



These indices provide detailed guidance on Henry Schein, Inc. has used and applied reporting standards in our 2022 Sustainability and Corporate Social Responsibility (CSR) Report. We have reported in accordance with the Global Reporting Initiative (GRI) Standards, as well as the Sustainability Accounting Standards Board (SASB) – Health Care Distributors Standard (October 2018), for the period January 1 to December 31, 2022. These indices provide references to our reporting suite: the 2022 CSR Report, our 2022 Proxy Statement, and other content available on our [website](#). We have provided further detail, direct responses, or omissions where relevant. GRI and SASB disclosures highlighted in the indices reflect relevant ESG issues to Henry Schein and our stakeholders. 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.

2022 GRI INDEX

GRI STANDARDS	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GENERAL DISCLOSURES		
GRI 2: General Disclosures	ORGANIZATIONAL PROFILE	
	2-1 Organizational Details	Henry Schein, Inc. is a publicly held Delaware corporation that is listed on Nasdaq. Global Select Market under ticker symbol HSIC. Global headquarters in Melville, New York, U.S. Countries of operation: Form 10-K, pages 3, 45 and 79
	2-2 Entities included in the organization's sustainability reporting	2022 CSR Report , About this Report, page 44.
	2-3 Reporting period, frequency and contact point	January 1 to December 31, 2022, annual. Contact point: Jennifer Kim Field, Chief Sustainability Officer, Henry Schein, Inc.; jenniferkim.field@henryschein.com
	2-4 Restatement of Information	2022 CSR Report , About this Report, page 44.
	2-5 External Assurance	2022 CSR Report , About this Report, page 44.
	ACTIVITIES AND WORKERS	
	2-6 Activities, value chain and other business relationships	Sector of activity: Healthcare Value chain: Form 10-K, pages 3, 7-9. There were no significant changes to the organization's size, structure, ownership, or supply chain during 2022.

GRI STANDARDS	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GENERAL DISCLOSURES		
GRI 2: General Disclosures	2-7 Employees	2022 CSR Report , page 19. EEO-1 Data Partial omissions. Some employee stats have been reported for a partial population of our TSMs 90% of U.S., and UK and Ireland TSMs. These represent the majority of our TSMs. We are working to expand our employee data collection and reporting to all geographies.
	2-8 Workers who are not employees	Omission - Not applicable.
GOVERNANCE		
	2-9 Governance structure and composition	Proxy – Corporate Governance, pages 7-12; 2022 CSR Report , page 34.
	2-10 Nomination and selection of the highest governance body	Proxy – Corporate Governance, pages 9-10; 12.
	2-11 Chair of the highest governance body	Proxy – Corporate Governance, pages 10-11.
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy – Corporate Governance, pages 8-1.0
	2-13 Delegation of responsibility for managing impacts	Proxy – Corporate Governance, pages 9-10; 2022 CSR Report page 34, 43.
STRATEGY		
	2-14 Role of the highest governance body in sustainability reporting	2022 CSR Report , page 34.
ETHICS AND INTEGRITY		
	2-15 Conflicts of interest	Proxy – Certain Relationships and Related Transactions, page 59.
	2-16 Communication of critical concerns	2022 CSR Report , page 38-39.

GRI STANDARDS	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GENERAL DISCLOSURES		
GOVERNANCE		
	2-17 Collective knowledge of the highest governance body	2022 CSR Report , page 35.
	2-18 Evaluation of the performance of the highest governance body	Proxy – Corporate Governance, page 10.
	2-19 Remuneration policies	Proxy – Director Compensation for Fiscal 2022, pages 56-58. Proxy – Pay Elements - Annual Incentive Compensation - Business Financial Goals, Individual Goals and Strategic Scorecard Goals for Named Executive Officers (other than the CEO), page 25.
	2-20 Process to determine remuneration	Proxy pages 8, 19-21, 31-32.
	2-21 Annual total compensation ratio	Omission - Information unavailable / incomplete. We do not currently benchmark compensation data across different geographies. We are considering other ways to collect and report on global compensation data to support our pay equity goals. See 2022 CSR Report , pages 24, 28.
STRATEGY, POLICIES AND PRACTICES		
	2-22 Statement on sustainable development strategy	2022 CSR Report , pages 5-10.
	2-23 Policy commitments	2022 CSR Report , page 37.
	2-24 Embedding policy commitments	2022 CSR Report , page 37.
	2-25 Processes to remediate negative impacts	2022 CSR Report , pages 11-18, 38-39.
	2-26 Mechanisms for seeking advice and raising concerns	2022 CSR Report , pages 38-39, 41.

GRI STANDARDS	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
GENERAL DISCLOSURES		
	2-27 Compliance with laws and regulations	Proxy – Election of Directors, pages 3-7. 2022 CSR Report , pages 37-40.
	2-28 Membership associations	2022 CSR Report , pages 12, 16-17, 26, 31, 33.
STAKEHOLDER ENGAGEMENT		
	2-29 Approach to stakeholder engagement	2022 CSR Report , pages 41-42. Proxy – Say-on-Pay Votes and Stakeholder Feedback, pages 20-21.
	2-30 Collective bargaining agreements	2022 CSR Report , page 19.
GRI 3: MATERIAL TOPICS		
GRI 3: Material Topics 2021	MATERIAL TOPICS	
	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	<p>For all topics included in this index, as well as other topics reported throughout the 2022 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 2022 CSR Report (pages 34-43) reflects our overall management and oversight of sustainability issues, and how we define materiality for these purposes and approach stakeholder engagement in these areas. The same section includes the approach and results from our most recent ESG materiality assessment. See also “About this report” (page 44) for how we define report content, boundaries, and scope.</p>
TOPIC STANDARDS		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2022 CSR Report , pages 12-13.
GRI 303: Water and Effluents 2018	303-5 Water consumption	2022 CSR Report , page 14.

GRI STANDARDS	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
TOPIC STANDARDS		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2022 CSR Report , page 12.
	305-2 Energy indirect (Scope 2) GHG emissions	2022 CSR Report , page 13.
	305-3 Other indirect (Scope 3) GHG emissions	2022 CSR Report , pages 13, 15.
	305-5 Reduction of GHG emissions	2022 CSR Report , pages 12-13, 15.
GRI 306: Waste 2020	306-3 Waste generated	2022 CSR Report , page 14.
	306-4 Waste diverted from disposal	2022 CSR Report , page 14.
	306-5 Waste directed to disposal	2022 CSR Report , page 14.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2022 CSR Report , page 19. Data provided for 90% of U.S., U.K. and Ireland TSM population. 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	2022 CSR Report , page 21.
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	2022 CSR Report , pages 22-23.
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	2022 CSR Report , pages 29-30.
	404-3 Percentage of employees receiving regular performance and career development reviews	2022 CSR Report , page 29.

GRI STANDARDS	DISCLOSURE	PAGE REFERENCES AND ADDITIONAL REMARKS
TOPIC STANDARDS		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2022 CSR Report , pages 19, 24-25, 35.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2022 CSR Report , page 17.
	414-2 Negative social impacts in the supply chain and actions taken	2022 CSR Report , pages 15-17.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2022 CSR Report , page 18.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2022 CSR Report , page 18.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2022 CSR Report , page 18.
	417-2 Incidents of non-compliance concerning product and service information and labeling	2022 CSR Report , page 18.
	417-3 Incidents of non-compliance concerning marketing communications	2022 CSR Report , page 18.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 CSR Report , pages 18, 40.

2022 SASB INDEX

SASB TOPIC	METRIC	PAGE REFERENCES AND ADDITIONAL REMARKS
FLEET FUEL MANAGEMENT		
HC-DI-10a.1	Payload fuel economy	2022 CSR Report , pages 13 and 15; We report on the efficiency measures we take in our transport-related activities in the CSR report. Our Distribution Centers and fleet monitor this as relevant. We aim to report on this in the future.
HC-DI-10a.2	Description of efforts to reduce the environmental impact of logistics	2022 CSR Report , pages 13 and 15; We report on the efficiency measures we take in our transport-related activities in the CSR report. 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	2022 CSR Report , page 18.
COUNTERFEIT DRUGS		
HC-DI-260a.1	Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	2022 CSR Report , page 18.
HC-DI-260a.2	Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices	2022 CSR Report , page 18.

SASB TOPIC	METRIC	PAGE REFERENCES AND ADDITIONAL REMARKS
HC-DI-260a.3	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	2022 CSR Report , page 18.
PRODUCT LIFECYCLE MANAGEMENT		
HC-DI-410a.1	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	2022 CSR Report , page 16.
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.
BUSINESS ETHICS		
HC-DI-510a.1	Description of efforts to minimize conflicts of interest and unethical business practices	2022 CSR Report , pages 35, 37-40.
HC-DI-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	2022 CSR Report , pages 38-39.
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	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.