



# Sustainability at a Glance Overview

"Our Company's reach and scope have exponentially grown, always supported by the same culture and commitment to our values of community, caring, and career for our five key constituencies — our Team Schein Members (TSMs), customers, supplier partners, stockholders, and society at large, which comprise our 'Mosaic of Success.' By reliably delivering on our business commitments to our stakeholders and caring for our people, our communities, and our planet, we continue to nurture the trust that has propelled our success over the past nine decades and made us resilient in the face of great change."

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

## INTRODUCTION

Henry Schein Cares, our global corporate citizenship program, is one manifestation of the "plus 1" aspect of our **BOLD+1** corporate strategy and aims to drive positive change because together, we make the world healthier. We envision a future where our innovation, leadership, and trusted partnerships inspire and generate positive impact across health care, ensuring a sustainable and healthier future for generations to come.

We continue to report progress in setting and monitoring our goals, deepening our sustainability work with strategic suppliers, and further expanding 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**  
complementary software, specialty, and services businesses for high growth

# O

**OPERATIONALIZE**  
One Distribution global footprint

# L

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

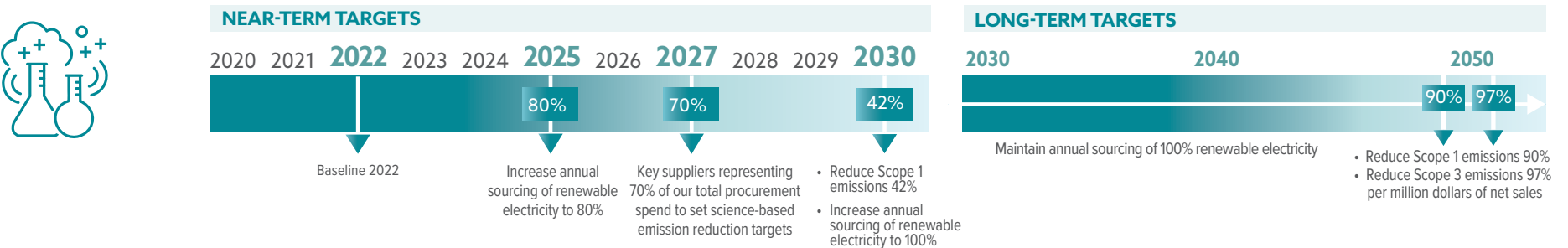
# D

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

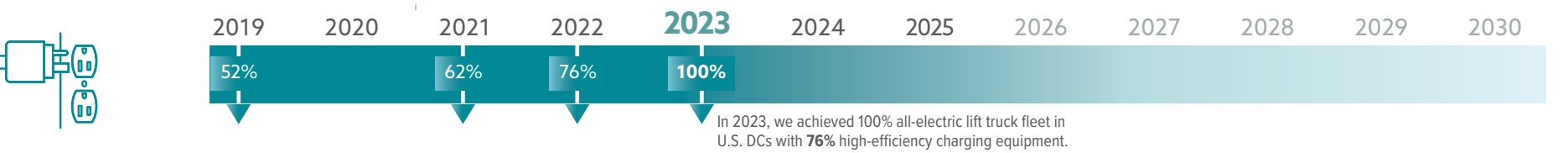
**+1 CREATE** value for our stakeholders [CLICK HERE](#)

CARING FOR THE ENVIRONMENT

**1** Submitted near- and long-term targets committing to Net Zero by 2050 to the **SCIENCE-BASED TARGETS** initiative with 2022 Baseline



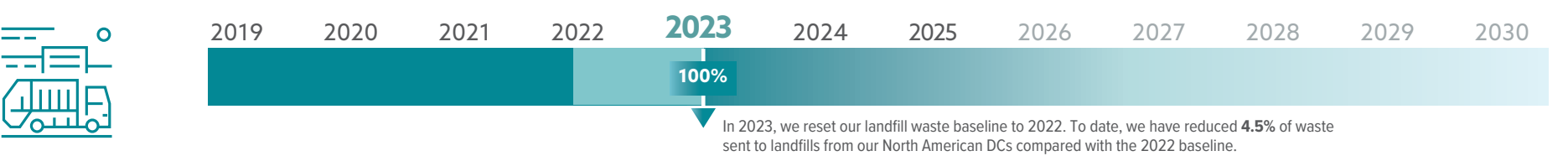
**2** By 2025, we have committed to an **ALL-ELECTRIC OPERATIONS LIFT TRUCK FLEET** in U.S. DCs, while upgrading to high-efficiency charging equipment from a 2019 baseline of 52%.



**3** By 2025, increase North American distribution center **RECYCLING PROGRAM** by 10% for 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.

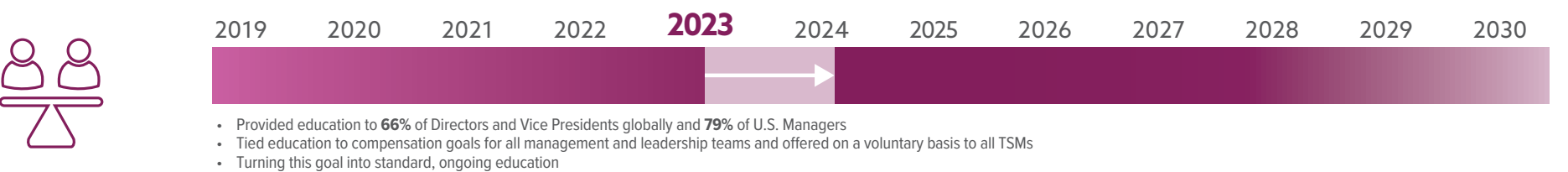


**4** By 2025, we will decrease the **LANDFILL WASTE DISPOSED** by our North American distribution centers by 5% over 2020 metrics.

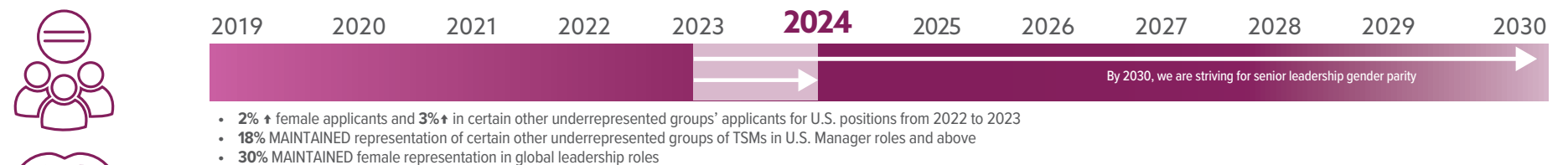


CARING FOR TEAM SCHEIN AND OUR COMMUNITIES

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



**6** 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 committed to ensuring that our leadership team reflects the demographics of our customers and society at large.



**7** In 2023, Henry Schein Cares and our Foundation **DONATED MORE THAN \$40 MILLION IN CASH AND PRODUCT** to hundreds of global charitable partners.

GOOD GOVERNANCE

**8** From July 2023 to July 2024, we increased the percentage of **INDEPENDENT** directors (71% to 85%) and **FEMALE** directors (21% to 31%) on our Board.

**9** Conducted **LIMITED ASSURANCE** of Scope 1 and 2 emissions by a third party.

**10** Updated our **WORLDWIDE BUSINESS STANDARDS** and social media guidance for Team Schein Members as well as issued our Global Principles on Data Protection and Security and the Responsible Use of AI Systems.



# Caring for the Environment

## INTRODUCTION

As climate change increases the planet's temperature, wildfires, air pollution, and the frequency and severity of extreme weather events, we each have a role to play in addressing this impact, including those working in and serving our primary health care practices.

Henry Schein continues our environmental sustainability journey in doing our part to reduce our carbon and waste footprints by continuing to enhance our data systems and methodologies, in line with our commitment to transparency.

[2023 CDP Report](#)

[CLICK HERE](#)

[Basis for GHG Reporting](#)

[CLICK HERE](#)

**2025 GOAL #1**  
100% all electric lift truck fleet in U.S. Distribution Centers (DCs) with 100% high efficiency charging equipment

### PROGRESS

**LIFT TRUCK FLEET GOAL ACHIEVED** in 2023 with **76%** high-efficiency charging equipment

**2025 GOAL #2**  
Increase North American distribution center recycling by **10%**

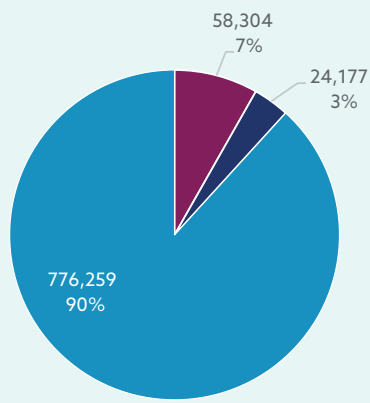
### PROGRESS

**GOAL ACHIEVED** In 2023, recycling has increased by **28.8%** over 2020 metrics.

**2025 GOAL #3**  
Decrease waste sent to landfill from North American distribution centers by **5%**

### PROGRESS

To date, we have reduced **4.5%** of waste compared with the 2022 baseline.



## SCOPE 1, 2, and 3 EMISSIONS (metric tons CO<sub>2</sub>e)

- Scope 1:** Fuel consumption in our service technical fleet and executive and sales vehicles in Europe as well as natural gas consumption in our DCs, manufacturing sites, and other global facilities\*
- Scope 2:** Electricity purchased in our DCs, manufacturing sites, and other global facilities\*
- Scope 3:** Indirect emissions in our value chain, both upstream and downstream (categories 1-7, 9)

\*Those exceeding 6,000 square feet

## OUR SUBMITTED SCIENCE-BASED TARGETS WITH 2022 BASELINE



### In the near term, we commit to:

2025

- Increase annual sourcing of renewable electricity to **80%** by 2025

2027

- Key suppliers representing **70%** of our total procurement spend to set science-based emission reduction targets by 2027

2030

- Reduce Scope 1 emissions **42%** by 2030 from a 2022 base year



### In the long term to reach net-zero, we commit to:

2030

- Increase annual sourcing of renewable electricity to **100%** by 2030, and maintain **100%** thereafter

2050

- Reduce Scope 1 emissions **90%** by 2050 from a 2022 base year

2050

- Reduce Scope 3 emissions **97%** per million dollars of net sales by 2050 from a 2022 base year

### Our 2022 baseline consists of (all in metric tons of CO<sub>2</sub>e):

- Scope 1 emissions: **61,179**
- Scope 2 emissions (location-based): **24,246**
- Scope 2 emissions (market-based): **27,697**
- Scope 3 emissions: **797,369**

## 2023 RECYCLING EFFORTS



**15,149**  
METRIC TONS

Total waste generated by our DCs



**11,217**  
(74%)  
METRIC TONS

Material recycled at our DCs globally (approximately 90% of all recycled material is typically from wood pallets and corrugated packaging every year)



**3,416**  
METRIC TONS

DC waste sent to landfill (working to reduce this progressively)



**516**  
POUNDS

DC waste incinerated



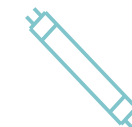
**56**  
METRIC TONS

DC hazardous waste sent to landfill (working to eliminate this)



**18,000**  
POUNDS

Batteries recycled every four years when we replace our UPS battery modules



**540**  
POUNDS

Recycled fluorescent light bulbs (by 2024 all our lightbulbs will have been replaced by LEDs)



**\$8M+**  
DONATED PRODUCT & THOUSANDS OF TONS REMOVED FROM LANDFILLS

More than \$8M worth of product donated to more than 100 global medical and dental non-governmental organizations with thousands of tons of product with superficially damaged packaging kept out of landfills in 2023

**PRACTICE GREEN** is our global sales and marketing initiative to protect the planet for a healthier future with the following core focus areas:

**Merchandise and Equipment** — catalyzing the next generation of merchandise, products, and equipment for sustainable dental and medical care;

**Solutions and Services** — accelerating solutions and services for sustainable value chains; and

**Training and Resources** — providing educational material and engagement resources for sustainable dental and medical practices







# Caring for Our Communities and Team Schein

## INTRODUCTION

Trust-based relationships have been the foundation of our success since Henry and Esther founded our Company more than 90 years ago. The foundation of trust was and always will be established through living our Team Schein Values. We have distilled our Team Schein Values into 3 pillars – “The 3 Cs” of Community, Caring, and Career. Over the next several years, we will roll out new initiatives that align with these three pillars to help every Team Schein Member (TSM) feel connected to what makes Henry Schein a great place to work.



EEO-1 Data

[CLICK HERE](#)

## COMMUNITY



### PROGRESS ON DIVERSITY & INCLUSION GOALS

#### GOAL 1: Educating Leadership

66% of Directors and Vice Presidents as well as 79% of U.S. Managers received Diversity & Inclusion education, which is tied to their compensation.

#### GOAL 2: Compliance Helpline

Evaluated our compliance helpline process for reporting potential discrimination incidents, which will be an ongoing commitment.

#### GOAL 3: Representation

Maintained representation of women in global leadership roles at 30%. Representation of other underrepresented groups of TSMs in U.S. Manager roles and above also maintained at 18%.

#### GOAL 4: Pay Equity

In 2023, we conducted a review of compensation for TSMs within the U.S. Findings suggest that pay continued to be administered in a fair and equitable manner.

In 2023, we launched Henry Schein Games, a global online platform introducing fun and friendly competition to engage our team in community building, wellness, professional development, and community service activities as well as helping to connect us to one another across sites, countries, and functions.

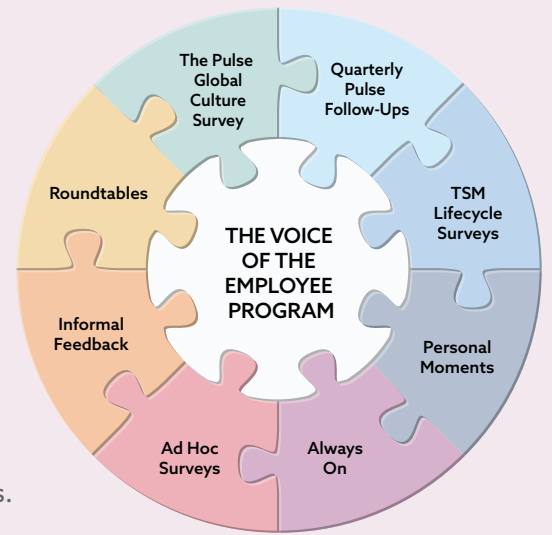


## CAREER



### THE VOICE OF THE EMPLOYEE (VOE) PROGRAM

The VOE launched in 2023 and is designed for continuous listening and gathers team sentiment and feedback so that we focus on the appropriate priorities.



#### OTHER HIGHLIGHTS

- We experienced a lower voluntary turnover rate of 18% in the U.S. this year, down from 22% in 2022, outside of our distribution centers where there is increased voluntary attrition.
- During 2023, 47% of our Directors and Vice Presidents signed up to mentor through our Enhanced Mentorship Program, with 530 mentor/mentee matches achieved.

## CARING



In 2023, **HENRY SCHEIN CARES AND OUR FOUNDATION** donated **OVER \$40 MILLION** in cash and product to hundreds of global charitable partners.

TSMs volunteered **THOUSANDS OF HOURS FOR CHARITIES** around the world through a myriad of flagship corporate volunteer and community service programs.

We continue to foster a **CULTURE OF WELLNESS FOR TEAM SCHEIN** and strive to empower every TSM to be their best self – mentally, emotionally, and physically.

### SAFETY

Safety training is conducted at the distribution centers for all TSMs. In 2023, we experienced a total of 103 lost-time accidents, leading to a total of 1,551 lost days. Globally, our lost-time injury frequency rate was at .71 per 200,000 hours worked.

## EMPLOYEE RESOURCE GROUPS (ERGs)

ERG MEMBERSHIP INCREASED BY 17% FROM 2022



1,522 members



432 members



584 members



250 members



432 members



278 members



launched in May 2024



# Good Governance

## INTRODUCTION

At Henry Schein, our core values guide our organization in upholding high standards of corporate conduct in our business dealings globally. We believe that our strong system of corporate governance provides the framework for the Company to achieve the long-term interests of all our stakeholders (our customers, stockholders, TSMs, suppliers, and society). Our sustainability governance incorporates Board oversight, management accountability, corporate policies, and stated public policies and positions. The management of ESG matters is led globally by our Chief Sustainability Officer who receives support and oversight from our Sustainability Committee and our Nominating and Governance Committee.

### CORPORATE CITIZENSHIP BAROMETER

We launched our Corporate Citizenship Barometer in 2023 to better understand how our stakeholders perceive the Company's sustainability priorities, commitments, and impacts. We plan to update the Barometer annually.

#### OUR KEY FINDINGS

1. Investors perceive progress at Henry Schein **ACROSS MULTIPLE ESG METRICS**
2. Customers and suppliers rate these topics as **VERY IMPORTANT**, but don't want us to lose sight of the importance of **QUALITY CUSTOMER EXPERIENCE**
3. TSMs want more **OPPORTUNITIES TO ENGAGE** with these issues
4. Professional associations and community partners appreciate our **INVESTMENTS IN THE COMMUNITY**

### BOARD DIVERSITY

Our Board reflects the diversity of our customers, investors, suppliers, and TSMs, which promotes the diversity of thought that we believe is necessary to advance the needs of the business and our stakeholders in an evolving societal, environmental, and operational context.

**85%** 11 of 13 Directors are independent

**31%** 4 of 13 Directors are ethnically diverse

**31%** 4 of 13 Directors are female

**7.5 YEARS** is the average tenure of all independent directors\*

(As of July 31, 2024, there are 8 Independent Directors with tenure of less than 9 years. We added a new director in December 2023 – Carole T. Faig)

\*As of July 31, 2024

### TRANSPARENCY

We support and encourage transparency and accountability in our sustainability efforts and believe in the power of transparency to promote sustainability, generate action, and create learnings in all we do. Since 2021, we have formally used the Global Reporting Initiative's (GRI) and Sustainability Accounting Standards Board's (SASB) sustainability reporting frameworks. To learn more and also see our Task Force for Climate-related Financial Disclosures (TCFD), see our 2023 ESG Index.

### ETHICAL CONDUCT

It is essential that we conduct ourselves with a high degree of ethics in all our actions. Our latest Worldwide Business Standards (WWBS) includes enhanced content to address new and evolving topics. We also have a Speak-Up reporting process that encourages TSMs to seek guidance on compliance questions or concerns. Lastly, we are committed to upholding human rights standards in all areas of our business. Our internal Supply Chain Transparency Working Group is focused on monitoring and implementing human rights standards across our supply chain.

[2023 ESG Index, including TCFD](#)

[CLICK HERE](#)

[About This Report](#)  
(See page 45 of the Sustainability Report)

[CLICK HERE](#)

[Human Rights Statement](#)

[CLICK HERE](#)

[Worldwide Business Standards](#)

[CLICK HERE](#)

