

Our 2021 Sustainability and Corporate Social Responsibility Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, and Sustainability Accounting Standards Board (SASB) – Health Care Distributors Standard (October 2018). This index provides references to our reporting suite (the 2021 CSR Report, our 2020 CSR Report, and our 2022 Proxy Statement) and other content available on our website, henryschein.com. For clarity and completeness, we have provided further detail, direct responses, or omissions where relevant. GRI and SASB disclosures highlighted in the index reflect the most relevant ESG issues to Henry Schein and our stakeholders, and we have provided further disclosures in the body of the report where this information is available, and relevant to our stakeholders in understanding our sustainability performance.

2021 GRI INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GRI 102: GENERAL DISCLOSURES 2016		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Henry Schein, Inc.
102-2	Activities, brands, products, services	Form 10-K (pages 3, 7-9)
102-3	Location of headquarters	Melville, New York, U.S.
102-4	Location of operations	Form 10-K (pages 3, 67)
102-5	Ownership and legal form	Henry Schein, Inc. is a publicly held Delaware corporation that is listed on The Nasdaq Global Select Market under ticker symbol HSIC.
102-6	Markets served	Form 10-K (pages 3-5, 8-9)

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
102-7	Scale of the organization	<ul style="list-style-type: none"> Total number of employees; 10-K Employees and Human Capital (page 18) and 10-K Business-General section (page 3) Total number of operations; 10-K Business-General section (page 3) Net sales; 10-K ITEM 7 Results of Operations (page 48) and CONSOLIDATED STATEMENTS OF INCOME (pages 63-64) Quantity of products or services provided; 10-K Business-General section (page 3)
102-8	Information on employees and other workers	<ul style="list-style-type: none"> 2021 CSR Report, pages 23, 28; EEO-1 Data Contract types are currently not available centrally. Some employee stats have been reported for a partial population of our TSMs (85% of U.S., and UK and Ireland TSMs) for which we collect data centrally. These represent the majority of our TSMs. We are working to expand our employee data collection and reporting to all geographies.
102-9	Supply chain	2021 CSR Report , pages 3-4, 19
102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organization's size, structure, ownership, or supply chain during 2021.
102-11	Precautionary Principle or approach	Our management of environmental issues incorporates the precautionary principle. This implies our responsibility to protect the natural environment from harm where there is a plausible risk. Our Distribution Centers comply with applicable environmental regulations and permits. When an impact is identified, we define mitigating measures to avoid harm to the environment. Examples include our responsible management of waste, and our efforts to reduce greenhouse gas emissions in our operations and supply chain.
102-12	External initiatives	2021 CSR Report , pages 5, 7-8, 12, 30
102-13	Membership of associations	2021 CSR Report , pages 8, 36
STRATEGY		
102-14	Statement from senior decision-maker	2021 CSR Report , page 5
102-15	Strategy (General Disclosures)	<ul style="list-style-type: none"> 10-K Item 1A — Risk Factors (pages 24-38); 2021 CSR Report, page 13, 23, 47; 2021 TCFD Report, page 2-3

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> • 2021 CSR Report, page 44; • Mission statement and corporate charter; • HSI Worldwide Business Standards; • Global Supplier Code of Conduct; • Code of Ethics for Senior Financial Officers; • Human Rights Statement
GOVERNANCE		
102-18	Governance structure	<ul style="list-style-type: none"> • Proxy — Corporate Governance (pages 8–14); • 2021 CSR Report, page 39
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2021 CSR Report , pages 39, 47
102-41	Collective bargaining agreements	10-K , page 18
102-42	Identifying and selecting stakeholders	2021 CSR Report , page 47
102-43	Approach to stakeholder engagement	2021 CSR Report , page 47
102-44	Key topics and concerns raised	2021 CSR Report , pages 45, 47
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	10-K page 125 — Exhibit 21.1 — List of our subsidiaries
102-46	Defining report content and topic boundaries	2021 CSR Report , page 49
102-47	List of material topics	2021 ESG Reporting Indices
102-48	Restatements of information	2021 CSR Report , page 49

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
102-49	Changes in reporting	2021 CSR Report , page 49
102-50	Reporting period	2021 CSR Report , page 49
102-51	Date of most recent report	2021 CSR Report , page 49
102-52	Reporting cycle	2021 CSR Report , page 49
102-53	Contact point for questions regarding the report	Jennifer Kim Field, Vice President, Corporate Social Responsibility, Henry Schein, Inc.; jenniferkim.field@henryschein.com
102-54	Claims of reporting in accordance with the GRI Standards	2021 CSR Report , page 49
102-55	GRI content index	2021 ESG Reporting Indices
102-56	External assurance	2021 CSR Report , page 49

GRI: MANAGEMENT APPROACH 2016

103-1	Explanation of the material and its Boundary	<p>For all topics included in this index, as well as other topics reported throughout the 2021 CSR Report, we have explained the topic, our management approach specific to the topic, and how we evaluate our approach, upon introducing the topic in the report. In addition, the Governance section of the 2021 CSR Report (page 39) reflects our overall management and oversight of sustainability issues, and how we define materiality for these purposes and approach stakeholder engagement in these areas. See also “About this report” (page 49) for how we define report content, boundaries and scope.</p>
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
300-SERIES: ENVIRONMENTAL TOPICS		
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	2021 CSR Report , page 15
GRI 303: WATER AND EFFLUENTS 2018		
305-1	Direct (Scope 1) GHG emissions	2021 CSR Report , page 15
305-2	Energy indirect (Scope 2) GHG emissions	2021 CSR Report , page 15
305-3	Other indirect (Scope 3) GHG emissions	2021 CSR Report , page 16
305-5	Reduction of GHG emissions	2021 CSR Report , pages 14-16, 19-20
GRI: WASTE 2020		
306-3	Waste generated	2021 CSR Report , page 17
306-4	Waste diverted from disposal	2021 CSR Report , page 17
306-5	Waste diverted to disposal	2021 CSR Report , page 17
GRI 307: ENVIRONMENTAL COMPLIANCE 2016		
307-1	Non-compliance with environmental laws and regulations	We have not identified any non-compliance with environmental laws and/or regulations during 2021.

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
400-SERIES: SOCIAL TOPICS		
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	2021 CSR Report , page 23; Data provided for 85% of U.S. TSMs, U.K. and Ireland TSM population, for which we collect data centrally. They represent the majority of our TSMs. We are working to expand our employee data collection and reporting to all geographies. Turnover is provided as voluntary turnover in % of the respective TSM population. Gender and age breakdown of voluntary turnover is not currently reported.
401-3	Parental leave	2021 CSR Report , page 35
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-9	Work-related injuries	2021 CSR Report , page 34; Data provided for the majority of our Distribution Centers (located in North America, Europe, China, and Australia). We continue to work to expand the scope of our data globally.
GRI 404: TRAINING AND EDUCATION 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	2021 CSR Report , pages 31-33
404-3	Percentage of employees receiving regular performance and career development interviews	2021 CSR Report , page 33; 100%
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	2021 CSR Report , pages 23, 28, 42

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	2021 CSR Report , page 21
414-2	Negative social impacts in the supply chain and actions taken	2021 CSR Report , page 21
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	2021 CSR Report , page 22
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2021 CSR Report , page 22
GRI 417: MARKETING AND LABELING 2016		
417-1	Requirements for product and service information and labeling	2021 CSR Report , page 22
417-2	Incidents of non-compliance concerning product and service information and labeling	2021 CSR Report , page 22
417-3	Incidents of non-compliance concerning marketing communications	2021 CSR Report , page 22

GRI STANDARD	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 CSR Report , pages 22, 44
GRI 419: SOCIOECONOMIC COMPLIANCE 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	We strive to comply with applicable laws and regulations. See our Form 10-K for more information.

2021 SASB INDEX

SASB TOPIC	METRIC	PAGE REFERENCES AND ADDITIONAL REMARKS
FLEET FUEL MANAGEMENT		
HC-DI-10a.1	Payload fuel economy	2021 CSR Report , pages 14–16, 19; We report on the efficiency measures we take in our transport-related activities in the CSR report, but we don't currently report on this specific metric centrally. Our Distribution Centers and fleet monitor this as relevant. We aim to report on this in future.
HC-DI-10a.2	Description of efforts to reduce the environmental impact of logistics	2021 CSR Report , pages 14–16, 19; We report on the efficiency measures we take in our transport-related activities in the CSR Report, but we don't currently report on this specific metric centrally. Our Distribution Centers and fleet monitor this as relevant.
PRODUCT SAFETY		
HC-DI-250a.1	Total amount of monetary losses as a result of legal proceedings associated with product safety	None – our manufacturing partners would be responsible for this activity based on market feedback and post market surveillance data such as complaints
HC-DI-250a.2	Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery	2021 CSR Report , page 22
COUNTERFEIT DRUGS		
HC-DI-260a.1	Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	2021 CSR Report , page 22
HC-DI-260a.2	Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices	2021 CSR Report , page 22
HC-DI-260a.3	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	2021 CSR Report , page 22

SASB TOPIC	METRIC	PAGE REFERENCES AND ADDITIONAL REMARKS
PRODUCT LIFECYCLE MANAGEMENT		
HC-DI-410a.1	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	2021 CSR Report , page 21
HC-DI-410a.2	Amount (by weight) of products accepted for take-back and reused, recycled, or donated	We do not currently report on this metric centrally.
BUSINESS ETHICS		
HC-DI-510a.1	Description of efforts to minimize conflicts of interest and unethical business practices	2021 CSR Report , pages 43–45
HC-DI-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	2021 CSR Report , page 45
ACTIVITY METRICS		
HC-DI-000.A	Number of pharmaceutical units sold by product category	We do not report on units sold but by consolidated net sales of products and services offered through our health care distribution and technology and value-added services reportable segments. See our Form 10-K for more information.
HC-DI-000.B	Number of medical devices sold by product category	