

HENRY SCHEIN'S DIVERSITY & INCLUSION GOALS AND COMMITMENTS

OUR DIVERSITY & INCLUSION GOALS AND COMMITMENTS

GOAL #1

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

PROGRESS 2022

- In 2022, all Directors and Vice Presidents globally had a goal tied to their compensation that included a required education component to attend an internally created session titled 'The Role of "I" in D&I. (99% completion rate)
- In 2022, we offered a voluntary D&I education course to global Managers and all U.S. TSMs on key concepts of D&I, where we had attendance from 3,000+ TSMs below Director level.
- In 2023, we cascaded the compensation-tied goal down to all U.S. Managers to attend the 'Role of "I" in D&I' education and introduced a new course focused on inclusion for our Directors and VPs.

GOAL #2

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 2022

Since we committed to this goal, we have and continue to evaluate our compliance helpline reporting processes and provide meaningful education to those handling the investigations.

GOAL #3

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.

PROGRESS 2022

- Increased female representation in global leadership roles by 2%
- Increased ethnically diverse representation in U.S. manager and above roles by 4%
- Expanded mentorship program to include a diversity lens (470 total matches and 3% of TSMs who signed-up requested their mentor to be from an underrepresented group)
- Enhanced recruiting partnerships (Fairygodboss, Customers & Professional Associations) and branding initiatives, which resulted in an 11% increase in ethnically diverse applications and an 8% increase in female applications in the U.S.
- Introduced an Employee Resource Group grant program that provides enhanced professional development opportunities for underrepresented TSMs in an effort to retain and develop a diverse leadership pipeline

GOAL #4

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

PROGRESS 2022

- As we have done in prior years, we have 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.
- One area that we continue to focus on relates to creating an environment conducive to women and members of other underrepresented groups advancing into senior leadership roles.