Europe’s largest and fastest-growing vet group

IVC Evidensia is Europe’s largest veterinary care provider with a network of clinics, hospitals and out-of-hour centres based across 11 countries employing 19,000 staff. We invest in our people, premises and processes to provide clinical excellence.

World-class veterinary care delivered locally
Founded in 2011, we have grown rapidly by offering vets a unique and innovative working environment, promoting the highest standards of care while retaining clinical freedom and the flexibility of local service delivery.

Our mission is bringing people together to make animal care better
We believe the best veterinary practices are those led by local teams, which is why we are pioneers in developing our people, investing in continuous professional development through education, defining best clinical standards and our celebrated Graduate Academies.
Advised by our Clinical Boards we ensure the best treatments and medicines are available for our clinicians, backed up by expert advice.
We promote the responsible use of antibiotics, raise awareness of infection prevention and champion many animal welfare issues.

Our purpose is, simply, healthy animals and happy owners.
An extensive network of clinics and hospitals across 11 countries

Our growing network of first opinion, referral and out-of-hours practices work together in redefining exceptional veterinary care across Europe.

Countries in which we operate:

- Belgium
- Denmark
- Finland
- France
- Germany
- Ireland
- Netherlands
- Norway
- Sweden
- Switzerland
- United Kingdom

20,000 employees, of which over 4,200 are vets
We grow because of our values

We are the fastest growing veterinary group in Europe because we offer vets a better way of working.

Our principles
Our whole business is built around six key principles:

- **Belief in people**
  The success of a practice is down to the individuals that work there. That’s why we invest in continuous professional development for all IVC Evidensia staff.

- **Clinically led practices**
  We believe that the best practices are led by our vets and we want it to stay that way. That’s why we place so much emphasis on our clinical boards.

- **Investment in your practice**
  We invest our money in refurbishments, facilities, equipment and technology so that our clinics can provide the best possible patient care.

- **An independent spirit**
  Our clinics are the heart of the community and we want it to stay that way. We always keep the spirit of the original practice intact.

- **Exceptional care**
  We know the primary concern is delivering the best possible care. That’s why IVC Evidensia practices always put their patients first.

- **Sharing expertise**
  We are incredibly proud of the depth of talent among our referral clinicians, as well as their state-of-the-art facilities.

‘Exceptional, affordable care’

We offer our clients across Europe access to high quality treatment and care, backed up by our commitment to value and service delivery.

IVC Evidensia healthplan members

<table>
<thead>
<tr>
<th>Year</th>
<th>Members</th>
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<tbody>
<tr>
<td>2011</td>
<td>500000</td>
</tr>
<tr>
<td>2015</td>
<td>450000</td>
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<tr>
<td>2019</td>
<td>400000</td>
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IVC Evidensia in numbers

Being the largest and fastest growing veterinary group in Europe, our statistics are growing on a daily basis.

From a small group of practices in the UK and Sweden in 2011 to a network spanning 11 countries, IVC Evidensia has come a long way in just a few years.

These figures illustrate our fast and sustained growth as both the leading veterinary services provider and largest employer within the European veterinary industry.

- Total number of referral specialists in the group - 265 of which are diplomates
- The total number of MRI and CT scanners the group had access to in July 2019 - 87
- Referral centres, referral hospitals and out-of-hours sites - 129
- Number of employees across Europe continues to grow each year and every month - 19,000
- New clients turn to IVC Evidensia every day so that we can help them give their pets the best possible lives - 1,500
- Of our vets are working in 11 countries, treating small animals, horses and livestock every day - 4,238

customers rely on practices within IVC Evidensia to serve their pets’ healthcare needs.

...and counting. The number of employees across Europe continues to grow each year and every month.

...new clients turn to IVC Evidensia every day so that we can help them give their pets the best possible lives.

of our vets are working in 11 countries, treating small animals, horses and livestock every day.
The strength of our group lies in its people

IVC Evidensia has always been veterinary led with a focus on clinical excellence.

IVC Evidensia’s international Group Veterinary Medical Board supports each country’s clinical board in regard to evidence-based care, quality assurance and medical strategies. It provides IVC Evidensia with a forum to discuss, advise and decide on clinical matters related to the group as a whole.

We build and implement common core support processes to gain coherency and transparency, letting our clinics focus on what they do best, putting patients and customers first.

We create long-term value by investing in our people, practice and systems to deliver exceptional veterinary care and sustainable organic growth. We create our future through innovation and diversification.

“If we can be seen as a positive influence across the whole profession, why wouldn’t we aspire to that?”

ALISTAIR CLIFF – MEMBER OF THE GROUP VETERINARY MEDICAL BOARD
Leadership team

As well as boasting numerous veterinarians amongst their ranks, IVC Evidensia’s leadership team are based across Europe and come from a wide variety of professions.

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<tr>
<th>Management Team</th>
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<tbody>
<tr>
<td>Stephen Clarke – CEO</td>
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<tr>
<td>Stuart Caton – CCO, Vice President</td>
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<tr>
<td>Russell Trenter – COO</td>
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<tr>
<td>Paul Kenyon – CFO</td>
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<tr>
<td>Lisa King – Group HR Director</td>
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<tr>
<td>Marlene Areskog – Group Veterinary Medical Board</td>
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<tr>
<td>Karl Skarman – Chief Digital Officer</td>
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<tr>
<td>Ashley Hewson – CIO</td>
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<tr>
<td>Catharina Burch – Head of Communications</td>
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<td>Graham Avent – Director of Marketing</td>
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<th>Board</th>
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<tbody>
<tr>
<td>Kate Swann – Chair</td>
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<tr>
<td>Jarl Dahlfors</td>
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<tr>
<td>Erik Lindgren</td>
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<tr>
<td>Bernard Meunier – Nestlé Purina</td>
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<tr>
<td>Per Franzen – EQT</td>
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<td>Ali Farahani – EQT</td>
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<th>Country Managers</th>
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<tr>
<td>Paul Cowling – CEO, UK &amp; Ireland</td>
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<tr>
<td>Johan Wiklund – CEO, Sweden</td>
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<tr>
<td>Michiel van Silfhout – CEO, Netherlands &amp; Belgium</td>
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<td>Jukka Toivanen – CEO, Finland</td>
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<td>Christoph Danzer – CEO, DACH</td>
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<td>Cecilie Yttreeide – CEO, Norway</td>
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<td>Ulla Pless – CEO, Denmark</td>
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<td>Patrick Govart – CEO, France</td>
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Find out more information on all of the team members at ivcevidensia.com
People development

The IVC Evidensia Academy is where our employees grow and develop their skills and knowledge. It allows each staff member to choose their own career path. Be it clinical or non-clinical, practical or lecture-based - the IVC Evidensia Academy is the home of learning and development.

IVC Evidensia Academy courses and programmes are targeted at all members of the Practice Team wanting to develop their skills within chosen fields.

Our courses and training programmes are offered across a range of European countries and include several international programmes, including the IVC Evidensia Graduate Academy.

Our Key Strategic Priorities are the basis of everything we do:

- Develop careers through Learning & Development
- Develop digital capacity that enables access to responsive, flexible learning
- Develop partnerships that facilitate access to high quality, credible & accredited clinical development
- Promote the wellbeing of our staff

“Our aim is to train our teams to be the best in their field and excel in their career.”

STEPHEN CLARKE – GROUP CHIEF EXECUTIVE

662 Total number of graduates through our graduate programme since 2014

10,795 Delegate days delivered in 2019
Caring is core to our success

At IVC Evidensia, we share a common vision, mission, customer promise, purpose and group strategy across all clinics throughout Europe.

We build and implement common core support processes to gain coherency and transparency, leaving our clinics to focus on what they do best, putting patients and customers first.

We create long-term value by investing in our people, practice and systems to deliver exceptional veterinary care and sustainable organic growth. We create our future through innovation and diversification.

We Care
- We care for animals and people, keep our promises, treat each other with decency and respect.

We Dare
- We dare to innovate, encourage entrepreneurial thinking and identify opportunities to succeed in a changing world.

We Share
- We share knowledge, best practice and make decisions based on trust, dialogue, commitment and engagement.

Our Vision
Building the world’s best veterinary group.

Our Mission
Bringing people together to make animal care better.

Customer Promise
World-class veterinary care delivered locally.

Purpose
Our purpose is healthy animals and happy owners.

Group Strategy
We acquire great veterinary clinics that share our values and want to build their future with us.

A more detailed timeline of our company history, growth and milestones can be found at ivcevidensia.com.
One IVC Evidensia
for the future

Values
We care
We dare
We share

Mission
Bringing people together to make animal care better.

Vision
Building the world’s best veterinary group.

Purpose
Our purpose is healthy animals and happy owners.

Group Strategy
Acquire, build, and create.

Customer Promise
World-class veterinary care delivered locally.