

MARY KAY HABEN, Independent Director



Age: 68

Director Since: Nov. 2019

Committees

- Nominating and Corporate Governance (*Chair, since Feb. 2023; Member, since Nov. 2019*)
- Audit and Risk (*Nov. 2019 to June 2021*)

Career Highlights

Since 2011, she has been an outside director for various public companies since her retirement.

Apr. 2007 to Feb. 2011, she held senior positions with **Wm. Wrigley Jr. Company**, a confectionery company, including President, North America (*Oct. 2008 to Feb. 2011*) and Group Vice President and Managing Director, North America (*Apr. 2007 to Oct. 2008*). Wrigley was public until October 2008, following which it became a subsidiary of **Mars, Incorporated**.

Prior, she led several multi-billion divisions during her 27-year career with **Kraft Foods, Inc.**, a grocery manufacturing and processing conglomerate, including Senior Vice President, Open Innovation (*2006 to 2007*), Senior Vice President, Global Snack Sector (*2004 to 2006*), and Group Vice President, Kraft Foods and President, Cheese, Enhancers and Meals (*2001 to 2004*).

Public Company Boards

Current

The Hershey Company (*since Aug. 2013*), a global confectionery leader. NYSE: HSY

- Compensation and Human Capital Committee (*Aug. 2013 to May 2017, and since May 2018*)
- Finance and Risk Management Committee (*2018, and since 2023*)
- Governance Committee (*Chair, 2018 to 2022; Member, Jan. 2016 to 2022*)
- Executive Committee (*2018 to 2022*)

Equity Residential (*since July 2011*), a REIT engaged in the acquisition, development and management of multi-family properties. NYSE: EQR

- Compensation Committee (*Chair, since 2016; Member, since 2013*)
- Audit Committee (*2011 to 2013*)
- Corporate Governance Committee (*since 2012*)

Prior

Bob Evans Farms, Inc. (*Aug. 2012 to Jan. 2018*), a leading producer and distributor of food products. Nasdaq: BOBE (*company sold and went private in Jan. 2018*)

- Lead Independent Director (*Aug. 2015 to Jan. 2018*)
- Non-Executive Chair of the Board (*Oct. 2014 to Aug. 2015*)
- Compensation Committee (*Apr. 2015 to Jan. 2018*)
- Nominating and Corporate Governance Committee (*2016 to Jan. 2018*)
- Audit Committee (*Aug. 2012 to 2014*)
- Finance Committee (*Aug. 2012 to 2014*)

Other Information

Ms. Haben was named to the 2020 National Association of Corporate Directors Directorship 100™, which honors the most

influential boardroom leaders each year. She has served and chaired various alumni and foundation boards of the University of Michigan and Illinois, and is active in various non-profit boards.

She received a Bachelor of Science in Business Administration from the University of Illinois, and a Master of Business Administration in Marketing from the University of Michigan, Ross School of Business.

Skills and Qualifications Relevant to Service on our Board

- Possesses substantial M&A, operating, digital, **marketing, and brand management and development** experience from long-term **senior executive roles for consumer-packaged goods/food companies**, including a strong track record in delivering value to shareholders and consumers through brand building, developing new products, innovation and implementation of business strategies in various markets and media platforms. Has deep knowledge of and ability to analyze the overall **consumer-packaged goods industry**, evolving market dynamics and consumers' relationships with brands. Executive experience also included numerous years of direct reports in sales, R&D and **supply chain**.
- Long-tenured current board member of two public companies, and a former long-term board member of a third public company. Significant oversight expertise in governance, compensation, finance, **digital transformations and AI**, digital and **social marketing, supply chain strategy, ESG** and **enterprise risk management** (including **cybersecurity risks**) from **servicing on public company boards**, including numerous leadership and board committee roles, since her retirement in 2011. Experience includes two significant directorships with **consumer-packaged goods/food companies**.
- The breadth of experience and expertise leading boards and board committees, as well as serving in executive management roles, enable her to provide critical insights in overseeing and partnering with management.