

STUART FLETCHER

Major Career Roles

Group CEO, British United Provident Association Ltd (Bupa)
Regional President, Diageo International
Regional Managing Director, Guinness Americas & Caribbean, Guinness Brewing Worldwide Ltd
Global Finance Director, Guinness Brewing Worldwide Ltd
Regional Managing Director, Pacific Region, United Distillers Ltd
Chief Financial Officer, Schenley Inc

Other Career Highlights

Chair, Chrysalis Health Ltd (isosconnect)
Non-Executive Director, Smartgate Solutions Ltd (Radar Healthcare)
Non-Executive Director, Huma Therapeutics Ltd
Board Member, Moët Hennessy group
Trustee (and interim Chair), The Hepworth Wakefield
Trustee, Pancreatic Cancer UK
Trustee, United World Schools

Stuart Fletcher is a globally experienced business leader, chair and mentor whose executive career culminated as Group CEO of Bupa, the international health and care company. Over four years in that role, he led an 84,000-strong workforce serving 32 million customers in 190 countries, with major operations in the UK, Australia, Spain, Poland, New Zealand and Chile, as well as Saudi Arabia, Hong Kong, India, Thailand and the US. Leading a mutual organisation without shareholders, he focused on reinvesting profits to expand access to healthcare and deliver on Bupa's purpose of "Longer, healthier, happier lives".

Before joining Bupa, Stuart spent 26 years in senior leadership positions at Diageo plc. As President of Diageo International (2004–2011) and previously President of Key Markets (2000–2004), he was responsible for driving growth, brand development and performance across a wide range of geographies and categories. Earlier general management and finance roles took him to Japan, the US and Hong Kong, strengthening his experience of leading across cultures and regulatory environments. His early career was with Procter & Gamble in the UK in a series of financial roles, building the analytical and commercial foundations that have underpinned his leadership ever since.

Today, Stuart holds a varied portfolio of governance, advisory and investment roles and is an active mentor to CEOs and senior executives. He has served as Chair of Radar Healthcare, and as a non-executive director of Huma Therapeutics Ltd and is an adviser to Abstract Ice and sofi health Ltd. He is also an active angel investor with 24Haymarket and on a direct basis and a Fellow of the Association of Chartered Certified Accountants. Across these roles, he brings a combination of disciplined financial thinking, deep operational experience and a strong belief in purpose-driven performance.

Stuart brings deep cross-sector expertise in:

• Global health & consumer businesses – leading Bupa as Group CEO and driving international growth and performance at Diageo across multiple markets.
• Strategy, growth & transformation – reshaping businesses and portfolios through shifts in geography, customer focus and organisational design.
• Board leadership, investing & scale-ups – chairing and advising privately owned and growth-stage companies, and investing in early-stage ventures.
• Finance, performance & stakeholder alignment – applying a strong financial and governance lens to align purpose, performance and stakeholder expectations.

He is valued for his calm, grounded style, his ability to support leaders through transition and growth, and his practical insight into what it takes to build and sustain high-performing teams and organisations over time.