

Board of Directors

Executive Directors



IAN PAGE
Chief Executive Officer

Appointed:
June 1997

Committee Membership:
Disclosure (Chairman).

Skills and Experience:
Ian has gained detailed knowledge and experience through various positions he has held within the pharmaceutical and veterinary arena. He has a solid understanding of business development both in the UK and globally. In particular, he has extensive experience in M&A and in the successful delivery of strategic plans.

Ian has played a key role in the development of the Group's growth strategy.

External Appointments:
None.

Pets:



PAUL SANDLAND
Chief Financial Officer

Appointed:
October 2019

Committee Membership:
Disclosure.

Skills and Experience:
Paul qualified as a Chartered Certified Accountant in 2005. He spent five years post qualification at KPMG, during which time he was part of the team which advised the Group on its acquisition of VetXX in 2008.

Paul joined Dechra in January 2010 and has worked both in Corporate as Group Financial Controller and in our sales and marketing organisation as the Group's Dechra Veterinary Products EU Finance Director. Paul is the Board nominated Director responsible for health, safety and environmental matters.

External Appointments:
None.

Pets:



TONY GRIFFIN
Managing Director,
Dechra Veterinary Products EU

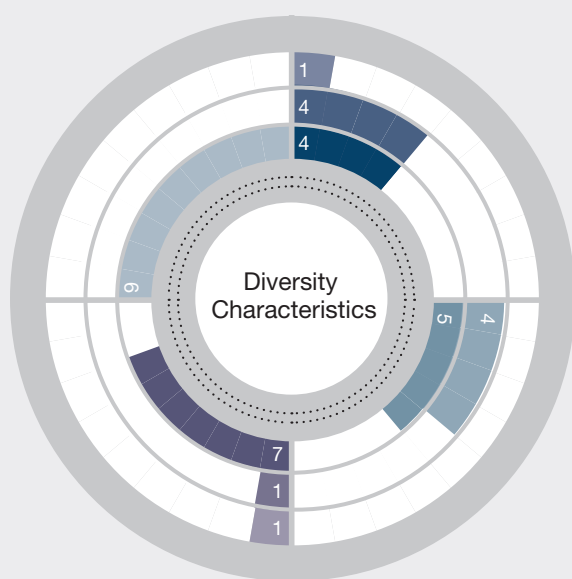
Appointed:
November 2012

Committee Membership:
Not applicable.

Skills and Experience:
Tony has over 30 years' experience in the animal health business and has substantial international experience as a result of living and working outside the UK since 1993. He gained broad experience of running an international animal health business with teams in different European countries as Chief Executive Officer of the AUV Group.

External Appointments:
None.

Pets:



Age

- 41-50 1
- 51-60 4
- 61-70 4

Education

- Vocational 4
- University 5

Country of Residence

- USA 1
- Netherlands 1
- UK 7

Ethnicity

- White (all backgrounds) 9

For further information on the Board of Directors, please see www.dechra.com

Non-Executive Chair



ALISON PLATT

Non-Executive Chairman

Appointed:

May 2020

Committee Membership:

Nomination (Chair) and Remuneration

Skills and Experience:

Alison has extensive international and leadership experience in customer-driven organisations in the healthcare, insurance and property sectors.

Alison was awarded a CMG for services to the Foreign Office in 2011 after six years on the FCO Board.

External Appointments:

Alison is a Non-Executive Director at Tesco PLC, Chair of Legal & General Financial Advice and member of the Hampton-Alexander Review steering group.

Pets: None.

Non-Executive Directors



ISHBEL MACPHERSON

Non-Executive Director

Appointed:

February 2013

Committee Membership:

Audit, Nomination, Remuneration (Chair).

Skills and Experience:

Ishbel has a broad range of PLC Board experience in a variety of roles, including Chair, Audit Committee and Remuneration Committee Chair. She has knowledge and understanding of City matters gained over 20 years' experience as an investment banker, specialising in UK mid-market corporate finance.

External Appointments:

None.

Pets:



JULIAN HESLOP

Non-Executive Director

Appointed:

January 2013

Committee Membership:

Audit (Chair), Nomination, Remuneration.

Skills and Experience:

Julian has considerable financial experience as a result of the senior finance roles he has held in the pharmaceutical, food, property and brewing sectors.

He is a Fellow of the Institute of Chartered Accountants in England and Wales.

External Appointments:

None.

Pets:



DR LAWSON MACARTNEY

Senior Independent Non-Executive Director

Appointed:

December 2016

Committee Membership:

Audit, Nomination and Remuneration.

Skills and Experience:

Lawson is a veterinarian, with over 30 years' experience in a range of senior roles in pharmaceutical R&D, sales and marketing, as well as spending several years in veterinary practices.

External Appointments:

He is the Chair of Viking Therapeutics Inc. as well as the Chair of the Nomination and Corporate Governance Committees.

Pets:



LISA BRIGHT

Designated Non-Executive Director for Employee Engagement

Appointed:

February 2019

Committee Membership:

Audit, Nomination and Remuneration.

Skills and Experience:

Lisa has strategic and operational leadership experience in global market leading pharmaceutical and emerging biotech companies gained over her 30 year career in the industry.

External Appointments:

Lisa is also a Non-Executive Director at Ascendis Pharma A/S, a Danish listed company.

Pets:



JOHN SHIPSEY

Non-Executive Director

Appointed:

June 2022

Committee Membership:

Audit, Nomination and Remuneration.

Skills and Experience:

John has considerable financial and commercial experience as a result of senior financial roles he has held in engineering, technology and beverage sectors over the last 20 years. He also has valuable experience leading innovative, high growth international companies.

John is a Chartered Accountant and has an MBA from INSEAD.

External Appointments

None.

Pets:



Senior Executive Team



The Senior Executive Team (SET) was established in 2013 to lead the development and implementation of the business strategy. The SET is led by the Chief Executive Officer and is comprised of the three Executive Directors and the Business Directors responsible for leading each of the Group's key functions. The SET is scheduled to meet formally four times a year to discuss the implementation of the strategy, share best practice and provide updates on their business or function as well as sharing market trends which impact the business.

GILES COLEY
Dechra Veterinary Products International Group Director

Background:
 Giles joined Dechra in January 1999 as sales and marketing manager for Arnolds Veterinary Products, having previously spent 14 years primarily involved in dairy farming business consultancy. During his time at Dechra he has been responsible for the launch and market development of our leading brand Vetoryl, as well as a number of our other key brands. Giles has also been an integral member of the teams that ensured fast and smooth integrations of several of our acquisitions, and in particular as lead in the integration of Apex in 2016 and Venco in 2019. In his role of Dechra Veterinary Products International Group Director, his responsibilities are extremely varied and involve managing and growing our existing business through ANZ and South American business and distribution partners, as well as further developing our Dechra International strategy through product registrations and market development. Giles has a BSc degree in Agricultural Technology. He is located in Sansaw, UK.

Pets:


MIKE ELDRED
President North America

Background:
 Mike joined Dechra in 2004 and is responsible for Dechra Veterinary Products' North American business. Mike has more than 20 years' experience in the animal health sector, having held senior positions in business development, sales and operations at Virbac Corporation, Fort Dodge Animal Health and Sanofi Animal Health. As our first employee in the USA, he has built the USA, Mexican and Canadian teams to 414 people. Mike has also been involved in several commercial agreements and acquisitions for the Group including Pharmaderm, DermaPet, Phycos Animal Health and Putney. Mike has a BA in Business, and an MBA. He is located in Kansas, USA.

Pets:


KATY CLOUGH
Group HR Director

Background:
 Katy joined Dechra in April 2014 from AppSense Ltd where she was the Vice President of HR Europe and Rest of the World. With over 15 years' experience operating at Director level within Software, Health, Travel and Finance industries, Katy brings with her a wealth of HR expertise gained in both blue chip corporates and smaller entrepreneurial companies. She has strong international, leadership and M&A experience and has taken responsibility for driving the global people agenda for the Dechra Group. She is located at Head Office, Northwich, UK.

Pets:




Senior Executive Team



MELANIE HALL Company Secretary

Committee Membership:

Disclosure.

Background:

Melanie joined Dechra in January 2010 as the Assistant Company Secretary, and was promoted to Deputy Company Secretary in May 2015, and Company Secretary in July 2017. Prior to joining Dechra, she has gained over 25 years' experience in various company secretarial roles including at GKN plc, TRW Automotive Inc and Pendragon PLC. Melanie is a Fellow of the Chartered Governance Institute.

Melanie is responsible for the Company Secretarial and Legal team. She is located in Northwich, UK.

Pets:



MILTON MCCANN Group Manufacturing and Supply Director

Background:

Milton was appointed as Group Manufacturing & Supply Director on 1 April 2021, following 11 months as Interim Group Manufacturing & Supply Director. He joined Dechra in January 2016 as Group Manufacturing Finance Director. In February 2019, he was the Interim Site Director at our Skipton Facility until being appointed as Group Supply Chain and Procurement Director, Dechra Pharmaceuticals Manufacturing & Supply in October 2019.

Before joining Dechra, Milton had senior financial roles in different manufacturing industries including coatings, adhesives and chemicals. Just prior to joining Dechra he worked for Aramark in the food and facilities services sector.

Milton is responsible for our internal and external manufacturing sites in Europe and the USA.

He is located in Northwich, UK.

Pets:

None.



PATRICK MEEUS Group Scientific Officer

Background:

Patrick joined Dechra in July 2022, and has over 30 years' experience in animal health covering vaccine, small molecule and diagnostics product development across all animal species, large and small. He also brings substantial international experience having lived and worked in academia and industry on four different continents. Prior to moving into industry, he spent time doing research and teaching at the University of Zambia, the Tropical Institute of Antwerp (Belgium) and the University of Florida (USA). In 2004 Patrick joined Pfizer Animal Health, now Zoetis, where he led a wide range of teams, projects and strategic initiatives from early discovery through product development and launch. He also led regional R&D hubs in Latin America and APAC for Zoetis, before joining Elanco in 2018 as the Senior/ Executive Director of Companion Animal Product Development.

Patrick has a Veterinary Degree from the University of Gent (Belgium), a PhD in Infectious Diseases from the University of Florida (USA) and was a founding Diplomat of both the European Veterinary Parasitology College and the American College of Veterinary Microbiologist-Parasitology.

Patrick is currently based in Basel, Switzerland within close proximity of Dechra's UK and Netherlands teams.

Pets:

