

Henry Schein Recruitment Privacy Statement

About Henry Schein

Henry Schein is the world's largest provider of health care solutions to office-based dental and medical practitioners, as well as serving health care systems, management services organizations, dental laboratories, government and institutional health care clinics and other alternate care sites. Headquartered in Melville, N.Y., Henry Schein has operations or affiliates in approximately 33 countries.

Henry Schein operates through a centralized and automated distribution network, with a large selection of branded products and Henry Schein private-brand products. The company also offers its customers innovative technology solutions, including practice management software and e-commerce solutions, as well as a broad range of financial services.

Introduction

This Recruitment Privacy Statement ("Privacy Statement") describes how companies of the Henry Schein group collect, use, disclose, transfer, and store personal information as part of our recruitment process.

As used herein, personal information means information that identifies or is reasonably capable of identifying an individual, directly or indirectly, and information that is being associated with an identified or reasonably identifiable individual.

This Privacy Statement:

- Applies to any individual we consider hiring for a job, whether we identified them in the job market or they shared their information with us.
- Applies to all Henry Schein role types including full-time or part-time employment, contract work, or internship opportunities.
- Explains how individuals can exercise their privacy rights with Henry Schein.

This Privacy Statement does not form part of any contract of employment should you be offered employment by us.

1. Collection and use of Personal Information

The information we collect depends on the requirements of the vacancy and in compliance with applicable laws and regulations. Within the scope of this Privacy Statement, the controller of your personal information is the Henry Schein entity to which you apply or by which you are employed. Further, Henry Schein, Inc. may also act as a controller where it accesses or uses your personal information for global HR management, compliance or reporting purposes. You can find more data about the Henry Schein group companies, and information on how to contact them, "here". For additional information about individual Henry Schein group companies and their data processing, please also refer to their data protection notices.

The following categories of personal information that will be collected and processed when you are being considered for a role with Henry Schein include, but are not limited to:

- **Biographical and Identification Information:** Contact information and personal identifiers, including your name, address, email address, phone number, social media handle, and other contact information, gender, date of birth, work authorization, immigration status, nationality/ies, national identifiers (such as national ID/passport, social security number(s)), as allowed by applicable law;
- **Contact and location information:** Account registration details, such as email and password.
- **Employment history,** such as previous employers and job titles/positions;

- **Professional or employment-related information**, such as academic/professional qualifications, job qualifications, education, details included in your resume. which might include details of any memberships or interests, transcripts, and employment references;
- **Health information**, such as information you choose to share related to disabilities or work accommodations and other such information provided by you;
- **Inferences drawn** from other personal information, such as information gleaned from your resume, job interviews and any pre-employment screening or testing that may be conducted;
- **Financial Data**, including your desired salary and salary offer; if we extend an offer of employment to you, we will perform a background check which includes a felony conviction check as permitted by applicable law, and for certain positions, we also perform credit checks as permitted by applicable law;
- **Marketing and Communications Data**, including your preferred roles or positions of interest to you and geographic locations(s) where you are interested in working as well as the best way to reach you about those opportunities;
- **Other information**, any other information you elect to provide to us (e.g., employment preferences, willingness to relocate, current salary, desired salary, awards or professional memberships).

We collect personal information directly from you when you interact with us, as well as from third parties, such as recruiters or social media providers. For example, you can apply for a role at Henry Schein using several third-party careers sites, for example, LinkedIn. Doing so will connect your profile from these systems with the Henry Schein job application.

Any information you submit through the Henry Schein Career Site or otherwise to us as part of your job application must be true, complete, and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights.

If you provide us with personal information of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

Information That We Collect Automatically

When you visit the Henry Schein Career Site, we and our service providers may use cookies, web beacons, tags, scripts and similar online technologies to collect information automatically.

Personal information Collected from Other Sources

We typically collect personal information directly from you but there may be situations where we collect personal information from other sources. For example, we may collect personal information from the following:

- Recruiting and consulting agencies, academic institutions, professional organizations, alumni and resume sharing platforms and similar parties supporting job searches.
- Henry Schein personnel who refer you for the position.
- Independent background checking and verification suppliers.
- Referees in response to reference requests.
- Prior employers or schools.
- Existing group companies and future group companies that join the Henry Schein global structure through a merger, acquisition or purchase of assets.

- Publicly available sources, including any professional platforms or social media networks you use and other relevant professional information available online, such as articles you may have written, research contributions or similar citations.

2. How We Use Your Personal Information

- We collect and use your personal information primarily for recruitment purposes; in particular, to determine your qualifications for employment and to reach a hiring decision. This includes assessing your skills, qualifications, and background for a particular role, verifying your information, carrying out reference checks or background checks (where applicable and lawful), and to generally manage the hiring process and communicate with you about it. If we ask you to complete a candidate assessment with a third-party provider, we will include the results in the recruitment process. We will also capture additional personal information during in-person and/or remote interviews to assess your suitability for the job.
- During the application process, we will process your resume information to check your skills and experience against the position for which you have applied. If we ask you to complete a candidate matching assessment with a talent management company, we will include the match results in the recruitment process. We will also capture additional personal information during in-person and/or remote interviews to assess your suitability for the job.
- We will use your bank account details to reimburse you if you have claimed expenses associated with the Henry Schein recruitment process.
- If you are successful in the interview process, we will carry out background checks and validation of your experience and academic and professional qualifications. We will use a third-party organization working on our behalf to perform these checks and may share your resume and identity information that you have provided. Background checks will be completed only as permitted by local law.
- If you accept a role at Henry Schein, the information collected during the recruitment process may form part of the personnel file of your employer and will be processed in accordance with our employment privacy statement.
- Where permitted by law, Henry Schein may use the personal information to operate and improve our business, including to conduct analytics, and perform auditing and other internal business functions. We may also use it in connection with a sale or business transaction.
- We also use the personal information for legal and compliance purposes, including: to fulfill our legal and compliance-related obligations, including complying and monitoring compliance with applicable laws, regulation, and legal process; complying with legal processes; responding to requests from public and government authorities; meeting national security or law enforcement requirements; for other legal reasons, such as to enforce our terms and conditions; and to protect our rights, privacy, safety, or property, and/or that of our subsidiaries, affiliates, you, or others.
- If you are not successful in the interview process, we may keep your details after we so that we may reach out to you and invite you to apply for other positions that we think may be a good fit for you unless you request that we delete your application (please see “Your Rights Over Your Personal Information” below).

- We use cookies and similar technologies to authenticate your access to the Henry Schein Career Site, and to capture your interactions, preferences, transactional information, and other device and connection information relating to your use of the site. These technologies are also used when you use the “Sign in with LinkedIn” options on the open positions.

Providing personal information to us through the Henry Schein Career Site or otherwise is voluntary. However, if you do not provide sufficient information, we may be unable to consider your employment application or, if you are hired, your subsequent promotion, transfer, or relocation.

You will not be subject to decisions that have a legal or other considerable adverse effect based exclusively on an automated processing of your personal information, unless permitted by applicable law.

3. Disclosure of Personal Information

We disclose personal information to the following third parties for our operational business and employment purposes:

- **Henry Schein personnel.** To our personnel with authorized access, and only with a business need to know, as part of the job applicant process (for example, hiring managers, senior management, and human resources teams).
- **Our subsidiaries and affiliates.** Members of the Henry Schein group around the world in order to administer the recruitment process on a need-to-know basis for the purposes identified in this Privacy Statement. The Henry Schein company which made the job offering or which contacted you is primarily in charge of the data processing in relation to your application and of compliance with applicable data protection law. If other Henry Schein group companies are involved, they have entered into a special group-internal data protection agreement that provides for a high level of data protection throughout the Henry Schein group. You can send questions or enquiries about the processing of your personal data to any Henry Schein entity, including Henry Schein, Inc.
- **Service providers.** Third-party service providers that support the Henry Schein recruitment process (such as recruitment or executive search agencies involved in your recruitment), and other third-party service providers to facilitate services they provide to us, including hosting and operating the Henry Schein Career Site, recruiting and talent acquisition assistance, background check processing, data analytics, marketing, consulting, and IT.
- **Screening providers.** Background-checking or other screening providers that verify employment history, and academic and professional achievements.
- **Third parties with your consent.** Third parties where you have consented or otherwise instructed Henry Schein to share your personal information.
- **Parties to a corporate transaction.** We also reserve the right to transfer personal information we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a merger, acquisition, joint venture, reorganization, divestiture, dissolution, or liquidation)
- **Government and public authorities, law enforcement and others.** Third parties to comply with our legal obligations, including where necessary to abide by law, regulation or contract, or to respond to a court order, administrative, or judicial process.
- **Professional advisors.** Our professional advisors, such as lawyers.

4. International Data Transfers

Your personal information may be transferred to, stored and processed in any country where we have facilities or in which we engage service providers, including the United States or any other country in which we or our service providers have operations. By applying for a position, you understand that your personal information will be transferred to countries outside of your country of residence, including the United States, which may have data protection rules that are different from those of your country. In certain circumstances, courts, law enforcement agencies, regulatory agencies or security authorities in those other countries may be entitled to access your personal information.

Where this will involve transferring your personal information from a jurisdiction that restricts cross-border transfers to a country not considered adequate by that jurisdiction, we will implement safeguards, such as data transfer agreements, to protect your personal information. For example, some non-EEA/non-UK countries are recognized by the European Commission and/or the UK government as providing an adequate level of data protection according to EEA standards: the list of the EEA's adequate jurisdictions is available [here](#), and the list of the UK's adequate jurisdictions is available [here](#). For transfers from the EEA and/or the UK to countries not considered adequate by the European Commission or the UK government, as applicable, we have put in place adequate measures, such as standard contractual clauses adopted by the European Commission to protect your personal information.

Where required by law, we may obtain your express consent before transferring your personal information international or rely on other safeguards recognized under local law. You may obtain a copy of these measures by contacting us as detailed in "How To Contact Us," below.

5. Your Rights Over Your Personal Information

Under certain circumstances, you may have the privacy rights described in this section.

Depending on where you are located, you may have certain rights under applicable privacy laws over the personal information we hold about you. These may include:

- **Right of access.** To access your personal information that is being processed by us and what is the purpose of processing your personal information.
- **Right to rectification (correction).** To request rectification of the personal information concerning you if the information is inaccurate or incomplete.
- **Right to deletion.** To delete the personal information concerning you.
- **Right to the restriction of processing.** To restrict the processing of your personal information.
- **Right to object.** To request that we stop processing your personal information in certain circumstances.
- **Right to information.** To be informed whether we process your personal information.
- **Request portability of your personal information.** To request your personal information in a structured, commonly used and machine-readable format.
- **Right to withdraw your consent.** If your personal information is processed on basis of your consent, you have the right to withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect the processing of your personal information conducted in reliance on lawful processing grounds other than consent.
- **File a complaint with a data protection supervisory authority.** Where provided by applicable law, you also may lodge a complaint with a data protection authority for your country or region or in the place of the alleged misconduct. A list of data protection authorities for the European Economic Area is available [here](#), and the UK Information Commissioner's Office's contact details can be found [here](#). However, we would like you to contact us first with your concerns in any case so we can resolve your issue directly.

- **Right to opt-out of targeted advertising (or “sharing”).** To opt out of targeted advertising, including the “sharing” of your personal information for cross-context behavioral advertising.
- **Right Not to Receive Discriminatory Treatment.** To not be unlawfully discriminated or retaliated against for exercising your privacy rights.

You, or an authorized individual, who we can verify is acting on your behalf, can exercise the applicable rights by contacting us using the “How to Contact Us” contact details at the bottom of this Statement or by submitting your request to our [Individual Rights form](#).

Nothing in this Statement should be interpreted to establish data protection and privacy rights that go beyond the rights provided under applicable laws. In the event we are unable to fulfill your request, we will explain the reason for our decision, including, where applicable:

- If the right differs in your state of residence.
- If there are relevant exceptions under applicable privacy law.
- How the rights of other individuals or parties interact with your specific request.

We do not charge a fee to process or respond to your requests unless permitted under applicable law. If we determine that a request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

In your request, please make clear what personal information you would like to access or have changed, whether you would like to have personal information that you have provided to us suppressed from our database.

We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the personal information subject to the request. We may need to request additional information to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your personal information.

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may likewise contact us using the “How to Contact Us” contact details at the bottom of this Privacy Statement or by submitting your request to our [Individual Rights form](#). As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity or confirm that you provided the agent permission to submit the request.

6. Legal Basis for Processing Personal Information

In some jurisdictions, Henry Schein must have a legal basis to process personal data. In most cases, the legal basis will be one of the following:

- **Consent.** In some cases, we ask you for your consent to process your personal data. You can withdraw your consent at any time with effect for the future, which will not affect the lawfulness of the processing before your consent was withdrawn. If you withdraw your consent, we will no longer process your information for the purpose you originally agreed to, unless we have another legitimate basis for doing so. If you would like to withdraw your consent, you can do so by contacting us as provided in the “How to Contact Us” section below.
- **Legitimate Interest.** We process certain data for our legitimate interests. These legitimate interests include, for example, administering an efficient recruitment process and managing applicants effectively. We will rely on our legitimate interests for processing personal information only after balancing our interests and rights against the impact of the processing on individuals.
- **Performance of a Contract.** We process personal information to perform our obligations under an agreement we have with you or to take steps prior to entering an employment contract with

you, where you are considered for employment. For example, we use your personal information to make you a job offer or complete a contract of employment with you.

- **Other Legal Bases.** In some cases, we may have a legal obligation to process your Personal Data, such as to meet our legal requirements or in response to a court or regulatory order. We also may need to process your Personal information to protect vital interests, or to exercise, establish, or defend legal claims.

Where we receive your Personal information as part of entering into or performing our obligations under an employment contract with you, we require such Personal information to be able to carry out the contract. Without that necessary personal information, we will not be able to meet our contractual obligations as your employer.

7. Data Retention

We retain personal information including, without limitation, sensitive personal information for as long as needed or permitted in light of the purpose(s) for which it was collected. The criteria used to determine our retention periods include:

- The duration of the job application process;
- Whether your job application is successful, and you become an employee;
- Whether, if your application is not successful, you would like to be notified of future job opportunities with us or our subsidiaries or affiliates;
- The length of time we have an ongoing relationship with you and the length of time thereafter during which we may have a legitimate need to reference your personal information to address issues that may arise;
- Whether there is a legal obligation to which we are subject (for example, certain laws may require us to keep your application records for a certain time period); and
- Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation, or regulatory investigations).

We may remove personal information for inactive accounts and unsuccessful applications from our database after a set time period, subject to any applicable legal or regulatory obligations. Furthermore, we can delete personal information about you (including your CV/résumé) from our database at any time and without providing any reason. Therefore, please retain your own copy of the personal information provided to us.

Under some circumstances we may anonymize personal information about you so that it can no longer be associated with you. We reserve the right to use such anonymous data for any legitimate business purpose without further notice to you or your consent.

8. Sensitive Personal Information

In certain situations, some personal information we collect may be considered sensitive as defined by applicable privacy laws. The meaning of sensitive or special category personal information differs globally, but typically includes information about your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, biometric data, data concerning health, sexual orientation, and criminal history.

We will collect, use, and disclose sensitive personal information only where permitted by applicable law. Where required by law, we will obtain your clear and explicit consent before collecting or processing such sensitive information, unless another legal ground permitted by applicable law applies. Otherwise, we ask that you avoid submitting information that may qualify as sensitive information under applicable law, except where such information is legally required.

We collect, use, and disclose sensitive personal information for purposes of: performing services on behalf of our business; performing services and providing goods as requested by you; ensuring the quality or safety of services we control or improving those services; ensuring the security and integrity of our infrastructure and the individuals we interact with; short-term transient use; securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure; preventing, detecting, and investigating security incidents; resisting and responding to fraud or illegal activities; and other collection and processing that is not for the purpose of inferring characteristics about an individual, including to meet our obligations to report diversity-related statistics to government authorities, and to carry out equal opportunity monitoring (in each case, such activities are only carried out on an aggregate basis).

We also take reasonable steps to ensure that the sensitive personal information is adequate, necessary, and limited to its intended purpose in accordance with this Privacy Statement.

9. Security

Henry Schein is committed to the security, confidentiality and integrity of personal information in accordance with legal requirements. However, no data transmission over the Internet, mobile networks, wireless transmission, or electronic storage of information can be guaranteed 100% secure. We take commercially reasonable precautions designed to keep personal information secure against unauthorized access and use, and we periodically review our security measures. We are committed to processing personal information in a secure manner and have put in place specific technical and organizational measures designed to protect the personal information we hold.

10. Links to Other Websites

We may provide links to other websites, applications or services that are not owned or controlled by us. We are not responsible for the privacy and security practices of other websites, applications or social media platforms or the information they may collect (which may include IP address or device identifiers). You should refer to such third parties' privacy policies on their sites to determine their respective privacy practices. Links to any other websites, applications, social media platforms or content do not constitute or imply an endorsement or recommendation by us of the linked website, application, social media platform and/or content.

11. Third-Party Advertising

We use third-party advertising companies to serve advertisements regarding goods and services that may be of interest to you when you access and use our Career Site and other websites or online services. You may receive advertisements based on information relating to your access to and use of our Career Site and other websites or online services on any of your devices, as well as on information received from third parties. These companies place or recognize a unique cookie on your browser (including through the use of pixel tags). They also use these technologies, along with information they collect about your online use, to recognize you across the devices you use, such as a mobile phone and a laptop.

If you would like more information about this practice, and to learn how to opt out of it in desktop and mobile browsers on the particular device on which you are accessing this Privacy Statement, please visit <http://optout.aboutads.info/#/> and <http://optout.networkadvertising.org/#/>.

12. Law Applicable to Job Application

The Henry Schein Career Site allows you to apply for jobs world-wide, as a benefit of our centralized global recruitment function. If we share your personal information with a subsidiary or affiliate located in another country in its capacity as a potential employer, the subsidiary or affiliate will handle your personal information in accordance with this Privacy Statement. Any hiring or other employment-related

decisions will be made by the hiring subsidiary or affiliate in accordance with the laws of the country where the job will be located.

13. About Minors

The Henry Schein Career Site is not intended for minors under the age of 16.

14. Current Personnel of Henry Schein

If you currently work for Henry Schein or one of our subsidiaries or affiliates, you must be eligible to apply for a different position within Henry Schein or its subsidiaries to use the Career Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the Human Resources manager for the new position concerning application eligibility, benefit programs, and Human Resources policies applicable to that position.

The Career Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

15. Changes to This Privacy Statement

This Privacy Statement may be amended or revised from time to time at Henry Schein's discretion. The "Last Updated" legend at the bottom of this Privacy Statement indicates when this Privacy Statement was last revised. Any changes will become effective when we post the revised Privacy Statement on the Career Site. We encourage you to periodically review this page for the latest information on our privacy practices.

16. How to Contact Us

If you have any questions about this Privacy Statement, wish to exercise your rights or make a request, please contact the Henry Schein company that is in charge of your job application. You can find contact details for each Henry Schein group company [here](#).

Alternatively, you can also contact Henry Schein's parent company under:

Henry Schein, Inc.

135 Duryea Road

Melville, NY 11747

Attn: Customer Service (W-150) Phone: 1-800-472-4346

E-mail: dataprivacy@henryschein.com

You can alternatively contact the EU Representative (GDPR) of Henry Schein, Inc. under:

Henry Schein Services GmbH; Monzastraße 2a, 63225 Langen, Germany;

Attn to: EU- Representative (GDPR)

Email EU-Representative@henryschein.com

Henry Schein will respond to your request within a reasonable time frame or as required by law.

17. Additional Information for European Economic Area / United Kingdom Residents

The lawful basis for Henry Schein’s processing of your personal information will depend on the purposes of the processing. In addition to the legal bases referred to below, we will also use consent as the legal basis where we deem appropriate or to the extent required by applicable law.

Processing Purpose	Personal Information	Legal Basis	Third Party Sources
To process your application.	Biographical and identification information, Contact and location information, Employment history, Professional or employment-related information, Health information, Inferences drawn, Financial data, Marketing and Communications data, Sensitive personal information, Other information you choose to provide	Based on our legitimate interests or for other purposes as permitted or required by law.	References you provide, prior employers or schools, recruiting and consulting firms, background check providers, social media networks, publicly available databases
To assess your capabilities and qualifications for a job, including to facilitate any tests and assessments on the Careers Site.	Biographical and identification information, Contact and location information, Employment history, Professional or employment-related information, Health information, Inferences drawn, Financial data, Marketing and Communications data, Sensitive personal information, Other information you choose to provide	Comply with a legal obligation or based on our legitimate interests or for other purposes as permitted or required by law.	References you provide, prior employers or schools, recruiting and consulting firms, background check providers, social media networks, publicly available databases
To conduct reference checks.	Biographical and identification information, Employment history, Professional or employment-related information	Comply with a legal obligation or based on our legitimate interests where permitted by applicable law or for other purposes as	References you provide

Processing Purpose	Personal Information	Legal Basis	Third Party Sources
		permitted or required by law.	
To respond to your inquiries and communicate with you about your application, and to send you information.	Biographical and identification information, Contact and location information, Marketing and Communications data	Comply with a legal obligation or based on our legitimate interests or for other purposes as permitted or required by law.	N/A
To analyze and monitor the diversity of job applicants, in accordance with applicable law.	Sensitive personal information	Comply with a legal obligation or based on our legitimate interests or for other purposes as permitted or required by law.	N/A
To preserve our other legitimate interests.	Personal information as relevant	For example, for our administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within Henry Schein and its subsidiaries and affiliates or for other purposes as permitted or required by law.	Public and/or government and/or regulatory authorities, including courts, tribunals, regulators and government authorities. Third persons (legal or natural), as relevant for the specific legal action and/or processes in question (such as lawyers, auditors, insurers, advisory firms etc.).
Legal and compliance	Personal information as relevant	Comply with a legal obligation or based on our legitimate interests or for other purposes as permitted or required by law.	Public and/or government and/or regulatory authorities, including courts, tribunals, regulators and government authorities. Third persons (legal or natural), as relevant for the specific legal action and/or processes in

Processing Purpose	Personal Information	Legal Basis	Third Party Sources
			question (such as lawyers, auditors, insurers, advisory firms etc.).
In connection with a sale or business transaction.	Personal information as relevant	Based on our legitimate interest in disclosing or transferring your personal information to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).	Third party organizations, when they share personal information with us to, for example, facilitate mergers, acquisitions and other reorganization and restructurings of our business.

18. Additional Information for California Residents

Pursuant to the California Consumer Privacy Act as amended by the California Privacy Rights Act ('CCPA'), we are providing the following additional details regarding the categories of personal information about California residents that we collect, use and disclose. This section supplements the information provided in the rest of this Privacy Statement.

Categories of Personal information Collected, Disclosed and “Shared”

The following chart details which categories of personal information about California residents we collect, as well as which categories of personal information we have collected and disclosed for our operational business purposes in the preceding 12 months. The chart also details the categories of personal information that we “share” for purposes of cross-context behavioral advertising, including in the preceding 12 months. See the “Disclosure of Personal Information” section above for more information on the listed categories of third parties.

Categories of Personal Information	Disclosed to These Categories of Third Parties for Operational Business Purposes	Shared with These Categories of Third Parties for Cross-Context Behavioral Advertising
Personal Identifiers , such as title and name, login in details, account name, contact information, country of residence, profession, professional membership number, government-issued identifiers, and where relevant, associated company	• Our subsidiaries and affiliates • Service providers • Henry Schein personnel • Screening providers • Parties to a corporate transaction • Professional advisors	• Analytics service providers • Social media providers & advertisers

Categories of Personal Information	Disclosed to These Categories of Third Parties for Operational Business Purposes	Shared with These Categories of Third Parties for Cross-Context Behavioral Advertising
information, online identifiers and IP address.	- Government and public authorities, including law enforcement - Other third parties with your consent	
Personal information as defined in the California customer records law, such as name, contact information, and financial, education and employment information.		- Advertising and Analytics service providers - Social media providers & advertisers
Protected Class Information , such as characteristics of protected classifications under California or federal law, such as age, race, disability, citizenship, immigration status, and gender.		None
Commercial Information , such as such as travel information and expenses		- Advertising and Analytics service providers - Social media providers & advertisers
Internet or other similar network activity , such as interactions with our online properties or ads and access and usage information regarding our website.		- Advertising and Analytics service providers - Social media providers & advertisers
Geolocation Data , such as approximate location derived from IP address.		- Advertising and Analytics service providers - Social media providers & advertisers
Sensory data , such as images and audio, video or call recordings created in connection with our business activities.		None
Professional or employment-related information , such as your profession, your professional membership number and where relevant, associated company information.		- Advertising and Analytics service providers - Social media providers & advertisers
Non-public education information , such as education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student		None

Categories of Personal Information	Disclosed to These Categories of Third Parties for Operational Business Purposes	Shared with These Categories of Third Parties for Cross-Context Behavioral Advertising
financial information or student disciplinary records.		
Inferences drawn from any of the personal information listed above can be used to create a profile about, for example, an individual's preferences and characteristics.		• Advertising and Analytics service providers • Social media providers & advertisers
Sensitive Personal Information where permitted by applicable law , such as personal information that reveals an individual's Social Security or national insurance number, driving license, or ID card, account log-in, racial or ethnic origin, health, sexual orientation, religious or philosophical beliefs, citizenship, immigration status, or union membership.		• None

Sale and Share of Personal Information

We do not “sell” your personal information, including your Sensitive Personal Information, as defined under the CCPA. We have not engaged in such sales in the 12 months preceding the date this Privacy Statement was last updated. Without limiting the foregoing, we do not “sell” or knowingly “share” the personal information, including the Sensitive Personal Information, of minors under 16 years of age.

We may share personal information in connection with our use of advertising cookies on our websites. You can opt out of the use of sharing of your personal information for cross-context behavioral advertising by clicking the “Do Not Share My Personal Information” link that is specified in the relevant Henry Schein footer or by submitting your request to our [Individual Rights form](#).

Last Updated: August 22, 2025