



# Kevin Ozan

Senior Executive Vice President, Strategic Initiatives

## Career Highlights

- 2022** Senior Executive Vice President, Strategic Initiatives
- 2015 - 2022** Executive Vice President and Chief Financial Officer
- 2008 - 2015** Senior Vice President and Corporate Controller
- 2007 - 2008** Assistant Controller
- 1997 - 2007** Served in various positions across accounting and finance, including financial reporting, US business unit finance, temporary controller in Sweden, and Investor Relations

## Key Accomplishments & Notable Achievements



Prioritized collaboration with business partners across the System to drive growth and position the business for long-term, continued success.



During time as CFO:

- Led the Company's financial turnaround, including \$500 million cost reduction, refranchising of more than 4,000 restaurants and optimization of capital structure
- The Company increased Systemwide sales by over 25% to more than \$100 billion
- The Company's market capitalization doubled to nearly \$200 billion
- The Company returned over \$50 billion to shareholders
- Increased the Brand's number of restaurants worldwide by more than 10% to over 40,000
- Helped create two strategic growth plans, including the current Accelerating the Arches strategic plan

## Education

University of Michigan, **BBA, 1985**  
Kellogg School of Management at Northwestern University, **MBA, 1998**

## Personal Facts

Celebrating 25 years with McDonald's in 2022

Previously served as Chairman of the Board of Directors of Ronald McDonald House Charities of Chicagoland & Northwest Indiana

Spent a year in London in his prior role at Ernst & Young where he spent 11 years in their audit and M&A practices

Loves traveling, listening to music, hiking and reading



His favorite McDonald's food is the Egg McMuffin, but with bacon strips instead of Canadian bacon





# Ian Borden

Executive Vice President and Chief Financial Officer

## Career Highlights

**Various leadership roles in finance and operations throughout nearly 30-year tenure; roughly half in finance**

- 2022** Executive Vice President and Chief Financial Officer
- 2019 - 2022** President, International
- 2019** President, International Developmental Licensed Markets
- 2015 - 2018** President, Foundational Markets
- 2014 - 2015** Vice President and Chief Financial Officer, Asia/Pacific, Middle East and Africa
- 1994 - 2013** Financial and functional leadership roles with increasing scope in McDonald's Canada, Ukraine, Russia and Eastern Europe, including oversight of supply chain, strategy and technology

## Key Accomplishments & Notable Achievements

### President, International

- Built business momentum and grew share across the 115-market segment through a strong focus on the Accelerating the Arches growth strategy, including digital, delivery, restaurant modernization initiatives.
- Centralized best practices among market teams, franchisees, and suppliers worldwide to harness competitive advantages.
- Supported markets to emerge from the pandemic stronger than ever.
- Improved consumer trust across the lead international operated markets.
- Established a values-based international leadership team and segment-wide focus on talent development.
- Supported significant progress to create more equitable work environments, including closing the identified pay gap for women across owned markets.

### President, International Developmental Licensed Markets

- Delivered 17 consecutive quarters of comp sales growth in an 80-market segment through strong fundamentals and the ambitious deployment of digital, delivery and Experience of the Future.
- Accelerated investment and business development; franchised eight company-owned markets including Singapore, Malaysia, Taiwan, Hungary and the Nordics.
- Promoted stronger customer engagement through a heightened focus on brand trust.
- Maximized profitable growth with a strong engagement culture and best practice sharing.

### Vice President and Chief Financial Officer, Asia-Pacific, Middle East and Africa

- Steered financial strategy and oversaw all accounting and finance functions for more than 10,000 McDonald's restaurants in 39 countries across Asia Pacific, Middle East, and Africa.

## Education

University of Waterloo, Canada, **BA, 1992**  
Chartered Professional Accountant, **CPA, 1992**

## Personal Facts

Born in Canada and spent the past 25 years living abroad; has visited more than 80 countries

Executive Sponsor of the Global Women's Leadership Network

Married with two sons. Likes fishing, spending time on Georgian Bay and traveling in his "second home," Australia



He tries the Double Cheeseburger meal in every country he visits.





# Marion Gross

EVP, Global Chief Supply Chain Officer

## Career Highlights

- 2022** Executive Vice President and Global Chief Supply Chain Officer
- 2013 - 2022** Senior Vice President and Chief Supply Chain Officer, North America
- 2008 - 2013** Vice President, U.S. Field and Supply Chain Services, McDonald's USA
- 2003 - 2008** Senior Director, US Food Packaging
- 1993 - 2003** Various roles in the purchasing team, ultimately serving as Director of Product Purchasing

## Key Accomplishments & Notable Achievements

### Senior Vice President and Chief Supply Chain Officer, North America

Successfully executed strategic direction, 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.



Consistent focus on developing strong diverse teams, where senior leaders are 57% female and 43% people of color, to drive business results in food quality and safety, strategic sourcing and cost management, distribution, logistics and supply chain integration, sustainability, new product commercialization and execution, field execution and supplier business diversity



Ranked in the Top 10 global supply chains and named a Gartner Master for the last 5 years, elevating restaurant food safety standards in the U.S.



Steward of strong relationships between the company, its franchisees, and suppliers



Achieved best-in-class business diversity results; 350+ suppliers signed the Mutual Commitment to Diversity, Equity and Inclusion; allocated more than 25% of McDonald's spend to diverse-owned businesses; and achieved 100% of our 2020 Responsible Sourcing Goals, and from 2013, delivered more than \$1.8 billion in cost savings

### Vice President, U.S. Field and Supply Chain Services, McDonald's USA

Accountable for the execution of strategic supply chain initiatives through a network of 36 distribution centers and 3PL's with accountability for expenditures in excess of \$5.2 billion annually.

## Education

Western Illinois University, McComb, IL, **BS, 1982**

Leadership in the Global Enterprise Program, Thunderbird, **American Graduate School of International Management**

Leadership Greater Chicago

## Personal Facts

A lifelong McFamily member; worked at HAVI, a key supplier, before joining McDonald's

Recognized as a:

- Most Powerful and Influential Women in Illinois by National Diversity Council (2012)
- 50 Most Powerful Women in Corporate America by Black Enterprise (2015)
- CNN Risk Taker and Chicago United Business Leader of Color (2019)
- 100 Most influential Women in Supply Chain by Global Women Supply Chain Leaders (2021)

Married; resides in the Chicago area.



Her favorite McDonald's food: Chicken McNuggets

