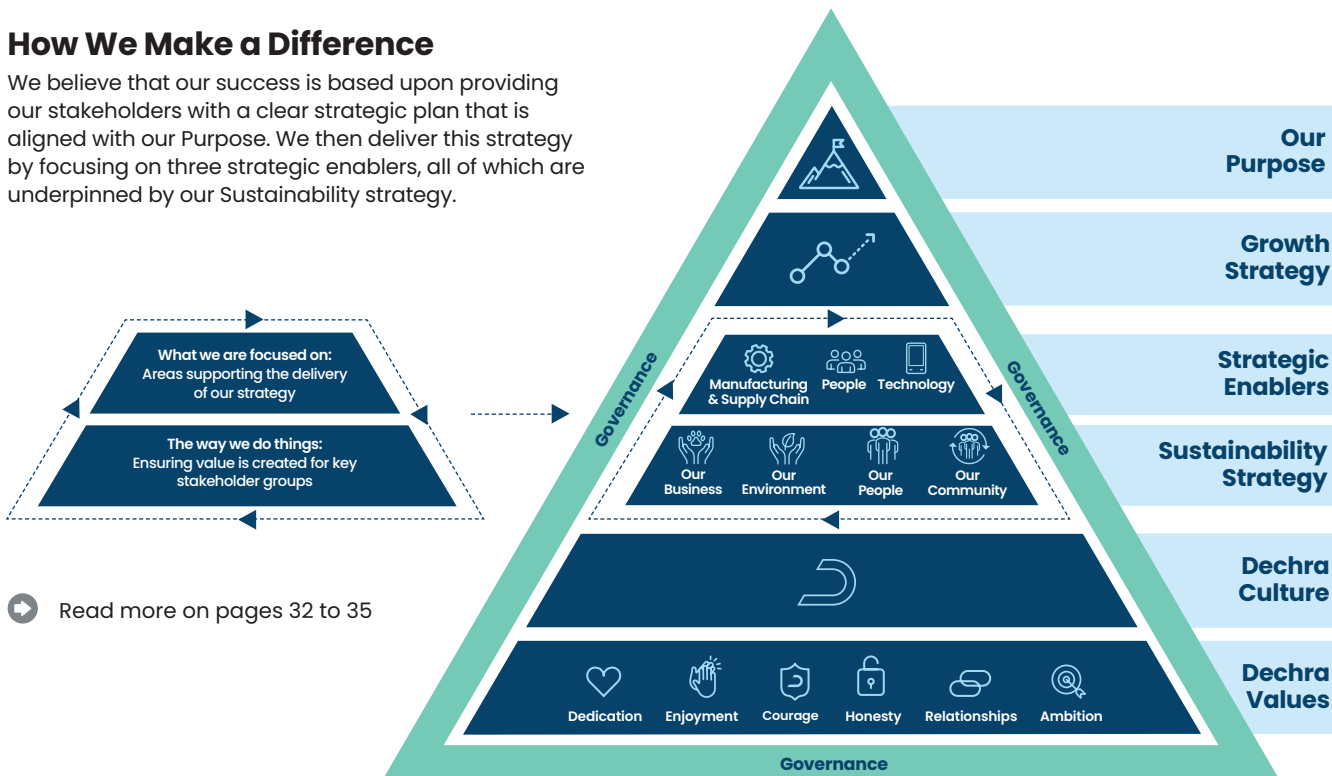


Our Purpose Framework

Our purpose is the sustainable improvement of global animal health and welfare.

How We Make a Difference

We believe that our success is based upon providing our stakeholders with a clear strategic plan that is aligned with our Purpose. We then deliver this strategy by focusing on three strategic enablers, all of which are underpinned by our Sustainability strategy.



➔ Read more on pages 32 to 35

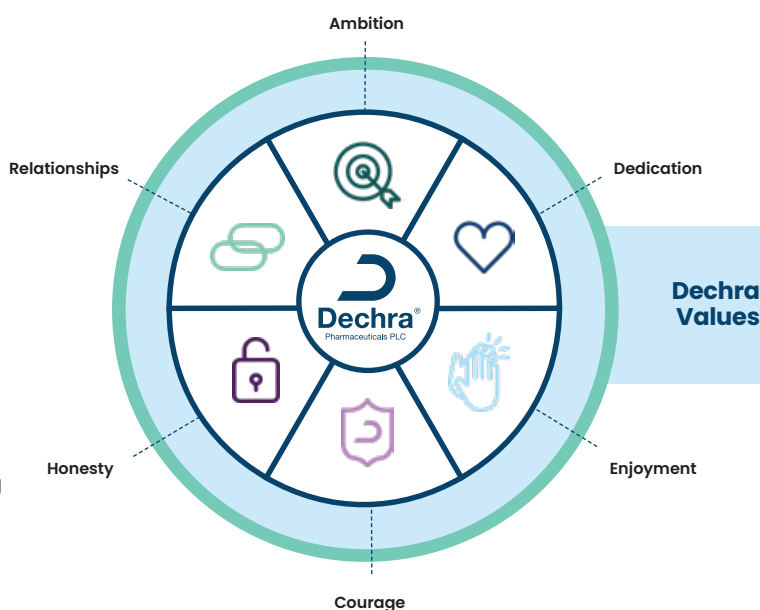
Our Culture and Values

Everything we do is underpinned by our Culture and Values. They are important to us and have helped drive the Group's success. We believe that our Values encapsulate our business ethics and set out the standards that we wish to achieve and ultimately exceed. They outline the type of people we are, the services we provide and the way we aim to do business. We deliver high quality products and services to veterinarians worldwide through our employees and a network of third parties with the aim of sustainably improving global animal health and welfare.

Our Values are a consistent part of how we lead the Dechra business. From recruitment through to investment in the development and growth of our employees we use our Values to describe what matters at Dechra. To maintain that integrity our employees are encouraged to contribute new items or blogs which demonstrate how our Values are being lived every day.

As the Dechra business grows through acquisition, we have recognised the importance of onboarding new employees into the Dechra way and enabling them to share and build on our Values as a route to unlocking value and success.

➔ Read more on pages 58, 99 and 100



The Importance of Our Stakeholders

Engagement with stakeholders is a vital component of our long term sustainability and success, and helps make the business stronger and more resilient. We have identified six key stakeholder groups that we believe are important to engage with regularly to continue to make Dechra successful:

- **People:** our employees are our greatest asset and we aim to make Dechra a great and safe place to work by attracting, retaining and developing talent;
- **Veterinary Professionals:** we engage with veterinary professionals to improve animal health and welfare through the use of our innovative and effective products supplemented by daily engagement with our people, utilisation of the Dechra Academy, lunch and learns and technical support helpline;
- **Shareholders:** engagement is key to instilling trust and confidence, whilst also facilitating informed investment decisions;
- **Suppliers:** we aim to trade with honesty and integrity, and to source sustainable, ethically produced, quality raw materials and finished products;
- **Communities:** we believe it is important to give something back to the communities in which we operate; and
- **Regulatory Authorities:** it is vital to our business that our products meet the highest possible safety and quality standards and we work collaboratively with the relevant bodies worldwide.

➔ Read more on pages 58 to 66

Our Integrated Approach to Sustainability

This year, we have made a change to how we think about and present the interaction between our corporate strategic enablers and our Sustainability strategy. Rather than ESG being a standalone Strategic Enabler we have taken the opportunity to reposition our Sustainability strategy such that it now serves as a fundamental underpin to delivering our corporate growth strategy and, ultimately, our Purpose.

➔ Read more on pages 33 and 67

Our Impact

Since 2020, we have chosen to link our Sustainability strategy to the United Nations Sustainable Development Goals. This allows us to contribute to a number of goals through our Making a Difference plan.

