



# LUISA DELGADO

## MAJOR CAREER ROLES

**Chair**, Swarovski International Holding AG

**Chair and Lead Operating Director**, Schleich GmbH (Partners Group)

**Vice Chair**, Barclays Bank Suisse Private Banking

**Independent Director**, INGKA/IKEA

**Independent Director and Chair**, DIA Group

**Independent Director**, Telia AB and Fortum Oyj

**Independent Director**, Breitling (CVC and Partners Group)

**CEO**, Safilo Group SpA

## OTHER CAREER HIGHLIGHTS

**Executive Board member and CHRO**, SAP SE

**Divisional CEO/General Manager Nordic Region**, Procter & Gamble

**Lead Independent Non-Executive Director**, Arysza AG

**Independent Non-Executive**

**Director**, AO World plc

**Independent Non-Executive**

**Director**, Zertus GmbH

Luisa Delgado is currently Chair of Swarovski International Holding AG (since 2021) and Lead Operating Director at Schleich GmbH (since 2019). She also holds non-executive roles as Vice Chair of Barclays Bank (Suisse) and Independent Director at Ikea/Ingka Group, Telia Company, Fortum Oyj, DIA Group, as well as Board Member of Breitling.

Her executive career includes leading global organisations in luxury and FMCG, serving as CEO of Safilo Group (until 2018), the world's second-largest premium eyewear company, steering digital innovation and operational turnaround. Earlier, she was an Executive Board Member and CHRO at SAP SE and earlier led Procter & Gamble in the Nordics as both regional CEO and HR VP for Western Europe, building a strategic and people-centred culture across multiple countries.

As a mentor and governance expert, Luisa actively engages in global corporate counsel. She is a member of the INSEAD Corporate Governance Council and has supported high-potential leaders, CEO succession candidates, and boards across digital, luxury, and start-up ecosystems.

She brings deep cross-sector expertise in:

- Luxury goods & consumer transformation – integrating digital strategy and operational excellence at scale
- Board governance & compensation strategy – serving on FTSE-listed, family-owned, and private-equity platforms with a focus on value creation
- Leadership & organisational culture – scaling people-first leadership through industrial, tech, and retail sectors
- Mentoring & chair-level advisory – advising globally on board succession, governance frameworks, and strategic purpose

Fluent in seven languages and trained in law (LL.B. University of Geneva; LL.M. King's College London), Luisa is also a lifelong learner in the arts, culture, and emerging technologies. She exemplifies an agile, inclusive leadership style rooted in purpose, resilience, and governance integrity.