



## Five Things to Know About

# Andrew Gregory

Senior Vice President, Global Franchising and Development

Andrew Gregory will serve as Senior Vice President, Global Franchising and Development, continuing to oversee global franchising while also leading global development as we look to grow restaurant units around the world.

Here's what you should know about Andrew and what he'll bring to the role!

- 01 He's learned a lot from visiting restaurants across McDonald's markets this past year.** Since becoming Senior Vice President, Global Franchising Officer last year, Andrew has met crew members, field employees and franchisees in many markets around the world. During those visits, he's learned more about all the incredible ways our local restaurants and franchisees are uniquely serving their communities and how we can continue to improve the way we manage franchising. Many of the discussions on the need to improve franchising are directly connected to the opportunity to open more profitable McDonald's restaurants.
- 02 He knows what it takes to run great restaurants.** Andrew began his McDonald's career at age 19, working as a crew member while attending university in Australia. He credits that early crew experience as having the strongest influence on his McDonald's trajectory. He remembers the job as hard work, but also foundational and fun, working alongside crew who ultimately became friends. Andrew believes that a strong restaurant manager and well-trained crew and shift managers are the secret ingredients to happy customers.
- 03 He believes our franchising system gives McDonald's a competitive advantage.** Why? Because of the talent and passion of our franchisees around the world. He's looking forward to continuing to work with owner/operators to achieve further shared success and maintain McDonald's greatness in franchising.
- 04 He's laser focused on serving our customers.** Andrew has seen how we can move fast and work effectively across each of the stool's three legs – franchisees, suppliers and employees. He points to all the ways we've stayed focused on keeping our people and customers safe while continuing to grow the business.
- 05 He's got a clear vision for the future.** Accelerating the pace of restaurant openings and growing McDonald's franchise system is central to that vision! Andrew believes the success of our System relies on a strong relationship between franchisees and franchisor. He looks forward to maintaining transparent communication, with a willingness to empathize and understand common objectives as the business – and our franchisees around the world – continue to grow. Andrew says this model will allow McDonald's to capitalize on the 4th "D" and successfully open more McDonald's restaurants in communities around the world.

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I am proud of how our people and franchising system deliver record results for McDonald's and look forward to continuing to support teams across the world as we unlock new opportunities. I'm particularly energized by our current opportunity to open more restaurants, which will allow us to meet our customer demand and bring McDonald's to more communities around the world. In particular, a new restaurant provides amazing opportunities for our franchisees and our restaurant managers to grow and develop their careers.”

– Andrew Gregory

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Andrew knows what it takes to keep our franchising system strong. He is dedicated to creating a positive impact and deep connections at our restaurants, while leading with a customer-centric mindset. Opening new restaurants helps us deliver on our strategy and provide more McDonald's opportunities for each leg of our three-legged stool. Andrew is the right leader to guide McDonald's franchising into a new phase of Restaurant Development.”

– Chris Kempczinski



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## Career Highlights

- 2023** Senior Vice President, Global Franchising and Development
- 2022 - 2023** Senior Vice President, Global Franchising Officer
- 2014 - 2022** Managing Director and CEO, McDonald's Australia and New Zealand
- 2012 - 2014** Chief Financial Officer, McDonald's Australia and New Zealand
- 2010 - 2012** SVP, Chief Restaurant Support Officer, McDonald's Japan

## Key Accomplishments & Notable Achievements

### Senior Vice President, Global Franchising Officer

- Built strong engagement and alignment across the markets to drive a world class approach to franchising at McDonald's.
- Worked with markets to share best practices, which has resulted in a stronger pipeline of new Franchisee recruitment while driving improved diversity in that pipeline.

### Managing Director and CEO, McDonald's Australia and New Zealand

- Delivered sustained growth in sales, profitability and market share, with coffee, delivery and digital sales among the most significant drivers of growth.
- Achieved strong results, including during COVID where, despite significant lockdowns, the Australian business achieved two-year growth of over 12%.
- Worked with operators, suppliers and stakeholders to drive strong growth during the COVID-19 pandemic.

### Chief Financial Officer (including Restaurant Development), McDonald's Australia and New Zealand

- Drove strong franchisee alignment on opening profitable new restaurants.
- Increased focus on driving sustainable restaurant margins.

### SVP, Chief Restaurant Support Officer, McDonald's Japan

- Oversaw the Operations, Supply Chain and Restaurant Development functions of the Japanese business.
- Focused the Development Team on opening Gold Standard Drive Thru restaurants and opened 120 new restaurants in 2010.
- Played a key role in leading the business out of the earthquake crisis in March 2011.

## Education

Bachelor of Economics – Monash University  
Master of Business Administration

## Personal Facts

- He started his McDonald's career as a crew member at age 19
- Married with two daughters



His favorite McDonald's menu item is the **Big Mac**.

