

ANNOUNCING A SERIES OF INVESTMENTS FOR OUR U.S. RETAIL HOURLY PARTNERS!

Because success is best when shared. This is what it means to be a *partner*.



BARISTA CHAMPIONSHIPS ARE COMING SOON

February–June 2024

Yes, the rumors are true! Barista Championships kick off this February, with a finale in June to announce our first-ever North America champion! We're excited to honor and celebrate the way our Baristas bring to life Our Mission, Values and love for all things coffee! Stay tuned for details on eligibility and selection process.¹ Along with Barista 180, Coffee Master, Origin Experience — our love for coffee runs deep!



BEGIN ACCRUING VACATION SOONER

February 2024

Starting this February, eligible U.S. retail hourly partners can **start accruing paid vacation time sooner, in just 90 days after hire!**



NEW UPGRADES TO PARTNER HUB AND THE PARTNER APP

November–December 2023

The wait is finally over! A new and improved Partner Hub launches this month! Find everything you need – faster than ever before with a personalized homepage, intuitive navigation and better search, designed with you in mind.

Coming in December: **A personalized digital view of your benefits status**, so you can check what you qualify for and enroll in more benefits and perks. This feature will be available via web browser and on the Partner App for eligible partners.¹



BUILD CREDIT WITH THE NEW SIREN CARD

January, with more coming in Spring

Starting in January, **eligible U.S. partners can sign up for the new Siren Card – a secured credit card designed for Starbucks partners through a partnership with cred.ai.** With the new Siren Card, **you can safely build your credit score** automatically with a mobile account.² We're also exploring options to enable early access to pay this Spring. More to come!



SCHEDULING IMPROVEMENTS TO GET YOU THE RIGHT HOURS

Ongoing

We are continuing to focus on **improvements that make it easier for you to get your best schedule, with the hours that are right for you.** Thank you for sharing your preferred hours over the summer! As a next step, we are collecting range of hours desired (min/max) to build a complete picture of your preferences, while creating tools to simplify scheduling for SMs. Together, these efforts will help us **improve the stability, flexibility and consistency of our schedules.**



PAY RAISES, DIFFERENTIATED FOR TENURE

January 1, 2024

We're committed to competitive pay and industry-leading benefits. On January 1, **eligible U.S. retail hourly partners will get at least a 3% increase³ with differentiated pay for eligible tenured partners.**^{1,3} Eligible partners with 2–5 years of service will get at least 4% and eligible partners with 5+ years of service will get at least 5%.^{1,3}



EXPANDING CAREER MOBILITY

Spring 2024

We're continuing to build our stack of education benefits to **support the choices you want to make in your career path, at Starbucks and beyond.** Building on our full academic tuition offerings available through Arizona State University, we are expanding **upskilling opportunities to provide you more options for career mobility pathways like credentials and certification programming.**¹ We are looking forward to sharing more about these exciting educational offerings in the spring.



¹The Company recognizes changes to wages, benefits, and/or terms and conditions may not be unilaterally implemented for partners in stores with organizing under way and may be subject to collective bargaining in good faith for partners in stores with certified union representation.

²Terms and conditions apply. Learn more at cred.ai/faq.

³SFMs are not eligible for the January raises because they received merit raises in October 2023.