STARBUCKS GLOBAL

FISCAL 2025

COFFEE
OPPORTUNITY

COMMUNITY
ENVIRONMENT

IMPACT REPORT

Published July 1, 2026

Data Tables

The following data tables include updates on our impact-related performance.

As stated on page 6 of this report, as part of our Back to Starbucks strategy, we took a fresh, comprehensive look at our Sustainability Goals — grounded in what we've achieved and what we've learned, including about the broader landscape and external systems. Taking these and other factors into consideration, Starbucks management and the board of directors are engaged in a thorough evaluation of our Sustainability Goals. The Sustainability Goals listed on page 6 of this report, some of which are also included in the following Data Tables, represent all of the Sustainability Goals approved by the Board that are currently maintained by Starbucks. They supersede and replace all Sustainability Goals previously disclosed by Starbucks. Although the Data Tables[1] primarily focus on historical FY25 and FY24 performance, we have included the goals currently maintained by Starbucks where relevant.

Partners Coffee Other Goods & Services
Community Human Rights Environment

[1]The deforestation-related goal and the regenerative agriculture-related goal stated on page 6 are not included in the Data Tables. We intend to report our progress in future years.

Partners

Benefits

Starbucks College Achievement Plan

Starbucks College Achievement Plan	FY25	FY24
# partners graduated with college degree (during FY)	2,854	2,699
# partners graduated with college degree (since program inception, as of FYE)	16,990	14,116
# partners participating (as of FYE)	28,071	26,273

Pay

Compensation

Compensation		
% U.S. hourly partners earned above minimum wage	100%	100%

Retention & Growth Opportunities

Talent Attraction & Development

Talent Attraction & Development	FY25	FY24
Total employee turnover (U.S. and Canada)	45%	49%
% of U.S. retail leadership roles filled by internal partners	81%	63%

Partner Engagement

Partner Networks

Partner Networks		
# Partner Networks (globally)	42	39
# Partner Networks (U.S.)	14	13

Coffee

Supporting the Future of High-Quality Coffee

Farmer Support

	FY25	FY24
# people trained in coffee communities	40,584	36,628

Coffee Trees Distributed Globally (varietals selected for performance in climate-adverse conditions)

	FY25	FY24
Current Goal: We aim to distribute 50 million coffee trees selected based on their performance in climate-adverse conditions by the end of 2040.		
# coffee trees distributed globally (during FY)	10,160,852	9,973,696

Global Farmer Fund

	FY25	FY24
$ loans deployed from the Global Farmer Fund (cumulative as of FYE) ($ millions)	100.1	88.3

Coffee Sourcing

	FY25	FY24
Current Goal: We aim to source our coffee from farms and supply chains that meet C.A.F.E. Practices standards.		
% Starbucks coffee sourced from farms and supply chains that meet C.A.F.E. Practices standards	99.15%	99.75%
Average # farms with current C.A.F.E. Practices validation	383,498	441,761

Water Conservation in Green Coffee

	FY25	FY24
# water saving coffee processing equipment funded (EcoMills) (cumulative as of FYE)	1,762	1,643

Forest Conservation & Restoration

	FY25	FY24
Hectares of forests protected (during FY)	3,221	298
Hectares of forests restored (during FY)	138	517

Other Goods & Services

Tea Sourcing

Tea Sourcing	FY25	FY24
Total weight of Rainforest Alliance Certified tea sourced (metric tons)	2,848	2,266

Cocoa Sourcing

Cocoa Sourcing	FY25	FY24
Total weight of Rainforest Alliance Certified segregated cocoa beans sourced (metric tons)	23,927	25,593
Total weight of Rainforest Alliance Certified mass balance cocoa beans sourced (metric tons)	988	—

Manufactured Goods & Services

Manufactured Goods & Services	FY25	FY24
# of facilities in scope	1,746	1,468
# of facility assessments conducted	345	357

Animal Welfare

Animal Welfare	FY25	FY24
% cage-free eggs (U.S. and Canada company-operated stores, inclusive of branded products supplied to licensee business partners)	99.86%	100%
% cage-free eggs (EMEA and U.K. company-operated stores)[2]	88.52%	87.35%
% poultry raised without routine-use of medically important antibiotics (U.S. company-operated stores)	100%	100%
% pork defined as "group housed" (U.S. and Canada company-operated coffeehouses, inclusive of branded products supplied to licensee business partners)	99.91%	100%

[2]In Asia markets where Starbucks operates, such as China and Japan, cage-free egg production is limited and supply is not yet widely available.

Community

The Starbucks Foundation

Overall Grants

Overall Grants	FY25	FY24
$ total grants awarded ($ millions)	13.6	21.4

Origin Grants

Origin Grants	FY25	FY24
# women and girls in origin communities positively impacted (cumulative as of FYE)	695,117	>600,000

Neighborhood Grants

Neighborhood Grants	FY25	FY24
# hyperlocal grants made to nonprofits nominated by Starbucks partners (cumulative as of FYE)	16,149	>13,000
# nominations by Starbucks partners	56,507	>33,000

Global Community Impact Grants

Global Community Impact Grants	FY25	FY24
# hyperlocal grants made to nonprofits (cumulative as of FYE)	381	>270

Company Programs for Community Support

Military Family Coffeehouses

Military Family Coffeehouses	FY25	FY24
# Military Family Coffeehouses opened cumulatively as of FYE	251	238

Company Programs for Community Support

Food Waste Reduction & Hunger Relief

Food Waste Reduction & Hunger Relief	FY25	FY24
% company-operated coffeehouses in the U.S. & Canada with food rescue program	100%	100%
lbs of food rescued in the U.S. and Canada (during FY) (millions lbs)	19.3	15.4
lbs of food rescued in the U.S. and Canada (cumulatively since FY16) (as of FYE) (millions lbs)	144.5	—
# meals donated in the U.S. & Canada (during FY) (millions)	16.3	13.0
# meals donated in the U.S. and Canada (cumulatively since FY16) (as of FYE) (millions)	121.5	—
$ invested in food waste reduction & hunger relief efforts (during FY) ($ millions)[2]	16.4	16.7
$ invested in food waste reduction & hunger relief (cumulatively since FY16) (as of FYE) ($ millions)	102.7	86.3

Community Champion Program

Community Champion Program	FY25	FY24
# partners engaged as Community Champions	68,250	50,989
# nonprofits supported	5,590	5,986
# partner volunteer hours	356,095	505,150

Giving Match Program

Giving Match Program	FY25	FY24
$ donated by Starbucks to nonprofit organizations through the Giving Match program ($ millions)	1.9	2.2

Human Rights

Starbucks reviews its coffee supply chain regularly. A nonconformity as reported in this table is a breach of any one of Starbucks zero tolerance indicators. Multiple nonconformities could be identified in a single location. The number of participating entities change year to year, which may impact the number of reported nonconformities on an annual basis. For each zero tolerance non-conformity brought to our attention, we require swift action by our suppliers and our on-the-ground, third-party partners to pursue corrective actions, including, where appropriate, providing remedy for the impacted individuals. Due to the seasonal nature of coffee production, some zero tolerance indicators may only be closed during the harvest period when the majority of temporary workers are present and therefore fully closing these indicators may require waiting until the next coffee harvest. In the event a zero tolerance indicator cannot be resolved in a timely and comprehensive manner, a supply chain will be considered Non Compliant and sourcing will not occur until resolution is confirmed.

Coffee Supply Chains

Zero-Tolerance Indicator[3]	FY25	FY24
# Nonconformities related to wage practices	96	64
# Nonconformities related to traceability requirements	26	23
# Nonconformities related to child labor	16	50
# Nonconformities related to labor intermediaries	0	4
# Nonconformities related to transparency requirements	2	4
# Nonconformities related to banned pesticides	10	19
# Nonconformities related to forced labor, abuse or unethical recruitment practices	40	2
# Nonconformities related to working conditions, access to water or worker safety	431	—
# Nonconformities related to forest conservation and protection	15	0
Total # nonconformities	636	166
% of FY24 nonconformities that have been remediated or closed by the end of the fiscal year	58%	40%
% of FY25 nonconformities that have been remediated or closed by the end of the fiscal year	13%	—

[3]Starbucks has updated the categorization of Zero-Tolerance Indicators following the introduction of the revised C.A.F.E. Practices Scorecard (Version 4). The category previously reported as “Nonconformities related to deforestation” is now labeled “Nonconformities related to forest conservation and protection,” reflecting the expanded scope of zero-tolerance environmental criteria under Scorecard V4. In addition, Scorecard V4 introduced an entirely new KPI category — “Nonconformities related to working conditions, access to water, or worker safety” — which includes several new zero-tolerance indicators that were not part of the FY24 framework and resulted in a year-over-year increase in nonconformities as suppliers adjust to the revised requirements.

Human Rights

Our sourcing program of manufactured goods and services includes food, packaged coffee, packaged tea, bottled and handcrafted beverages, fluid dairy, merchandise, equipment, furniture, and logistics services. Commitment to continuous improvement is the cornerstone of our program, and regular on-site facility assessments based on risk help us identify potential or actual violations of our standards. We work with our suppliers to remediate identified violations, exiting the relationship if necessary.

Manufactured Goods & Services Supply Chains

Zero-Tolerance Indicator	FY25	FY24
# Nonconformities related to wage practices	8	32
# Nonconformities related to transparency requirements	3	11
# Nonconformities related to access denial into facilities for audits and inspections	1	3
# Nonconformities related to health and safety, including direct and immediate endangerment	0	1
# Nonconformities related to environmental impact	1	0
# Nonconformities related to forced labor	1	0
# Nonconformities related to child labor	2	3
# Nonconformities related to abuse and harassment	1	1
# Nonconformities related to continuous improvement	0	1
Total # nonconformities	17	52
% of FY24 nonconformities that have been remediated or closed by the end of the fiscal year	100%	85%
% of FY25 nonconformities that have been remediated or closed by the end of the fiscal year	59%	—

Environment

Coffeehouses Verified for Energy, Water and Waste Reduction Practices

	FY25	FY24
# coffeehouses verified for energy, water and waste reduction practices in North America	9,295	7,367
# coffeehouses verified for energy, water and waste reduction practices in international regions	4,085	2,029
# coffeehouses verified for energy, water and waste reduction practices globally	13,380	9,396

Water, Sanitation and Hygiene (WASH)

	FY25	FY24
Current Goal: We aim to empower 5 million people through community-driven solutions through water, sanitation and hygiene (WASH) by the end of 2030.		
# people empowered through community-driven solutions through water, sanitation and hygiene (WASH) (cumulative as of FYE)	745,034	343,089

Sales in Reusable Cups

	FY25	FY24
% of beverages sold in reusable cups (global company-operated coffeehouses)	4.6%	2.6%

Environment

Annual Update of Environmental Performance[4,5]

Renewable Electricity (%)

	FY24	FY25
Current Goal: We aim to support 100% of company-owned operations globally with renewable electricity — through a mix of power purchase agreements, renewable energy certificates, and direct investments.		
% renewable electricity use globally (company-operated facilities globally)	72%	87%
% U.S. company-owned facilities powered by renewable electricity	100%	100%
% Canada company-owned facilities powered by renewable electricity	100%	100%
% EMEA company-owned facilities powered by renewable electricity	100%	100%
% Japan company-owned facilities powered by renewable electricity	100%	100%

Energy Consumption (MWh)

	FY19	FY24	FY25
Total Energy Consumption, direct operations[6]	2,596,317	2,653,054	2,799,506
Total purchased electricity, direct operations	2,019,517	2,062,342	2,220,922
Total fuel consumed, direct operations[7]	576,800	590,711	578,584

Greenhouse Gas Emissions (mtCO2e)[8,9]

Scope 1	**335,534**	**388,385**	**382,447**
Scope 2			
market-based	330,803	229,596	173,537
location-based	819,920	779,908	859,842
sub-total scope 1 + 2 market-based emissions	*666,337*	*617,981*	*555,984*

[4]The scope of these data is global unless otherwise noted; Direct operations refers to an operational control boundary, inclusive of company owned stores, corporate offices, and manufacturing and distribution facilities; This includes global wholly-owned and partially-owned subsidiaries over which Starbucks has management and operational control; Direct operations excludes licensed stores.

[5]Where possible, reported data aligns with our fiscal year. In some cases, for example utility bills, the data aligns to the nearest month rather than the exact fiscal year end and start dates.

[6]In gigajoules, total energy consumption in FY25 equals 10,078,223 GJ, and total fuel consumed in FY25 equals 2,082,904 GJ.

[7]Fuel types consumed include natural gas, stationary diesel, and aviation fuel.

[8]Starbucks uses global warming potential (GWP) values from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4), Fifth Assessment Report (AR5) and Sixth Assessment Report (AR6); More detailed climate-related disclosures are available in Starbucks CDP Report.

[9]FY25 Greenhouse Gas Emissions, Operational Water Withdrawals from Direct Operations, Operational Waste Diverted, and Operational Packaging metrics have been third-party verified by Burns & McDonnell; Their report is available in the appendix of this report within External Verification Assurance Letters.

Environment

Annual Update of Environmental Performance

Greenhouse Gas Emissions (mtCO2e)[8,9]

Greenhouse Gas Emissions (mtCO2e)[8,9]	FY19	FY24	FY25
Scope 3[10]			
1 – Purchased goods and services[11,12]	6,720,134	6,977,159	7,317,622
2 – Capital goods	234,671	342,243	271,067
3 – Fuel- and energy-related activities	218,011	185,144	192,224
4 – Upstream transportation and distribution	1,054,266	771,511	759,946
5 – Waste generated in operations	364,086	371,061	393,811
6 – Business travel	15,857	10,116	25,552
7 – Employee commuting	521,776	633,228	672,958
8 – Upstream leased assets[13]		*Not relevant*	
9 – Downstream transportation and distribution	289,189	468,650	478,353
10 – Processing of sold products	241,658	366,899	393,538
11 – Use of sold products[14]		*Not relevant*	
12 – End-of-life treatment of sold products	284,171	284,829	276,809
13 – Downstream leased assets[15]		*Not relevant*	
14 – Franchises[16]	1,632,619	1,746,646	1,864,232
15 – Investments	363,445	290,143	293,812
subtotal scope 3 emissions	*11,939,883*	*12,447,628*	*12,939,923*
Total emissions (scope 1 + 2 market-based + 3)	**12,606,220**	**13,065,610**	**13,495,908**

[10]Where required for Scope 3 GHG emissions calculations, location-based (not market-based) GHG emissions values are utilized.

[11]Category 1 emissions include land use change (LUC) emissions for purchases of coffee, tea, cocoa, dairy, food, and other beverage ingredients.

[12]Category 1 emissions include the emissions from the goods and services purchased by Starbucks Corporation; Purchases made by licensees for key commodities are included in category 14 as recommended by the GHG Protocol.

[13]Emissions associated with Starbucks upstream leased assets are included in scopes 1 & 2.

[14]Emissions associated with use of sold products are not included in Starbucks climate inventory boundary.

[15]Emissions associated with Starbucks downstream leased assets are de minimis.

[16]Starbucks category 14 boundary has been updated to include only licensees' Scope 1 (direct emissions), Scope 2 (purchased electricity), and Scope 3, category 1 (purchased goods and services (PG&S)) GHG emissions; For PG&S, only items where Starbucks has operational control are included.

Environment

Annual Update of Environmental Performance

Greenhouse Gas Emissions (mtCO2e)[8,9]

	FY19	FY24	FY25
Current Goal: We aim to achieve 50% absolute reduction in scope 1, 2 and 3 greenhouse gas (GHG) emissions, representing all of Starbucks direct operations and value chain, by the end of 2030, using FY19 as our baseline.[17]			
Percent change in total emissions from FY19 baseline	—	4%	7%
Percent change in total emissions per $ of revenue from FY19 baseline[18]	—	-7%	-3%
Percent change in scope 1 + 2 market-based emissions from FY19 baseline	—	-7%	-17%
Percent change in scope 3 emissions from FY19 baseline	—	4%	8%
Percentage of total GHG emissions from green coffee purchases	15%	12%	12%
Percentage of total GHG emissions from fluid dairy purchases	13%	13%	13%

Dairy Methane (mtCO2e)

	FY19	FY24	FY25
Scope 3 agricultural dairy methane emissions	**787,353**	**826,971**	**852,444**
Scope 3 agricultural dairy methane emissions - Enteric	464,538	487,913	502,942
Scope 3 agricultural dairy methane emissions - Manure	314,941	330,788	340,978
Scope 3 agricultural dairy methane emissions - Feed	7,874	8,270	8,524
Percentage of Scope 3 emissions from agricultural dairy methane	7%	7%	7%
Percentage of Scope 1 and 3 emissions from agricultural dairy methane	6%	6%	6%

Greenhouse Gas Impact Statement - Dairy Emissions Reductions (mtCO2e)[19,20]

	FY19	FY24	FY25
Measured emissions reductions[21]	—	562	36,620
Verified	—	562	18,525
Pending verification	—	—	18,095

[17]We are actively reassessing our 2030 emissions reduction target while we evaluate the implications of emerging regulations, ongoing updates to relevant standards, and other developments (including headwinds that impose significant challenges for the achievement of the goal). We intend to continue to take action designed to manage our GHG emissions across our operations and supply chains and expect to announce updates to our approach in the near future.

[18]Revenue adjusted to reflect constant dollar values using U.S. Consumer Price Index inflation.

[19]Figures calculated using project-based accounting. Reductions are quantified relative to a counterfactual baseline representing what emissions would have been in the absence of the project(s).

[20]Emissions reductions are attributed to the Starbucks fiscal year that most closely aligns with available data on the timing of each reduction.

[21]Measured reductions include both verified and unverified outcomes. Unverified outcomes are those that have occurred and been measured, but are still pending third-party verification. These quantities will be reported as "verified" in subsequent reporting periods.

Environment

Annual Update of Environmental Performance

Water Withdrawals (megaliters)

Water Withdrawals (megaliters)	FY19	FY24	FY25
Total operational water withdrawal	**39,824**	**41,971**	**53,180**
Direct operations[9,22]	22,865	20,281	26,562
Percent water withdrawn from high-risk basins[23]	*Not calculated*	37%	40%
Indirect: licensed stores[22]	16,959	21,690	26,618
Percent water withdrawn from high-risk basins[23]	*Not calculated*	36%	42%

Waste Diversion (%)[9]

	FY19	FY24	FY25
Percent non-hazardous operational waste, diverted[24]	**28%**	**36%**	**40%**

Packaging Materials (%)[9,25]

	FY19	FY24	FY25
Current Goal: We aim to reduce virgin plastics in all packaging by 5% by the end of 2030 vs FY19, and utilize 25% recycled content in our packaging, dependent on recycled content availability.			
Percent change in virgin fossil fuel derived plastic materials from FY19 baseline	—	14%	11%
Percent of packaging made from recycled materials	25%	23%	25%
Current Goal: We aim to design 100% of Starbucks customer-facing packaging to be reusable, recyclable or compostable by the end of 2030.			
Percent of customer-facing packaging designed to be reusable, recyclable, or compostable	67%	76%	75%

[22] Starbucks withdraws water strictly from local water utilities or similar relevant entities, and as such, all of our water withdrawals are categorized as sourced from third-party water.

[23] Refers to water withdrawals from facilities located in regions of high or extremely-high baseline water stress as defined by the World Resources Institute (WRI) Aqueduct tool, which was used to conduct our global water risk assessment.

[24] Waste diversion includes Starbucks company operations and licensed coffeehouse waste management. We measure diversion as waste materials recycled, composted, donated, or remarketed; Diversion does not include materials sent to landfill or incineration (with or without energy recovery).

[25] Data represent packaging materials used in our direct operations and licensed stores and all other packaging materials purchased by Starbucks Corporation; Starbucks branded products sold outside of our stores are part of a licensed model of the Global Coffee Alliance with Nestlé and are included in the data; The Starbucks branded packaging used by Channel Development business partners are excluded here.

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