

Non-Disclosure, Grant, Assignment, Release and Waiver

You are participating in McDonald's Global Women in Technology (GWIT) University Mentorship Program (the "**Program**") at McDonald's Headquarters at 110 N. Carpenter Street, Chicago, Illinois, 60607 from April 2025 through March 2026.

The mission of the Global Women in Technology University Mentorship Program is to drive interest in technology careers for female-identifying and non-binary students, inspire students in technological majors to continue with their passions by exposing them to the wide array of opportunities within the technology industry, and provide our employees' the opportunity to mentor future tech leaders.

By signing this Non-Disclosure, Grant, Assignment, Release and Waiver (the "**Agreement**"), you represent that you understand, acknowledge and agree with the terms below prior to participating in the Program.

Acknowledgement

You attest that during your participation in the Program you are enrolled in a post-secondary educational degree program at a university offering degrees in the technology sector. If your enrollment status changes during your participation in the Program, you will promptly notify McDonald's.

You acknowledge that your participation in the Program will primarily be through various modes of technology such as Webex or Teams conferencing. However, for any in-person elements of the Program you acknowledge and agree that you are solely responsible for your transportation to Program events such as meetings with your assigned mentor, group mentoring sessions, Program lunches, receptions, or other meetings off-site or at McDonald's Headquarters.

Confidentiality and Non-Disclosure of McDonald's Information

You acknowledge that McDonald's possesses certain proprietary and confidential information, including without limitation, trade secrets, training programs and materials, research data, new product plans, operation methods, specifications, technology, software, databases, know-how, techniques and business practices, both written and unwritten (the "**Information**"). This Information does not include (a) information generally available to the public and not as a result of unlawful disclosure by you or someone else; (b) information that you knew prior to your participation in the Program; (c) information you received from a third party without any duty of confidentiality; or (d) information that you are required to disclose by law.

You acknowledge McDonald's may share Information with you during your participation in the Program (the "**Purpose**"). You agree to protect this Information from disclosure. You agree not to share with any third party or use this Information without McDonald's prior written consent. You agree to notify McDonald's of any accidental or intentional disclosure of any Information. You also agree not to post any material or Information, on any social media platform, pertaining to the Program until such Information is no longer confidential.

You agree that all suggestions, recommendations, ideas, or statements made or collected in connection with the Program (your "**Feedback**") shall be and remain the sole exclusive property of McDonald's. **You hereby assign any rights, title or interest in your Feedback to McDonald's.** You further agree that any rights that you may have in any concepts, designs and products presented by you in connection with the Purpose will not be infringed by McDonald's use, consideration or development of any concept, design and/or product that is similar or identical to any of the concepts, designs and/or products presented by you in connection with the Purpose. You waive any and all claims against McDonald's, its officers, directors, employees, agents, representatives, franchisees, agencies, subsidiaries, divisions and representatives for any use by McDonald's of any product, design or concept similar or identical to any of the concepts, designs and/or products presented by you in connection with the Purpose.

You acknowledge that your use or disclosure of the Information, except as permitted by this Agreement, would cause immediate and irreparable harm to McDonald's for which money damages would be inadequate. Therefore, McDonald's will be entitled to injunctive relief for your material breach of any of your obligations hereunder, without proof of actual damages and without the posting of bond or other security. Such remedy shall not be deemed to be the exclusive remedy for such breach but shall be in addition to all other remedies available at law or in equity.

Grant, Assignment, Release and Waiver

I hereby grant to McDonald's Corporation, its affiliates, subsidiaries, franchisees, advertising and promotional agencies, and their respective agents, representatives and designees (collectively, "**McDonald's**"), the irrevocable, unrestricted worldwide right to use materials bearing my name, voice, statements attributable to me (including statements or posts I have made on social media and other websites), image, likeness and/or any other identifiable representation of me (collectively, your or my "**Likeness**") for any and all purposes, including but not limited to advertising. These materials may appear in any form or medium whatsoever now known or later developed (including, without limitation, photographs, video, films, sound recordings, prints, broadcast, internet and electronic media).

I understand this means that McDonald's may use these materials containing My Likeness in social media, on any of its social media accounts, either existing now or created in the future, including, but not limited to, McDonald's accounts on LinkedIn, Facebook, Twitter, Instagram and/or YouTube.

I agree that all Program materials containing My Likeness shall be and remain the sole and exclusive property of McDonald's, and I hereby assign any right I may have acquired in or to such materials to McDonald's. I hereby release and forever discharge McDonald's from any and all claims, liabilities and damages relating to the use of My Likeness.

I hereby waive any right I may have to inspect or approve the finished materials or any part or element thereof that incorporates My Likeness.

I have agreed to the above in consideration of the opportunity given to me by McDonald's to appear in these materials. I acknowledge that I have fully read and understand this Agreement and any questions I have or had regarding its effect or the meaning of its terms, have been answered to my satisfaction.

This Agreement shall be governed by and construed in all respects in accordance with the laws of the State of Illinois. I irrevocably submit to the exclusive jurisdiction of the state courts of the State of Illinois and the federal district courts located in the State of Illinois for the purpose of any suit, action or other proceeding relating to or arising out of this Agreement. This Agreement constitutes the entire agreement with respect to the subject matter hereof and supersedes and replaces any and all prior agreements and understandings regarding such subject matter. This Agreement may be amended or modified only by writing signed by me and McDonald's. The provisions of this Agreement shall be deemed severable, and the illegality, invalidity or unenforceability of any one or more of the provisions hereof shall not affect the legality, validity and enforceability of the other provisions hereof. I have had the opportunity to review this Agreement. Therefore, no rule of construction or interpretation that disfavors the party drafting this Agreement or any of its provisions will apply to the interpretation of this Agreement. Instead, this Agreement will be interpreted in accordance with the fair meaning of its terms.

By signing below, you understand and agree to these terms. You also certify you are at least 18 years of age, unless this Agreement is also signed by your parent or legal guardian.

Ella Happel

Name of Participant

Ella Happel

Participant's Signature

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Participant's Age

If Participant is under 18, a parent or legal guardian must also sign below:

I represent that I am a parent or legal guardian of the person identified above, who is a minor. I understand the above and consent to the use of his/her Likeness as set forth above.

Name of Parent or Guardian

Signature of Parent or Guardian

Address

Date Signed

City, State, Country, Zip/Postal Code

Email Address of Parent or Guardian