Serve

We put our customers and people first



Martha Reid

Brianna Robertson

Nathalie Roulic

Ana Santos

Heidi Soto

Inna Siechko

Jeffrey Sowinski

Bozena Szkutnik

Setsuko Tanimoto

Kenneth Urbanski

Yuri Van Assem

Jessica Varela

Bridget Weber

Eric Yandell

Beate Teubenbacher

Jonas Starick

Alex Timmler

Katherine Rodriguez

These winners are people people! Always putting the care and safety of others first, they adapt quickly to change and are constantly striving to provide a better experience for both customers and employees. They are leaders - inspiring, motivating and supporting others comes naturally. Their enthusiasm for the brand shines through everything they do. Congratulations to all of the following winners:

G.V. Banu A/P Valoo Shari Greenwood-Allen Bien Adolfo Kate Harrison Abdulrahman Ali Alsomaly Jason Holland Ahmad Mohammad Alzoubi Alisa Hsu Niki Apostolopoulou Tutku Işık **Arnulfo Arias** Markus Jahn Melissa James Mohammed Banya Mario Barradas Caroline Kaniecki Roxana Beldiman Chorouk Karaouane Norfipah Binti Mahmood Pushpa Kashyap **Amanda Brooks** Ferhat Koçak Stacey Brousseau Katrin Kruus Gerhard Brückers Mariam Lazarashvili Aileen Casapao Soo Kuan Lim Katrina Chua Roseann Liss Amber Cochrane Leticia Madrigal Cynthia Cortes **Emil Mahmudov** Jessica Coste Kyle Mahoney Stephen McCarthy Phoebe Crouch Alberto Della Torre Karen Mcelroy Nathalie Dubourg Cathy McFadden Christelle Duclos Tiffanie Mitchell Annalisa Ferrari Sunita Monga Elvia Garcia Maxime Moulin Patrick Gillingham Branislav Mrva **Gregg Glover** Dunia Mudara Maria Jesus Gomez Gallego Karen Munsterman

Tera O'Malley Meredith Palomino Eduardo Peña Hernandez Ana Rose Peralta Sebastien Prex Teemu Rantala Michelle Ratsch

SERVE | INCLUSION | INTEGRITY | COMMUNITY | FAMILY

The Shining Light Award recognizes staff employees who have made an outstanding individual contribution and inspired others by living our values each and every day. Congratulations to all of our 2023 winners.

Integrity



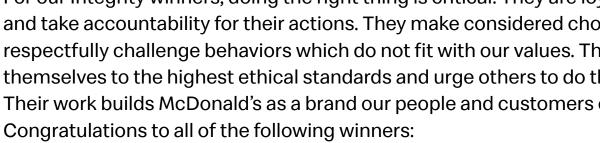
For our Integrity winners, doing the right thing is critical. They are loyal, honest and take accountability for their actions. They make considered choices and respectfully challenge behaviors which do not fit with our values. They hold themselves to the highest ethical standards and urge others to do the same. Their work builds McDonald's as a brand our people and customers can trust.

Stephanie Araujo Ramon Bolivar Janice Clarke Emilie Dufour

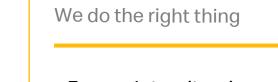
Nathan Anderson

Konstantinos Fulidis Alexandra Gayout Mabit Courtney Harris Lauren Hicks Tiffany Kay Diana King Elizabeth Lotspeich Ciara Mark Deana Martinovich

SHINING



Morgan Anderson Ana Berrocal Pozo Charlotte Feilberg Lee Morris Heather Olson Saegen Paget Amanda Roberts Francesca Stratoti Kokoro Toyama Isa Usta Robin Van Groningen Robert Wood



Yulieth Fernandez

Community We are good neighbors



These employees are driving our purpose to feed and foster communities. They are selfless, pro-active, devoted and influential. The work they do shows how McDonald's can really make a difference to local communities. Our winners stand out not only for their individual contribution, but also for the way they encourage others to support worthy causes. Congratulations to all of the following winners:

Elena Barrio Rodriguez Shadan Bin Ismail **Preston Black Charlotte Bright** Paola Caicedo Janet Chan Weiwei Chen Yajun Cui

Nao Furumi Roger Gauvin Qian He Wasen Kader **Justin Key** Yi-Chia Lee Li Li

Lucas Martin

Haihang Ni

Areum Park Dawn Powell Sandy Solorio Jacob Steinfink Takeisha Thompson Yesenia Vanegas **Andrew Vitale** Keisha Walcott

Family

Harpreet Flora

We get better together



Our Family winners know that 'none of us is as good as all of us'. That is why they are committed to building and developing strong partnerships with fellow employees, our franchisees and our suppliers. They have a system-first mindset, lead innovation and drive efficiencies across the system. They are true team players and guide us in being better together. Congratulations to all of the following winners:

Samarth Agarwal Katherine Kerans **April Akers** Regina Killebrew Eyad Alouri Bethany Krzywiecki Marcio Alves Ranjeet Kumar Lyndsey Kurasz Hyoungjun An Ryan Banister Maria Locsin Nazar Bedii Neha Maleri **Neal Blackshire** Brayan Martinez Macia Stephanie Charles Gabriele Meier Anne Cecile Colin Jesus Meza **Beatriz Cruz Alard** Eleonora Nava Mark Davis Olivia Neri Luca Luigi De Chirico Khoa Nguyen Jerôme De La Chambre **Anurag Patel** Rasida Pineda Isabel De Souza Tomasz Polewczyński Manon Desponds **Edward Dew** Paula Reed-Smith **Annerita Edy** Leticia Reyes Consuelo Eras Concetta Roncone Alicia Flores Anushka Sah Lauren Garcia Jaime Sanchez Joshua Goldman Petra Sarochova Elizabeth Schafer Andres Gonzalez Danielle Habegger Jessica Schulze Nicole Skwarek Brian Scott Holtz **Audrey Stone** Claudia Ivan

William Sveen Tomonori Tasaka Jessica Thorne Alice Tildsley Ingeborg Tryti Stefan Van Der Voort Annapoorani Vasan Haley Weiss **Emilia Westfal** Jake Wingo Claire Zaversnik

Cathleen Denise Barrameda Jaroslav Bartoško Sarah Brake Victoria Brown **Emily Carpenter** Bradley Carrera Bahar Çolak Tathyana Costa Pires Melissa Flores Rajeena Gurung

Desmond Jennings

Inclusion

We open our doors to everyone

Anna Kalinowska Ange Koffi Jamie Krinsky Adonijah Lee Jonathan Lelievre Masatomi Oishi Jérôme Perroud Alberto Picinelli Michael Piekarz

Daniel Russell

Sonia Jimenez Roman

These winners have a real passion for diversity, equity and inclusion. They encourage

their whole self to work. They are great listeners, value all perspectives and celebrate

a deeper understanding of these topics and advocate for change. They promote a

work environment where everyone is comfortable, feels connected and can bring

differences. Congratulations to all of the following winners:

Mohamed Salem Patricia Salgueiro Jessica Schreckenfuchs-Vallant Alexander Songaila Erin Suter Charlotte Van Rompaey Lisa Walker Michael Weinstein Patrick Widner Maria Zavala Jakob Zitterbart