

# STEPHEN GIBBS

Independent Director | Director Since: 2023



#### Committees:

- Audit

#### Other Public Company Directorships:

- None

#### Other Notable Board Memberships:

- PetSafe Brands
- Joe and The Juice



#### Favorite Papa Johns Menu Item:

Medium Veggie Pizza

#### Summary

Steve Gibbs is a seasoned financial executive with a proven ability to strengthen global organizations through disciplined financial leadership, operational rigor and data-driven decision making. As a former Chief Accounting Officer across multiple consumer facing companies, he has overseen complex technical accounting, financial reporting and enterprise wide control environments while helping management teams translate market trends and analytics into effective business strategy. His deep expertise in establishing rigorous financial discipline, implementing scalable systems and enhancing operational efficiency enables him to contribute meaningfully to Papa Johns growth, margin expansion and governance oversight.

#### Key Skills and Qualifications

- Mr. Gibbs has implemented large scale, integrated financial and operational systems that drive measurable performance improvement. At Home Depot, he co-led the company wide SAP implementation, unifying reporting across business functions to enhance customer experience, increase operational efficiency and deliver enterprise level results.
- He played a central role in evaluating strategic investments and optimizing portfolio value at Home Depot, including the financial due diligence of major transactions such as the \$8 billion acquisition of HD Supply Holdings, which strengthened the company's visibility in a strategic market segment. His ability to rigorously assess acquisition opportunities and value creation pathways aligns with shareholder expectations for disciplined growth.
- At Keurig Green Mountain, Mr. Gibbs spearheaded the company's financial reset, redirecting investments, implementing zero based budgeting to reinforce capital discipline, and installing data driven cost management systems that positioned the company for sustained expansion. His experience deploying performance enhancing financial systems across global operations at Keurig and Tyson Foods supports his record of improving margins and operational discipline.
- Having started his career at a Big Four accounting firm and subsequent leadership roles at Scientific Games, where he led international market budgeting and resource analyses to optimize product and sales performance, Mr. Gibbs brings deep expertise in regulatory compliance, internal controls, financial reporting and enterprise risk management.

#### Career Highlights

*Home Depot (NYSE: HD)*

- VP, Chief Accounting Officer and Corporate Controller (2020-2023)

*Tyson Foods (NYSE: TSN)*

- SVP, Chief Accounting Officer and Controller (2018-2020)

*Keurig Green Mountain (Nasdaq: KDP)*

- VP, Chief Accounting Officer (2011-2017)

*Scientific Games (OTCMKTS: LNWO)*

- VP, Chief Accounting Officer and Corporate Controller (2005-2011) planning (2004-2013)