



## **Stephen Fry**

Independent Member of the Board of Directors  
Lonza Group Ltd

Stephen Fry has been an Independent Member of the Board of Directors of Lonza Group Ltd since 2026.

Stephen spent more than three decades at Eli Lilly and Company. During his tenure, he held a broad range of international, operational and executive leadership roles, ultimately serving as Executive Vice President and Chief Human Resources Officer (CHRO) from 2011 to 2022. In this role, he led large-scale organizational transformation, shaped high-performance cultures and helped navigate the company through significant change.

Stephen holds a Bachelor of Science in Computer Information Systems from the University of Indianapolis. He was inducted as a fellow of the US National Academy of Human Resources in 2020.

Stephen is a Member of Lonza’s Audit and Compliance Committee, which is responsible for overseeing the systems of internal control and financial reporting, and compliance with laws and regulations, including the reporting and assurance process for ESG.

He is also a Member of the People and Governance Committee, which is responsible for overseeing governance, talent development, and succession planning for the Board and Executive Committee.

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## **Career**

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### **Current Activities and Functions**

#### **Public Company Boards**

2026 – present      Independent Member of the Board of Directors, Lonza Group Ltd

#### **Further Activities and Functions**

2023 – present      Senior Advisor, CHRO Association

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2012 – present      Member of the Board of Trustees, University of Indianapolis (Chair of the Board from 2017 to 2019)

## Former Activities and Functions

2022 – 2025      Member of the Board, National Academy of Human Resources  
2016 – 2022      Member of the Board, CHRO Academy  
2015 – 2022      Member of the Board, Center on Executive Compensation  
2011 - 2022      Executive Vice President and CHRO, Eli Lilly and Company  
2012 - 2018      Member of the Board, Make-A-Wish Foundation Ohio, Kentucky and Indiana  
2010 - 2011      Vice President, Human Resources Bio-Medicines and International Business Units, Eli Lilly and Company  
2007 - 2009      Vice President, Human Resources Intercontinental and Japan, Eli Lilly and Company  
2004 - 2007      General Manager, Australia and New Zealand, Eli Lilly and Company  
1987 - 2003      Various roles in Human Resources and IT, Eli Lilly and Company

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## Education

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BS, Computer Information Systems, University of Indianapolis (US)