

Letter from the Nomination Committee Chairman



Michael Redmond
Nomination Committee Chairman

Dear Shareholder

On behalf of the Board, I am pleased to present our first Nomination Committee Report. In previous years, a report on the activities of the Committee has been incorporated in the Corporate Governance Report. However, given the recent Board changes and the appointment of a new Group HR Director, Katy Clough, the Committee has re-focused its attention on succession planning, leadership development and talent management.

Dechra's stance in relation to diversity is detailed in the Corporate Governance Report.

The following report provides an overview of the work carried out during the year under review.

Should you have any questions in relation to this report or the Committee, please feel free to contact me or the Company Secretary.

Michael Redmond
Nomination Committee Chairman



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