

NIRI Think Tank on Capital Markets Member Bios

Think Tank Chair and NIRI Board Liaison

Remy Benarda, IRC, Think Tank Chair, is Partner, Investor Relations Advisory Solutions. Remy has nearly 30 years of experience in finance, investor relations and communications focused. Over her career, she has initiated and managed investor relations, corporate and clinical communications, and marketing programs for several companies both in-house and as external advisor. Remy is well-versed in both internal and external communications with extensive experience advising C-Level officers and Boards of Directors on overall corporate strategy, communications and disclosure, crisis management, financing, and operations.

Remy began her career on Wall Street working at Goldman Sachs, Knight Equity Markets, and Bear Stearns. She holds an M.B.A. and a B.S. degree in Business Administration from Pepperdine University. Remy is an active participant in the investor relations community and holds the Investor Relations Charter (IRC) credential. She currently sits on the Board of Directors for the National Investor Relations Institute (NIRI) and has been recognized as a NIRI Fellow.

Katie Royce, NIRI Board Liaison, is Chief Financial Officer at ZenBusiness and NIRI Board of Directors Chair. Previously, she was the SVP, North America CFO at Cognizant, where she was responsible for developing and executing all aspects of the company's investor relations program. Prior to joining Cognizant, Katie was Director of Investor Relations at Cantor Commercial Real Estate where she was responsible for private institutional investor relationships as well as corporate bond holders and rating agencies. Previously, she was the Investor Relations Manager at Selective Insurance Group, Inc. Katie began her career on the buy-side as an equity research analyst.

Katie holds a BS in Business Administration from the University of Richmond. She earned the Chartered Financial Analyst (CFA) designation and a professional Certificate in Investor Relations from New York University. Katie is a member of the Steering Committee of the National Investor Relations Institute's (NIRI) Senior Roundtable and President of the Board of the New York chapter.

Think Tank Members

Ashley Banfield is Co-Head of Global Execution Strategy in the Equity division at Fidelity Investments. Fidelity Investments is a leading provider of investment management, retirement planning, portfolio guidance, brokerage, benefits outsourcing, and other financial products and services to institutions, financial intermediaries, and individuals. In her role, Ms. Banfield is responsible for overseeing the day-to-day operations of the Global Trading desk and engaging across the industry on topics relating to Equity Market Structure. Prior to assuming her current position in January 2023, Ms. Banfield was Head of Americas Trading.

Prior to joining Fidelity in 2013, Ms. Banfield served as an executive director at Morgan Stanley in New York. She has been in the financial industry since 2005. Ms. Banfield earned her bachelor of arts degree in economics from Harvard and her master of business administration degree from Columbia University.

Kerri Bernstein is Senior Vice President, Head of Investor Relations, for American Express. In her current role, Kerri serves as the key liaison between the company and the investment community. Since joining American Express in 2008 in the Lead Financial Officer organization, Kerri has held a variety of roles. Kerri previously led AXP's funding, liquidity and exposure management strategies, capital markets execution and AXP's Comprehensive Capital Analysis and Review (CCAR) program. Prior to American Express, Kerri held securities analyst and investment banking roles at



Fidelity Investments and Burnham Securities, Inc. Kerri holds an MBA in Finance and Entrepreneurship from New York University's Stern School of Business and a BS in Business Administration from Northeastern University.

Evan Black is Director, Capital Markets for Santander Consumer USA (SC). Mr. Black was appointed to this role in May 2022, in which he is responsible for leading SC's private financing activities via a syndicate of 12 banks representing ~\$12 billion in funding. Mr. Black was appointed Head of Investor Relations for Santander Holdings USA ("SHUSA") in January 2020. He was responsible for leading Santander's investor relations activities, including investor, research analyst and rating agency relations for SHUSA and SC. He also supported SHUSA's debt capital markets team, which is responsible for managing SHUSA's liquidity and debt maturity profile via the execution of unsecured debt and liability management activities.

In 2014, when SC made its debut as a publicly traded company, Mr. Black served as project lead and launched SC's first equity investor relations program. In this role, he is responsible for overseeing SC's quarterly earnings process and managing and cultivating relationships with SC's top institutional investors and research analysts. Mr. Black joined Santander in 2012 as a Senior Market Risk Analyst for SC and was responsible for analyzing interest rate and liquidity risk for SC's balance sheet, managing a portfolio of derivatives and mitigating risks through the execution of interest rate swaps. Prior to joining Santander, Mr. Black served as Market Risk Manager at Penson Financial Services. Mr. Black earned a Bachelor's in Business Administration in Accounting from Southern Methodist University, is a CFA® charterholder and holds the Investor Relations Charter (IRC) credential.

Matt Bruschi, CAE is President and CEO of NIRI: The Association for Investor Relations. He was previously COO, led professional development programs, credentialing, publications and communications for NIRI. Prior to working at NIRI, Bruschi led the investor relations and corporate communications functions for several public companies, and he served in regulatory and marketing roles with the Nasdaq Stock Market. Bruschi began his career as a Surface Warfare Officer in the United States Navy and received the Navy Achievement Medal for superior performance. He holds an M.B.A. from the University of Maryland, a B.S. from the Pennsylvania State University, and he is a Certified Association Executive.

Linsley Carruth is Director of Investor Relations (IR) for T. Rowe Price, and leads the company's stockholder engagement efforts. Most recently, Ms. Carruth led the Corporate Strategy team in the CFO Group. Previously she was a product strategy executive responsible for coordinating product development efforts and market assessments for the EMEA region. Prior to that, she was a strategy development executive for Global Investment Services (GIS), the organization responsible for the firm's global distribution business, providing strategic planning, marketing intelligence, and research support to GIS.

Ms. Carruth joined the firm in 2000 as a marketing manager for T. Rowe Price's U.S. RetailDirect business, managing the rollover IRA product and online initiatives. She is a vice president of T. Rowe Price Associates, Inc., and T. Rowe Price Group, Inc. Prior to joining T. Rowe Price, she worked for Dell Computers, James G. Davis Construction Corp., and the Jubilee Support Alliance. Ms. Carruth earned an A.B. in government from Dartmouth College and an M.B.A. from the University of Virginia, Darden School of Business. She is a member of the Board of Trustees of the Baltimore Museum of Industry.

Virginea Stuart Gibson is Senior Vice President in the Technology Investor Relations Group for ICR, with more than 10 years' experience covering the Software industry as an equity research analyst on both the buy-side and sell-side. Over the course of her career, Virginea's experience also included over 11 years of investor relations public company experience at a global technology innovator and a Fortune 500 mega-cap financial services company, collaborating



executive leadership and across functional teams to execute comprehensive and proactive investor relations programs. The combination of her deep investor relations experience and extensive equity research background provides credible insight as a strategic partner advising companies and helping them to realize their value.

Virginea holds an MBA from Harvard Business School and a Certificate in Investor Relations from New York University. She is an active member of National Investor Relations Institute (NIRI).

Raj Mehan, IRC is Vice President, Finance and Treasurer, for Steelcase Inc., the world's largest manufacturer of office furniture. Raj leads the Capital Management Group that is responsible for planning, managing, and driving capital for the company. In that capacity, Raj's primary areas of responsibility include global financial planning and analysis, investor relations, treasury, and direct oversight for Steelcase's three global business centers in Malaysia, Mexico, and Romania. He also sits on the investment committees of the Steelcase Foundation and the Steelcase Retirement Plan.

Raj was a member of NIRI's Virtual Chapter from 2009 to 2017, where he served in a variety of roles including co-president (2014-15), secretary (2012-2013), and president (2011-2012). He earned his Certified Treasury Professional designation in 2012 and received NIRI's Investor Relations Charter (IRC®) credential in 2016. He also is a member of NIRI's Senior Roundtable.

Daniel P. Nielsen is a managing director in Clermont Partners' Environmental, Social, and Governance (ESG) & Strategic Communications practice where he plays a leadership role in ESG product development, client services delivery, and thought leadership. Dan has been involved in the ESG industry for two decades, spending most of that time working for asset managers and owners helping them to incorporate ESG into their investing practices and engaging portfolio companies on ESG prioritization and performance.

Dan holds an MBA from the University of Chicago Booth School of Business. He was part of the first cohort to earn the Fundamentals of Sustainability Accounting (FSA) credential offered by the Sustainability Accounting Standards Board (SASB). Dan serves as co-chair of the Advisory Board of the Catholic Impact Investing Collaborative (CIIC), on the Advisory Board of the CEO Investor Forum, on the Leadership Council of Loyola University Chicago's Baumhart Center, and as an adjunct professor at Loyola's Quinlan School of Business where he teaches ESG investing.

Ashley Neil Serrao currently heads Investor Relations, Treasury and Financial Planning and Analysis at Tradeweb Markets LLC. He is responsible for TW's annual budget and strategic plan, cash and capital management, competitive intelligence, ESG program and managing communications with equity investors. He currently serves on Tradeweb's Operating Committee and Investment Advisory Committee, co-chairs the Diversity & Inclusion Committee and chairs the ESG Committee. He was previously responsible for the firm's U.S. M&A and partnership strategy and spearheading Tradeweb's 2019 IPO as part of the Executive Committee. He has been recognized by NIRI as a Rising Star in 2022 and Business Insider as one of Wall Street's 25 rising stars in 2019.

Prior to joining Tradeweb in 2017, Ashley was an equity research analyst at Credit Suisse for nine years. There he was recognized for his coverage of Brokers, Exchanges and Asset Managers by Institutional Investor as a Rising Star in 2016, Thomson Reuters/Starmine as a top 10 stock picker in the United States across sectors in 2016 and by Bloomberg as one of America's Best Analysts in 2014.

He graduated with a BA in Economics, summa cum laude from Bates College, where he was elected to the Phi Beta Kappa and Sigma Xi societies. He is a CFA and CMA charter holder. He also serves on the Board of Habitat for Humanity (New York & Westchester County).

Kristie Waugh is senior vice president of Investor Relations and Financial Planning and Analysis at Raymond James Financial. She is responsible for communicating the firm’s financial performance and strategic objectives to institutional investors, Wall Street analysts and individual investors on a continuous and consistent basis. She also prepares interim reports, press releases, presentations, executive scripts and other communication materials for earnings releases, industry events and presentations to analysts and investors. In addition, she oversees the firm’s budgeting, forecasting and long-range planning functions. Ms. Waugh is a member of the firm’s Finance Leadership Team.

Ms. Waugh joined Raymond James in 2018. She earned her MBA from The University of Chicago Booth School of Business. Prior to joining Raymond James, Kristie spent seven years leading investor relations for broadband services provider CenturyLink and nearly eight years as an equity research analyst at institutional money managers Wells Capital Management, Franklin Templeton Investments and Ariel Investments. While working as an equity analyst, she completed research, analysis and valuation of companies in the U.S. financial services industry to make investment decisions.

Think Tank Facilitator

Jeff De Cagna FRSA FASAE, executive advisor for Foresight First LLC in Reston, Virginia, is an association contrarian, foresight practitioner, governing designer, stakeholder/successor advocate, and stewardship catalyst. In his work, Jeff advises association and non-profit boards on how they can navigate an irrevocably-altered world and shape a better and different future. A graduate of the Johns Hopkins and Harvard universities, Jeff has continued his learning with the future at the MIT Sloan School of Management, Oxford University, Harvard Business School, the University of Virginia’s Darden School of Business, the Copenhagen Institute for Future Studies, and the Institute for the Future. Jeff is the 32nd recipient of ASAE’s Academy of Leaders Award, the association’s highest individual honor given to consultants or industry partners in recognition of their support of ASAE and the association community.