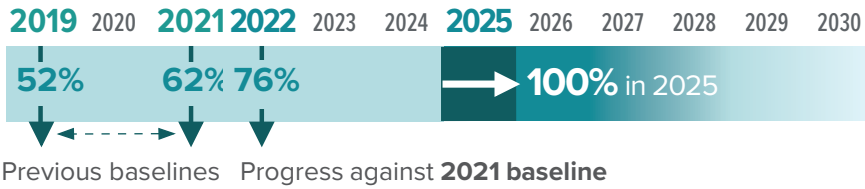
ESG PROGRESS AGAINST OUR GOALS AND COMMITMENTS

ENVIRONMENTAL SUSTAINABILITY



1

By 2025, we will have an **ALL-ELECTRIC OPERATIONS** lift truck fleet in our U.S. distribution centers.






2

By 2025, we will increase our North America distribution center **RECYCLING PROGRAM** over 2020 metrics by 10%.






3

Committed to setting a **SCIENCE-BASED NET-ZERO TARGET** by the end of 2023.

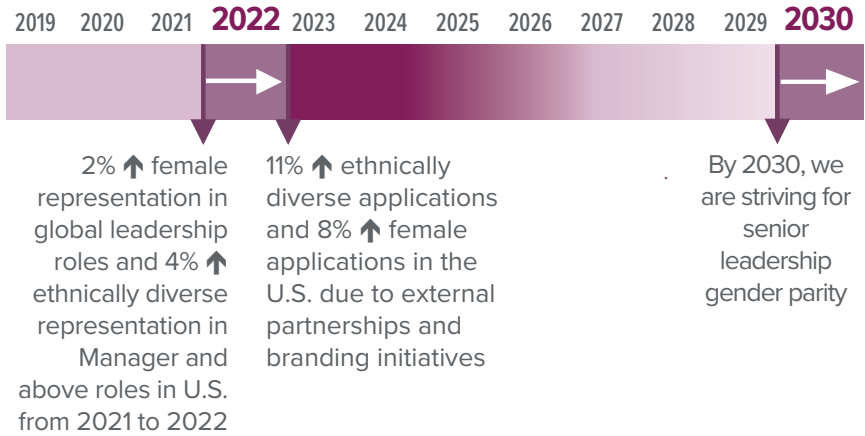



SOCIAL PERFORMANCE



4

By 2030, in alignment with our commitment to **PARADIGM FOR PARITY**, we will strive to have gender parity at senior leadership levels globally (Director and Vice President). We are also committed to ensuring our senior leadership reflects the demographics of our customers and society as a whole, which we will look to achieve through our talent planning, compensation, and recruitment processes.






5

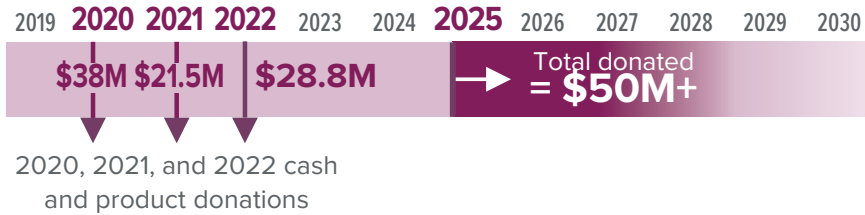
By 2022, educate globally all Directors and Vice Presidents on the key concepts of **DIVERSITY & INCLUSION**. By 2023, provide education for Managers globally and U.S. TSMs at all levels.





6

By 2025, **DONATE AT LEAST \$50 MILLION IN CASH AND PRODUCT** through Henry Schein Cares and the Henry Schein Cares Foundation to advance health equity.



GOVERNANCE & ETHICS



Our **GOVERNANCE STRUCTURE LAYS THE FOUNDATION FOR OUR SUSTAINABILITY EFFORTS** and helps us drive it in an effective, inclusive, and transparent way. It is well integrated into our business strategy and operations and helps us manage sustainability risks and opportunities appropriately to build a more resilient business.

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HEALTHIER TOMORROW

ENVIRONMENTAL

2022

INTRODUCTION

With our vast global footprint spanning 32 countries and our 29 strategically located distribution and 19 manufacturing facilities around the world covering approximately 3.8 million square feet of space, serving more than a million customers worldwide, we recognize our impact on the environment, and embrace our responsibility to seek to manage that impact and drive positive change across our global value chain. We work to reduce our environmental impact and scale sustainable business practices in our value chain, in collaboration with our suppliers, partners, and customers.

2022 Task Force on Climate-related Financial Disclosures (TCFD) report

CLICK HERE

2022 CDP Report

CLICK HERE

FOCUS AREAS

CLIMATE IMPACT MITIGATION



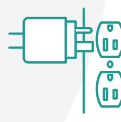
Mitigating our impact on climate and addressing climate risks and opportunities for our business

CIRCULARITY IN OPERATIONS



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

ELECTRICITY USE



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

SUPPLY CHAIN ACTION



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

2022 RECYCLING EFFORTS



16,010  
METRIC TONS

RECYCLED MATERIALS



2,506  
METRIC TONS

GENERATED WASTE



19,544  
METRIC TONS

WASTE TO LANDFILL



18,000  
POUNDS

BATTERIES RECYCLED



227  
POUNDS

LIGHTBULBS RECYCLED



\$11.8M  
DONATED PRODUCT & THOUSANDS OF TONS REMOVED FROM LANDFILLS

PRODUCT DONATIONS

ENVIRONMENTAL GOALS AND COMMITMENTS

COMMITMENT TO AND PROGRESS AGAINST OUR ALL-ELECTRIC GOALS

By **2025**, we have committed to an all-electric operations lift truck fleet in our U.S. distribution centers, while upgrading to high efficiency charging equipment from a **2019** baseline of **52%**.

Our core U.S. distribution network has made infrastructure investments and progress to further this **2025** goal. As a result, we are currently at **76%** from the **2019** baseline of **52%**.

In **2022**, we developed and implemented formal tracking classification categories throughout the core U.S. distribution centers to consistently track and document all recycling and waste goals across the U.S. We are currently on track and are monitoring these goals to ensure we achieve our targets by **2025**.

2019

2022  
2023

2025

COMMITMENT TO AND PROGRESS AGAINST OUR NET ZERO AND CARBON NEUTRALITY GOALS

We aspire to be carbon neutral in our supply chain emissions by **2050**, if not sooner. This year, we are preparing our baseline reporting for science-based net-zero target submission at the end of **2023** and working on a global climate roadmap to help us achieve our targets. As a priority, our Transportation and Supply Chain teams are building roadmaps for our distribution network, given the importance of this area in our overall emissions. Our global teams are developing a variety of regional targets to support this, and we look forward to sharing more.

2022

2023

2050

COMMITMENT TO AND PROGRESS AGAINST OUR WASTE REDUCTION AND RECYCLING GOALS

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

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

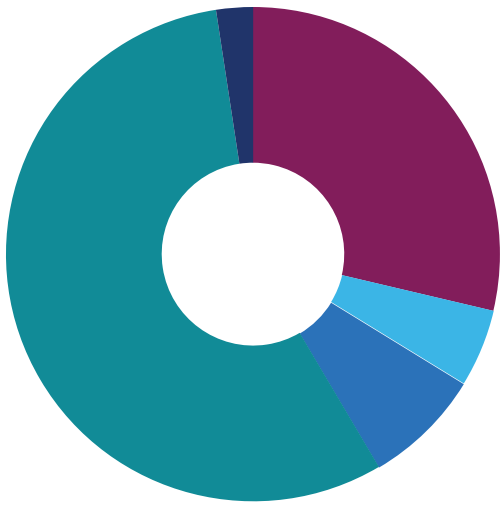
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2020

2022  
2023

2025

SCOPE 1, 2, AND 3 CARBON EMISSIONS IN 2022 (METRIC TONS)



43,607

Scope 1: Fuel consumption by our global service technician fleet\*

7,715

Scope 1: Natural gas consumption at our global distribution centers (DCs)

11,763

Scope 2: Electricity consumption from purchased sources in our global DCs and select office buildings

85,25

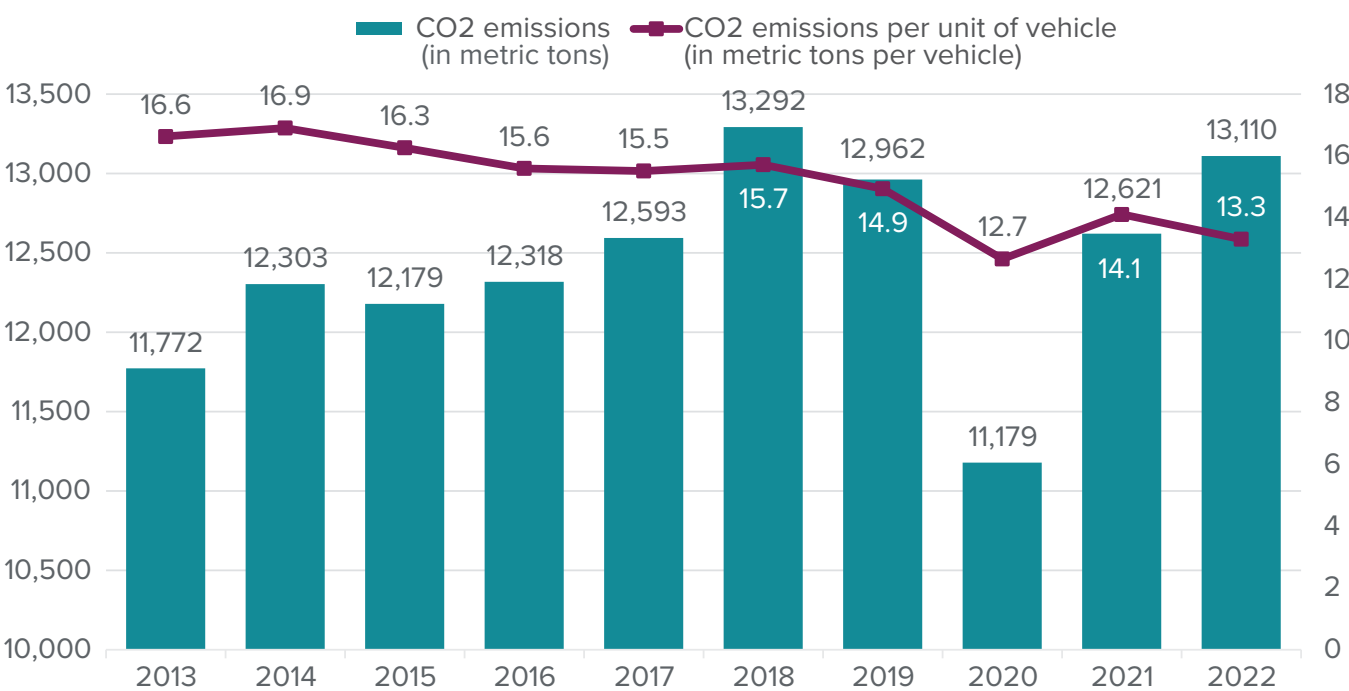
Scope 3: Transport-related fuel consumption by our global logistics partners

3,659

Scope 3: U.S. business travel

\*EMEA fleet emissions are reported in 2022 for the first time, in line with our continual efforts to expand on our reporting. Global emissions in 2022 are therefore not comparable to historical data. Our EMEA fleet emissions include sales force vehicles in addition to the service technician cars.

SCOPE 1 EMISSIONS FROM OWN FLEET IN 2022 (\*U.S. ONLY)



PRACTICE GREEN™



Practice Green™ is a new global initiative, which aims to encourage communities to become more eco-friendly, by providing solutions to support, educate, and enhance the environmental sustainability efforts of our customers and suppliers. Since 2008, Henry Schein has offered its customers environmentally friendlier products through the U.S. Global Reflections® Program, which has since evolved into Practice Green.



SUSTAINABILITY AND CSR AT A GLANCE

Delivering Solutions for a  
**HEALTHIER TOMORROW**

**SOCIAL**2022

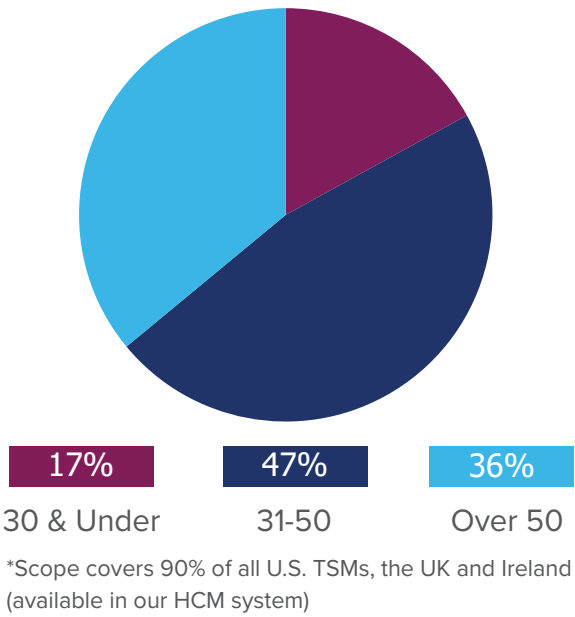
INTRODUCTION

Our Team Schein Members (TSMs) continue to be an important part of our Mosaic of Success. We have a strong values-based culture that cultivates a meaningful people-centered experience.

Our business success is built in part on the engagement and commitment of our team, which is dedicated to meeting the needs of fellow TSMs, our customers, supplier partners, stockholders, and society.

Aiming to keep our TSMs safe, well, included, connected, engaged, empowered, and inspired remains one of our key goals. We know that it is good for our TSMs, good for the Company, and good for the societies we live in and serve, to foster an experience that provides purpose and opportunity to contribute meaningfully to making health happen.

TSM AGE GROUPS ACROSS THE COMPANY IN 2022 (%)\*



HENRY SCHEIN CARES DONATIONS

Henry Schein Cares and the Henry Schein Cares Foundation, Inc. donated \$28.8 million in cash and products globally to advance health equity.

CARING ABOUT OUR TEAM



We kicked off 2023 with a “New Year in Wellness,” where the Mental Wellness Committee spotlights a different theme each quarter and month that aligns with how TSMs might be feeling at that time.

**Q1 | Balance**  
Quarter 1 will focus on helping you find **balance** so that you can start the year with a sense of calm.

**Q2 | Inspiration**  
Quarter 2 is centered around finding **inspiration** in yourself, in others, and in the world around you.

**Q3 | Purpose**  
Quarter 3 highlights how to feel connected to sources in your life that give you **purpose**.

**Q4 | Fulfillment**  
Quarter 4 encourages reflection on the year and appreciating what makes you feel **fulfilled**.

We have a strong safety foundation and mindset in our distribution centers, other operational facilities, and offices. We experienced a total of 93 lost-time accidents (2021: 103), expanding our reporting to global distribution centers in all regions of operation, leading to a total of 1,581 lost days (2021: 1,863). Globally, our lost-time injury frequency rate was at 0.70 per 200,000 hours worked.

2022 DIVERSITY & LEADERSHIP

- 30% of our Directors and Vice Presidents globally identified as female
- 18% of our U.S. management identified as ethnic minorities

EEO-1 DATA

EEO-1 Data  
Click Here

PROGRESS ON DIVERSITY & INCLUSION GOALS AND COMMITMENTS



- EDUCATING LEADERSHIP**
- 99% completion rate on educating all Directors and Vice Presidents globally on the key concepts of D&I.
  - Cascaded the compensation-tied goal down to all U.S. Managers in 2023.



- COMPLIANCE HELPLINE**
- We have evaluated our compliance helpline reporting process against the effectiveness criteria of the United Nations Guiding Principles for Business and Human Rights. We also continue to evaluate our compliance helpline reporting processes and provide meaningful education to those handling investigations.



- REPRESENTATION**
- By 2030, in alignment with our commitment to Paradigm for Parity®, we will strive to have gender parity at senior leadership levels globally (Director and Vice President). We are also committed to ensuring our senior leadership reflects the demographics of our customers and society as a whole. From 2021 to 2022, we achieved:
    - 2% ↑ in female representation in global leadership roles.
    - 4% ↑ ethnically diverse representation in U.S. Manager and above roles.



- PAY EQUITY**
- We are committed to pay equity and continue to align our processes and programs. As in prior years, we conducted a pay equity study for the majority of our U.S. workforce. Overall, our results indicate pay continues to be administered fairly and equitably across gender and ethnicity.

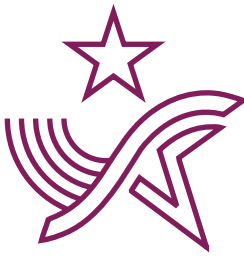
EMPLOYEE RESOURCE GROUPS

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



A FOCUS ON CONNECTION, CARING, AND CAREER

- We have a strong values-based culture that...
- cultivates a meaningful people-centered experience
  - focuses on building an inclusive community
  - invests in the engagement, personal and professional development, and wellbeing of each other



- TSMs globally are offered...
- a broad suite of leadership and professional development opportunities
  - wellness programming
  - settings to connect both virtually and in-person
  - occasions to volunteer and give back to our communities to make health happen

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GOVERNANCE

2022

INTRODUCTION

Our governance structure lays the foundation for our sustainability efforts and helps us drive it in an effective, inclusive, and transparent way. Our governance incorporates Board of Director (Board) oversight, management accountability, corporate policies, and stated public policies and positions (including on key ESG topics).

A part of governance is also our culture of ethics and compliance. Ethical behavior is one of the Team Schein Values, and we strive to conduct ourselves with ethics and integrity in all our actions.

We also engage with our TSMs, customers, stockholders, supplier partners, and the communities in which we operate to ensure we understand their needs and can respond accordingly. Dialogue with stakeholders is continuous and grounded in a core set of principles designed to deepen our engagement and ensure the inclusion of stakeholder voices in our decision making.

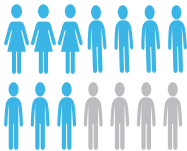
HUMAN RIGHTS STATEMENT

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, which provides a practical, useful framework for businesses to manage and address the Company’s human rights impacts in the supply chain.

CLICK HERE

BOARD OF DIRECTORS DIVERSITY\*

71% of Directors are  
INDEPENDENT



40% of Independent  
Directors are ETHNICALLY  
DIVERSE



30% of Independent  
Directors are FEMALE



9 years is the  
AVERAGE TENURE  
OF ALL INDEPENDENT  
DIRECTORS\*



68 years is the  
AVERAGE AGE OF ALL  
INDEPENDENT DIRECTORS\*



\*As of June 2023, there are 7 Independent Directors with tenure of less than the average of 9 years.  
\*\*As of June 2023, there are 6 Independent Directors under the age average of 68.  
For more details about the diversity and specific skills of our Board, please see pages 3-7 and 12 in our 2023 Proxy Statement.

CULTURE OF ETHICS & COMPLIANCE



TEAM  
SCHEIN  
VALUES

CLICK HERE



CODE OF ETHICS  
FOR SENIOR  
FINANCIAL  
OFFICERS

CLICK HERE



WORLDWIDE  
BUSINESS  
STANDARDS

CLICK HERE



GLOBAL  
SUPPLIER CODE  
OF CONDUCT

CLICK HERE

SUSTAINABILITY REPORTING FRAMEWORK

Since 2021, we have formally used the Global Reporting Initiative’s (GRI) and Sustainability Accounting Standards Board’s (SASB) sustainability reporting frameworks. After assessing the Company’s strategic ESG priorities and commitments, the Nominating and Governance Committee then delegates the collection, review, and reporting of ESG information for publication in the CSR Report to the Chief Sustainability Officer with oversight from the Company’s Chief Executive Officer. For more information:

CLICK HERE

We completed a new ESG materiality assessment in 2023 to update our 2020 assessment. While this year’s methodology was fresh, our goal was the same: to better understand how our stakeholders see the most important sustainability and broader corporate responsibility questions relevant to Henry Schein. Through a combination of quantitative and narrative analysis, we distilled a list of key issues to inform our strategy-setting, reporting, and disclosures.

HENRY SCHEIN’S ESG MATERIALITY ASSESSMENT: OUR SUSTAINABILITY  
COMMITTEE HAS IDENTIFIED THE TOP 10 TOPICS FOR ONGOING CSR REPORTING

- Customer Satisfaction

• Product Quality & Patient Safety

• Public Health Crises

• Employee Health & Safety

• Talent Attraction, Retention & Training; Evolving Workplace
- Ethics & Legal Compliance

• Diversity, Equity, & Inclusion

• Governance & Accountability

• Transparency

• Greenhouse Gas Emissions