

# IVC Evidensia

MEDIA PACK



# Europe's largest and fastest-growing vet group

IVC Evidensia is Europe's largest veterinary care provider with almost 1,400 practices, 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.**

2019 Annual  
Proforma Sales

**c£1,250m**

CAGR

(Sept 14 - Sept 19 Proforma Sales)

**>40%**

Like-for-like organic  
growth in the  
12 months to  
December

**8%**

Please note all figures quoted in this media pack are company estimates.



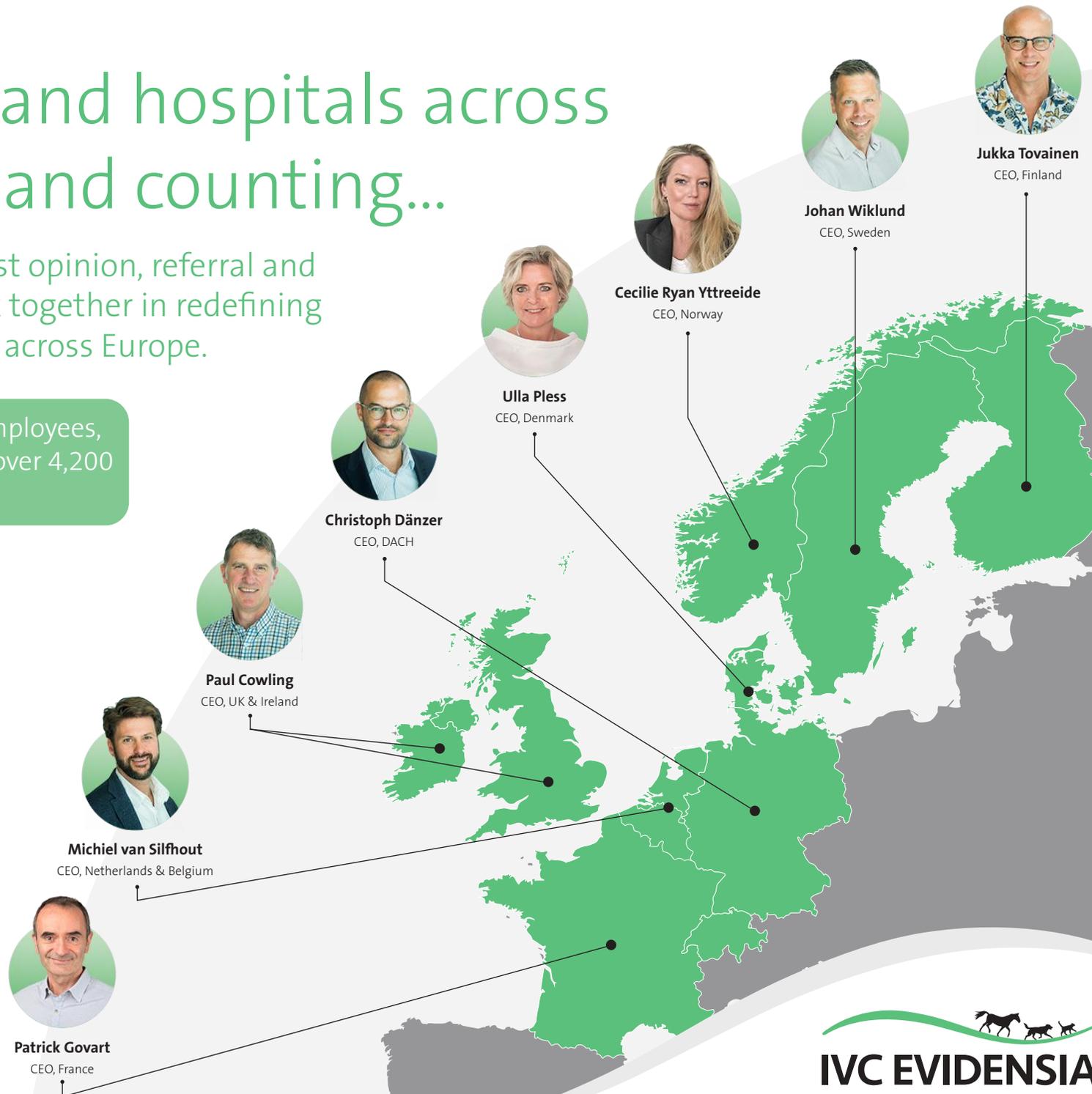
# 1,371 clinics and hospitals across 11 countries and counting...

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

## Our clinic and hospital figures by country:

-  Belgium: 12
-  Denmark: 8
-  Finland: 40
-  France: 5
-  Germany: 21
-  Ireland: 14
-  Netherlands: 227
-  Norway: 23
-  Sweden: 65
-  Switzerland: 5
-  United Kingdom: 951

19,000 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.



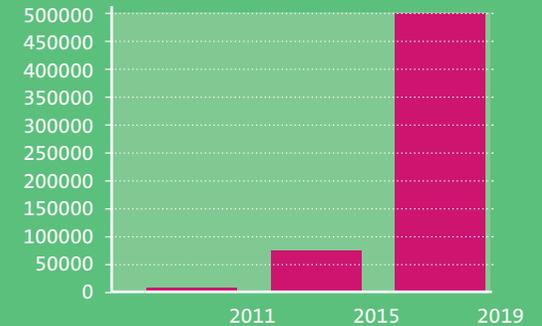
### Sharing expertise

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



# 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.



2.82m

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



19,000

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



1,500

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

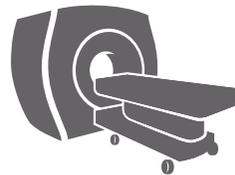


4,238

of our vets are working in 11 countries, treating small animals, horses and livestock every day.

265

Total number of referral specialists in the group  
- 106 of which are diplomates



87

The total number of MRI and CT scanners the group had access to in July 2019



129

Referral centres, referral hospitals and out-of-hours sites

# 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.

Group veterinary advisors and Medical Directors help local clinical teams by using their years of experience to influence policy and practice at every level.

“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

## IVC Evidensia's Group Veterinary Medical Board



**Marlene Areskog**

DVM, PhD, Country Medical Director Sweden and GVMB chair



**Alistair Cliff**

BVM & S CertAVP MRCVS, Clinical Board UK



**Edward Davies**

BVSc MRCVS, Chairman Clinical Board UK



**Anette Spohr**

DVM PhD, Country Medical Director Denmark



**Robert Höpfner**

DVM, DIPL. ECVEM-CA, Clinical Board, Germany



**Monica Heggelund**

DVM, Country Medical Director, Norway



**Mirja Kaimio**

DVM, National Specialist, Clinical Board Finland



**Reto Neiger**

DECVIM-CA, DACVIM, PhD, Country Medical Director DACH

# 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.

## Management Team

David Hillier – CEO

Stuart Caton – CCO, Vice President

Russell Trenter – COO

Paul Kenyon – CFO

John Leighton-Jones – Group HR Director

Marlene Areskog – Group Veterinary Medical Board

Karl Skarman – Chief Digital Officer

Ashley Hewson – CIO

Catharina Burch – Head of Communications

Graham Avent – Director of Marketing

## Country Managers

Paul Cowling – CEO, UK & Ireland

Johan Wiklund – CEO, Sweden

Michiel van Silfhout – CEO, Netherlands & Belgium

Jukka Toivanen – CEO, Finland

Christoph Danzer – CEO, DACH

Cecilie Yttreide – CEO, Norway

Ulla Pless – CEO, Denmark

Patrick Govart – CEO, France

## Board

Kate Swann – Chair

Jarl Dahlfors

Erik Lindgren

Bernard Meunier – Nestlé Purina

Per Franzen – EQT

Ali Farahani – EQT

Find out  
more information  
on all of the team  
members at  
[ivcevidensia.com](http://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.”

DAVID HILLIER – 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 for 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.



**Our Vision**

Building the world's best veterinary group.

**Our Mission**

Bringing people together to make animal care better.

**Customer Promise**

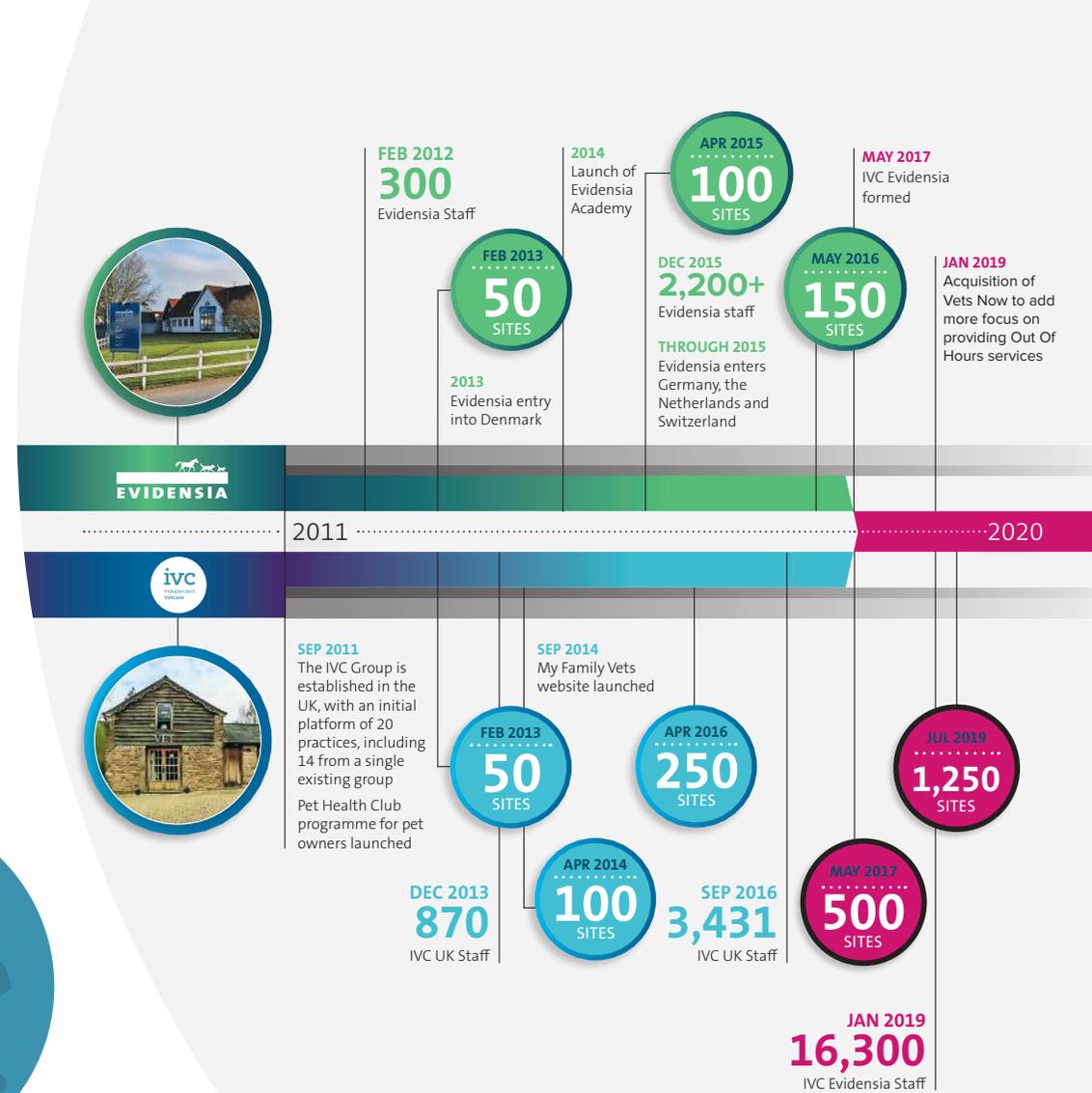
World-class veterinary care delivered locally.

**Purpose**

Our purpose is healthy animals and happy owners.

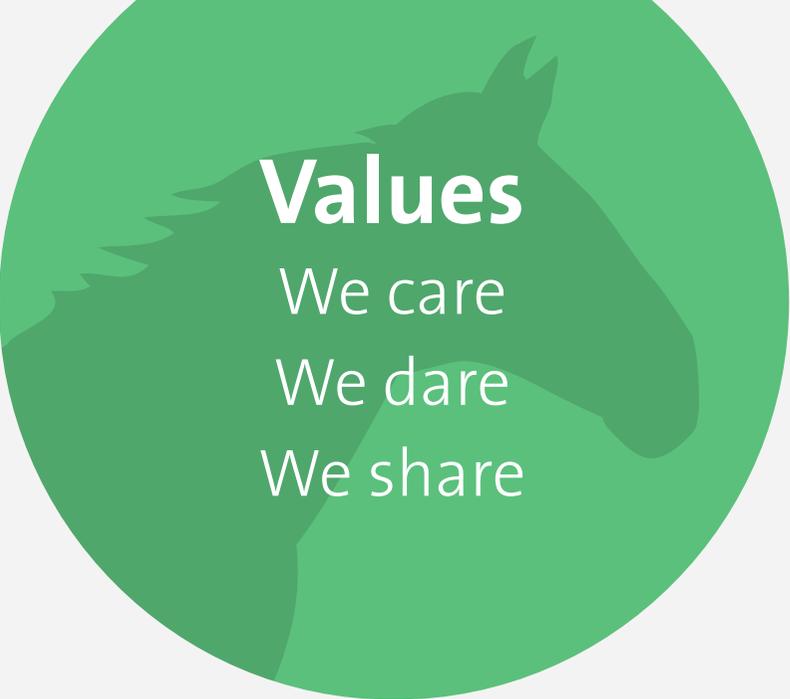
**Group Strategy**

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](http://ivcevidensia.com).





## Values

We care  
We dare  
We share



## Mission

Bringing  
people together  
to make animal  
care better.



## Vision

Building the  
world's best  
veterinary group.

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# One IVC Evidensia for the future

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## Purpose

Our purpose is  
healthy animals and  
happy owners.



## Group Strategy

Acquire, build,  
and create.



## Customer Promise

World-class  
veterinary care  
delivered locally.