

HENRY SCHEIN'S DIVERSITY & INCLUSION GOALS AND COMMITMENTS

OUR GOALS

- By 2022, educate all Global Directors and Vice Presidents on the key concepts of Diversity and Inclusion. By 2023, provide education for Managers globally and U.S. TSMs at all levels

PROGRESS 2021

- Required education implemented in 2021 for Global Directors and Vice Presidents on key concepts of D&I
- Required education being rolled out in 2022 for Global Directors and Vice Presidents with a focus on equity and the role leaders play in D&I
- Educated 500+ TSMs on key concepts of D&I
- Designed a course utilizing our Learning Management System for global managers and all U.S. TSMs

OUR GOALS

- 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 of potential discrimination incidents, and include diversity education to those handling the investigations

PROGRESS 2021

- Educated those handling investigations on the United Nations Guiding Principles for Business and Human Rights and key concepts of D&I, including bias and equity

OUR GOALS

- By 2030, in alignment with our commitment to Paradigm for Parity®, we will strive to have gender parity at senior leadership levels (Global Director and Vice President)

PROGRESS 2021

- Partnered with a new vendor to enhance and expand our mentorship program to include a diversity lens
- Continued education for our leadership and TSMs on unconscious bias
- Enhanced recruiting partnerships (see right)
- Continued expansion of Women's Leadership Network (WLN) employee resource group

OUR GOALS

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

PROGRESS 2021

- We have conducted a pay equity study for the majority of our U.S. workforce. Overall, our study shows that pay is administered in a fair and equitable manner across gender and ethnicity, which is a positive and important data point as we continue to focus on diversity and inclusion across the Company. One area needing improvement relates to creating further opportunities for women and members of other underrepresented groups to advance into senior leadership roles. 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. These efforts will help to enrich opportunities for all TSMs and better position the Company to achieve its overall business goals.