



Adriana Zupa-Fernandez

Director of ESG-Sustainability
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With 20 years of experience in the pharmaceutical sector, Adriana Zupa-Fernandez is a global leader and Executive MBA with a focus on science and sustainability. She currently has assets in the clinic to treat multiple autoimmune diseases. Adriana has worked as a Biologist to discover small molecule therapies and has also managed clinical trials. Passionate and driven, she has proven herself in getting first-in-class assets from the discovery space to the clinic. While a scientist, Adriana was heavily involved in driving workplace equality, co-creating policies and guidelines for underrepresented groups, and leading DEI efforts. She has taken that innovative approach and parlayed it into serving as a leader for both Corporate Diversity & Inclusion and Global Sustainability, creating impactful global teams from the ground up. Her bold vision, empathetic leadership style, and dedication to positive change have enabled her to drive employee representation, environmental stewardship, and intersectional strategies. She is an advocate, trailblazer, and author of multiple publications and serves as Bristol Myers Squibb's Director of Global Sustainability Strategy and Operations.