



## Five Things to Know About

# Spero Droulias

Senior Vice President, Chief Transformation Officer

Spero Droulias will become Senior Vice President, Chief Transformation Officer. In this role, Spero will lead our Transformation Management Office that will monitor and measure progress of our Accelerating the Organization efforts and drive accountability across the organization.

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

- 01 He brings over 25 years of financial and strategy experience at McDonald's to this new role.** Spero's deep experience knowing what makes McDonald's work from the inside out will be fundamental to the transformation journey underway. Holding roles deeply engrained in the finance function and across McDonald's, Spero is passionate about finding efficient and innovative solutions that can be scaled for the entire global System.
- 02 He's committed to creating a welcoming and inclusive working environment at McDonald's.** Spero believes in the importance of ensuring all voices are heard and that everyone feels like they belong in the workplace. He carries these beliefs out in action by having served as the executive sponsor of the McDonald's African American Council (MA2C) and the executive champion for the McDonald's Pride Employee Business Network. He currently is executive sponsor for the Asian Pacific Middle East Network.
- 03 He's a big believer in the power of McDonald's franchise model.** Spero has spent a large portion of his career working closely with McDonald's franchisees across the U.S. His deep experience collaborating with franchisees, fuels his belief that our franchising model is a competitive advantage, allowing McDonald's to form deep, lasting connections in communities around the world.
- 04 He gives back to his community in a number of ways.** Like many of our franchisees, Spero plays an active role in giving back to his own community. One of the ways he enjoys doing that is by serving on the board of the Ronald McDonald House Charities Chicagoland & Northwest Indiana Chapter. He also serves on the DePaul University Business Advisory Council, where he went to school, and teaches both graduate and undergraduate classes in its College of Commerce.
- 05 He leads with Ray Kroc's quote, "if you're not green and growing, you're ripe and rotting."** Spero believes that to stay ahead of our competition, deliver for our customers and support our people, we must push ourselves to evolve and adapt. He knows that we cannot stay complacent and is excited by the opportunity to challenge our thinking to make the System stronger in the future.

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Through my 27 years at McDonald's, one thing has remained a constant for me—making decisions grounded in our values, leading with inclusivity, integrity, and building trust with transparency. Those values don't change, but as we look to the future, it's important that McDonald's takes steps to solve problems faster, innovate more, and work together more efficiently. In this new role, I am committed to continuing to lead with those principles and collaborate with my colleagues to deliver solutions and results for McDonald's.”

– Spero Droulias

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Spero embodies what it means to be a values-led leader at McDonald's. He is dedicated to our values, leads through difficult and complex challenges and delivers solutions that make McDonald's a great place to work, as we evolve into an even more modern and efficient company. In this new role as Chief Transformation Officer, I am confident Spero will continue to lead with integrity and bring our new strategy to life.”

– Chris Kempczinski



# Spero Droulias

Senior Vice President, Chief Transformation Officer

## Career Highlights

- 2023** Senior Vice President, Chief Transformation Officer, McDonald's Corporation
- 2022 - 2023** Senior Vice President, Global Finance, McDonald's Corporation
- 2017 - 2021** Senior Vice President and Chief Financial Officer, McDonald's USA
- 2015 - 2017** Vice President & U.S. Controller, McDonald's USA
- 2014 - 2015** Senior Director, Global Planning & Analysis and Business Consulting, McDonald's USA
- 2011 - 2014** Finance Officer, Central Division, McDonald's USA
- 2004 - 2011** Finance Director, Greater Chicago Region, McDonald's USA

## Key Accomplishments & Notable Achievements

### Senior Vice President, Global Finance, McDonald's Corporation

- Led development of Accelerating the Organization, new strategy aimed at evolving McDonald's culture into a more modern and efficient way of working.
- Oversaw special project to improve McDonald's franchising system and opportunities in the U.S.

### Senior Vice President and Chief Financial Officer, McDonald's USA

- Led the U.S. Finance and Business Insights teams supporting 14,000 McDonald's U.S. restaurants.
- Developed strategy for company's largest modernization effort that introduced digital mobile ordering and delivery channels.

### Senior Director, Global Planning & Analysis and Business Consulting, McDonald's USA

- Responsible for implementing a returns-based approach to new development capital allocation and rolled out a new incentive plan structure.
- Consulted with various functions including digital, menu and insights, IT and restaurant solutions groups on financial matters.

### Finance Officer, Central Division, McDonald's USA

- Managed finance teams for ~4,400 restaurants, equaling approximately \$11 billion in annual sales.
- Ensured execution of U.S. strategic plan and liaised with franchisees to drive engagement.

### Finance Director, Greater Chicago Region, McDonald's USA

- Oversaw finance operations for ~700 restaurants, totaling approximately \$1.8 billion in annual sales, while working closely with local franchisees helping drive local execution of plan.
- Advised leadership on investment in local marketing programs and platforms, including the launch of McCafé.

## Education

DePaul University, **MBA**, Finance, **1992**

DePaul University, **BSC**, Accounting, **1987**

## Personal Facts

- He's a certified public accountant
- He serves on the board of Ronald McDonald House Charities Chicagoland & Northwest Indiana Chapter
- He's part of the Business Advisory Council at DePaul University



His favorite McDonald's menu item is **Double Cheeseburger & Fries.**

