

2024 CARES REPORT AT A GLANCE



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TO VIEW
OUR 2024
CARES REPORT

OVERVIEW

Our Henry Schein Cares **corporate citizenship model** serves as a blueprint for our business philosophy of **“helping health happen.”** Economic, environmental, and social responsibility across our Mosaic of Success — our Team Schein Members, customers, suppliers, stockholders, and society — is at our core to strengthen our business operations, enhance market competitiveness, and deliver long-term growth.



CARING FOR THE ENVIRONMENT

A sustainable and resilient supply chain is paramount to our long-term success. We embed **environmental stewardship** into the core of our operations and believe that **protecting our ecosystems** is not only our responsibility, but also a key driver of efficiency, value, and growth.

Climate in Action Commitments		Circularity	Sustainability in Supply Chain
NEAR TERM: • Reduce scope 1 emissions 42% by 2030 from a 2022 base year • Increase annual sourcing of renewable electricity to 100% by 2030 • Reduce scope 3 GHG emissions 51.6% per million USD of gross profit by 2030 from a 2022 base year	LONG TERM, TO REACH NET-ZERO: • Reduce scope 1 emissions 90% by 2050 from a 2022 base year • Continue annual sourcing of 100% renewable electricity through 2050 • Reduce scope 3 GHG emissions 97% per million USD of gross profit by 2050 from a 2022 base year	Prioritizing to reduce, reuse, and recycle , or avoid waste where possible.	Effective reduction of transport-related emissions requires joint efforts with our logistics partners. In the U.S. where we have partnered with United Parcel Service (UPS), our core distribution centers use an enhanced network to reduce air shipping without compromising on the quality of our customer service. As a result, over the past five years we found on average our carbon impact was mitigated between 74%-76% , which is equivalent to taking approximately 20,300 passenger cars off the road.
With our science-based targets validated, we are now working on a plan to achieve net-zero emissions by 2050.			

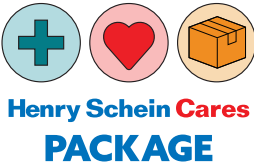
CARING FOR OUR COMMUNITIES & TEAM SCHEIN

Our **Team Schein Member (TSM) Experience** strategy is centered around our **Team Schein Values** under the pillars of **Community, Caring, and Career**. We believe that a great employee experience drives a **healthy culture**, enabling our team to innovate, problem solve, and grow.

CARING FOR COMMUNITIES

We continue to build a world we want to live in by **supporting each other** and the **communities** in which we live and work.

In the first year of our **Henry Schein CARES Package program**, we've provided 611 kits containing more than \$330,000 in donated product in support of 109 total projects serving nearly 300,000 patients, enabling Healthcare Heroes and their missions to **Help Health Happen** in their local communities and across the globe.



Henry Schein CARES PACKAGE



GLOBAL PRODUCT DONATION PROGRAM

For more than 25 years, our Global Product Donation Program (GPDP) has helped us repurpose new, usable products with minor packaging imperfections or superficial damage, supporting our partners in meeting critical health and humanitarian needs more effectively. In 2024 alone, the program supplied more than \$11 million in dental and medical products to more than 125 nonprofit clinics and NGO partners.

CARING FOR TEAM SCHEIN

We continue to drive a culture of **wellness** and **engagement** for our TSMs by fostering an environment where they can feel a sense of **belonging** and **purpose**.

Our Mental Wellness Committee was created in 2020 to empower every TSM to be their best self—mentally, emotionally, and physically. In 2024, we rolled out a “Banish Burnout” campaign to create individualized tips and programming based on the burnout risks each TSM faces. Two thousand TSMs took our “What Is Your Burnout Tendency?” personalized quiz—which helped them identify factors within their control that could be contributing to unhealthy work practices. Related tips received 3,000+ reads and a 90% favorability score. For additional support managing stress, we had professional performance coach Susan Hall give a webinar titled “Getting to the Other Side of Stress,” which received a 98.3% favorability score.



Our global lost-time injury frequency rate was **0.76** per 200,000 hours worked.

GOOD GOVERNANCE

Good governance is the foundation of a successful business. It helps us serve the interests of all our stakeholders – TSMs, customers, suppliers, stockholders, and society.

Double Materiality Assessment	Responsible Marketing	Customer Satisfaction, Health, and Safety
In 2024, we conducted a voluntary global Double Materiality Assessment in accordance with the European Union's Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), as published at that time. We identified six topics as material to our organization with governance a common element to all six: E1: Climate Change E5: Circular Economy S1: Own Workforce S2: Workers in the Value Chain S4: Consumers & End-Users G1: Business Conduct From this assessment, we are able to identify enhancements to our approach to governance in these areas and target improvements.	Our responsible marketing is centered on customer well-being, transparency, and authenticity. We strictly adhere to legal and regulatory requirements for product promotion, safety, and data privacy.	Customer health and safety are paramount. We uphold high standards through our company-wide Quality Policy, comprehensive Quality Management Systems, and supplier audits that monitor our global distribution. Additionally, our Experience Council gathers feedback from our teams to identify areas for continuous improvement.
We uphold high standards of corporate conduct in our business, backed by our core values.		