

McDonald's Senior Leadership Team | 2023



Chris Kempczinski

President and Chief Executive Officer
7 Years at McDonald's

As President and CEO of McDonald's, Chris is responsible for driving McDonald's growth strategy, Accelerating the Arches, and ensuring that the Company's values are embedded throughout the System as the filter through which all our business decisions are made, bringing its corporate purpose – to feed and foster community – to life. Prior to becoming CEO, Chris served as President of McDonald's USA, leading the business operations of approximately 14,000 McDonald's restaurants throughout the United States. Chris joined McDonald's in 2015 as Executive Vice President, Strategy, Business Development and Innovation. In this role, he worked closely with our business leaders and franchisees to identify innovative new ideas and best practices to a system growth. Chris has more than 25 years of experience working in premier global consumer companies.



Skye Anderson

President, Global Business Services
23 Years at McDonald's

Skye Anderson serves as President, Global Business Services (GBS), responsible for finding ways to leverage McDonald's size and scale to drive efficiencies, while improving the effectiveness and overall experience for our people within the McDonald's System. A proven finance and operations leader, Skye spent the first 17 years of her McDonald's career in Finance culminating in her role as CFO of McDonald's Australia, when she was offered the opportunity to join McDonald's USA in 2017 to broaden her career into general management. During her six years working in the U.S. market, Skye served as Field Vice President of the Walnut Creek Field Office, leading a team that delivered strong business results for 1,200 restaurants in Alaska, California, Guam, Hawaii, Idaho, Nevada, Oregon, and Washington. In January 2020, Skye was promoted to West Zone President, McDonald's USA. In this role, she led strategy, operations, talent and brand development to drive long-term growth for more than 5,700 McDonald's restaurants across the Western United States.



Jon Banner

Executive Vice President, Global Chief Impact Officer
~1 Year at McDonald's

As Executive Vice President and Global Chief Impact Officer, Jon is leading the effort to harness the unmatched scale and reach of McDonald's to affect purposeful change around the world. With presence in nearly 40,000 local communities across 100+ countries, McDonald's is uniquely positioned to drive action in four key areas of focus: food quality and sourcing, our planet, community connection, and jobs, inclusion and empowerment. Prior to McDonald's, Jon spent 10 years at PepsiCo, one of the world's largest food and beverage companies. There he served in a similar capacity, responsible for the Communications function and the PepsiCo Foundation, and worked closely with the company's Sustainability and Government Affairs teams. Prior to PepsiCo, Jon spent the majority of his career at Disney/ABC, traveling the world as the Executive Producer on some of the most influential news programs, including "World News Tonight" and "This Week", winning numerous Emmy Awards for groundbreaking coverage.



Ian Borden

Executive Vice President, Global Chief Financial Officer
28 Years at McDonald's

As Global Chief Financial Officer, Ian oversees McDonald's accounting, internal audit, treasury, tax, global franchising, global business services and investor relations functions, and as a member of McDonald's senior leadership team, he works to position McDonald's for long-term enduring success. As CFO, Ian sets financial direction and develops strategies designed to drive sustained, profitable growth for the company and enhance value for stakeholders. Ian has spent more than 25 years at McDonald's leading markets and functions globally. Most recently, Ian served as President, International, overseeing International Operated Markets (IOM) – all wholly-owned markets outside of the U.S. – and International Developmental Licensed (IDL) markets – the more than 80 markets in which McDonald's has licensed its franchising rights to strategic partners. Prior to that, he led the International Developmental Licensed Markets, where he was responsible for 46 developmental licensees (DLs) across more than 80 markets around the world, including Brazil, China, India and Philippines, which continue to represent the majority of McDonald's new restaurant growth globally. Ian previously served as Vice President and Chief Financial Officer for Asia-Pacific, Middle East and Africa, and as the Regional Vice President of Europe's East Division.

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Heidi Capozzi

**Executive Vice President,
Global Chief People Officer**

3 Years at McDonald's

As McDonald's Executive Vice President and Global Chief People Officer, Heidi Capozzi oversees the company's human resources operations around the world. In this role she leads Corporate Employee Relations, Diversity, Equity, and Inclusion, Total Rewards, and Talent Management among other areas. Heidi began her career at McDonald's in April 2020. She joined McDonald's from The Boeing Company, where she served as Senior Vice President of Human Resources since 2016. At Boeing, Heidi led initiatives for 160,000 employees across a \$76 billion global enterprise and oversaw the company's leadership and learning, talent planning, employee and labor relations, total rewards, and diversity and inclusion initiatives. Prior to her time at Boeing, Heidi led human resources, internal services and quality for Insitu—a start-up pioneer in the design, development, production and operation of unmanned aircraft systems. In addition to Insitu, which is now a wholly-owned subsidiary of Boeing, Heidi held leadership roles in human resources and communications at Northrop Grumman and TRW's automotive and defense business.



Joe Erlinger

**President
McDonald's USA**

21 Years at McDonald's

Joe Erlinger is President of McDonald's USA, where he is responsible for the business operations of more than 14,000 McDonald's restaurants in the United States. Most recently, he served as President, International Operated Markets, with overall responsibility for McDonald's wholly-owned markets outside the U.S. Joe began his McDonald's career in Strategy and New Business Development in 2002. From there, he moved on to roles of increasing scope and responsibilities that included regional and international leadership such as Vice President & General Manager of the Indianapolis Region and Managing Director, McDonald's Korea. In 2015, he stepped into the Chief Financial Officer role for McDonald's High Growth Markets. From 2016 to 2018, Joe led the High Growth segment as President. He was responsible for 6,000 McDonald's restaurants across China, Hong Kong, Italy, Netherlands, Poland, Russia, South Korea, Spain, and Switzerland. During his tenure, the China and Hong Kong markets were converted to developmental licenses in the largest re-franchising transaction completed in McDonald's history.



Morgan Flatley

**Executive Vice President,
Global Chief Marketing Officer
and New Business Ventures**

8 Years at McDonald's

As Executive Vice President, Global Chief Marketing Officer and New Business Ventures, Morgan Flatley oversees our award-winning marketing efforts, as well as new business ventures that extend the reach of the McDonald's brand. Since joining McDonald's in 2017, Morgan has been the driving force behind some of the Brand's most inspired marketing campaigns. In 2020, as U.S. Chief Marketing & Digital Customer Experience Officer, she led her team to unleash world-class creative and harness the power of social media with bold, forward-thinking ideas. This approach led to initiatives such as the "Fan Truths" strategy and the record-breaking "Famous Orders" collaborations, resulting in dozens of creative excellence awards. Morgan was named to the Forbes World's Most Influential CMOs list for three consecutive years, rising to #5 worldwide in 2022. She has also been recognized with Adweek's most prestigious honor, Brand Genius, and she was named Advertising Woman of the Year by the Chicago Advertising Federation.

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Marion Gross

**Executive Vice President,
Global Chief Supply Officer**
30 Years at McDonald's

Marion oversees McDonald's Global Supply Chain and is responsible for developing and executing sustainable sourcing strategies across the company's supply chain footprint. In this role, Marion and her team ensure relationships with suppliers are based on transparency, inclusion and trust, which lead to strong business performance and a unique competitive advantage for the McDonald's System. Her team leverages the scale of \$50 billion spend in food, packaging, logistics, toys, technology, equipment and other services while driving safety, quality and sustainability leadership in the industry. They also work closely with McDonald's Global Impact Team to implement actions that drive resilience and brand trust in service of the company's purpose to feed and foster communities. Previously, Marion served as Senior Vice President and Chief Supply Chain Officer, North America, where she was responsible for executing the strategic direction of McDonald's Supply Chain, including the oversight of nearly \$14 billion in food and beverage, equipment, packaging and premiums, and distribution for more than 15,000 restaurants across the U.S. and Canada. Marion was recognized by the National Diversity Council for being one of Illinois' 2012 Most Powerful and Influential Women and has been recognized by Black Enterprise as one of the 50 most powerful women in corporate America, 2015, Most Powerful Women in Business, 2017, 300 Most Powerful Executives in Corporate America, 2018, one of the Most Powerful Woman in Corporate America in 2019, a 2019 CNN Risk Taker and a 2019 Chicago United Business Leader of Color.



Jill McDonald

President, IOM
10 Years at McDonald's

As President, International Operated Markets (IOMs), Jill oversees our five largest wholly-owned international markets and our IOM Business Unit, consisting of our remaining wholly-owned international markets. Jill began her career as a marketing trainee at Colgate Palmolive and later joined British Airways, rising through the company to eventually lead Global Marketing. She first joined McDonald's as Chief Marketing Officer for our UK business and Northern Europe. In 2010, Jill became the Managing Director for our UK business and President, Northern Europe, sustaining strong performance across all metrics of our company, including a strengthened brand, a reinvigorated employee experience and double-digit sales growth, all while fostering successful franchisee performance and engagement. After a highly successful tenure, Jill spent seven years outside of McDonald's, building on her deep marketing experience and leading several consumer-focused businesses including Halfords, Marks & Spencer Clothing & Home and Costa Coffee. She returned to the McFamily in 2022 to accelerate the next phase of the IOM segment's growth, elevating our marketing and creative excellence while enhancing our crew and customer experience to unlock new growth opportunities in the IOMs.



**Desiree
Ralls-Morrison**

**Executive Vice President,
Global Chief Legal Officer**
2 Years at McDonald's

As McDonald's EVP, Global Chief Legal Officer and Corporate Secretary, Desiree Ralls-Morrison oversees the company's global legal operations, responsible for supporting the company's strategies, anticipating and managing risk, and advancing McDonald's brand and values. She also advises both the Board of Directors and CEO. Before joining McDonald's, Desiree spent more than three years as General Counsel and Corporate Secretary at Boston Scientific Corporation, where she provided global legal leadership across all of its businesses, regions and functions. Prior to Boston Scientific Corporation, Desiree served as General Counsel and Corporate Secretary at Boehringer Ingelheim USA, Inc., and General Counsel of the Consumer Group at Johnson & Johnson. She began her career in litigation roles at the law firms of Kelley Drye & Warren LLP and Shipman & Goodwin LLP. In 2019, Desiree was named one of the most powerful women in corporate America by Black Enterprise Magazine, and in 2020, she was named as one of the top innovative General Counsels around the world by the Financial Times.

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Brian Rice

**Executive Vice President,
Global Chief Information Officer**

~1 Year at McDonald's

As McDonald's Executive Vice President and Global Chief Information Officer, Brian Rice manages the technology portfolio and partnerships that are transforming customer and employee experiences and accelerating business growth worldwide. The global technology organization powers the industry-leading capabilities – from restaurant and digital technologies to business infrastructure and cybersecurity. Brian is committed to building upon McDonald's accelerated growth through technology investments that will deliver the best experience for both customers and employees. This includes loyalty introducing new innovations like artificial intelligence and automated order taking, and modernizing data systems to move faster while improving the experience for customers and crew. Prior to joining McDonald's, Brian led enterprise technology teams at well-known brands and global businesses, including Kellogg Company, Mars, General Motors and Cardinal Health. Notably, as EVP, Chief Information Officer and Global Business Services at Cardinal Health, Brian completed one of the largest SAP implementations in the industry, to drive value throughout the company. Prior to, at Kellogg, Brian established the company's global Digital Marketing foundation, which allowed Kellogg to build relationships with consumers in a targeted and personalized way, including the creation of its loyalty program – Kellogg Family Rewards.



Jo Sempels

President, IDL

30 Years at McDonald's

As President of International Developmental Licensed Markets, Jo is responsible for the more than 80 markets in which McDonald's has licensed its franchising rights to strategic partners. His team works hand in hand with these 48 developmental licensees (DL) whose collective footprint includes 11,265 restaurants around the world. Jo has been part of the McDonald's System for almost 30 years, resulting in a deep knowledge of the McDonald's business and a true passion for understanding customers' needs. He is a strong advocate of the power of the McDonald's 'three-legged stool' and what can be achieved through collaboration between DL partners, suppliers, and corporate teams. Before stepping into his current role, Jo led the IDL European Business Unit from 2015 until 2018. While overseeing these 29 European markets and their more than 1,750 restaurants, Jo established a new structure and team for the European organization, resulting in consistently strong sales results. Jo started his McDonald's career as an intern in finance in Belgium in 1992. From here, he moved to roles of increasing scope and responsibility, before assuming the role of Managing Director for the Belgium market in 2001, and Managing Director for the Netherlands in 2005.



Manu Steijaert

**Executive Vice President
Global Chief Customer Officer**

21 Years at McDonald's

As McDonald's Executive Vice President and Global Chief Customer Officer, Manu Steijaert leads the Customer Experience team focused on transforming how customers engage with the McDonald's Brand. In this role, Manu oversees the company's Data Analytics, Digital Customer Engagement, Global Marketing and Global Restaurant Development and Restaurant Solutions teams, creating a more authentic and compelling experience at each physical and digital McDonald's customer touchpoint. Manu has been part of the McDonald's System for more than 20 years, with extensive knowledge of the company's global customer base and deep understanding of the needs of McDonald's customers. Most recently, Manu led McDonald's International Operated Markets (IOM) Business Unit, where he drove a customer-led and growth-focused approach to supporting the country leadership teams in 12 markets. From 2015 to 2019, Manu served as Managing Director in the Netherlands, during which the region generated significant growth in sales, guest counts, Operating Income and Owner Operator Cash Flow. Prior to this role, he was Vice President of Operations in France, overseeing the creation of the Experience of the Future program, which is currently deployed in all McDonald's restaurants worldwide. As the son of a former Belgian McDonald's Owner Operator, Manu's first restaurant experience dates back to 1987, when he worked as a crew member at his parents' restaurants.