
HENRY SCHEIN®
INTEGRITY AND EXCELLENCE
Worldwide
Business Standards
Version 1.3

"We believe that our high standards of ethical conduct have been one of the keys to why we excel in our business."

HENRY SCHEIN®

Team Schein,

Since our founding in 1932, we've been driven by a shared commitment to integrity, excellence, and achieving ambitious goals – together.

Our reputation as an ethical, trustworthy company is among our greatest assets – and preserving this reputation requires a constant and consistent team effort. Every TSM plays an important role by upholding the highest standards, making sound decisions, operating with integrity, and upholding our commitment to ethical conduct and accountability in our daily actions.

Our Corporate Charter guides how we win as one team:

- **To our customers:** Deliver exceptional quality and value while serving as trusted partners who help practices grow and improve patient care
- **To our shareholders & partners:** Drive sustained growth and strong returns through disciplined execution
- **To Team Schein:** Foster an entrepreneurial, collaborative environment where people can grow and succeed
- **To our suppliers:** Strengthen partnerships that create mutual value and shared success
- **To society at large:** Act responsibly to expand access to care, support communities, and advance sustainability

The Worldwide Business Standards (referred to as "WWBS") reflect our commitment to our five constituents and how we work. The WWBS apply to every Team Schein Member, officers of Henry Schein, our subsidiaries and affiliates, members of our Board of Directors, as well as contractors and third-party intermediaries who support our Company. While these standards provide direction, it's our collective judgment, accountability, and commitment to doing what's right that bring them to life.

By working together, holding ourselves to high standards, and supporting one another in doing what's right, we ensure that our valuable, well-earned reputation as a trusted partner and good corporate citizen will continue in the years ahead.



Fred Lowery
Chief Executive Officer

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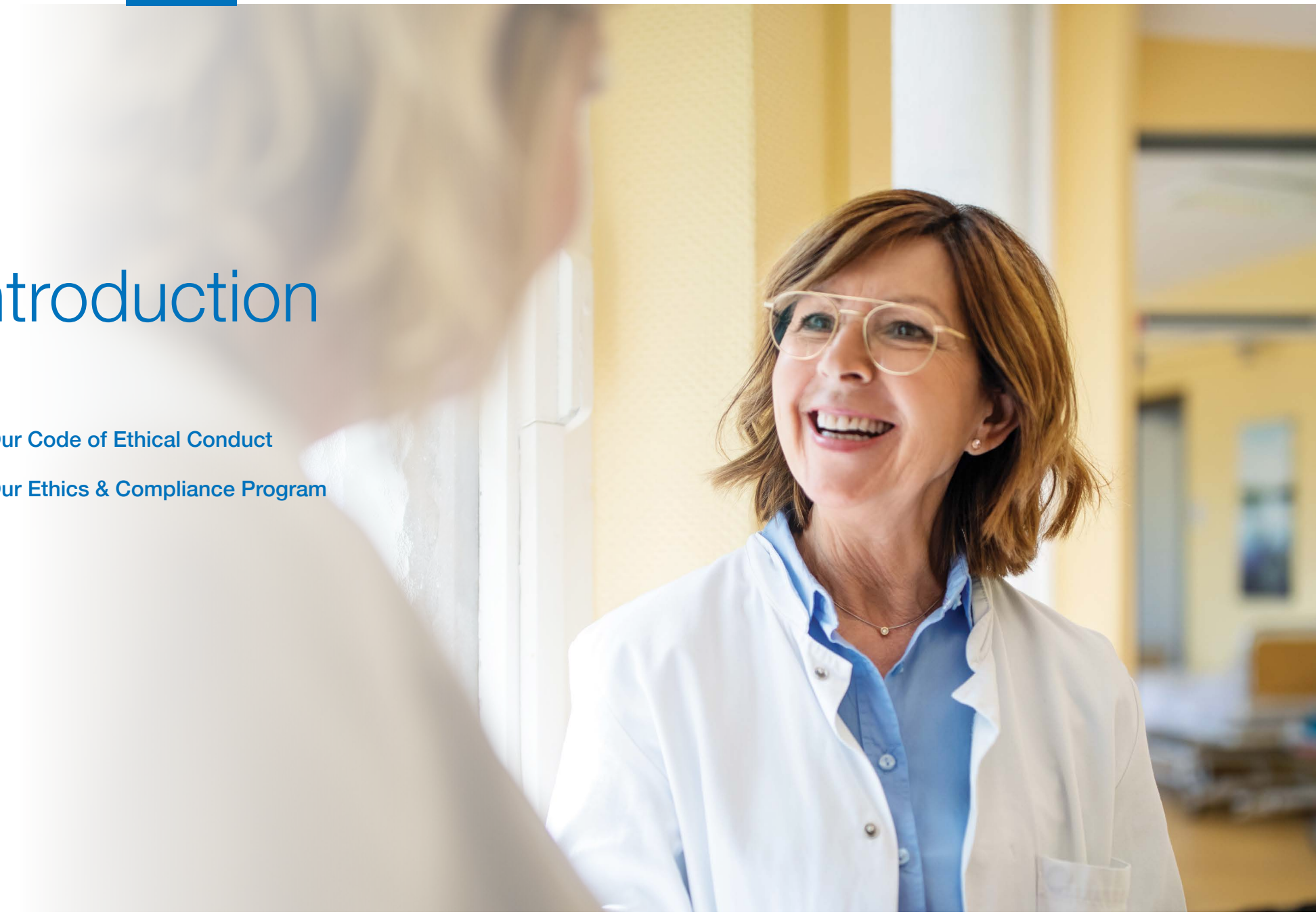
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Introduction



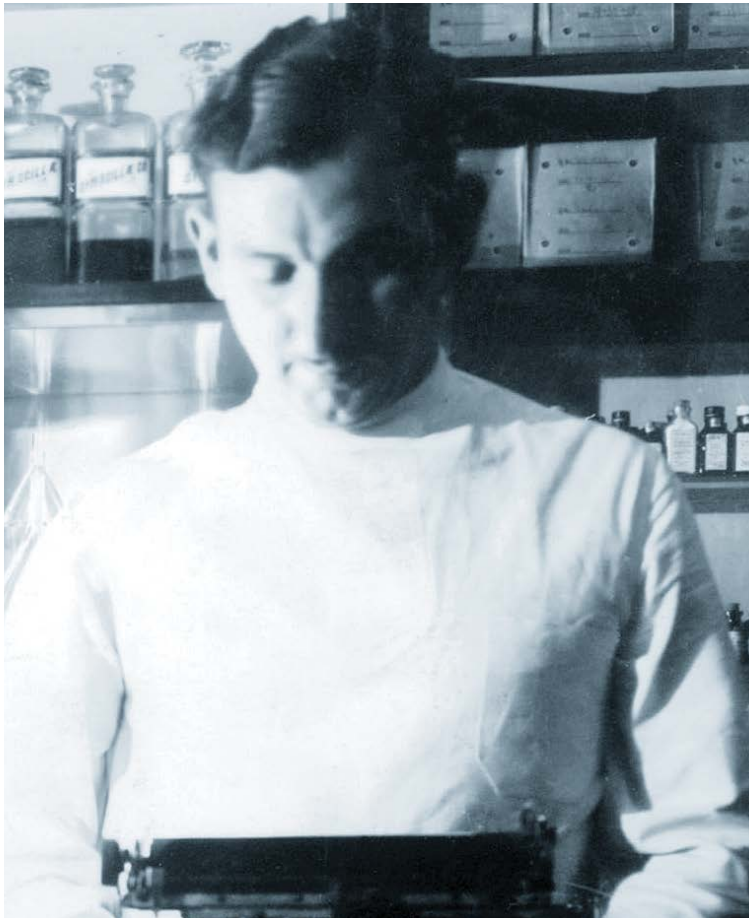
Our Code of Ethical Conduct

Our Ethics & Compliance Program


Read Them
Understand Them
Our Worldwide Business Standards
Live Them
Model Them

The Worldwide Business Standards are our Code of Ethical Conduct

For over 90 years, the Henry Schein heritage and corporate culture have dictated an overriding commitment to high standards of integrity and excellence.



Our WWBS guide how we work and inform our decisions every day. They outline the principles and standards we must follow as Team Schein Members. Together with our Team Schein Values, they help us understand what is expected of each of us: ethically, legally, and professionally.

Am I a Team Schein Member?

You are a Team Schein Member if you work for:

- Henry Schein
- A majority-owned subsidiary or joint venture
- An entity where we have management responsibility

Our long history of success is grounded in doing business with honesty and integrity. We thrive when we stay true to these principles as we support one another, our customers, and our communities, even in challenging situations.

You are expected to read and understand the WWBS and to use these standards to guide your everyday decisions and interactions.

Our Ethics & Compliance Program

We rely on a strong Ethics & Compliance program to guide how we work. Our Chief Ethics & Compliance Officer leads the global team and oversees the development, implementation, and ongoing improvement of our program. This program helps each of you follow the WWBS and supports ethical behavior across the Company. Our program elements include:

- Governance
- Risk assessments
- Global principles and policies
- Learning and communications
- Monitoring
- Auditing
- Supporting a Speak Up culture through the Compliance Helpline
- Addressing reports of potential non-compliance, and more.





"Our global Ethics & Compliance team is here to help you understand and navigate the laws and regulations that apply to our business.

We are committed to doing business the right way and following the law everywhere we operate. Our WWBS, global principles and policies apply across our business, even where local laws or practices may be less stringent.

At times, local requirements may differ from our WWBS or be more restrictive. If you're ever unsure about what applies or how to proceed, please reach out to me or a member of the Ethics & Compliance or Legal teams. We want you to ask questions and seek guidance whenever something isn't clear.

Each of us is responsible for following the WWBS, applicable laws and regulations, and our global principles and policies—and for speaking up about potentially illegal or unethical conduct. We take these responsibilities seriously, and when they are not met, appropriate disciplinary action may be taken. We also expect third parties who provide services or act on our behalf to uphold the standards in our WWBS and Third Party Code of Conduct.

Most importantly, remember that you don't have to navigate difficult situations on your own. When something doesn't feel right, or you're simply unsure what to do, please speak up and ask for help. By working together and making thoughtful, ethical choices every day, we strengthen the culture of integrity and trust that is at the heart of who we are."

- Regina Cavaliere, Chief Ethics & Compliance Officer

Remember, if you have any questions about any policy or situation, ask. Always ask.

What is a Third-Party Intermediary (TPI)?

A TPI is any person or entity that conducts business activities on our behalf. A TPI could interact or transact business with Healthcare Professionals (HCP), Healthcare Entities (HCE), Government Officials (GO), Politically Exposed Persons (PEP), State Owned Entities (SOE) or other customers. Examples include:

- Customs Agents/Brokers
- Dealers/Resellers
- Distributors/Wholesalers
- Event or Meeting Organizers
- Independent Sales Agents (ISAs)
- Lobbyists/Regulatory Consultants
- Logistics Companies/Freight Forwarders
- Marketing/Media Agencies
- Public Relations Agencies
- Sales Agents/Brokers
- Travel Agencies



We aim to work with TPIs that understand and comply with our standards and value ethics and compliance. We must never use a TPI to perform any act that we are not allowed to do.

If you engage a TPI – such as a contractor, agent, consultant, broker, distributor, or any other third party to perform actions on our behalf – you are accountable for ensuring they do not violate the law, WWBS, Third Party Code of Conduct, or other Henry Schein policies.

We prohibit our TPIs from offering bribes or anything of value to a government official or customer to improperly influence a decision or obtain an improper advantage.

What steps must I take before engaging a TPI?

Before moving forward, you must:

- Conduct thorough due diligence, including background checks, reputation screening, and identifying any government ties
- Screen against sanctions lists and adverse media
- Confirm compensation is consistent with industry standards
- Execute a written contract outlining legitimate services, and including anti-bribery provisions and audit rights
- Ensure the third party completes required training and agrees to follow our Third Party Code of Conduct
- Monitor the relationship on an ongoing basis

Taking these steps helps us reduce risk and ensures we act with integrity when working with third parties.

Remember, if you have any questions about any policy or situation, ask. Always ask.

Act with Integrity



Worldwide Business Standards Guide your Actions

Team Schein Members

Manager Responsibilities

Ethical Decision-Making

Policies and Other Requirements

Speaking Up

The Worldwide Business Standards Guide your Actions

The WWBS outline your responsibilities to customers, colleagues, suppliers, shareholders, and society for:

- Honest and ethical conduct, including disclosing actual or potential conflicts of interest for review
- Compliance with applicable laws and regulations
- Complete, accurate, and timely internal and external reporting and communications
- Prompt internal reporting of inappropriate behavior or conduct

The WWBS are not intended to address every ethical, legal, or regulatory situation that you might face and are not a summary of all laws, regulations, or policies that apply to you. They are not a substitute for good judgment either. But when it comes to Henry Schein's entrepreneurial spirit, the WWBS should guide your actions and initiatives at all times.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Team Schein Members

Our WWBS only work when each of us takes responsibility to act honestly and ethically. The WWBS guide us through the ethical and legal questions that may come up in our daily work and support us in making the right choices.

If you ever have questions about how to apply the WWBS or other Company policies, you should speak with your manager or the Ethics and Compliance team.





Remember, if you have any questions about any policy or situation, ask. Always ask.

Manager Responsibilities

Lead by Example

If you are a manager, you have a higher responsibility to model our Team Schein Values, to live the principles of the WWBS, and to ensure your team's actions are in line with our values. By acting professionally, honestly, and ethically, you inspire your team to do the same.



"Manager" is a role, not a title, and includes anyone who manages people, such as supervisors.

If you are a manager, your commitment to our Team Schein Values and the WWBS shines when you:

- Create an open environment where everyone is comfortable speaking up
- Ensure your team completes all required Compliance Learning modules
- Listen and respond to concerns when they are raised
- Make sure that no one who speaks up suffers retaliation
- Model ethical leadership for your team and peers
- Never ask or pressure anyone to do something against the WWBS, policies, or the law
- Recognize and reward integrity when your team makes ethical decisions
- Seek guidance by escalating issues when they arise
- Seek help in resolving and escalating issues to Legal or the Ethics & Compliance team
- Use the Compliance toolkits to discuss compliance-related topics during staff meetings

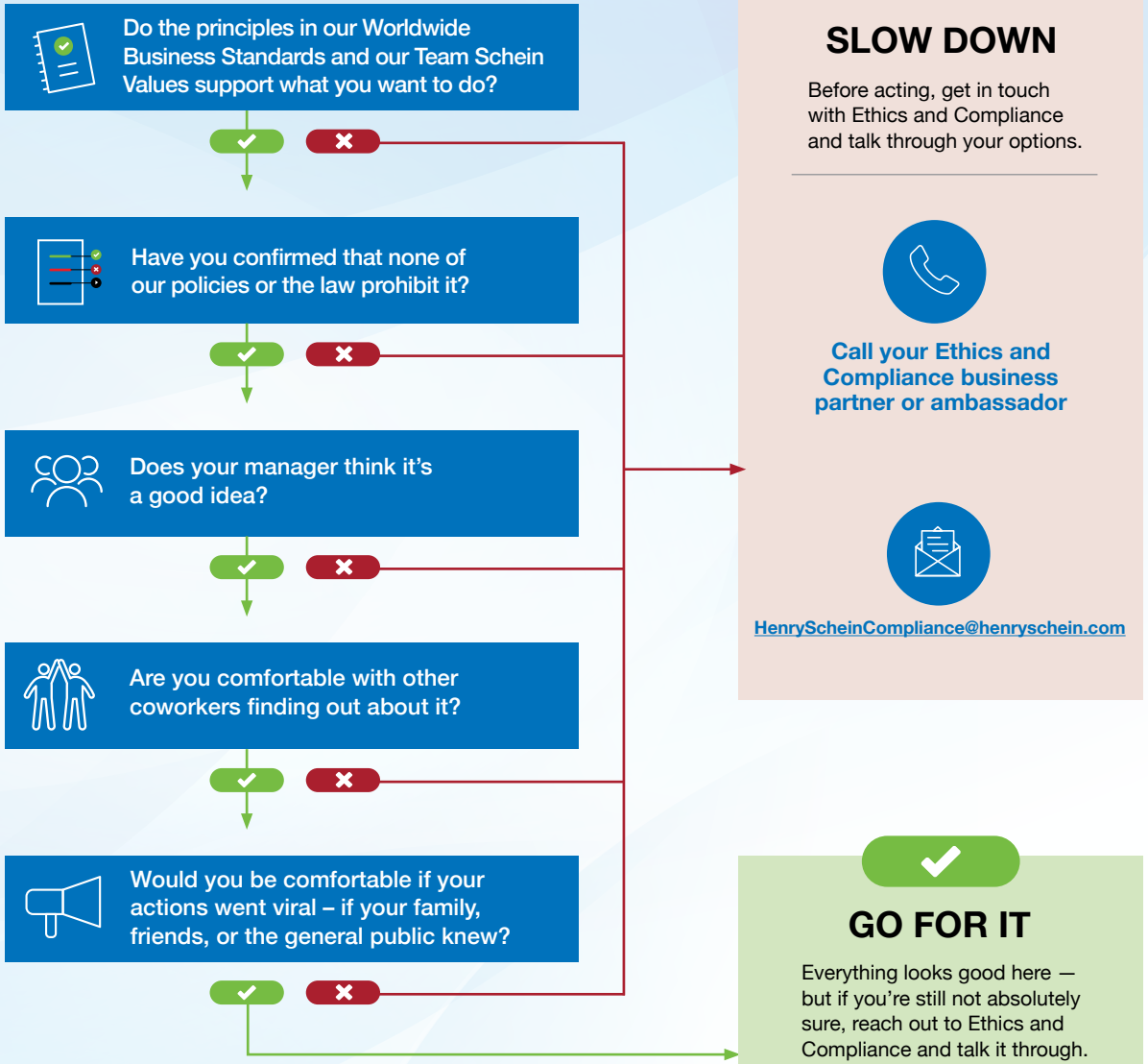
Remember, if you have any questions about any policy or situation, ask. Always ask.

Ethical Decision-Making

Acting with integrity means doing the right thing, even when no one is watching. It is not only about following the rules. It is also about making the right choice when no specific rule exists. If you ever face a situation that feels unclear or questionable, this Ethical Decision-Making Tree can help you decide what to do.

Unsure About What Is the Right Thing To Do?

Here's how to think it through.



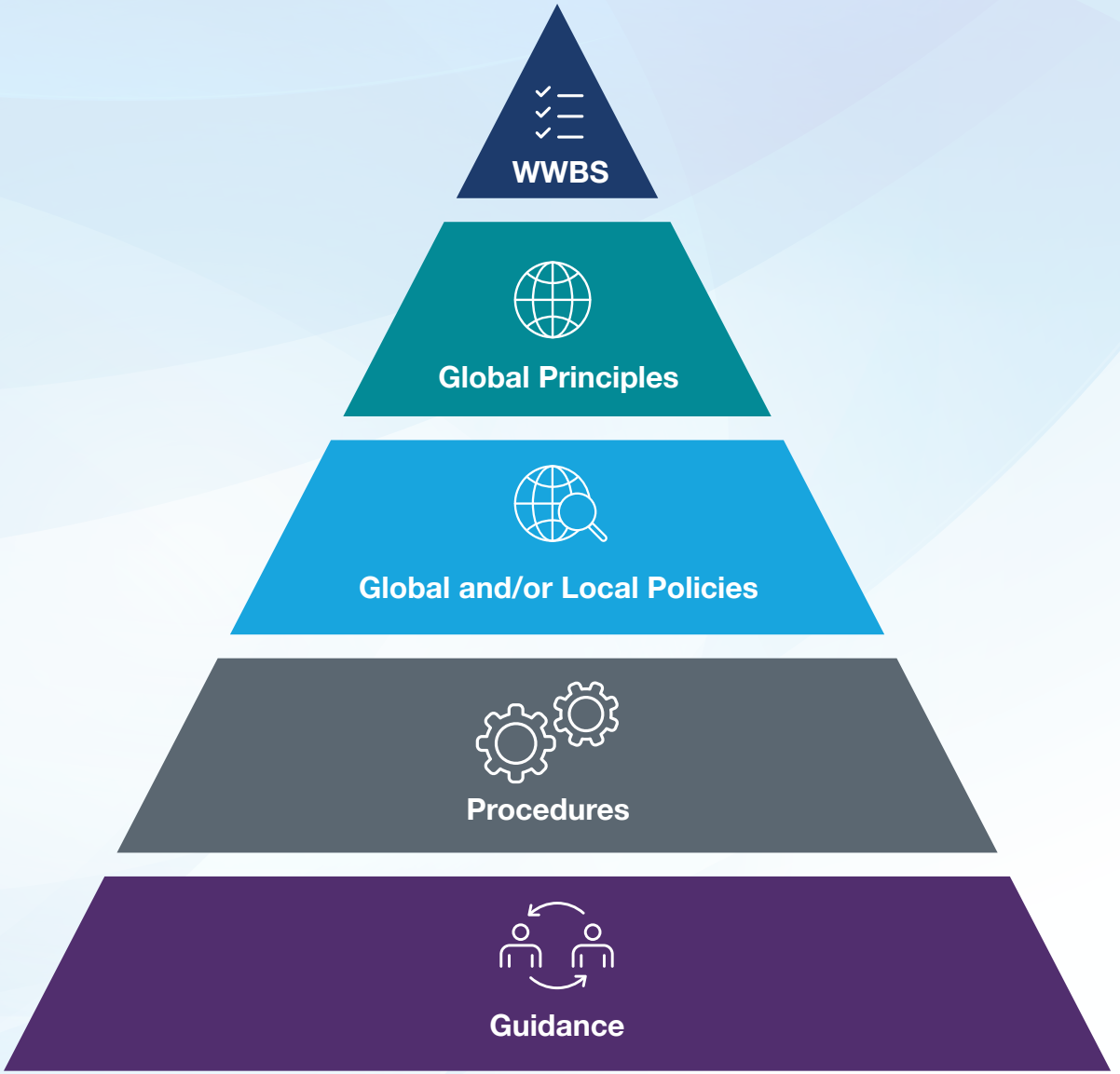
Policies and Other Requirements

Some topics in the WWBS are explained in more detail in other Company global principles, global or local policies, procedures, or guidance documents (together called “Policies”).

Each of us is responsible for reading and following these Policies. If something is confusing or unclear, you should ask your manager for help.

Policies are available on the Company Policy Portal and can be accessed through the Company intranet.

They are reviewed and updated periodically so it is important to access the current version.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Speaking Up

You should always feel safe and supported when raising concerns in good faith. Doing things ethically is recognized and valued, and we all have an obligation to report misconduct. If you have a question or believe something may violate the WWBS, Policies, or the law, start by speaking with your manager or the next level manager. You can also contact Human Resources, Legal, or the Ethics and Compliance Department.

You may also use the Compliance Helpline at any time. It is confidential, available 24 hours a day, 7 days a week, and accepts online reports (https://henryschein.integrityline.com) or calls through local toll-free numbers. Translation services are available so you can report in any language.



The Helpline is available to everyone worldwide, and reports may be made anonymously. When making a report, please provide as much information as you can to help us understand and review your concern. You'll receive a report number that you can use to check the status of your report and respond to any follow-up questions.

We encourage you to raise concerns in good faith. The Helpline should not be used to make reports that you know are false, and intentionally doing so may result in disciplinary action.

We want everyone to feel comfortable speaking up. Retaliation against anyone who raises a concern in good faith or participates in an investigation is strictly prohibited.

Remember, if you have any questions about any policy or situation, ask. Always ask.

What Happens When You Contact the Helpline?

We take your privacy seriously. When you call the Helpline, an independent third-party operator answers, asks the necessary questions, and brings in a translator if needed.

Online reports are submitted electronically. All reports are sent to the Ethics & Compliance team and a small group of designated individuals who assess and assign them for investigation. Only those who need to know will be involved.

If sufficient details are provided alleging a potential violation, the reports will be promptly investigated and, if warranted, remedial action will be taken.

You can access the Helpline using toll-free numbers based on your country. In the United States, Canada, and Puerto Rico, the number is 1-800-381-4650.

For a directory of phone numbers for all other countries, please use this QR code.

Or you can use this QR code to access the Helpline from your mobile device.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Conducting an Internal Investigation

Any information you provide is kept confidential, except when it must be shared to complete a fair investigation or when required by local law. The Ethics and Compliance team may work with other departments when needed to fully understand or investigate the report. Investigations involve fact-finding through an examination of relevant records, documents, and/or speaking with individuals who may have information related to the concern.

If you are asked to participate in an internal investigation, you must cooperate, answer truthfully, and preserve all related documents or data.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Prohibition on Retaliation for Speaking Up

It is against the law and against Company policy for you to face retaliation for reporting an ethical or legal concern in good faith. All claims of retaliation are taken seriously and will be investigated. If retaliation is confirmed, we take appropriate disciplinary action. If an investigation results in corrective action, this information remains confidential and will not be provided to the reporter.

"In good faith": Reporting a sincerely held belief that a violation of the WWBS, the law, or a Henry Schein policy has occurred, and providing honest and accurate information – even if an investigation later determines there was no violation.



For more information:

- Policy on Policies (CC-001)
- Ethics and Compliance Program Policy (CC-003)
- Speak Up and Non-Retaliation Policy (CC-004)
- Internal Investigations Policy (CC-010)
- EMEA Annex to Internal Investigations Policy (CC-010)

Our Responsibilities to Our Customers



- Quality Assurance
- Regulatory Compliance
- Marketing and Sales Practices
- Interactions with Healthcare Professionals and Healthcare Entities

"To our customers, we provide the best quality and value in products and services, helping our customers, as trusted advisors and consultants, to deliver quality health care to patients, efficiently operate and grow their practices, and increase their financial return and future security."

— Henry Schein Corporate Charter

"We believe that conducting ourselves with the highest degree of ethics and integrity is foremost in driving a successful business."

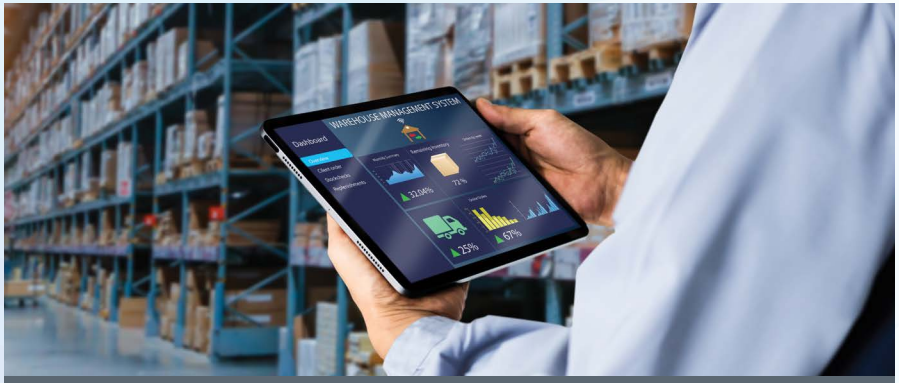
— The Ethics Value of Team Schein

Quality Assurance

We strive to consistently exceed customer expectations by providing reliable, safe, and effective products and solutions supported by excellent customer service.

Q What should I do if I have a concern about a product's quality or safety?

A Contact the Quality Assurance team right away. You can also report potential issues through any of the other reporting channels listed in the WWBS.



Quality Policy: It is our responsibility to meet customer requirements and applicable regulatory requirements, and to help drive continuous improvement of our quality management systems to ensure their effectiveness.

Regulatory Compliance

We must follow all laws that apply to how we make, sell, and distribute our products. This includes rules and regulations around product quality, safety, registration, documentation, and licensure. Our distribution and manufacturing sites must also meet workplace safety, environmental, and certification standards.

If you have compliance concerns about a product or service, speak with your manager, contact the Quality Assurance and Regulatory Affairs team, or use any of the reporting channels listed in the WWBS.

Q What is an Adverse Event (AE)?

A Any untoward medical occurrence (e.g., rash, hives, stroke, injury requiring surgery, hospitalization) in a patient temporally associated with administration of a pharmaceutical product or use of a medical device.

Q What is a Product Quality Complaint (PQC)?

A An alleged deficiency related to the product's identity, strength, quality, potency, purity, performance, reliability, labeling, or packaging. Concerns about potential counterfeit products should be reported as a PQC.

Important: An AE or PQC report can be written, electronic, or oral.

Remember, if you have any questions about any policy or situation, ask. Always ask.

Marketing and Sales Practices

We succeed by competing fairly and ethically. Our business relationships rely on trust, integrity, and accountability, and we never offer or accept payments or incentives meant to improperly influence a business decision.

No matter your role, you must understand the laws that govern sales, marketing, and competitive practices in your region. Claims about our products, services, and pricing must be truthful, accurate, not misleading, and aligned with regulatory authorizations.



Interactions with Healthcare Professionals (HCPs) and Healthcare Entities (HCEs)

When we engage with HCPs to provide services related to training, education, consulting, or product innovation, our interactions must be conducted in an open and ethical way. These interactions often receive heightened scrutiny and may be subject to transparency reporting and other requirements.

All product and treatment decisions by HCPs and HCEs should be made in the best interest of the patient, and not in return for any kind of improper payment or advantage from Henry Schein.

What rules do we need to follow when working with HCPs or HCEs?

- Never use our interactions with HCPs/HCEs to improperly influence product, purchasing, or coverage decisions, or to reward or induce the use or recommendation of our products.
- Select and engage HCPs to provide services based solely on their qualifications, experience, skills, and expertise to address a legitimate business need, not based on actual or potential business with Henry Schein or to induce or reward "good customers."
- Only compensate HCPs for legitimate and necessary services based on fair market value principles and pursuant to a written agreement.
- Never pay or provide anything of value (such as hospitality, meals, travel, registration fees, gifts or any other expenses) to spouses or guests of HCPs. The only exception is if they are independently and appropriately qualified for the specific event or program and the item of value otherwise complies with our policies.

Q Can an HCP bring a spouse or guest to a Company event?

A No, we can never pay or provide anything of value to spouses or guests of an HCP. Anything of value could include hospitality, meals, travel, registration fees, gifts, or other expenses.

Q But what if the HCP's spouse or guest is also an HCP?

A It depends. The spouse or guest would need to be an HCP from an appropriate specialty. For example, if the Company event is about dental implants, only dental-related specialties are appropriate. If the spouse/guest is an HCP from a different specialty, such as endocrinology or orthopedics, they cannot attend.



All HCP and HCE arrangements must be properly approved and documented, and all transfers of value must be reported consistent with transparency requirements.

For more information:

- Global Principles on Interactions with Healthcare Professionals and Healthcare Entities (CC014-GP)
- Adverse Event and Product Quality Complaint Reporting (RA-002)
- Promotional Labelling and Advertising Policy (RA-013)

Our Responsibilities to the Marketplace



- Antitrust Laws and Fair Competition
- Competitive Information
- Prohibition on Bribery and Corruption
- Anti-Money Laundering
- Receiving Gifts, Entertainment, & Hospitality
- Providing Gifts to Third Parties
- Interactions with Government Agencies, Employees and Officials

"To our suppliers, we create an environment which enables us to grow our respective businesses in the spirit of partnership, each making a fair profit."

— Henry Schein Corporate Charter

Antitrust Laws and Fair Competition

We must follow all antitrust and fair competition laws in our daily work. These laws may affect many business activities, so it's important to understand how they apply. Violations can lead to serious consequences, including heavy fines or even imprisonment, for both Henry Schein and the individuals involved.

Under antitrust laws, agreements or actions that limit competition may be illegal. We must avoid any behavior that interferes with fair competition and should never discuss sensitive competitive topics with competitors.

True or False?

"It is acceptable for competitors to agree on prices or divide customers or territories so we can all win."

False. Agreements between competitors to fix prices or divide customers or territories are always illegal because they restrict competition and violate antitrust laws. We must never take part in these arrangements or even discuss these topics with competitors.

Be Careful with Other Situations

Some business arrangements may also raise antitrust concerns, depending on the circumstances. These include:

- Bundling products together (requiring the purchase or lease of one product to get another)
- Charging different prices to competing customers
- Exclusivity agreements with suppliers or customers
- Restrictions on how products can be resold

Because these situations can have legal implications, you should always consult the General Counsel's office before engaging in activities that could raise antitrust concerns.

Price Fixing



Agreeing with a competitor to raise, lower, or hold prices firm or otherwise agreeing on competitive terms

Market Division



Carving up territories, customers, or markets among competitors

Bid Rigging



Coordinating bid details with competitors

Restriction on Product Choice or Customer Benefits



Agreeing with a competitor to limit product choice or customer benefits

Boycotts



Agreeing with a competitor to avoid doing business with certain customers, suppliers, or others

Monopolization



Leveraging a dominant market position to unreasonably impose exclusive dealing terms on customers, such as pricing, discounts, rebates, or other terms.

Remember, if you have any questions about any policy or situation, ask. Always ask.

Competitive Information

When we interact with competitors, we have to be extra careful. We may see competitors at trade shows, conferences, or industry events — and that's okay, as long as we follow the rules.

If you plan on attending a trade show or joining an industry group where private or confidential Company information could be shared, you should check with the General Counsel's office first.

Do's and Don'ts when interacting with competitors

Do's:	Don'ts:
• Learn about competitors using public sources such as websites, advertisements, or published price lists	• Ask competitors for private or confidential information • Use improper methods to acquire a competitor's trade secrets (like using a customer's login or credentials for the competitor's website) • Talk with competitors about prices or unpublished pricing

Price information is especially sensitive. Even casual conversations about pricing can cause legal problems.

Topics You Should Never Discuss with Competitors

When talking to competitors, **do not discuss:**

- Prices or pricing strategies
- Costs, profits, or profit margins
- Customers or customer lists
- Inventory levels
- Market share or target markets
- Distribution or supply plans
- Surveys, studies, or any confidential business information

Talking about these topics, or making agreements about them, can be illegal.

Example Scenario: You're at a trade show, and a competitor says: "Everyone is struggling with margins. What prices are you charging for this product and what's your profit margin?"

What should you do?

Politely stop the conversation and change the subject. You should consider leaving the conversation because talking about prices, even informally, is not allowed. Report the interaction to the General Counsel's office so there is a contemporaneous record of what was said and what you did.

Why?

Sharing or agreeing on pricing information with competitors can break antitrust laws and hurt fair competition.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Prohibition on Bribery and Corruption

Throughout the world one principle is universal:

You should not offer, give, or accept any payment, gift, favor, or hospitality if it will obligate, appear to obligate, or influence the recipient to misuse their position to provide any improper advantage to the giver.

Such actions may be considered bribes and are prohibited by our anti-bribery and anti-corruption policy and laws around the world.

What is a bribe?

A "bribe" can be anything of value given to another person (whether a government official or someone in the private sector) to gain an improper business advantage. It may be a direct or indirect offer, authorization, gift, or promise to give anything of value with the intent to obtain or retain business or gain something to which Henry Schein is not clearly entitled.

Examples of areas where the provision of anything of value could be construed as a bribe:

- Award of a tender or contract
- Approval of a price increase
- A favorable court decision
- Grant of operating permits
- Influence over a purchasing decision at a government institution or commercial business
- Product use or registration approval
- Settlement of a tax dispute
- Employment offer to a family member or friend of a government official or commercial customer

We must follow all anti-corruption and anti-bribery laws wherever we do business. These laws prohibit us from:

1. Offering or paying money or anything of value to a foreign government official, or someone acting on their behalf, to influence a government decision.
2. Paying money or anything of value to a person when there is reason to believe it will be passed to a foreign official to influence government decisions (i.e., "middlemen" such as third-party intermediaries, representatives or consultants).

Some anti-corruption/anti-bribery laws also apply to private individuals and commercial transactions, not just government officials. For this reason, we do not allow payments or benefits of any kind to improperly influence business decisions.

If you are asked to make an improper payment or provide anything of value to influence a decision by a government official or a commercial businessperson, you must report it immediately to either the General Counsel's or the Chief Ethics & Compliance Officer's office. If you are unsure whether an action may violate these rules, you must seek guidance from these offices before taking any further action.

Anti-Money Laundering

We comply with all anti-money laundering laws applicable to us wherever we do business and only conduct business with trusted partners whose activities are legal and whose funds come from legitimate sources.

We are all responsible for staying alert and reporting anything unusual or suspicious.

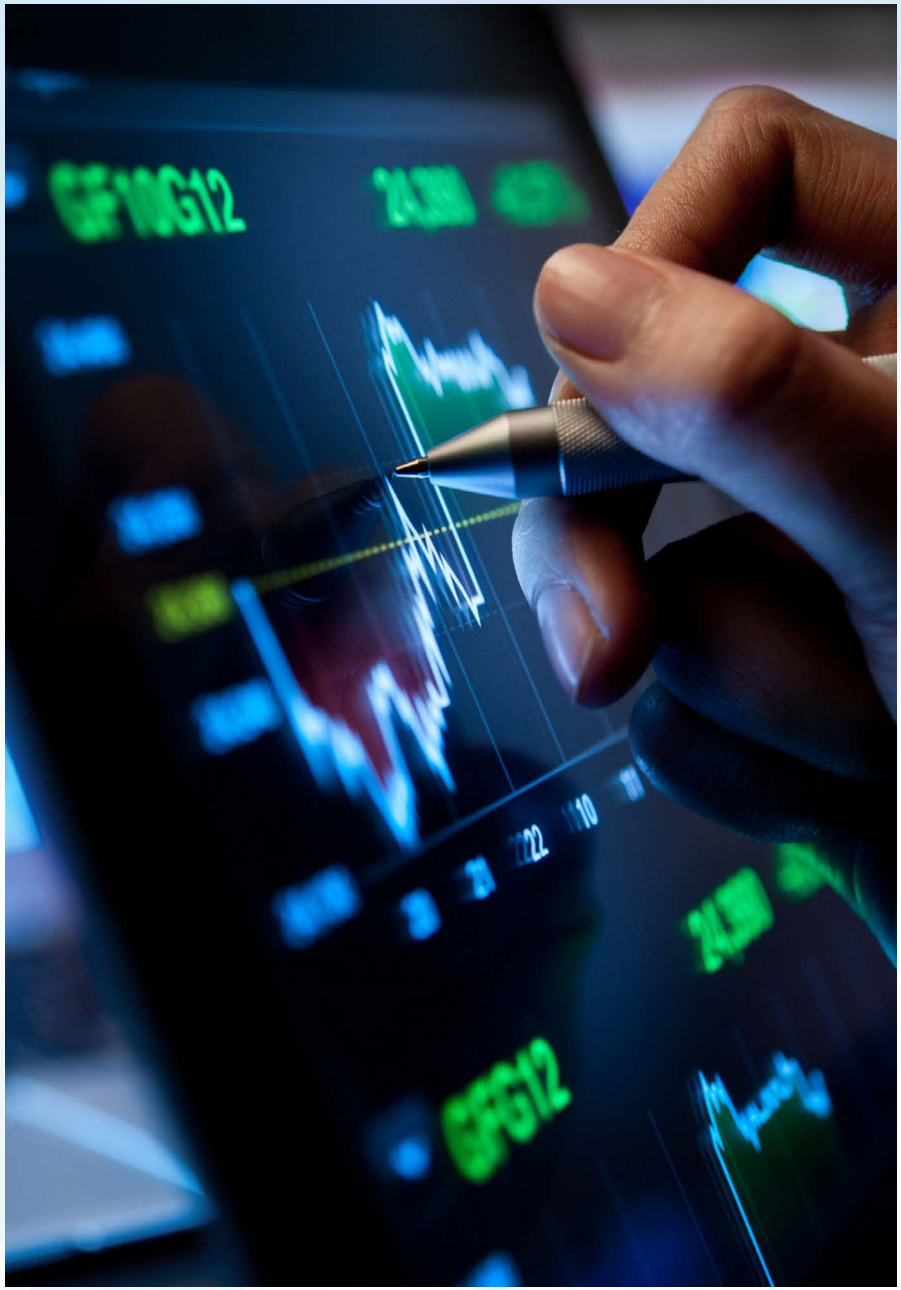
What is Money Laundering?

Money laundering is the process of hiding money earned through illegal activities by making it look like it comes from legal sources, so it can be used or invested without being detected.

What should we look out for?

- Behavior that avoids standard due diligence or documentation
- Payments that don't match normal business patterns
- Requests that seem unnecessary, unclear, or overly complex
- Transactions involving unclear or unverified parties

If you have a concern, report it to the Ethics & Compliance Department or through the Compliance Helpline.



Receiving Gifts, Entertainment, & Hospitality

We make business decisions fairly and honestly. You should never accept meals, gifts, entertainment, or hospitality that could affect your decisions at work. This helps ensure our business decisions remain fair and unbiased.

We recognize that there may be times when modest hospitality or gifts can be part of building an effective relationship with suppliers, vendors, consultants, or other business partners. You may accept small and reasonable business courtesies occasionally, such as a modest meal or promotional item. You also should not ask suppliers, vendors, consultants, customers, or other business partners for gifts or favors.

Be especially careful with companies that want to start business with us. Accepting gifts from such companies could create a conflict of interest or make it look like business decisions are not fair.

If you are unsure whether something is allowed, ask your manager, Ethics & Compliance, Human Resources, or Legal before accepting it.



DO's and DON'Ts to consider before accepting a gift or an entertainment invitation from a third party:

Do's: ✔

- Report all gifts and entertainment invitations offered by any business provider, regardless of value, to your manager
- Ensure that gifts and entertainment invitations are:
  - occasional,
  - low in value,
  - appropriate in developing business relationships, and
  - in line with local law and Henry Schein policies
- When establishing a new business relationship, make sure all parties are aware about Henry Schein's position on gifts and entertainment

Examples of acceptable gifts: Occasional gifts with low value (e.g., modest flower and food arrangements, promotional items, etc.) for socially accepted holidays (e.g., Christmas, Easter, etc.) or national practice.

Don'ts: ✖

- Never encourage or require a gift, entertainment, or personal favor from customers, business providers, or those seeking to do business with us
- Never accept cash or cash equivalents
- Never accept lavish gifts or entertainment

Whether a gift or entertainment is lavish depends on the circumstances (e.g., reasonable business lunches, local sporting events are not considered lavish, while luxury restaurant or hotel accommodations, or vacation trips would be).

Examples of prohibited gifts: Jewelry, watches, pieces of art, gifts with high value (e.g., alcohol, wine, electronics, or premium pens).

Receiving Gifts, Entertainment, & Hospitality

Examples of acceptable business entertainment:

- modest activities, such as tickets to local sporting or cultural events
- meals or refreshments provided in connection with a business meeting where both the TSM and business provider are present and that includes a legitimate business discussion or purpose

Examples of prohibited entertainment:

- tickets to an event without the business provider present and business being discussed
- meals or entertainment offered by a third party to TSMs (or their family members) unrelated to the business as a casual get together without business being discussed

Key Takeaway: Never accept luxury or prohibited gifts, entertainment, hospitality, or other things of value.

Q What should I do if I receive a prohibited gift?

A Sometimes, a third party may send an unsolicited gift. If this happens and it falls into the “not allowed” category, let the sender know the gift is not permitted under our Company’s policy. You should also inform your manager promptly and return the gift.

Remember: We should never accept gifts, entertainment, hospitality, or other items of value (even if in the “acceptable” category) that create a real or perceived conflict of interest or improperly influence decisions or actions.



Providing Gifts to Third Parties

Occasional and modest hospitality (i.e., lunch or dinner) may be provided if they are reasonable complements to business discussions and meetings, are consistent with our global principles and local policy, and not against the law or any rules or regulations that apply to our Company. Offering or providing any form of bribe or kickback purposefully (in any form, whether the payments are direct or indirect) to induce or reward the referral or purchase of any product or service is absolutely prohibited and creates risk under applicable anti-kickback, anti-corruption, false claims, and related healthcare compliance laws and regulations.

And remember — you must comply with our hospitality and expense policies as well as our principles and policies on interactions with HCPs/HCEs and may not circumvent established limits by personally funding amounts above policy limits, splitting bills or costs, or engaging in prohibited practices.

Discounts and rebates on goods and services in the normal course of business are permissible, provided they are appropriately structured.

Q For expenses outside of policy, can I pay for the expense myself without seeking reimbursement from the Company?

A No. Off-the-book transactions are any payments or benefits intentionally hidden or unrecorded on the Company's financial statements. If you incur a business expense that is outside of policy or exceeds an allowable limit, you must still submit it to the Company. This should be a rare event and reviewed with your manager in advance.

Failing to report expenses, falsifying records, or concealing improper payments are examples of policy violations. You are required to keep accurate books and records. Instead of not recording the expense, it should be disclosed that it is outside of policy, and escalated to your manager, Finance, or the Ethics & Compliance Department. Depending on the circumstances, there may be consequences for not following our policies.



Interactions with Government Agencies, Employees and Officials

We must take extra care when dealing with government officials or entities by:

- Not offering, promising, or giving anything of value to gain an improper business advantage — such as offering gifts to win a tender
- Not offering bribes or kickbacks, including cash, gifts, trips, or entertainment
- Not providing payments we believe will be used by third parties to influence government officials
- Recording all payments and receipts completely and accurately

What is a facilitation or "grease" payment?

A payment made to a government official to expedite nondiscretionary actions or services, such as: providing police protection or mail service; processing visa, permit or licensing applications; or providing utilities like phone service, water and power. **These payments are prohibited at Henry Schein even if allowed under local law.**

If you are placed in a situation where you MUST provide a payment to a government employee due to imminent health or safety issues, you or your management must immediately report the incident to the General Counsel's Office when safe to do so.

Q A consultant says they can "fast-track" access to government hospitals and is asking for a high commission. Is this a concern?

A Yes. Claims of "fast-tracking" government access and unusually high commissions are red flags. These situations may indicate a risk of improper payments or bribery, especially when dealing with government entities. We must pause and assess the risk before moving forward.

For more information:

- Antitrust Compliance Policy (LG-001)
- Anti-Bribery and Anti-Corruption Policy (CC-012)
- Anti-Money Laundering Policy (LG-026)
- Business Gifts Policy (HR-009)
- Government Investigations Policy (LG-007)

Our Responsibilities to Our Shareholders



- Financial Reporting and Records
- Prohibition on Insider Trading
- Protecting Assets
- Confidential Information
- Records Management
- Conflicts of Interest

"To our shareholders, we endeavor to provide continued growth and profitability, resulting in a superior return on investment."

— Henry Schein Corporate Charter

Financial Reporting and Records

We are committed to accurate financial reporting. Each of us is responsible for keeping our Company's financial information accurate, complete, transparent, and in accordance with generally accepted accounting principles. Every transaction must be properly authorized, executed, and recorded.

Our financial records include everything that documents our business transactions, such as invoices, purchase orders, expense reports, account analyses, contracts, customer statements and more. Financial records are both electronic and paper files.

These records matter because they:

- Support clear and accurate internal and external reporting
- Help us meet tax, financial, and regulatory reporting requirements
- Demonstrate accountability to colleagues, shareholders, and the public

Accurate records are not just paperwork. They are the foundation of trust in how we operate.

Internal Controls

It is your duty to support and maintain strong internal controls to ensure that:

- Transactions are properly authorized
- Financial records are accurate and complete
- Documents are stored and retained according to Company policy
- Records are available for internal or external audits

We must follow these controls carefully, especially when handling:

- Cash or cash equivalents
- Inventory
- Company assets
- Supplier, customer, and banking records and transactions

When internal or external auditors, attorneys or other agents conduct reviews, audits or investigations, you must:

- Fully cooperate
- Be truthful
- Always provide honest, accurate and complete information
- Comply with legal holds and preserve (and not delete or destroy) relevant records and information
- Produce all devices used for Company business and provide access to the devices (e.g., provide passwords)

Henry Schein's financial controls are designed to prevent theft, fraud and embezzlement.



Theft

Stealing money, property, equipment, inventory, opportunities, time, etc. from Henry Schein or its customers.



Fraud

A dishonest or unethical action intended to result in an advantage being given to an individual or company.



Embezzlement

Theft or misappropriation of Company funds placed in one's trust or belonging to the Company.



Remember, if you have any questions about any policy or situation, ask. Always ask.

We Do Not Tolerate Fraud or Misrepresentations

We must never create false or misleading entries in our books and records or participate in any arrangement that would result in inaccurate or improper reporting.

Accurate financial reporting means we never:

- Misstate or omit financial information in our Company's books and records
- Accelerate or delay costs in violation of accounting principles
- Misstate sales through practices such as trade loading, channel stuffing, or by artificially pulling shipments forward, delaying shipments, or selling quantities a customer cannot reasonably use
- Enter into undisclosed side arrangements that modify commercial terms without appropriate review and approval by Legal and Financial leadership
- Falsify, manipulate, or alter operational, manufacturing, quality, productivity, or other business performance data to meet productivity goals or incentives

Fraud, dishonesty, falsification of records, or intentional misrepresentation of Company information will not be tolerated and may result in disciplinary action, up to and including termination of employment, as well as potential civil or criminal penalties.

Q I asked my doctor to file a disability claim so I can take extended time off, even though I'm healthy. It's just like an extended vacation, and the Company can afford it. No one's harmed, right?

A No. That is time and expense fraud. Submitting false medical information to receive disability or other benefits is stealing from the Company and the insurance provider. Both you and the doctor could face serious consequences.

Q My manager said we need to do everything we can to meet our sales targets and suggested we invoice customers before we even fulfill the delivery requirements or Bill and Hold requirements. That's ok, right?

A No, that is revenue recognition fraud and is not allowed. Invoicing customers or recording sales before products have been delivered, picked up from a third party carrier, or supported by a fully compliant bill and hold arrangement is fraudulent in nature and violates established accounting standards. You could face legal consequences for perpetrating financial fraud.

Prohibition on Insider Trading

In our work at Henry Schein, we may learn confidential information about the Company or other publicly traded companies which is **material, non-public information.**

What counts as "material" information?

Information is material if a reasonable investor would consider it important when deciding whether to transact in stock (e.g., buy, sell, hold, gift or hedge stock). Examples include mergers, major financial results, significant lawsuits, or leadership changes.

What does "non-public" mean?

Non-public information is information that has not been officially released to the public through press releases, public filings, or other authorized communications.

If you have material, non-public information, you may not:

- Buy or sell Henry Schein stock or another company's stock
- Ask someone else to trade on your behalf
- Share that information with others so they can trade

This rule applies not only to you, but also to your family members, household members, and any entity you control.

You should only discuss material, non-public information with people who need it for legitimate business purposes and must protect both electronic and paper records that contain confidential information.

NOTE: If you receive notification from our Legal Department that you are a "Designated TSM," you may trade Company securities only during designated trading windows when not in possession of material, non-public information.

These obligations continue even after leaving the Company. If you are aware of material, non-public information when your employment ends, you must wait until that information becomes public before trading.

Example of Insider Trading

During a meeting, you learn that Henry Schein is about to announce a major acquisition that is likely to increase Henry Schein's stock price. The news has not yet been made public.

If you buy Henry Schein stock before the announcement, or tell a family member to do so, that is insider trading and violates the law.

Q Does this apply to my family?

A Yes. Never share material, non-public information with family, friends or others who might use it to trade. Doing so could result in serious legal consequences for both you and the person who trades on the information.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Protecting Assets

We are entrusted with Company assets and are accountable for caring for them, protecting them and using them only for legitimate business purposes. Examples of these assets are cash, cash equivalents, and financial resources, as well as equipment, inventory, computers, mobile devices, facilities, sensitive data, and office supplies.



Q A customer traded in used equipment for credit toward new equipment. What should I do with the old equipment?

A Once it is traded in, the equipment becomes Company property. You cannot take it for your own use or resell it. You must follow our inventory control procedures which may include having an authorized third-party pick up the equipment.

Q A customer wants to participate in a manufacturer's trade-in promotion but no longer has equipment to trade. We have a used unit in inventory. Can we list it on the paperwork as belonging to the customer so they can get credit and complete the deal?

A No. Our inventory belongs to the Company, not the customer. Using our inventory to obtain a promotion for a customer would create a false record and would also mean providing something of value, which could raise concerns under anti-bribery and transparency laws.

Q Can I help a customer sell their used equipment privately and give them credit toward a new purchase?

A No. That would create a conflict of interest, since we also sell refurbished and used equipment. It would also violate our credit policies and raise concerns under anti-bribery and transparency laws.

Q A customer returned a damaged item that we cannot resell. Can I take it home?

A No. Even if an item is damaged or unsellable, it is still Company property. Some items, such as warranty returns, may need to be sent back to the manufacturer.

Remember, if you have any questions about any policy or situation, ask. Always ask.

Confidential Information

Company information is an asset. This includes all data and intellectual property created using Henry Schein's resources or legally obtained from others.

We often have access to information that is not available to the public. This includes information about Henry Schein, our customers, suppliers, business opportunities, and even each other. Even if something is not labeled "confidential," it may still be sensitive and non-public and must be treated that way.

We must not share confidential information with anyone outside Henry Schein. Be sure to use it only for legitimate business purposes, not for personal reasons.

We must protect confidential information from:

- Unauthorized access
- Unauthorized changes
- Disclosure to the wrong people
- Improper use or deletion

If we fail to protect this information, we risk losing customer trust, damaging our reputation, disrupting operations, and harming our competitive position.

When we leave the Company, we must return all Company property, including computers, cellphones, other mobile devices, business records (paper and digital), and any copies of confidential or sensitive information.

If it's not public and we learned it through work, we protect it.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Artificial Intelligence

We may use approved Artificial Intelligence (AI) tools to support our work and improve efficiency, but we must do so responsibly, ethically, and in compliance with Henry Schein's policies and applicable laws. We are responsible for overseeing how AI is used in our work and ensuring that its outputs are accurate, appropriate, and aligned with the WWBS.

We remain accountable for all work product and decisions, regardless of whether AI was used in their creation. AI assists human decision-making but does not replace professional judgment, required business approvals, or compliance with Company policies.



Do's:

- Follow the Company's Global Principles for Responsible Use of AI and Data Protection policies.
- Use only approved AI tools for Company business and process only information that is permitted under Henry Schein policies and guidelines.
- Review and verify AI-generated content for accuracy, completeness, appropriateness, and potential bias before using it.
- Comply with applicable transparency requirements when AI-generated content or AI systems are used.
- Check with your manager for approval before using AI for work assignments.
- Be transparent when AI is used to create or support work content.

Don'ts:

- Upload information that is contractually restricted, legally privileged, subject to non-disclosure obligations (NDAs), specifically prohibited from AI processing, or otherwise restricted by our Company policy.
- Rely on AI-generated content as a substitute for professional judgment, legal or regulatory guidance, or other required business reviews and approvals.
- Create, use, or share misleading or deceptive AI-generated content.
- Use AI for activities that could significantly affect people's safety, rights, or well-being.
- Use third-party content without proper authorization.

If you have any questions regarding AI, or our Enterprise AI solution, or are unsure whether an AI system, AI capability, or AI use case has been approved, check the AI Resources page on MySchein or seek guidance from Henry Schein's AI Committee before proceeding.

Remember, if you have any questions about any policy or situation, ask. Always ask.

Records Management

What's a Business Record?

Any document (including hard copy, voice, electronic) that memorializes an "act, condition, or event" related to business. It includes emails, voicemails, instant messages, chats, text messages, presentations, spreadsheets, meeting minutes, contracts, memoranda, licenses, and more. A business record must be retrievable by the Company at a later date.

Good Documentation Practices

Every one of us creates Company business records, and we all have a responsibility to ensure business records are accurate, up to date, truthful, complete, and preserved according to our records retention policies. It is important to keep these things in mind when creating business records:

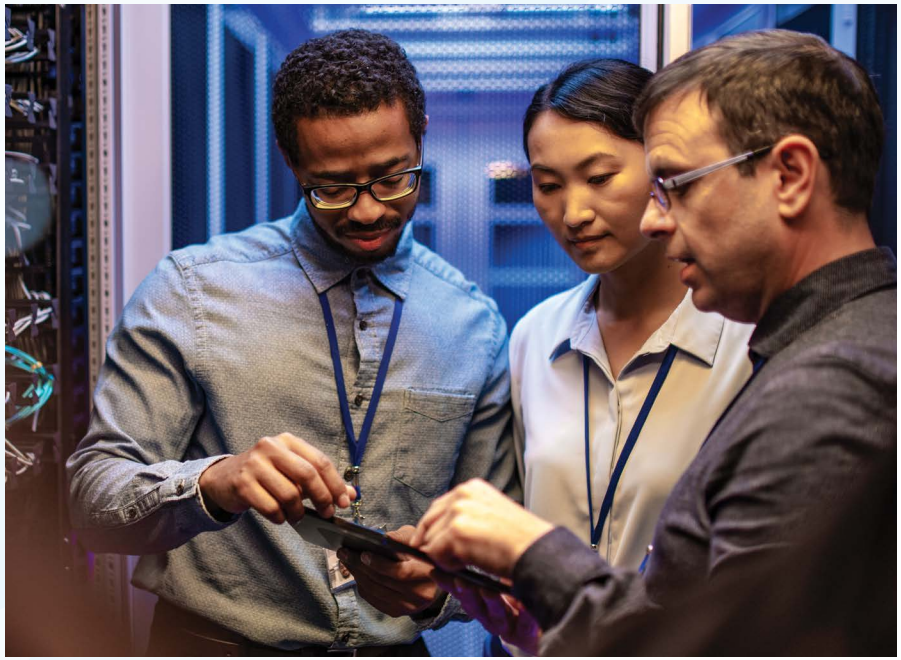
- Be accurate and clear, especially with sensitive or highly confidential matters
- Be mindful that humor, irony, harsh criticism, or sarcasm can be taken out of context
- Do not exaggerate, guess, or spread rumors
- Do not make legal conclusions unless that is your role
- Exercise caution if you have limited information or insight
- Limit your distribution to those who need to know the information
- Provide context for your observations and proposals

Records Retention

Some records must be kept for specific periods of time because of legal and regulatory requirements. That means we cannot delete or dispose of records whenever we want. Destroying records in that situation is strictly prohibited.

If we are notified about a lawsuit, government investigation, or audit, we must immediately stop any routine deletion or disposal of related records. No Team Schein Member should ever, under any circumstances, cause or allow deletion of any business record that is subject to legal preservation requirements.

For questions about Records Management, refer to the applicable document retention policy, or contact your manager or the Legal Department.



Remember, if you have any questions about any policy or situation, ask. Always ask.

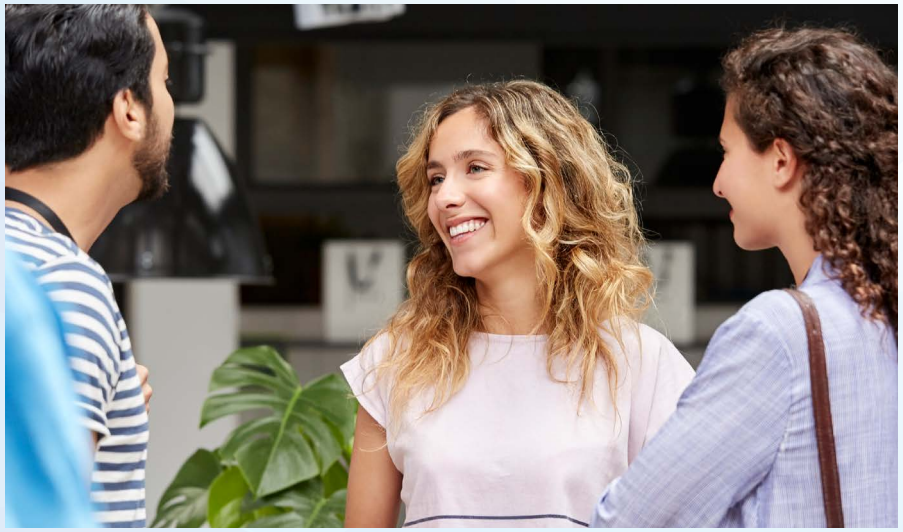
Conflicts of Interest

Each of us has a duty of loyalty to Henry Schein. That means your personal interests should never interfere with your job responsibilities, your commitment to the Company, or your ability to make objective business decisions.

A conflict of interest occurs when personal relationships, outside activities, or financial interests do, or could, influence how we make decisions at work. Even the appearance of a conflict can still be a problem.

It's important for you to disclose any potential or actual conflict of interest before, or as soon as reasonably practical, through the official reporting channels, as well as to your manager and the HR team.

To make an official disclosure, use the Company's Disclosure Tool. Alternatively, or for assistance regarding a conflict matter, you can send an email to conflictofinterest@henryschein.com.



Examples of potential, actual, or perceived conflicts of interest:

- Supervising a family member, close friend, or intimate partner
- Hiring or doing business with a company where you, a family member, or intimate partner has a significant financial interest in or personal connection to the company
- Having a second job, consulting role, or outside business that interferes with your time, focus, or loyalty to Henry Schein
- Investing in a private company that competes with Henry Schein or does business with us
- Using Company resources, information, or your position to gain a personal advantage in an improper way
- Having an outside role or financial relationship with a healthcare provider, group purchasing organization, manufacturer, distributor or other healthcare organization with which you interact on the company's behalf
- Working for, consulting with, or serving on the board of a customer, supplier, competitor or other business partner
- Having other interests that could interfere with your ability to do your job fairly and effectively
- Influencing Company decisions, including donations or sponsorships, to benefit an organization in which you or someone close to you has a personal or financial interest

Remember: A potential conflict is not necessarily a problem—but failing to disclose it can be. If you think you may have a conflict of interest, disclose it promptly so it can be reviewed and appropriately managed.



For more information:

- Accounting and Financial Reporting Stewardship Policy (CA-029)
- Global Principles For The Responsible Use Of Artificial Intelligence (CC011-GP)
- Conflicts of Interest Policy (CC-002)
- Corporate Information and Document Classification Policy (LG-003)
- Insider Trading Policy (LG-004)
- Notice of Designated Team Schein Member Status
- Confidential Information Policy (LG-006)
- Records Management Policy (LG-011)
- Contract Review and Administration Policy (LG-015)
- Document Retention Policy (ex-US) (LG-016)
- Fraud Theft Protocol Memo (includes the contact information of Compliance Committee members)

Our Responsibilities to Society



- Environment
- Political Contributions
- Human Rights
- Supply Chain Transparency
- International Trade Regulations

To Society at Large

We act in a socially responsible manner to:

Further humanitarian relief and disaster response;

Increase access to health care among underserved populations;

Strengthen wellness programs and volunteer activities;

Enhance health care advocacy and education;

Positively address environmental concerns; and

Maintain the highest standards of corporate governance.

— Henry Schein Corporate Charter

Environment

We recognize the close connection between environmental sustainability and human health. That is why we work to reduce our environmental impact across our operations and value chain—from the products we source to how we deliver them. We comply with applicable environmental laws and regulations and support sustainable business practices through responsible sourcing, emissions reduction, resource efficiency, packaging optimization, transportation improvements, and engagement with our suppliers. We also continue to strengthen our approach to climate governance and risk management, helping us build resilience while supporting the health of the communities where we live and work. This approach also helps strengthen trust with our customers and partners and supports our business's long-term success.



Political Contributions

We cannot use Henry Schein's money, assets, or resources to support national political campaigns.

If permitted by state and local law, Company funds may only be used for state or local political contributions with prior approval from the General Counsel's office. This rule applies to both direct and indirect support, including:

- Buying tickets to political fundraising events
- Donating goods, services, or equipment
- Providing any other form of support to candidates or political parties

In a private, individual capacity and not as a representative of Henry Schein, you may participate in politics by, for example:

- Being active in civic or political activities
- Making personal political contributions
- Supporting candidates or causes important to you

However, your involvement in any political or civic activities must be done on your own time, at your own expense, and in compliance with other responsibilities under WWBS.



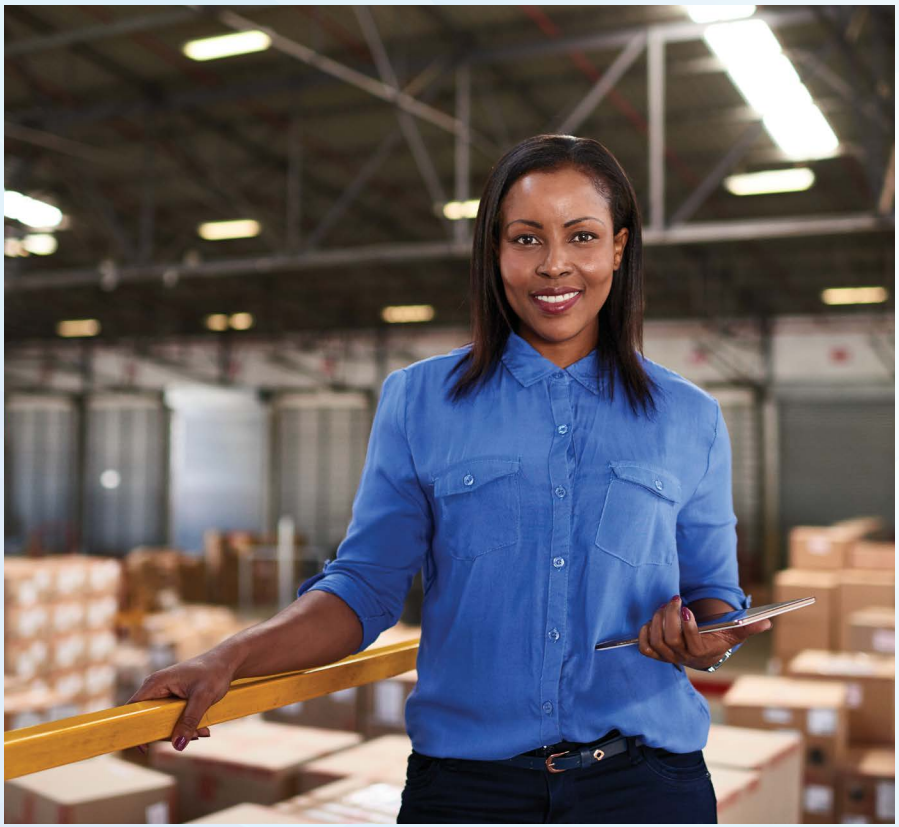
Remember, if you have any questions about any policy or situation, ask. Always ask.

Human Rights

We are committed to respecting the human rights, dignity, and privacy of the individual in line with the United Nations' *Guiding Principles on Business and Human Rights* and our Human Rights Policy.

We follow all applicable labor laws and respect each other's rights to freedom of association, freedom of expression, and the right to be heard.

We do not tolerate or support child labor, forced labor, or human trafficking, whether within our own operations or by any of our business partners.



Supply Chain Transparency

We respect human rights across our entire supply chain. The WWBS, global Third Party Code of Conduct, and government contracting procedures reflect this commitment. We expect our suppliers, vendors, distributors, service providers, and agents acting on our behalf to follow these principles and we regularly assess compliance through monitoring and risk-based audits. Third parties are expected to:

- Comply with all applicable business, financial, trade and environmental laws and regulations
- Restrict the use of conflict minerals in their supply chains
- Promote and maintain fundamental human rights
- Prohibit the use of child, forced, or prison labor
- Provide a safe and healthy workplace to minimize occupational injuries and illnesses
- Provide a workplace free from discrimination, violence, abuse, and harassment
- Protect confidential business information and safeguard data privacy obtained during the course of business
- Maintain fair, equitable and responsible employment practices
- Avoid situations where personal or financial interests interfere with ethical business judgment

International Trade Regulations

Many laws in the United States, and in other countries in which we operate, govern the conduct of trade across borders. These laws are designed to:

- Ensure compliance with customs laws, including accurate reporting and payment of duties on imported products
- Prohibit participation in money laundering or other illegal activities
- Prevent cooperation with unsanctioned boycotts
- Prohibit or restrict trade with certain countries, individuals, or entities
- Require proper licenses, registrations, and customs documentation, before exporting, re-exporting, or transshipping certain goods, software, and technology

We are responsible for understanding and following all applicable trade laws and for ensuring our business activities comply with them. If you have questions or concerns about trade compliance, contact your manager or the Trade Compliance team in Regulatory, or use any internal reporting channels.



For more information:

- Supplier Due Diligence Policy (RM-006)
- Third Party Code of Conduct
- Prescription Drug Procurement and Control Policy (IM-007)
- Security Procedures For Controlled Substances Policy (PS-007)
- Human Rights Policy (CC-019)
- Sustainability and Corporate Social Responsibility Report
- Global Principles on Third Party Intermediaries (CC-018-GP)

Our Responsibilities to Each Other



Respectful, Safe and Healthy Workplace

Workplace Safety

Communications and Devices

Data Protection - Privacy and Security

Social Media

"At Team Schein, we will continue to foster an entrepreneurial environment, while offering exciting opportunities for personal and professional growth, and treating each individual with respect and dignity."

— Henry Schein Corporate Charter

Respectful, Safe and Healthy Workplace

Alcohol and Drug-Free Workplace

We are committed to maintaining a safe, healthy, and drug-free work environment for Team Schein Members.

You may not use, possess, sell, transfer, distribute, or be under the influence of alcohol, illegal drugs, narcotics, marijuana, or any other controlled substance or mind-altering drug while working.

You also must not report to work or perform work if you are using any medication, including prescribed medication, that could impair your ability to work safely or perform your job effectively.

If you become aware of a possible violation of this policy, you are expected to report it as soon as possible through the appropriate channel, such as to your manager, Human Resources, or Ethics & Compliance.

Equal Employment Opportunities

We provide equal employment opportunities and do not tolerate discrimination based on any legally protected characteristic. This commitment applies to all aspects of employment, including hiring, training, promotions, transfers, compensation, benefits, and layoffs.

We are each responsible for treating one another with respect and dignity. We value diversity and create a workplace where everyone is supported and treated with respect.



Protected Categories:

- Alienage or Citizenship
- Age
- Color
- Conviction record
- Creed
- Disability
- Domestic violence victim status
- Gender identity or expression
- Genetic characteristics
- Marital status
- Military status
- National origin
- Pregnancy, childbirth, and related medical conditions, including lactation, sexual and reproductive health decisions, including decisions related to access or use of medical care, treatment, or services, where protected by law
- Race, including traits historically associated with race, including, but not limited to, hair texture, hair type, and hairstyles
- Religion
- Sex or gender, including sexual orientation
- Veteran status
- Any other category protected by applicable federal, state or local law

Remember, if you have any questions about any policy or situation, ask. Always ask.

Harassment in the Workplace

We do not tolerate harassment of any kind, including verbal, physical, sexual, or any legally protected characteristic.

We are committed to maintaining a workplace that is free from discrimination, intimidation, hostility, violence, or any other behavior that interferes with a person's ability to do work.

Examples of sexual harassment may include:

- Threats or promises tied to sexual favors (whether stated clearly or implied)
- Unwanted physical contact or sexual advances
- Offensive comments about sex or sexuality
- Displaying pornographic or other inappropriate material
- Jokes (which can be just as offensive as any other type of harassment) or casual comments

We are each responsible for treating others with respect and helping to create a safe and professional work environment.

Workplace Violence

We are committed to providing a workplace that is safe and free from violence or threats. We do not tolerate physical harm, intimidation, or threats of any kind, whether committed by employees, vendors, or anyone we interact with through our business.

If violence, intimidating, or threatening behavior occurs, it will be taken seriously and not tolerated.

Workplace Safety

We strive to maintain a safe and healthy work environment for everyone.

If you see something unsafe or have concerns about potential risks, report it right away to a manager, Human Resources, Global Security and Safety, or another appropriate reporting channel.



Remember, if you have any questions about any policy or situation, ask. Always ask.

Communications & Devices

We use approved devices, systems, and communication tools such as email, voicemail, chat, SMS, and cell phones to do our jobs effectively.

All business communications created, received, sent, stored, or maintained (whether on Company systems or personal devices) are Company records and are subject to our records retention and acceptable use of devices policies as well as legal holds and preservation notices.

Using Personal Devices and Accounts for Work

If you use personal phones or devices or personal accounts for work-related emails, calls, or messages, you must follow our policies that apply to Company devices.

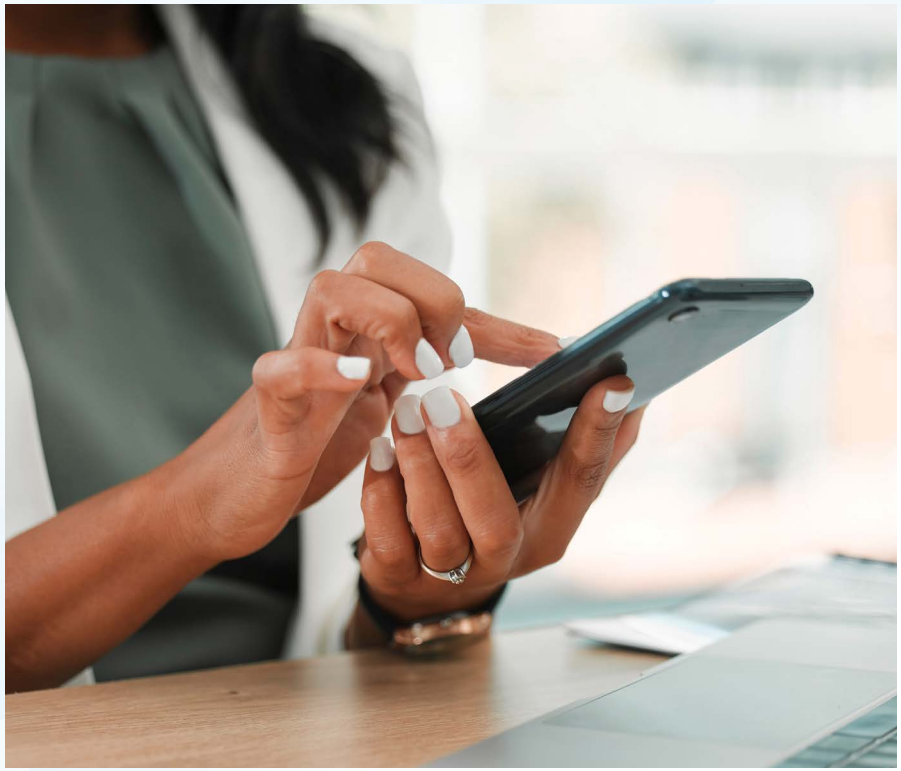
When using a personal device or personal account for work, you are responsible for compliance with our global principles and policies, such as:

- Ensuring that patient or other protected health information (PHI), credit card details, or other payment information are not transmitted or stored on a personal device (unless using a company-approved system or app for that purpose)
- Keeping business communications in accordance with records retention requirements, including ensuring appropriate retention settings on messaging applications
- Providing access to business communications and information stored on such personal devices, where necessary for legitimate business, legal, regulatory or compliance purposes and in accordance with applicable law and Company procedures
- Complying with the terms of use for any messaging app
- Transferring copies of certain types of communications to a Company system if required by the global principles (namely, regulatory discussions with government officials or final agreements on commercial terms with a counterparty)
- Never using a personal email account for business purposes

If you receive a business communication through text message on your personal phone, this communication is considered a Company record. You will need to preserve it as required by our records retention policies, legal hold, or preservation notice and share it if requested for legal or compliance reasons.

Ephemeral Messaging

You must ensure the data retention settings comply with our global principles. Ephemeral messaging (i.e., messages that delete immediately or shorter than our required retention settings) are prohibited.



Remember, if you have any questions about any policy or situation, ask. Always ask.

If you send or receive business communications through a personal device or account such as your WhatsApp personal account, you must:

1. Preserve the original communication, as required by Company records retention policies, global principles, and any legal hold or preservation notice.
2. Provide the communication to Company representatives, such as Legal, Ethics & Compliance, or OCS, when requested. This may include making a personal device that contains the communication available and accessible to the Company, as permitted by law.
3. Determine whether the communication is required to be copied/saved onto a Company system under the global principles (limited to a small category of communications).

Q Are my work emails and TEAMS chats private?

A No. Business communications created or stored on Company systems belong to the Company and may be reviewed in accordance with policy and law.

Q If I use my personal phone for work, does that count as a business communication?

A Yes. If you use your personal device for business purposes, those communications are still subject to Company policies and records retention requirements, as well as legal holds and preservation notices. You are responsible for preserving these business records.

Q Can I use WhatsApp or similar messaging apps to conduct business?

A Only if your use complies with our global principles; the preference is to use company-approved systems.

Personal Use of Company Systems

Where permitted by applicable local law or local policies, limited personal use (including social media) of Company systems may be acceptable as long as it:

- Does not interfere with your work responsibilities or productivity
- Does not consume significant Company time or resources
- Does not compromise information security
- Does not interfere with others' work and
- Complies with applicable laws, regulations and Company policies

When in doubt, do not use Company Systems for personal purposes.

Users should be aware that Company systems are subject to security, compliance, and operational controls in accordance with applicable law and Company policies.



The Company may (through authorized personnel) access, preserve, retrieve, review, produce, transfer or archive business-related information stored on Company systems where necessary for legitimate business, operational, legal, compliance, information security or business continuity purposes, in accordance with applicable laws and local policies and procedures. Where personal use is permitted, the Company will respect applicable laws and seek to avoid unnecessary access to clearly personal content. In all cases, you are required to fully cooperate by providing access to business-related information wherever stored for internal investigations, audits, litigation, reviews and any other business-related inquiries.

Prohibited Use

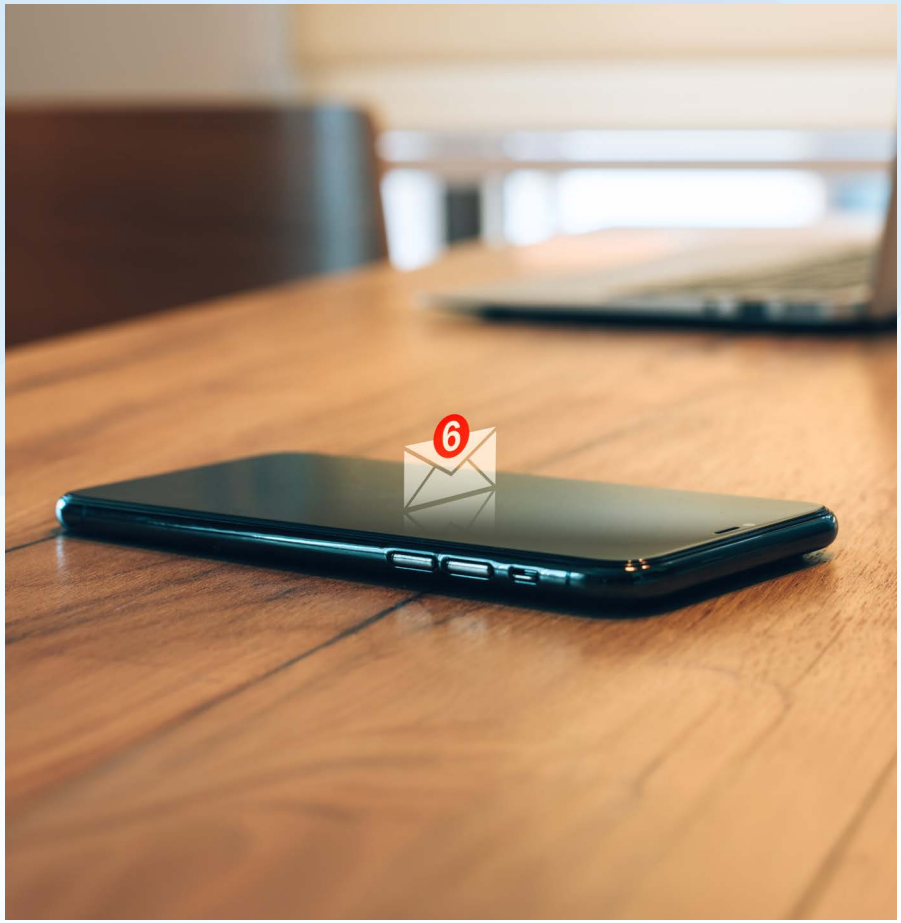
You may not use Company communication systems to access, download, store, send, share, or transmit:

- Threatening, harassing, or intimidating materials
- False or misleading information
- Pornographic, obscene, or offensive material
- Materials that violate any applicable law

Using Company systems to harass or threaten others is strictly prohibited.

Failure to follow the expectations in this Section may result in disciplinary action, up to and including termination of employment.

For questions, contact the Legal Department or Office of Cyber Security.

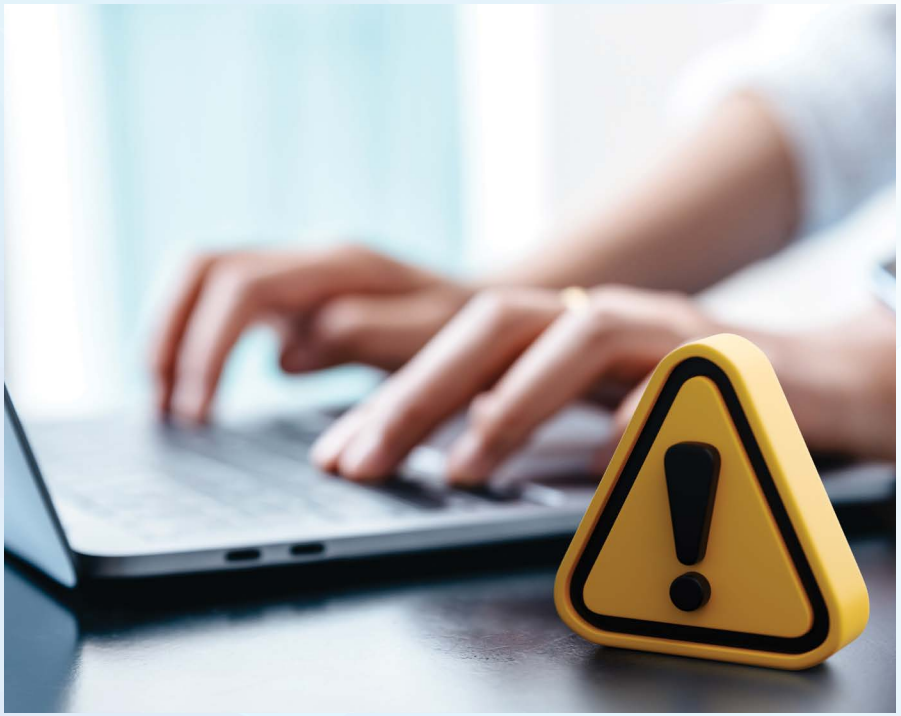


Data Protection - Privacy and Security

We are committed to protecting personal information and complying with the privacy laws in the countries where we operate.

We respect the privacy of our colleagues, customers, and suppliers. We collect and retain personal information only for legitimate business, legal, or contractual reasons, and only for as long as required by law or policy.

Access to personnel records and other sensitive information is limited to authorized individuals who have a legitimate business need to see it. Personal information is only shared when permitted by law and consistent with our policies.



Monitoring & Company Systems

We work to maintain privacy, but Henry Schein's systems and devices belong to the Company. In accordance with applicable law, the Company may monitor communications or access computer systems when necessary:

- To protect against fraud, abuse or misuse
- To maintain system security and integrity
- To detect unauthorized access or use
- To investigate potential violations of policies or the law
- To comply with legal obligations
- For other purposes permitted by applicable law

Protecting Information

We take reasonable and appropriate steps to safeguard the data in our possession, including:

- Implementing and reviewing security measures to prevent unauthorized access or use
- Conducting regular security and risk assessments or audits
- Providing awareness and security training

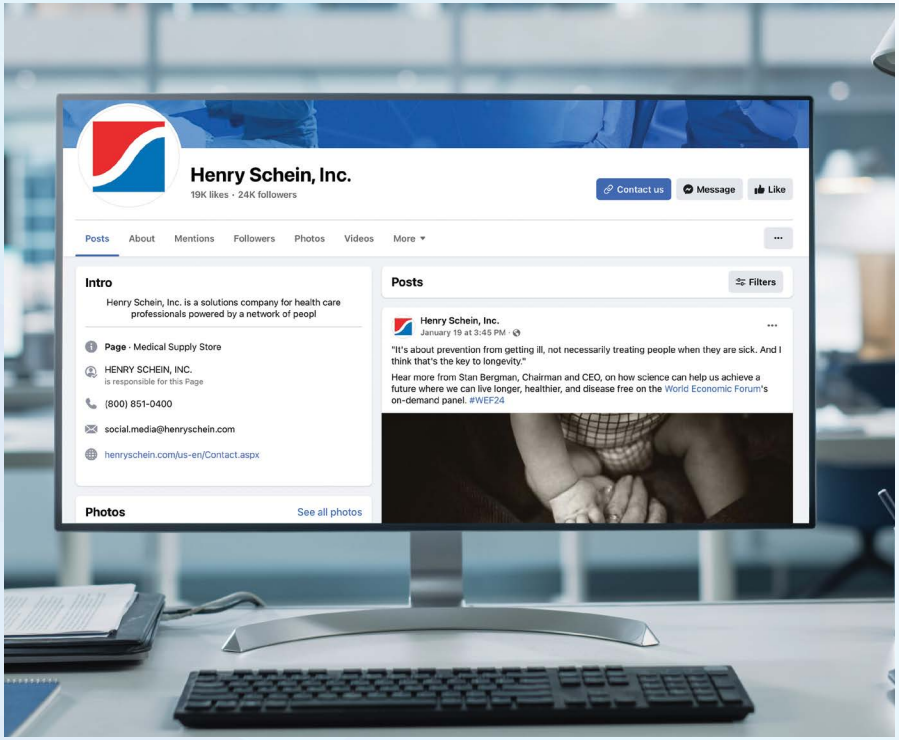
Protecting personal and business information is a shared responsibility. Each of us plays a role in keeping data secure.

Social Media

Using social media on your personal time and for personal reasons is acceptable when your use is appropriate and professional. You are expected to use social media responsibly and in a way that aligns with the WWBS.

If your social media activity negatively affects your job performance, the work of others, conflicts with Henry Schein's interests, or harms the Company's reputation, your conduct may be addressed under Company policy.

Failure to follow these expectations may result in disciplinary action, up to and including termination of employment.



For more information:

- Global Data Protection Principles (Privacy and Security) (CC-009-GP)
- Data Privacy Policy (CC-009)
- Electronic Communications Policy (IS-403)
- Equal Employment Opportunity Affirmative Action Policy (US Only) (HR-001)
- Anti-Harassment Policy (HR-004)
- Alcohol and Drug Free Workplace Policy (HR-013)
- Workplace Anti-Violence Policy (HR-015)
- Safety Rules - Distribution Centers and Office Policy (PS-001)
- Emergency Response Plans Policy (PS-002)
- Safety And Security - Henry Schein Dental Offices Policy (PS-006)
- Social Media Policy (CM-002)
- Social Media Handbook (attached to Social Media Policy)
- Acceptable Use Policy for Company Issued Devices (LG-027)
- Global Principles on Using Communication Systems, Including Messaging Apps and Ephemeral Messaging (CC-020-GP)

Media Relations and External Inquiries

We speak with one voice when communicating with the media, investors, financial analysts, government agencies, or the public. For that reason, only authorized and trained individuals may respond to external inquiries on behalf of Henry Schein. This helps ensure that information shared is accurate, appropriate, and compliant with legal requirements.

What should I do if I receive an external inquiry? If you are not authorized to speak on behalf of the Company, you should:

1. Politely explain that you are not able to comment
2. Avoid giving any statements or opinions
3. Gather basic information (name, organization, contact details, deadline, and topic) if possible
4. Notify your manager
5. Email the Corporate Communications team with the collected information

Following these steps prevents the risk of sharing incorrect or confidential information.



Government Inquiries

We are committed to cooperating appropriately with government agencies. If you receive:

- A government inquiry, investigation notice, or subpoena: You must notify the General Counsel's office immediately.
- A regulatory inspection or audit request: You must send it to the Regulatory Affairs team immediately.

You must never destroy, alter, or modify any records related to a

For more information:

- Corporate Communications Policy (CM-001)
- Government Investigations Policy (LG-007)

Why the Worldwide Business Standards Matter

With every one of us adhering to our Worldwide Business Standards, we can continue to excel in the markets we serve. By protecting the integrity of our Company for our customers, our suppliers, our shareholders, our society, and our team, we help achieve the excellence for which we strive every day and ensure that our best years are yet to come.



HENRY SCHEIN®

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