

Governance Structure Prior To Acquisition

The Dechra Board

The Board is responsible for the oversight of Dechra's material sustainability impacts, risks and opportunities

Board Committees

Audit

The Audit Committee reviews certain Group systems and controls in relation to our business ethics (Fraud, ABC, etc) and the adequacy and security of the company's arrangements for its employees, contractors and external parties to raise concerns, in confidence, about possible wrongdoing in financial reporting or other matters.

Remuneration

The Remuneration Committee reviews Dechra's Executive Directors and the SET's performance in relation to meeting sustainability goals in relation to the achievement of their bonus targets.

Board Committees

ESG

Oversee the development of and to make recommendations to the Board regarding the Group's Sustainability strategy, establish objectives and targets for the Group's ESG activities and oversee the measurement and reporting of performance against these targets. Oversee the activities of the committees that it has delegated authority to.

Health, Safety & Wellbeing Committee

Recommend and monitor the implementation of priorities to management and employees to achieve Zero Harm across the Group; actively monitor, measure, review and report on Health, Safety and Wellbeing compliance and performance.

The ESG committee has delegated authority to the Health, Safety & Wellbeing Committee and the following:

ActNow Ambassadors

(Over 90 employees from across the business)

Responsible for the acceleration of sustainable development within Dechra.

Sustainable Packaging Committee

This committee looks at each stage of the packaging life cycle from cradle to grave, to understand how Dechra can reduce its environmental impact when sourcing packaging materials through to the post-consumer choices during disposal.

Global Transport Logistics

Responsible for optimisation and improvement of warehousing, logistics and distribution at Group level through sustainable and smart solutions including reduction of emissions, alternatives to fossil fuel, sea transportation and volume optimisation.

Regional Giving Committees

(17 Committees)

Responsible for the allocation of their allotted funds to charities that meet Dechra guidelines throughout the year, whether this be to one charity or a number.

Senior Executive Team (SET)

Responsible for implementing the ESG strategy within their functions/businesses.