

DAME ANITA FREW

Major Career Roles

Chair, Rolls-Royce plc
Chair, Croda International plc
Chair, Victrex plc
Deputy Chair, Lloyds Banking Group plc

Other Career Highlights

Senior Independent Director, Aberdeen Asset Management plc
Senior Independent Director, IMI plc
Director, BHP plc and BHP Ltd
Director, Northumbrian Water Ltd
Executive Director, Abbott Mead Vickers plc
Director of Corporate Development, WPP Group plc
Director, Gate Theatre
Director, Donmar Warehouse Ltd

Dame Anita Frew currently serves as Chair of Rolls Royce Holdings plc (since 2021) – the first woman to assume the role in the company's 115 year history –and was the Deputy Chair and Senior Independent Director of Lloyds Banking Group (until 2020). She was previously Chair of Croda International plc (2015-2024) and of Victrex (2008-2014). She has held non-executive director roles at BHP, Northumbrian Water, IMI plc, and Aberdeen Asset Management.

An accomplished executive, Dame Anita began her career at the Royal Bank of Scotland and Scottish Provident, progressed to Director of Corporate Development at WPP, then became an Executive Director at Abbott Mead Vickers plc and founded Frew McMaster, her own investor relations consultancy.

Over three decades, she has demonstrated a rare ability to balance creative strategy, stakeholder engagement, and rigorous governance across various industries. At Rolls-Royce, Dame Anita has steered pivotal board-level decisions – including CEO appointments, financial planning, and post-pandemic recovery – during a period of intense strategic challenge.

At Croda, she led the chemicals group through growth and capital repositioning, while maintaining board focus on innovation, sustainability, and rigorous governance. Her tenure at Lloyds further reflects her depth in risk oversight, remuneration structuring, and large-scale governance of financial services.

She brings deep cross-sector expertise in:

• Industrial & aerospace governance – board leadership amid technological disruption, capital restructuring, and executive succession.

• Chemical & technology board oversight – chairing globally innovative companies while aligning R&D, investor priorities and ESG agendas.

• Financial services & risk governance – stewarding major banks through post crisis restructuring, risk committees, and stakeholder accountability.

• Strategic communications & stakeholder management – Informed by early advisory experience and governance leadership across diverse sectors.

Dame Anita was appointed DBE in 2023 for her services to business and the economy. She is an honorary DSc from Aberdeen and a former adviser to the Prime Minister's Business Council – a trusted mentor and boardroom presence known for blending strategic insight, cultural fluency, and unwavering institutional integrity.