

## Board of Directors



### Michael Redmond Non-Executive Chairman

#### Committee Membership

Nomination (Chairman), Remuneration.

#### Skills and Experience

Michael has extensive board level international pharmaceutical experience, having held Non-Executive Director and Chairman roles in a number of healthcare related companies, both private and public, in the UK, Germany and Canada. Furthermore, as a result of Michael's tenure with the Company, he has a detailed knowledge and understanding of Dechra.

#### Background

Michael joined the Company as a Non-Executive Director in April 2001, and was appointed Chairman

in July 2002. He began his pharmaceutical career with Glaxo and went on to hold a number of senior positions within Schering Plough Corporation. In 1991, he joined Fisons plc and in 1993 was appointed to the Board as Managing Director of the group's pharmaceuticals division. Michael left Fisons in 1996 following its takeover by RPR.

#### External Appointments

In November 2009, Michael was appointed Chairman of Abcam PLC, an AIM listed company, previously having held the post of Deputy Chairman (appointed February 2009). Michael has announced his intention to stand down from this position at Abcam's 2014 Annual General Meeting.



### Ian Page Chief Executive Officer

#### Committee Membership

Not applicable.

#### Skills and Experience

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

#### Background

Ian joined NVS at its formation in 1989 and was an integral part of the MBO in 1997, becoming its Managing Director in 1998. He joined the Board in 1997 and became Chief Executive Officer in 2001. Ian has played a key role in the development of the Group's growth strategy.

#### External Appointments

In October 2010 Ian was appointed as Non-Executive Chairman of Sanford DeLand Asset Management.



### Anne-Francoise Nesmes Chief Financial Officer

#### Committee Membership

Not applicable.

#### Skills and Experience

Anne-Francoise has considerable experience in the pharmaceutical industry covering all finance activities from R&D, manufacturing and commercial finance as well as corporate finance. Having worked in international organisations, she brings a strong focus on process improvements, governance, M&A and strategy execution.

#### Background

Anne-Francoise was appointed Chief Financial Officer in April 2013. Prior to joining the Group,

Anne-Francoise worked at GlaxoSmithKline PLC (GSK) for over 15 years, where she held a number of finance roles including Senior Vice-President, Finance, of the global vaccines business unit based in Belgium. With GSK, Anne-Francoise developed her experience in a variety of roles including internal audit, corporate planning and commercial finance and between 2003 and 2006 was Vice-President Finance Controller for Europe. Prior to this, she held finance roles with John Crane, Tetra Pak, ADP and Caterpillar UK.

#### External Appointments

None.



### Tony Griffin Managing Director, Dechra Veterinary Products EU

#### Committee Membership

Not applicable.

#### Skills and Experience

Tony has over 25 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. Tony Griffin is the Board nominated Director responsible for health, safety and environmental matters.

#### Background

Tony was appointed Managing Director of DVP EU in May 2012 following the acquisition of Eurovet Animal Health BV from AUV Holding B.V. He joined the AUV Group in 1993 as Director of Exports, having previously worked at Norbrook Laboratories and Moy Park. Tony was promoted to Managing Director of Eurovet in 1996, becoming the Chief Executive Officer of the AUV Group in 2006.

#### External Appointments

None.



### Ishbel Macpherson Senior Independent Non-Executive Director

#### Committee Membership

Audit, Nomination, Remuneration.

#### Skills and Experience

Ishbel has detailed knowledge and understanding of the institutional investor community gained over 20 years' experience as an investment banker, specialising in UK mid-market corporate finance. She has solid PLC Board experience in a variety of roles, including Chairman, Audit Committee and Remuneration Committee Chairman.

#### Background

Ishbel joined the Group as a Non-Executive Director in February 2013. Prior to this she was Head of UK Emerging Companies Corporate Finance at Dresdner Kleinwort Benson from 1999 to 2005, having previously worked at Hoare Govett and Barclays de Zoete Wedd.

#### External Appointments

Ishbel is a Non-Executive Director at Dignity plc and Galliford Try plc. She is also Senior Independent Director at Bonmarche Holdings plc and Chairman of Speedy Hire plc.



### Dr Christopher Richards Non-Executive Director

#### Committee Membership

Remuneration (Chairman), Audit, Nomination.

#### Skills and Experience

Chris has more than 30 years' experience of the development and marketing of highly regulated products for the agrochemical and related industries. He has extensive international experience, which includes more than ten years working in Asia and South America.

#### Background

Chris joined the Group as a Non-Executive Director in December 2010. He is Chairman of Arysta LifeScience Corporation, having previously been its President and Chief Executive Officer from 2004

to 2009. Arysta is a Japan-domiciled international company, developing and marketing crop protection products in more than 125 countries worldwide. Before joining Arysta, Chris spent 20 years in international management and leadership roles with Syngenta Crop Protection and its predecessor companies.

#### External Appointments

Chris holds a number of non-executive directorships including Cibus Global Limited (appointed November 2011), and he is Chairman of Oxitec Limited (appointed January 2012) and Plant Health Care PLC (appointed July 2012).



### Julian Heslop Non-Executive Director

#### Committee Membership

Audit (Chairman), 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 over the last 30 years.

#### Background

Julian joined the Board in January 2013. He served as Chief Financial Officer of GSK between 2005 and 2011, having previously been appointed its Senior Vice President, Operations Controller between

2001 and 2005 and as Financial Controller of Glaxo Wellcome PLC between 1998 and 2000. Prior to this, Julian held senior finance roles at Grand Metropolitan PLC and Imperial Brewing and Leisure. He is a Fellow of the Institute of Chartered Accountants in England and Wales.

#### External Appointments

Julian was appointed as a Non-Executive Director at Revolymer PLC in July 2012 and is their Audit Committee Chairman. He is also Chairman of the Audit Committee of the Royal Academy of Arts.



### Zoe Goulding Company Secretary and Solicitor

#### Committee Membership

Not applicable.

#### Skills and Experience

Zoe has over 14 years' experience as a Solicitor having held positions both in private practice and in-house.

#### Background

Zoe was appointed as Company Secretary in July 2007. Prior to joining the Group she worked at Deloitte LLP, Eversheds LLP and Brammer plc.

#### External Appointments

None.