

Investor Presentation

September 2025

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Disclaimers

Forward-Looking Information

This presentation contains forward-looking statements which are presented for the purpose of assisting the reader to contextualize the Company's financial position and understand management's expectations regarding the Company's strategic priorities, objectives and plans. These forward-looking statements may not be appropriate for other purposes. Forward-looking statements are identified by words or phrases such as "anticipates", "expects", "believes", "estimates", "intends", "could", "may", "plans", "predicts", "projects", "will", "would", "foresees" and other similar expressions or the negative of these terms.

These forward-looking statements include, but are not limited to, the following items:

- The Company's aim to increase total adjusted EPS through net earnings growth and share repurchases, as well as its intention to continue improving sales, gross margin (excluding fuel) and adjusted EBITDA margin, all of which could be impacted by several factors including a prolonged unfavourable macro-economic environment and unforeseen business challenges, as well as the factors identified in the "Risk Management" section of the fiscal 2025 annual MD&A;
- The Company's plans to further grow and enhance the Own Brands portfolio, which may be impacted by future operating costs and customer response;
- The Company's plan to invest \$850 million capital in its network in fiscal 2026, including new store expansions and renovations and renovate approximately 20% to 25% of the network, which started in fiscal 2024 and continues through fiscal 2026 may be impacted by cost of materials, availability of contractors, operating results, and other macro-economic impacts;
- The Company's expectation that it will successfully implement the national instance of SAP S/4HANA Enterprise Resource Planning ("ERP") platform, which may be impacted by risks relating to implementation resources and timelines, complexity of integration and data conversion and evolving technology requirements;
- The Company's expectation that it will meet targeted store growth of FreshCo, which may be impacted by customer response, availability of contractors, operating results, and other macro-economic impacts;
- The Company's expectation that it will continue its e-commerce expansion with Voilà and that actions are expected to have a positive impact on Voilà's financial performance in fiscal 2026 and its ability to gain access to a larger segment of the grocery e-commerce market, which may be impacted by future operating and capital costs, customer response and the performance of its technology provider, Ocado Group plc ("Ocado");
- The Company's expectation that the Scene+ program will accelerate engagement by focusing on scaling personalization, which may be impacted by customer response, Scene+ app usage and the pace at which personalized offers are rolled out;
- The Company's expectation that it will continue to focus on driving efficiency and cost effectiveness initiatives including the ability to successfully pursue other e-commerce cost saving initiatives which could be impacted by supplier relationships, labour relations, successfully implementing operational efficiencies and other macro-economic impacts;
- The Company's expectation that Other income plus Share of earnings from investments, at equity will in aggregate, be in a range of \$120 million to \$140 million in fiscal 2026, which assumes completion of pending real estate transactions by the Company and Share of earnings from investments, at equity being consistent with historical values adjusted for significant transactions and may be impacted by the timing and terms of completion of real estate;
- The Company's expectations regarding the amount and timing of costs relating to the completion of the future CFC, which may be impacted by supply of materials and equipment, construction schedules and capacity of construction contractors;
- The Company's expectation regarding its ability to ensure competitive pricing for customers and pursue long-term growth, which may be impacted by supplier relationships and negotiations and the macro-economic environment;
- The Company's expectation and uncertainty that future imposition of tariffs by the United States and the risk of potential retaliatory tariffs by the Canadian government could create volatility in the Canadian economy, including higher future costs for importing goods potentially contributing to higher inflation if increased costs are passed to Canadian consumers, which may be impacted by the length of time tariffs are imposed, the extent of counter measures imposed by other countries, the changes in consumer behaviour, and the extent of the impacts on the supply chain; and
- The Company's plans to purchase for cancellation Class A shares under the NCIB, which may be impacted by market and macro-economic conditions, availability of sellers, changes in laws and regulations, and operating results.

Non-GAAP Financial Measures & Financial Metrics


There are measures and metrics included in this investor presentation that do not have a standardized meaning under generally accepted accounting principles ("GAAP") and therefore may not be comparable to similarly titled measures and metrics presented by other publicly traded companies. The Company includes these measures and metrics because it believes certain investors use these measures and metrics as a means of assessing financial performance.

In addition, management adjusts measures and metrics, including operating income, EBITDA and net earnings in an effort to provide investors and analysts with a more comparable year-over-year performance metric than the basic measure by excluding certain items. These items may impact the analysis of trends in performance and affect the comparability of the Company's core financial results. By excluding these items, management is not implying they are non-recurring.
























For a more complete description of Empire's non-GAAP measures and metrics, please see Empire's Management's Discussion and Analysis for the first quarter ended August 2, 2025.

Empire Company is *uniquely* positioned to capture the Omni-Channel future of grocery


Retail Network Assets




Connected by the Scene+ Loyalty Program

Full Service ⁽¹⁾	Discount	E-Commerce	Related Business
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Supported by Real Estate Assets:



Equity ownership in Crombie REIT (CRR-UN) at 41.5%



Equity ownership in the Genstar group of companies ranging from 37.1% to 49.0%


*Farm Boy, Longo's, Sobeys Wholesale, Bonsoir, Uber Eats and Instacart do not currently participate in Scene+.
 (1) Full-service banners listed above are not exhaustive.

Empire Company: Serving Canadians for over 115 years through its Food Retailing and Real Estate Businesses

1,600+


Stores

Operating in all 10 provinces across a number of banners



\$30B+

Annual Sales



4

CFCs to support Voilà

Intention to operate 4 CFCs across Canada to support online grocery delivery (3 active CFCs currently)

29

Distribution Centres

Strategically positioned to service our national store network, including 3 fully automated facilities

51%


Interest in Longo's

100%

Interest in Farm Boy

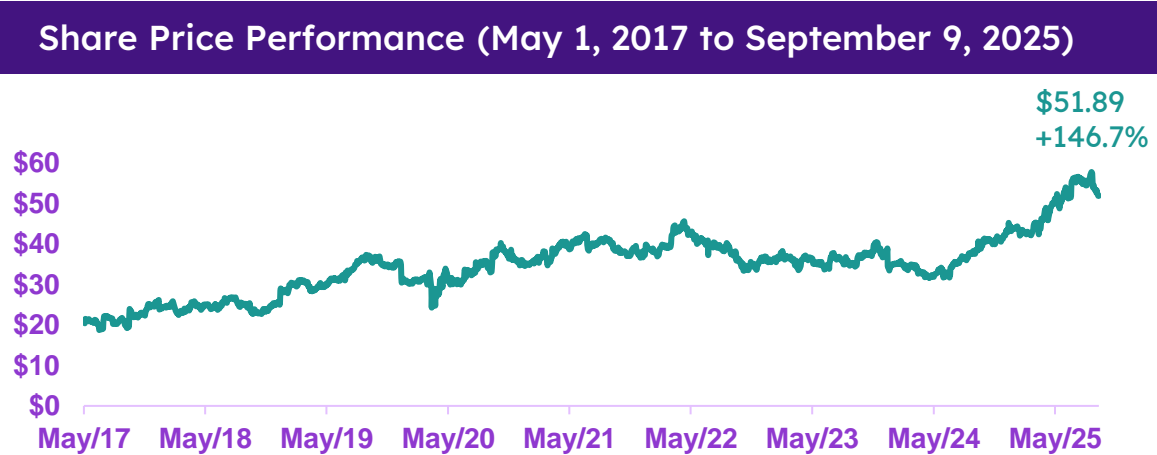
41.5%

Interest in Crombie REIT



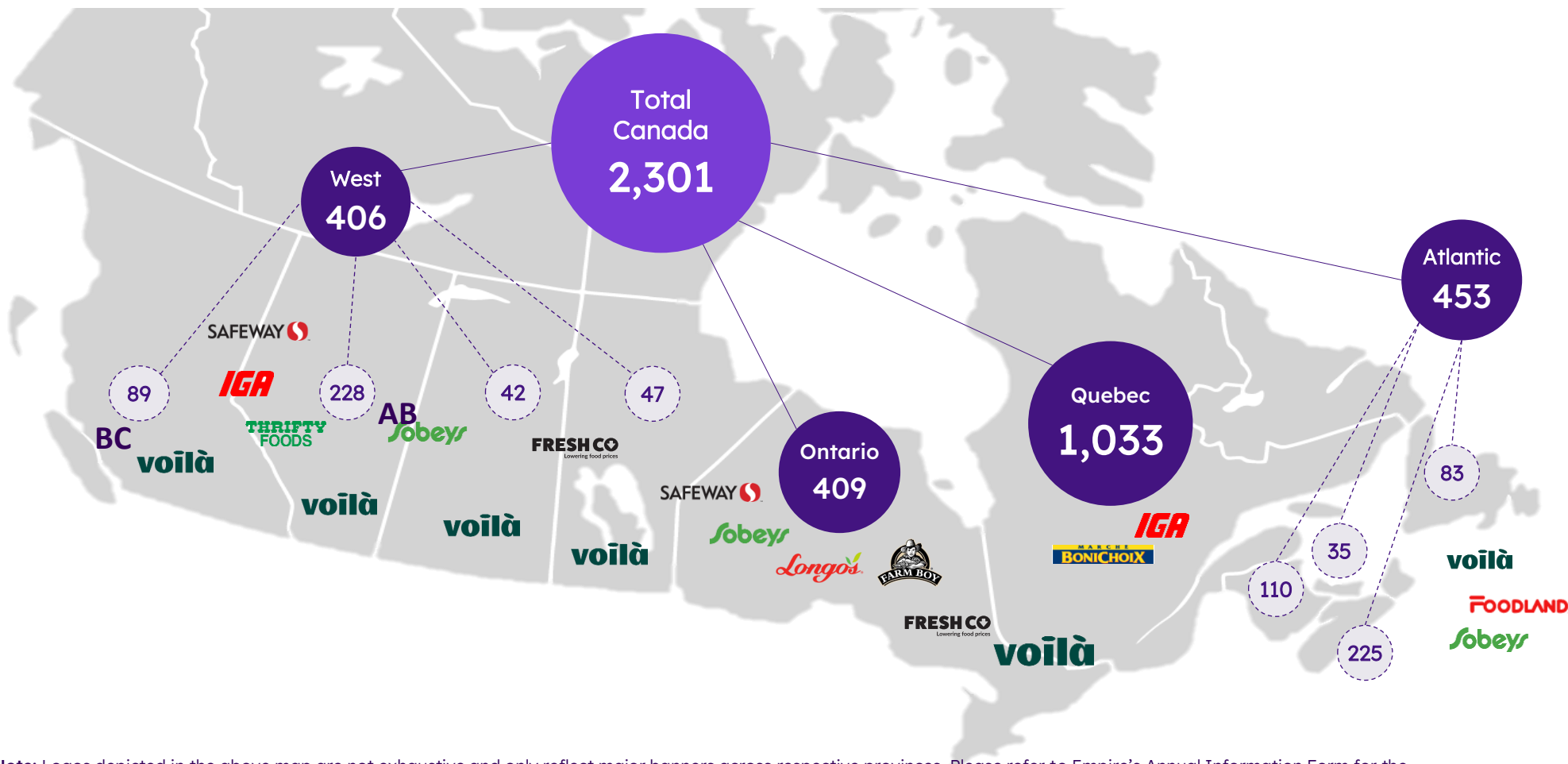
Quick Facts – EMP.A ⁽¹⁾	
Share price (C\$)	\$ 51.89
52-Week Low-High	\$38.15–\$58.32
30-day Average daily trading volume	328,119
Shares outstanding (diluted) ⁽²⁾	233.4M
Market Capitalization (C\$)	\$12,111M
Quarterly dividend ⁽²⁾	\$0.22

(1) As of September 9, 2025, unless otherwise noted.
(2) As of Q1 fiscal 2026 (August 2, 2025)



One of Two Players with National Scale in Grocery

National scale and presence, operating over 2,300 stores (including more than 350 retail fuel locations) in all 10 provinces, with 98 stores currently offering Voil  Curbside Pickup.



Canadian Population by Province (Growth⁽¹⁾ 2018–2024):

- British Columbia: 5,719,594 (+13.2%)
- Alberta: 4,931,601 (+14.4%)
- Saskatchewan + Manitoba: 1,246,691 (+7.5 %) + 1,499,981 (+10.5%)
- Ontario: 16,171,802 (+12.2%)
- Quebec: 9,100,249 (+8.1%)
- Atlantic Canada: 2,662,238 (+9.9%)

(1) Compound Annual Growth Rate



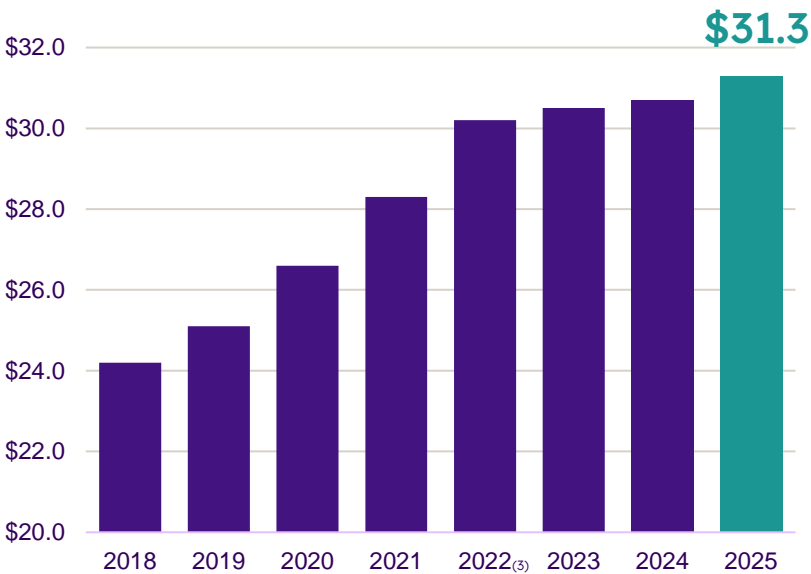
Note: Logos depicted in the above map are not exhaustive and only reflect major banners across respective provinces. Please refer to Empire’s [Annual Information Form](#) for the fiscal year ended May 3, 2025 for more information on Sobeys’ Geographic and Banner Profile.

Strong Financial Performance

Sales CAGR⁽¹⁾

3.7%

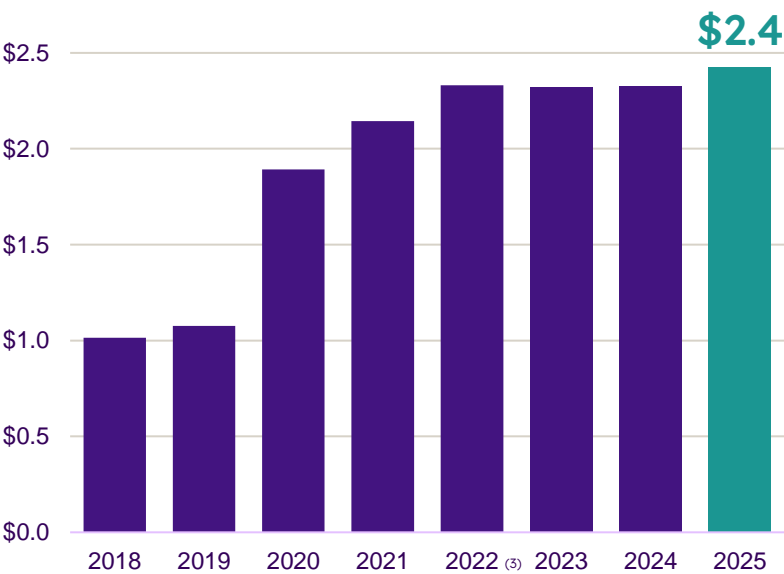
(\$ in billions)



Adjusted EBITDA CAGR⁽¹⁾⁽²⁾⁽⁴⁾

13.2%

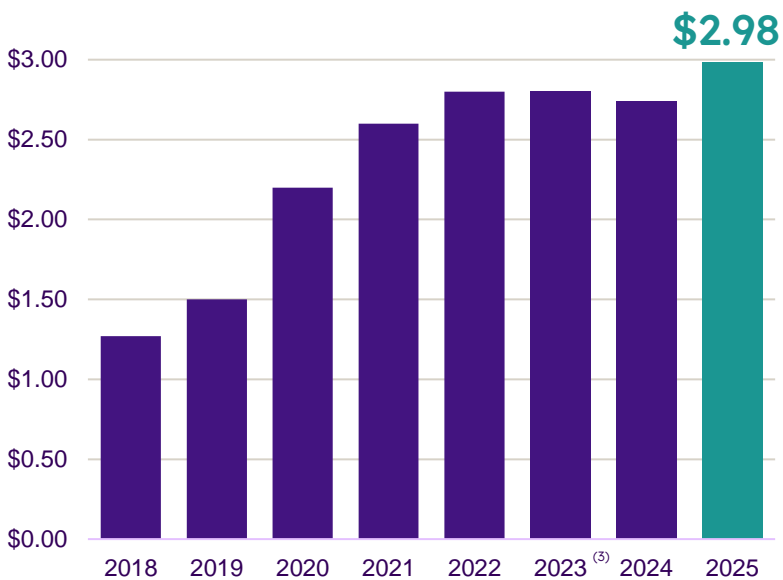
(\$ in billions)



Adjusted EPS CAGR⁽¹⁾⁽²⁾⁽⁴⁾

13.0%

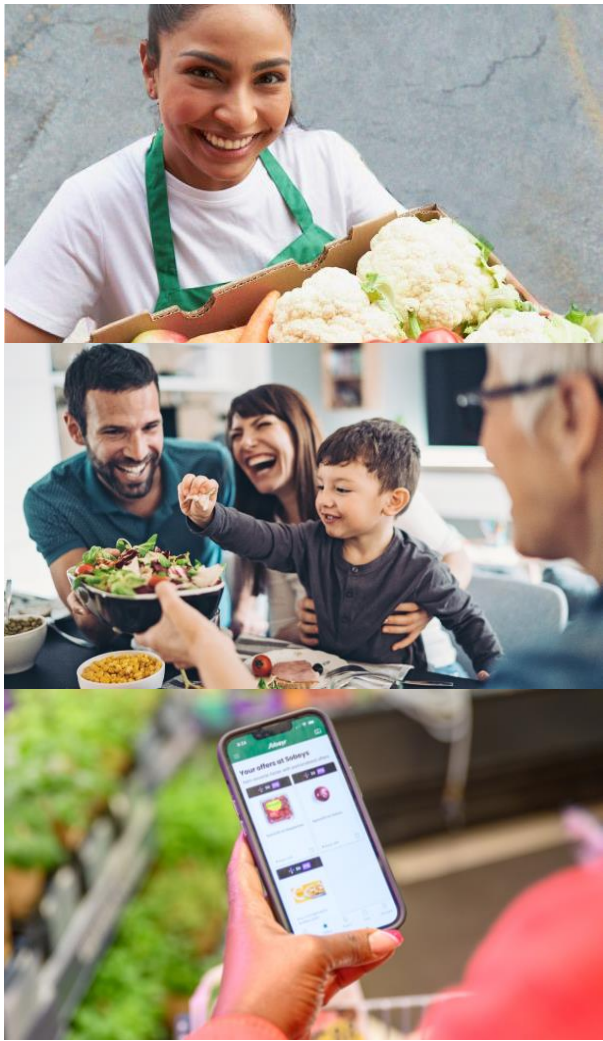
(\$ per share)



(1) Compound annual growth rate.
(2) Effective fiscal 2020, Empire adopted IFRS 16 “Leases”.
(3) F2022 included a 53rd week of operations.
(4) See section titled “Non-GAAP Financial Measures & Financial Metrics” in the Company’s MD&A for each of the relevant periods.

Empire Company — A Compelling Investment Opportunity

#2 in Grocery Market Share	Leveraging national retail network to deliver outsized growth and attractive financial performance amid solid population growth trends.
Long-Term Financial Framework	Long-term financial framework to achieve 8%-11% EPS growth, by focusing on priorities such as: <ul style="list-style-type: none">• Continued Focus on the Store• Enhanced Focus on Digital and Data• Efficiency and Cost Optimization
Positioned for Success	Many initiatives, including Scene+, E-Commerce (including Voilà) and cost savings/efficiency initiatives will setup EMP.A for success.
Balanced Capital Allocation Strategy	Capital allocation strategy is well-balanced to support investment/growth and shareholder returns.
Solid Balance Sheet	Investment grade rating and solid balance sheet to support growth initiatives.
Significant Valuation Upside	With a long-term EPS growth profile in line with peers (8-11%), Empire shares currently trade at a lower valuation.



Long-Term Financial Framework

8% to 11%

Long Term Average Adjusted EPS Growth

Driven by our intention to improve Sales, Gross Margin (excluding fuel), and adjusted EBITDA margin

Continued Focus on Stores

We intend to invest capital in our store network and we are on track with our plan to renovate approximately 20% to 25% of our network which started in fiscal 2024 and continues through fiscal 2026. This capital investment includes important sustainability initiatives such as refrigeration system upgrades and other energy efficiency initiatives.

Enhanced Focus on Digital and Data

Our focus on digital and data will include continued e-commerce expansion, personalization and loyalty through Scene+, improved space productivity and the continued improvement of promotional optimization.

We are currently implementing a significant transformation of our core business systems by migrating the legacy ERP system to a modern national SAP S/4HANA platform.

Efficiency and Cost Optimization

We will continue to focus on driving efficiency and cost effectiveness through initiatives related to sourcing of goods not for resale, supply chain productivity, and the organizational structure. We have implemented several cost savings initiatives in the Voilà business, including pausing the opening of our fourth CFC and ending our mutual exclusivity with Ocado and continue to pursue other cost saving initiatives.



Continued Share Repurchases

Continued Focus on Stores

Discount Expansion



Continue to pursue expansion by market

West:

- 51 new FreshCo stores since F18
- Expect to open an additional 4 stores in F2026.

Ontario:

- >100 FreshCo locations
- Additional opportunities in Canada's largest province

Own Brands

1,250+ new private label SKUs since F20

- Own Brands sales growth of ~35%⁽¹⁾ since F20
- ~600 new SKUs planned from F24 to F26



Space Productivity



Improve store layouts, optimize category/product adjacencies, tailoring assortment

BETTER DATA
STORE FOCUSED SALES/SQ.FT.
Customer-Centric
SHELF PRODUCTIVITY ENABLER
Better Planograms

Renovations



20%–25% of network over between F24 and F26

- Sales and margin uplift
- Enhanced store productivity
- Store department optimization



(1) Sales growth from F2020 to F2025.

Enhanced Focus on Digital and Data



A differentiated national loyalty platform - driving incremental sales and earnings



Co-owner



Personalization at Scale



Drive Incrementality



Data Ownership to Drive Insights



Differentiated Experience



Connected Banners to Drive Omni-Channel Strategy



New Customer Acquisitions



Enhanced Customer Loyalty



>15M
Members

Scene+ now has over 15 million members

5M+
New Members

Over 5 million new members have joined since Scene+ launched at Empire

55%+
Higher Spend

Scene+ members spend 55%+ more than non-members

>2,000
Card Swipes

There are over 2,000 Scene+ card swipes every minute

Enhanced Focus on Digital and Data

E-Commerce



Key Areas of Focus

Superior In-Stock Position
Extremely low substitution rate,
Differentiated Freshness

Best-in-Class Delivery Experience
White glove delivery

Substantial Assortment
39K SKUs at mature CFCs

Ongoing Innovation
[Ocado](#) [Re:Imagined](#)

Loyalty & Personalization
Increased engagement

Omni-Channel Focus
Voilà AOV is ~3.8x in-store AOV
Omni AOV⁽¹⁾⁽²⁾ > Voilà AOV



Announced partnerships in Q2 F24:

- **October 24, 2024** - Launched in Ontario
- **December 5, 2024** - Expanded to Western Canada
- **March 11, 2025** - Expanded to Quebec and Atlantic Canada
- Grocery rollout completed based on serviceable locations.

Banners covered:



Target:

95%

Weekly on-time delivery score

ABOVE TARGET

Target:

98%

Fulfillment rate

ABOVE TARGET

Target:

70 NPS

Net Promoter Score (NPS) – industry best-in-class

ABOVE TARGET

(1) AOV is average order value.
(2) Omni AOV refers to customers who shop both through Voilà and in-store.

Efficiency and Cost Optimization

Strategic Sourcing



Drive efficiency and cost effectiveness through various initiatives within goods not for resale, consisting of:

- Transportation
- Construction
- Store Services and Maintenance
- Marketing
- Information Technology

Supply Chain



- Drive supply chain productivity and cost effectiveness
- Focus on processes/technology to improve cost to serve and improve resiliency
- Continue to expand automation capabilities
- Enabler for outstanding store service, profitability and sustainable growth

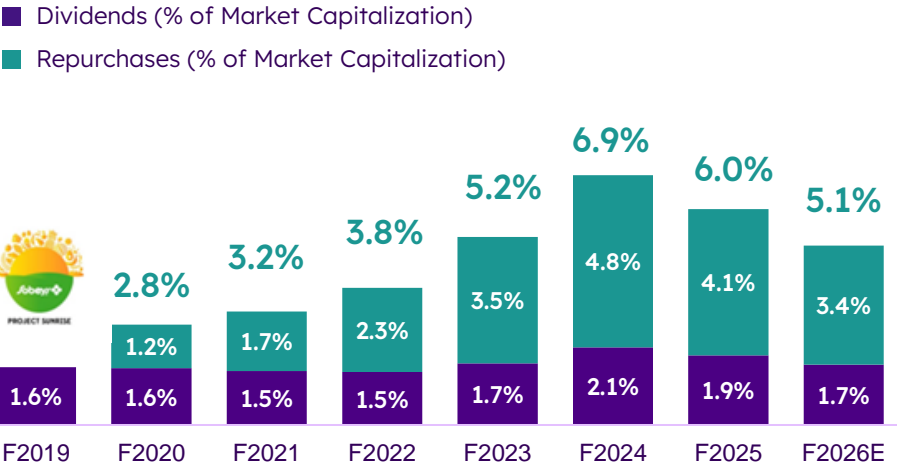
Organization / Other



- **Turnaround Era (F18 - F23):** Transitioned from a regional to national organizational structure
- **F24:** Implemented strategies to optimize our organization, improve efficiencies and reduce costs, including changes to the leadership team and organizational structure.
- **F25:** Pursued cost savings in the Voilà business by pausing the opening of our fourth CFC and ending our mutual exclusivity with Ocado, amongst other initiatives.
- **F26:** Migrating legacy ERP system to a modern national SAP S/4HANA platform aimed at streamlining financial reporting, procurement and supply chain operations.

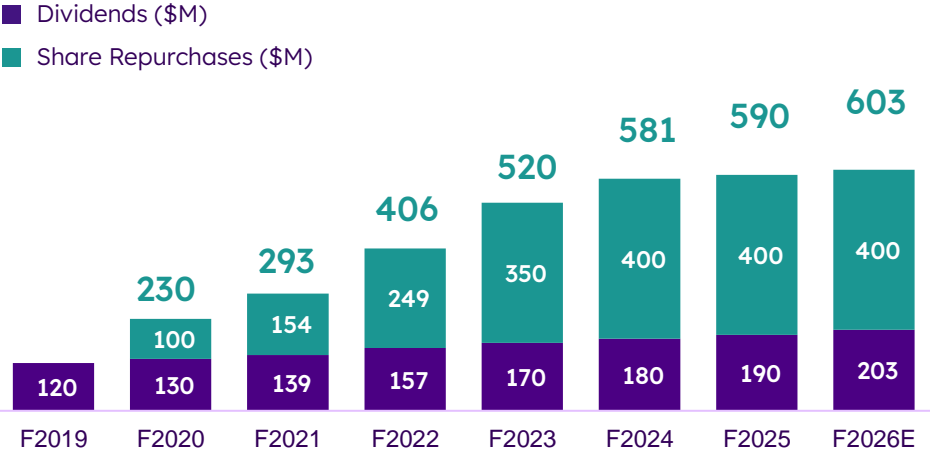
Disciplined and Balanced Capital Allocation

Significant Shareholder Return and Growing

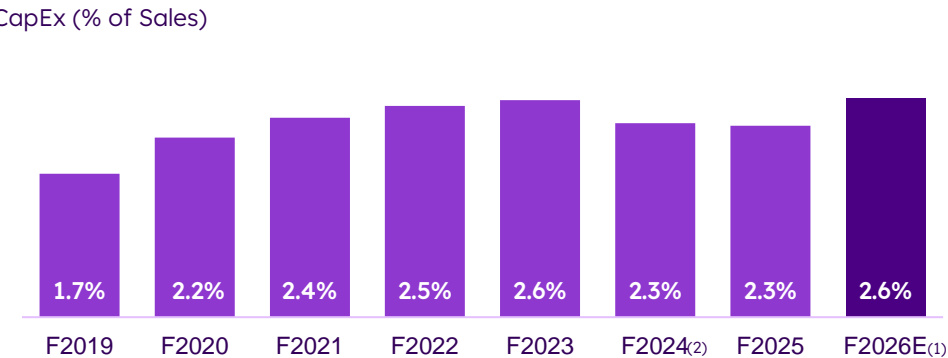


**Return of Capital
(Dividends + NCIB)**

As a percentage of
Market Capitalization:
Empire will return
~5.0% to shareholders
in F26 vs. grocery
peers at ~4.0%.



Capital Intensity



(1) F2026E data is based on management’s expectations regarding dividends paid, share repurchases and capital expenditures, in addition to FactSet consensus estimates for F2026E sales (capital intensity). Market capitalization reflects EMP.A’s closing share price on September 9, 2025.

(2) F2024 CapEx excludes the land parcel acquisition cost completed in Q4/F24.

M&A Execution*



F2019
(26 stores acquired)

One of the fastest growing and successful food retailers based in Ontario. Opened an additional 25 stores since acquisition.



F2019
(3 stores acquired)

An Asian food retailer with a strong presence in Quebec. Opened an additional store in F24.



F2021
(36 stores acquired)

A family-run supermarket chain serving Southern Ontario. Now at 42 stores, with strong growth plans.

RICARDO

F2022

An integrated and complementary food media company with a strong emphasis in Quebec, but with a national presence as well.

*Empire acquired a majority interest in the above transactions; Remaining non-controlling interest in Farm Boy was acquired in F24.

ESG¹ Goals: Steady and tangible progress

Planet



We're reducing our impacts and taking action on climate change to do OurPart™ to protect our planet for future generations.

FOOD WASTE

~30M lbs of surplus food donated, gaining recognition from Second Harvest as Canada's Top Food Rescue Partner for the third consecutive year



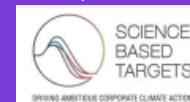
CLIMATE ACTION

30.1%

reduction in Scope 1 and 2 targets compared to 2019 baseline

CLIMATE ACTION

Our goal is that 64% of suppliers (by spend) set science-based targets on their Scope 1 and 2 emissions by the end of calendar year 2027. We are over half-way to our target



PLASTICS & PACKAGING

13%

Achieved a 13% average conversion from single-use plastic to reusable containers through our pilot with Friendlier in Farm Boy's Southwestern Ontario stores

Products



We're doing OurPart™ by delivering sustainable and ethical product choices for our customers.

ETHICAL & SUSTAINABLE SOURCING

99%

of Own Brands seafood (by weight) is certified sustainable or recommended



ETHICAL & SUSTAINABLE SOURCING

90%

of palm oil in Own Brands products is certified sustainable by physical trace and credits (RSPO-certified).



SUPPLIER COLLABORATION

430+

women entrepreneurs supported in fiscal 2024 (across Canada, excluding Quebec).



Over **11,000** products from local suppliers and producers.

People



We're focused on growing and empowering a diverse, equitable and inclusive workforce to enable our customers and communities to thrive.

DIVERSITY, EQUITY & INCLUSION

92%

of Directors and above set DE&I performance and accountability goals



DIVERSITY, EQUITY & INCLUSION

Completed verification for the Partnership Accreditation for Indigenous Relations.

DIVERSITY, EQUITY & INCLUSION

38% representation of women at the senior leadership level.

COMMUNITY INVESTMENT

~\$25M

donated to support healthy bodies and minds in our communities (~\$7M in corporate donations and ~\$18M raised)



We are proud to share our progress and some of our stories in our Sustainability Business Report at: www.SobeysSBReport.ca

(1) ESG is Environmental, Social and Governance

Summary of Financial Results

	Fiscal Year							
	2018	2019	2020	2021	2022	2023	2024	2025
	52 weeks	52 weeks	52 weeks	52 weeks	53 weeks	52 weeks	52 weeks	52 weeks
	5-May-18	4-May-19 ⁽¹⁾	2-May-20 ⁽²⁾	1-May-21	7-May-22	6-May-23	4-May-24	3-May-25
Sales	\$24,215	\$25,142	\$26,588	\$28,268	\$30,162	\$30,478	\$30,733	\$31,277
<i>Same-store sales growth (%) – food⁽³⁾</i>	0.5%	2.7%	5.7%	5.6%	(2.1%)	1.5%	2.0%	2.3%
Gross profit ⁽³⁾	\$5,901	\$6,084	\$6,633	\$7,199	\$7,660	\$7,793	\$8,071	\$8,382
<i>Gross margin⁽³⁾</i>	24.4%	24.2%	24.9%	25.5%	25.4%	25.6%	26.3%	26.8%
Adjusted EBITDA ⁽³⁾	\$1,015	\$1,076	\$1,892	\$2,144	\$2,331	\$2,322	\$2,327	\$2,423
<i>Adjusted EBITDA margin⁽³⁾</i>	4.2%	4.3%	7.1%	7.6%	7.7%	7.6%	7.6%	7.7%
Net Earnings	\$160	\$387	\$584	\$702	\$746	\$686	\$726	\$700
Adjusted Net Earnings ⁽³⁾	\$344	\$410	\$597	\$702	\$746	\$727	\$681	\$711
Earnings per share	\$0.59	\$1.42	\$2.15	\$2.60	\$2.80	\$2.64	\$2.92	\$2.93
Adjusted earnings per share ⁽³⁾	\$1.27	\$1.50	\$2.20	\$2.60	\$2.80	\$2.80	\$2.74	\$2.98
Free cash flow ⁽³⁾⁽⁴⁾	\$809	\$541	\$1,131	\$745	\$811	\$192	\$730	\$728
Capital expenditures	\$288	\$435	\$575	\$679	\$767	\$797	\$831	\$721
Dividends per share	\$0.42	\$0.44	\$0.48	\$0.52	\$0.60	\$0.66	\$0.73	\$0.80
Share price	\$25.01	\$29.94	\$31.01	\$38.66	\$42.05	\$35.14	\$32.40	\$50.95

Note: Please see Appendix D for Empire's 12-Quarter Review

(1) Empire's results for fiscal year ended May 4, 2019 include 21 weeks of Farm Boy operations.

(2) Certain financial metrics were impacted by the implementation of IFRS 16 in the fiscal year ended May 2, 2020.

(3) See section titled "Non-GAAP Financial Measures & Financial Metrics" in the Company's MD&A for each of the relevant periods.

(4) The Company revised the definition of free cash flow in Q4 F19. F2018 free cash flow in the chart above has been restated to reflect the new definition.

Appendices

Appendix A: A Review of Turnaround Initiatives

Project Sunrise



Financial Targets

>\$550M
Cost Savings



Initiatives

- **Organization realignment** to a true national structure
- **Driving operational efficiencies** across the board
- **Optimizing cost of goods sold** to drive gross margin enhancements

Project Horizon



Financial Targets

\$500M
Incremental
annualized EBITDA



50 bps⁽¹⁾
Of EBITDA margin
improvement



~13%⁽¹⁾
EPS CAGR




Initiatives

- **Growth in market share** through purposeful initiatives
- **Further build on margin and cost discipline**


(1) Project Horizon Revised Targets: Differences compared to the original Project Horizon targets of improving EBITDA margin by 100 basis points, which was expected to generate an EPS CAGR of at least 15% was largely due to delays in delivering some key initiatives as a result of the novel coronavirus (“COVID-19” or “pandemic”) and the Cybersecurity Event, higher depreciation than originally anticipated resulting from higher capital spend, and the impact of significant and unexpected inflation.

















Appendix B:


Scene+ Reward Categories




Grocery, Liquor,
Pharmacy

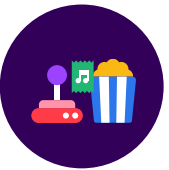









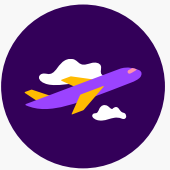
Banking






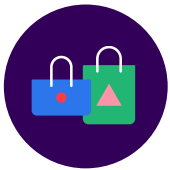
Entertainment









Travel






Shopping


Gift cards (redeem only)









Shop Online (Earn only)




PLUS many more...




Dining





Home Improvement



Appendix C: E-Commerce Timeline



Appendix D:

Financial Results – 12 Quarter Review

	Fiscal 2023			Fiscal 2024				Fiscal 2025				Fiscal 2026
	Q2 F23 Nov 5 2022	Q3 F23 Feb 4 2023	Q4 F23 May 6 2023	Q1 F24 Aug 5 2023	Q2 F24 Nov 4 2023	Q3 F24 Feb 3 2024	Q4 F24 May 4 2024	Q1 F25 Aug 3 2024	Q2 F25 Nov 2 2024	Q3 F25 Feb 1 2025	Q4 F25 May 3 2025	Q1 F26 Aug 2 2025
Sales	\$7,643	\$7,489	\$7,408	\$8,076	\$7,751	\$7,494	\$7,412	\$8,137	\$7,778	\$7,725	\$7,637	\$8,258
<i>Same-store sales growth (%) – food⁽²⁾</i>	3.1%	0.1%	2.6%	4.1%	2.0%	1.9%	0.2%	1.0%	1.8%	2.6%	3.8%	1.9%
Gross profit ⁽²⁾	\$1,955	\$1,901	\$1,959	\$2,075	\$2,004	\$1,987	\$2,006	\$2,126	\$2,064	\$2,083	\$2,109	\$2,235
<i>Gross margin⁽²⁾</i>	25.6%	25.4%	26.4%	25.7%	25.8%	26.5%	27.1%	26.1%	26.5%	27.0%	27.6%	27.1%
Other income	\$8	\$8	\$40	\$113 ⁽³⁾	\$44	\$9	\$13	\$42	\$18	\$4	\$26	\$16
Share of earnings from investments, at equity	\$39	\$18	\$17	\$10	\$14	\$15	\$13	\$16	\$31	\$10	\$11	\$17
Adjusted EBITDA ⁽²⁾	\$584	\$545	\$599	\$641	\$577	\$547	\$563	\$659	\$601	\$565	\$599	\$671
<i>Adjusted EBITDA margin⁽²⁾</i>	7.6%	7.3%	8.1%	7.9%	7.4%	7.3%	7.6%	8.1%	7.7%	7.3%	7.8%	8.1%
Net Earnings	\$190	\$126	\$183	\$261	\$181	\$134	\$149	\$208	\$173	\$146	\$173	\$212
Adjusted Net Earnings ⁽²⁾	\$190	\$165	\$185	\$196	\$178	\$153	\$154	\$219	\$173	\$146	\$173	\$212
EPS	\$0.73	\$0.49	\$0.72	\$1.03	\$0.72	\$0.54	\$0.61	\$0.86	\$0.73	\$0.62	\$0.74	\$0.91
Adjusted EPS ⁽²⁾	\$0.73	\$0.64	\$0.72	\$0.78	\$0.71	\$0.62	\$0.63	\$0.90	\$0.73	\$0.62	\$0.74	\$0.91
Free cash flow ⁽²⁾	(\$127)	\$78	\$209	\$340	(\$62)	\$349	\$105	\$186	\$76	\$148	\$318	\$63
Capital expenditures	\$255	\$143	\$243	\$124	\$135	\$156	\$416	\$152	\$149	\$188	\$233	\$138
Dividend per share	\$0.1650	\$0.1650	\$0.1650	\$0.1825	\$0.1825	\$0.1825	\$0.1825	\$0.20	\$0.20	\$0.20	\$0.20	\$0.22
Share price – end of period	\$34.76	\$37.15	\$35.14	\$35.00	\$39.66	\$34.15	\$32.40	\$36.66	\$39.98	\$42.74	\$50.95	\$54.50

(1) Q4 F22 included a 14th week and 53rd week of operations, respectively.

(2) See section titled “Non-GAAP Financial Measures & Financial Metrics” in the Company’s MD&A for each of the relevant periods.

(3) Includes gain of \$91M associated with the Western Canada fuel sale in Q1 F24

Executive Leadership Team



Pierre St-Laurent
Chief Operating Officer



Costa Pefanis
Chief Financial Officer



Sandra Sanderson
Chief Marketing Officer



Doug Nathanson
Chief Development
Officer & General Counsel



Julia Knox
Chief Technology and
Analytics Officer



Sandra Pasquini
Chief Human Resources
Officer