

STARBUCKS GLOBAL

*FISCAL
2025*

COFFEE
OPPORTUNITY



COMMUNITY
ENVIRONMENT

IMPACT REPORT

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IMPACT **25** REPORT

At The Starbucks Coffee Company, performance and purpose go hand in hand. For over 50 years, we've believed our business can make a positive impact by serving people, creating economic opportunity and strengthening the communities we're part of.

This commitment isn't just about doing the right thing; it's key to long-term success. Our actions drive growth, resilience and efficiency, creating value for partners (employees), customers and shareholders.





At the start of Fiscal Year 2025, we began to put our Back to Starbucks strategy into action — refocusing on coffee, craft and the coffeehouse experience while streamlining everything that supports it.

This has meant refocusing on the fundamentals, using our scale and resources more wisely and having a sharper understanding of the dynamic environments we operate in. This allows us to focus more on delivering a consistently great Starbucks experience.

As part of this strategy, we are thinking about our impact going forward. We expect to continue taking actions designed to positively impact people, communities and the planet, focusing on three areas:

COFFEE

Supporting the future of high-quality coffee because coffee is at the heart of everything we do — and the key to our future.

OPPORTUNITY

Being the unrivaled best job in retail — a place to belong, grow and thrive. When our partners grow, Starbucks grows.

COMMUNITY + ENVIRONMENT

Caring for our neighborhoods and supporting environmental practices because we believe stronger, more resilient communities can lead to shared success.

Our Progress in FY25

Our efforts in these areas reflect our commitment to building a company our partners and customers can be proud of.

In this report, we share the progress we made in FY25 including the work we conducted to evaluate and adopt a more focused set of sustainability goals. We also address the challenges we have faced in many areas and how we intend to maintain momentum in the work ahead. As we consider the future of coffee and our communities, it is by working alongside governments, customers, partners and the global community that we will deliver impact at scale. We both celebrate our progress and will continue to work to strengthen our programs.

COFFEE

Sourced more than 99% of coffee from farms and supply chains that meet Starbucks C.A.F.E. Practices standards.

This year we achieved our goal — set in 2017 — to donate 100 million coffee trees grown from varieties selected for performance in climate-adverse conditions to farmers, by the end of 2025.

Achieved goal to deploy \$100 million in financing to smallholder farmers around the world by 2025, through our Global Farmer Fund, building on an initial goal set in 2015, in line with our long-standing ambition to support farmers and address financial challenges.

OPPORTUNITY

Expanded U.S. paid parental leave to up to 18 weeks.

Celebrated more than 2,800 partners graduating from the Starbucks College Achievement Plan in FY25, bringing the total to nearly 17,000 since program inception.

Began investing \$500 million in partner hours and expanded rosters across North America.

Piloted a new coffeehouse coach role, with plans to expand in the U.S. and Canada in 2026.

COMMUNITY & ENVIRONMENT

Donated over 16 million meals through Starbucks FoodShare in FY25, bringing the cumulative total to nearly 122 million since the program began in 2016.

In the U.S., for every pound of food donated, Starbucks receives a federal tax benefit — we pledged to reinvest \$100 million into hunger relief and food waste reduction by 2030, and we’ve already met that goal five years ahead of schedule.

Reached more than 700,000 people in coffee-, tea- and cocoa-origin communities with improved access to water and sanitation.

Continued to meet 100% of electricity needs for company-operated coffeehouses worldwide (excluding China) through a mix of power purchase agreements, renewable energy certificates and direct investments including more than \$325 million to date in solar and battery storage. In September 2025, Starbucks was also recognized with a 2025 Green Power Leadership Award presented by the Center for Resource Solutions.

Expanded EV charging at coffeehouses in the U.S.

Reduced global Scope 1 & 2 market-based greenhouse gas emissions by 17% relative to FY19.

Verified over 13,000 coffeehouses for energy, water and waste reduction practices, exceeding our 2025 goal of 10,000.

Continued to invest in more packaging innovations and increased the rate of reusable cup use in coffeehouses by 77%.

Over the past several years, we’ve made meaningful efforts to progress our Sustainability Goals and gained valuable insights along the way. In many cases, we met the goals we set. In others, we learned more about what it takes to drive lasting change across a complex, global business.

As part of our Back to Starbucks work, 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 engaged in a thorough evaluation of our Sustainability Goals. With that perspective, we are focused on nine Sustainability Goals.¹

We’re proud of the progress we’ve made and are committed to continuing to make a positive impact with transparency, accountability and a clear focus on making a meaningful difference.



Our current Sustainability Goals

We aim to:

COFFEE

Source our coffee from farms and supply chains that meet C.A.F.E. Practices standards.

Distribute 50 million coffee trees selected based on their performance in climate-adverse conditions by the end of 2040.

Support 100,000 coffee farmers in our supply chain in adopting regenerative agriculture practices by the end of 2040.

WATER STEWARDSHIP

Empower 5 million people through community-driven solutions through water, sanitation, and hygiene (WASH) by the end of 2030.

CLIMATE

Support 100% of company-owned operations globally with renewable electricity — through a mix of power purchase agreements, renewable energy certificates, and direct investments.

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.²

Pursue deforestation- and conversion-free status for strategically sourced coffee and cocoa by the end of 2026.

PACKAGING

Design 100% of Starbucks customer-facing packaging to be reusable, recyclable or compostable by the end of 2030.

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.

¹See “Important Information About This Report” for more information.

²See page 33 for more information on our emissions reduction goal, which is being actively reassessed.

IN THIS REPORT

PROGRESS UPDATES

Coffee →

Opportunity →

Community & Environment →

APPENDIX

Data Tables →

Important Information
About This Report →

Forward-Looking Statements →

External Verification
Assurance Letters →



PROGRESS UPDATES



Coffee

Supporting the future of high-quality coffee



Coffee remains central to everything we do. Supporting its future is essential to delivering the Starbucks experience customers expect.

It’s a big reason people come together, pause in their day and share a moment of connection. Every cup links us to communities around the world and to the farmers who make it possible.

Starbucks sources high-quality arabica coffee from more than 26 origins across Latin America, Asia Pacific and Africa. Our supply chain includes hundreds of thousands of farms measured against Coffee and Farmer Equity (C.A.F.E.) Practices standards.

But coffee, like many crops, isn’t immune to the effects of climate change. Rising temperatures, changing rainfall patterns and the risk of more pests and diseases can affect farm viability. That’s why our approach, as we get Back to Starbucks, combines operational excellence in our coffeehouse with more focused research, development and investment in the regions we source coffee from. This includes implementing programs that aim to support farmers in adopting regenerative agricultural practices so we can continue to source from them for years to come.



Our Ambition is to Source High-Quality Coffee with Intention and Care

We work to source premium arabica coffee with care, so you can feel good about every cup.

We aim to do this by setting clear expectations, reviewing and verifying how our coffee is grown and traded, and working with farmers and suppliers to improve practices over time.

More than 20 years ago, working with Conservation International, we pioneered one of the coffee industry’s first sourcing programs that reflected our ambition to source only high-quality, premium arabica coffee with care: **Coffee and Farmer Equity (C.A.F.E.) Practices**. The program helps assess and improve how coffee is grown, processed and traded across our green coffee supply chain. It provides a set of checkpoints against which farms are assessed through an independent third-party verification process overseen by SCS Global Services. C.A.F.E. Practices also includes clear requirements to pursue corrective actions for zero-tolerance issues.

In FY25, more than 99% of Starbucks coffee was sourced from supply chains verified to meet C.A.F.E. Practices standards.



This work is enabled through Starbucks Coffee Trading Company (SCTC), our global green coffee sourcing organization, which purchases unroasted coffee from more than 26 origins and manages our long-term green coffee supply strategy. Backed by a sourcing team with nearly 100 years of combined coffee-buying expertise, SCTC purchases approximately 5 million bags of premium arabica coffee each year — about 3% of global production — helping ensure consistent quality, traceability and long-term supply reliability while actively managing market volatility and supply-chain risk. As of FY25, nearly 400,000 coffee farms are part of supply chains verified against the C.A.F.E. Practices standard, through a third-party verification process overseen by SCS Global Services. Through SCTC and a network of 49 tier-one suppliers, we work to build strong relationships that help support and improve our green coffee supply chain.





Together, these sourcing efforts not only support a resilient supply of high-quality coffee but also deepen our visibility into the realities that farmers and workers face globally. This visibility informs the steps we take to strive to uphold and respect human rights in our sourcing activity. In FY25, we continued to take action and leverage our enterprise [Starbucks Human Rights Impact Assessment](#) recommendations. For example, following human rights risk mapping across our coffee supply chain, we used the data to inform human rights impact assessments in select countries where we source coffee: Brazil, Colombia, Guatemala, Honduras and Uganda. For example:

- In Brazil, we have already taken additional steps to strengthen our human rights due diligence, including training farmers on working conditions and health and safety requirements under Brazilian law in collaboration with SENAR-Minas Gerais (Brazil’s National Rural Learning Service). In 2025, Starbucks funded Nossa Voz in Brazil alongside other parties, supporting ongoing operations and expansion of an industry pilot grievance mechanism for workers operated by expert risk organization LRQA. We also engage with local organizations such as InPacto, the National Pact Institute working toward eradication of slave forced labor in Brazil, to help prevent identified risks.
 - In Guatemala in FY25, we also continued our work to help mitigate child labor, supporting a total of 13 childcare centers during harvest season.
 - In FY25, we worked with a third-party human rights expert, Verite, to design a human rights e-learning curriculum specific to the coffee sector to equip our suppliers and internal teams to identify risks early to prevent issues. We will be implementing the program in FY26.
- Read more about our approach to human rights due diligence in our supply chain [here](#).

Supporting Farmer Resilience & the Future of Coffee

At Starbucks, we’re focused on the fundamentals of sourcing – quality, resilience and innovation.

At **Hacienda Alsacia**, our farm on the slopes of Costa Rica’s Poás volcano, we lead agronomy research to develop coffee varietals that have exceptional taste and are designed for tolerance to disease and climate change. The agronomy team at Hacienda Alsacia manages Starbucks core coffee collection — more than 600 hybrids and varietals — selecting coffee trees for their performance in climate-adverse conditions. These seeds and seedlings are then distributed for free to farmers in key coffee growing regions.

In FY25, in collaboration with the Universidad de Costa Rica, Starbucks agronomists at Hacienda Alsacia published their **first peer reviewed and validated scientific paper** on the correlation between plant nutrition and soil type — providing insights for farmers working on volcanic soils to improve crop health and productivity. That same year, Hacienda Alsacia also earned an **ISO 9000 certification**, a reflection of its consistent processes, robust risk management and traceability efforts.

Starbucks also expanded research with **two new research farms** in FY25: One outside Antigua, Guatemala, and another adjacent to Hacienda Alsacia in Costa Rica. These farms will study hybrid varieties under different elevations and soil conditions, explore mechanization and drone technology, and replicate smallholder farming conditions to help address real-world challenges.

Beyond research, Starbucks operates **10 Farmer Support Centers** in coffee-growing regions around the world, where agronomists share best practices on shade tree management, pruning and soil health, among other regenerative agricultural practices. We also work with model farms to better understand and share best practices.



Global Farmer Fund: Expanding Access to Capital

Starbucks has reached its 2025 goal to provide \$100 million in financing to smallholder farmers around the world through its Global Farmer Fund.

The company’s first farmer loan dates back to 2000 when we provided access to capital to farmers in coffee cooperatives in the El Triunfo Biosphere Reserve in Chiapas, Mexico.

Today, the fund continues to work with non-governmental organizations, fund managers and financial institutions to help farmers access capital for farm renovation to enhance their infrastructure and bolster their financial stability. In addition to financing, loan recipients often receive technical assistance in the form of agronomy best practices, business planning and price risk management training. They may also receive training in management skills and understanding climate risks, followed by support to strategize to avoid or adapt to climate impacts. These advisory services aim to have a lasting positive effect on loan recipients long beyond the life of the loan.

"For nearly 25 years, Root Capital and Starbucks have partnered to address the unmet financial needs of coffee farmers around the world. With the support of the Global Farmer Fund, we provide capital directly to the agricultural businesses that anchor rural livelihoods. These businesses are engines of impact in their communities and serve as gateways to farmer-level finance, enabling coffee farmers to invest in more resilient practices, like agroforestry, and expand women's leadership within the sector."

Jean Forrester, Controller and Vice President, Investor Relations, Root Capital





A MAJOR MILESTONE

100 MILLION TREES DONATED

Climate pressures are creating challenges for coffee-growing regions worldwide. Many farmers need stronger coffee tree varieties that can perform well in climate-adverse conditions to keep their farms productive. Without action, some coffee origins could face serious risks to farm viability in the decades ahead.

That’s why, in 2017, Starbucks set a goal to **distribute 100 million coffee trees selected based on their performance in climate-adverse conditions, by 2025 — a goal we’ve now achieved.** These trees, donated to farmers in El Salvador, Guatemala and Mexico, were bred to better withstand climate impacts and help improve productivity. Alongside these trees, we’ve provided millions of seedlings and worked with third-party organizations to facilitate financing for farm renovations using varieties selected for promising performance. For us, this work is about focusing on what we can control and investing in solutions that could matter most for the future.

100 Million Trees

Conservation International has worked with Starbucks to integrate safeguards into the program, including protecting forests, promoting shade management and upholding the rights of farmers. Throughout the life of the initiative, Conservation International engaged directly with farmers, nursery providers and supplier partners to confirm that farmers received high-quality seedlings and that the safeguards were understood. This monitoring helped ensure the approach remained responsive to farmer needs.

For coffee farmers on the front line of climate change, access to new varieties of coffee trees can be game-changing. The program rapidly expanded that access, helping farmers to renovate disease-prone and aging plots in an effort to restore productivity. Efforts like this demonstrate how strategic, long-term collaboration between companies and community partners can accelerate farmer adaptation and help strengthen long-term resilience in coffee landscapes.

In addition to tree distribution, our work with Conservation International has supported forest protection and restoration efforts across seven municipalities participating in the Hylea Pact in Huila, Colombia. The Hylea Pact aims to improve environmental and social conditions in Huila's coffee- and cocoa-producing communities. Starbucks has played an important role as the first company to invest in restoration and conservation within the Andean-Amazon Corridor through this Conservation International initiative.

Beyond Conservation International, we also work with other organizations such as PUR, with whose support we are planting shade trees on coffee farms in Colombia and Indonesia aiming to help restore ecosystems and strengthen long-term viability.



“With climate change threatening the future of coffee, building resilient farming systems has never been more urgent. Supporting farmers as they adapt to changing conditions can help them and their land stay productive while protecting vital ecosystems. Cross-sector collaboration between business, NGOs and communities is the future of conservation, as it can lead to positive outcomes for climate, people and livelihoods.”

Raina Lang, Conservation International’s
Senior Director of Sustainable Coffee



Looking Ahead

Our commitment to sourcing reflects quality, responsibility and respect for the people who grow and harvest coffee.

This work is about building resilience for the future while helping to meet the needs of farmers today. These principles support the coffee-related goals listed on [page 6](#) of this report. We aim to:

Source our coffee from farms and supply chains that meet C.A.F.E. Practices standards.

Distribute 50 million coffee trees selected based on their performance in climate-adverse conditions by the end of 2040.

Support 100,000 coffee farmers in our supply chain in adopting regenerative agriculture practices by the end of 2040.

Coffee’s future depends on thriving farmers and resilient landscapes. Our goals reflect our continued leadership, ambition and deep commitment to making meaningful, long-term impact across our coffee supply chain.



Opportunity

Our commitment to being the best job in retail



Our success begins with our partners, which is why Starbucks aims to offer the best job in retail.

Whether it's career, college or family — we want to make sure partners have the opportunities they need to grow with Starbucks, or wherever their journey takes them.



It Starts with the Green Apron

As part of our Back to Starbucks strategy, we made bold investments throughout FY25 to elevate the retail partner experience in North America — because when we invest in our people, everything gets better.

This focus on the fundamentals includes strengthening coffeehouse leadership, increasing local empowerment, expanding relevant benefits, improving staffing and scheduling and creating more support during peak times so partners can deliver the Starbucks experience our customers love. In FY25, these investments included:

Piloting a new coffeehouse coach role, with plans to expand in the U.S. and Canada in 2026

Began investing \$500 million in additional hours and expanded rosters to provide teams with more support during busy shifts and improve the customer experience

Further enhancing our industry leading benefits package³ by doubling paid parental leave for benefits-eligible U.S. retail partners to up to 18 weeks



“Knowing that I will be with my newborn daughter for the first 18 weeks of her life, fully paid, brings me so much peace of mind. I will be able to focus on her and our new journey together stress free, and that is irreplaceable.”

Becca, coffeehouse leader in New York



³According to the results of a recent Benefit Index analysis conducted by Aon, Starbucks continues to deliver more valuable benefits for retail hourly partners than any of the more than 50 other U.S. companies included in the study, inclusive of Fortune 200 and Fortune 500 companies.



Partner Benefits & Resources

Starbucks provides competitive pay and a range of benefits for part-time and full-time partners globally.

In the U.S., partners working **20 hours or more each week** can access benefits such as comprehensive health care coverage, paid parental leave, 100% tuition coverage for a first-time bachelor’s degree through Arizona State University, family expansion assistance, mental health resources, financial wellness programs and opportunities to earn equity through our long-standing Bean Stock program.

In our international markets, we offer benefits tailored to local needs — for example, illness insurance for parents in China, the choice between a Health Spending Account (HSA) or Personal Wellness Account (PWA) for out-of-pocket expenses in Canada, health care benefits in Japan and a five-day work week in India.

IT'S WHY WE'RE CALLED PARTNERS

BEAN STOCK

In 1991, Starbucks introduced a groundbreaking stock program, turning employees into true partners.

Through Bean Stock Grants, partners get equity ownership in the company annually. To date, more than \$2.5 billion in pre-tax gains have been granted to more than 1.5 million partners — with more than 240,000 receiving grants in FY25. According to the results of a bi-annual Benefit Index analysis conducted by Aon³, Starbucks continues to deliver more valuable benefits for retail hourly partners than any of the more than 50 other U.S. companies included in the study, inclusive of Fortune 200 and Fortune 500 companies.

[Learn more](#)



"I'm grateful that I'm graduating with my bachelor's degree and I don't have to go into debt. Very thankful to Starbucks!"

Taija, shift supervisor in Illinois

STARBUCKS COLLEGE ACHIEVEMENT PLAN

GO TO COLLEGE, ON US

In FY25, Starbucks celebrated 11 years of the Starbucks College Achievement Plan (SCAP).

Through SCAP, eligible U.S. partners can get 100% upfront tuition coverage for a first-time bachelor's degree online at Arizona State University (ASU). As of the end of FY25, more than 28,000 partners participated, and nearly 17,000 had graduated with degrees from ASU. Nearly 90% of U.S. coffeehouses have at least one partner in the program and over 20% of SCAP scholars are first-generation college students. SCAP graduates also see significant career benefits, as the majority of scholars are retail hourly partners and are promoted at two times the rate of their peers.

[Learn more](#)

Training & Growth Opportunities

From day one, we set our partners up for success with comprehensive training and on-the-job learning, so they have more support to thrive at work and grow with us.

Continuous learning and development opportunities help partners grow their careers, with or beyond Starbucks.

In FY25, we began **piloting a new coffeehouse coach role** in three U.S. districts, with hiring expansion planned in 2026. The coffeehouse coach serves as a true partner to the coffeehouse leader, providing more consistent leadership presence during more operating hours and helping run the business, guide teams and serve customers. For many, it will also be a meaningful first step into coffeehouse leadership, supporting Starbucks aim to develop talent and support internal career growth. We prioritize internal development and advancement, with a focus on filling 90% of U.S. retail leadership roles from within.

In FY25, we created more ways for partners to deepen their coffee expertise. Partners in North America who meet eligibility requirements can apply for an Origin Experience trip to our coffee farm in Costa Rica, while partners in international markets have opportunities to visit farms in Rwanda and Indonesia.



“This new position to me means stability for me and my kids. I am a single mom of three — one that’s in college. I just feel like Starbucks has shown me a different side of myself.”

Jessica, newly promoted from shift supervisor to coffeehouse coach in Texas





"Being able to serve a cup of tasty coffee,
cooperate with partners and connect with
customers ... I love all of these moments."

Nobuki, Starbucks 2025 Global Barista Champion

CRAFT, QUALITY AND CONNECTION

GLOBAL BARISTA CHAMPION

In FY25, Starbucks announced its
first-ever Global Barista Champion,
Nobuki Shimode of Japan.

Thousands of baristas from around the world had participated
in barista championships, designed to celebrate craft and
community at the local, regional and then final level.

Talent & Belonging

Starbucks aims to create environments where everyone is welcome and belongs.

We are deeply committed to creating opportunity for every one of our partners by making Starbucks the best job in retail and a great place to build a career.

Our values, like Belonging, guide our work to help partners thrive. Starbucks programs and benefits are open to every partner and designed to strengthen a culture of inclusion. Our hiring and recruiting practices are fair, competitive, transparent and designed to hire the strongest candidate for every job, every time.

Listening to Partners

At Starbucks, our partners are at the heart of everything we do. Their voices are an important source of insight that helps us understand workplace experiences across our teams, customers and communities.

In North America, in FY25, feedback from partners was one factor in some of the improvements the company implemented through appropriate internal processes, such as updates to scheduling tools, enhancements to paid parental leave and new career pathways. Where changes involve terms and conditions of employment, we follow applicable laws.

We use many channels to hear from partners to understand their experiences, while monitoring actions related to wages, hours or working conditions for compliance with our legal obligations:

Partner Surveys: Regular surveys help us understand what’s working and where we need to improve.

Open Forums and Roundtables: Leaders at all levels host conversations in coffeehouses and virtually to hear directly from partners about their experiences and to provide general business updates.

Partner Networks: Our Partner Networks, which are open to all partners, create moments of connection, and we believe foster inclusion and contribute to the success of our partners and our company.

Direct Feedback Channels: From the Partner Hub to coffeehouse-level conversations, we invite partners to share ideas and concerns so that we can better understand the workplace.



Partner Safety

A key pillar of our work is creating a safe, welcoming and kind environment in our coffeehouses for our partners and customers.

We recognize that partners cannot thrive if they don't feel safe at work. We are committed to providing robust support systems, safety protocols and training programs to empower our partners. We continue to implement comprehensive safety trainings, such as de-escalation techniques, active shooter response, mental health first aid and ongoing coffeehouse safety workshops. In addition to training, we maintain clear policies, procedures and guidelines for addressing disruptive behaviors.

We are focused on designing safe and welcoming coffeehouses, adjusting layouts and hours of operation as necessary and piloting solutions such as restroom occupancy sensors, new alarm systems and partnerships with local outreach workers.

If safety in a coffeehouse becomes compromised, we take decisive actions, including modifying operations, closing restrooms or, in some cases, closing the coffeehouse permanently, all while doing our best to relocate partners to nearby locations.

Partners as Community Champions

We encourage and support partners to get involved in their communities, and we provide resources, training and recognition to support those efforts.

For example, partners can plan volunteer events at local food banks, organize neighborhood clean-ups and use programs like Neighborhood Grants in the U.S. and Canada to nominate a local eligible nonprofit organization or charity they care about for a grant from The Starbucks Foundation. In addition, in the U.S. and Canada, our Giving Match program matches partners' combined contributions of time and/or personal donations to eligible nonprofit organizations — up to \$1,000 each year. In FY25, partners donated nearly \$2 million through this program.





Community & Environment

The power of positive contribution



We believe stronger, more resilient communities can lead to shared success, from the farms where coffee begins to the neighborhoods where we operate.

Our aim is to help enable positive impact:

Locally, by helping to strengthen our communities and fostering connection

Globally, by supporting the building of a more resilient value chain

For customers, by working to offer options and experiences that help reduce environmental impact



Strengthening Local Communities

With more than 20,000 company-operated coffeehouses globally as of FY25, our coffeehouses are more than places to grab a cup of coffee — they’re part of the neighborhoods we serve. We work to create spaces that are warm, inclusive and connected to local communities. And as we sharpen our focus on the Starbucks experience, we’re also investing in the communities that make that experience possible, so they thrive alongside us.



Hunger Relief & Reducing Food Waste

At Starbucks, we’re working to help alleviate hunger in the communities we operate in and divert food from waste streams.

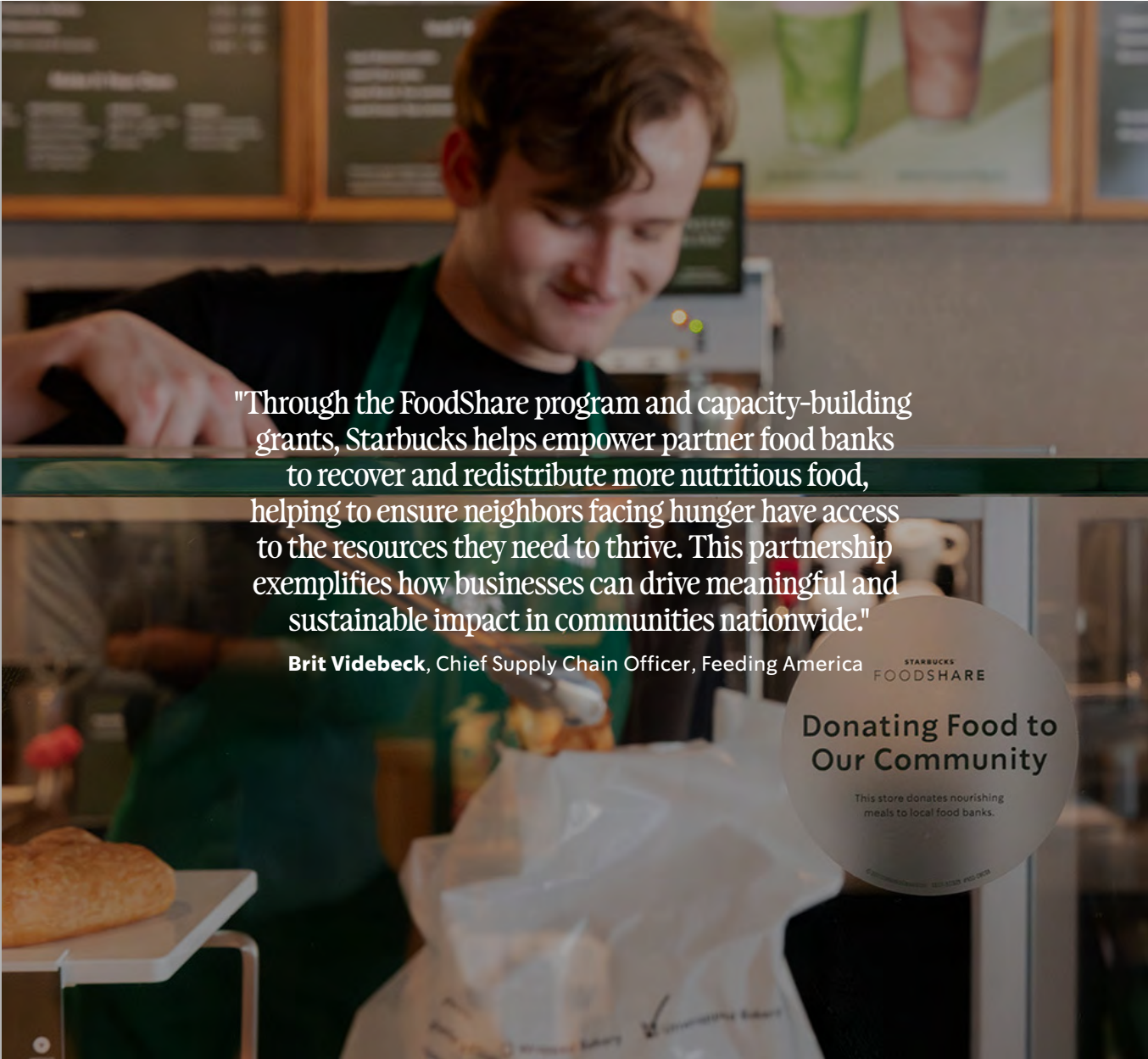
In 2016, our green apron partners championed the launch of **Starbucks FoodShare**, a program that donates unsold food from our U.S. and Canada coffeehouses to hunger relief organizations like the Feeding America® network of partner food banks, and Second Harvest Canada. It’s a great example of how operational excellence and impact go hand in hand. Partners follow clear routines to donate any unsold food, helping turn an everyday action into meaningful impact.

In the U.S. alone, more than 47 million people, including 1 in 5 children, experience food insecurity.⁴ Our partners help make a difference every day by carefully preparing and packaging unsold food so it reaches those who need it most. In FY25, our partners helped **donate over 16 million meals and reinvest \$16.4 million into hunger relief initiatives**. To date, FoodShare has helped donate nearly 122 million meals and reinvested over \$102.7 million into programs that fight hunger.

⁴According to the USDA’s Economic Research Service (2023).



Globally, we continue to support innovations in food waste reduction and scalable solutions that increase access to food in high-need communities. For example, in FY25, World Food Program USA and Starbucks announced a new collaboration in support of a larger World Food Programme initiative to improve the resilience, food security and nutrition of coffee-growing communities in Guatemala, connected to Starbucks supply chain. The two-year program is focused on food security to help 600 households — about 3,000 people — diversify family incomes and enhance access to nutritious food, with a strong focus on indigenous women and children.



"Through the FoodShare program and capacity-building grants, Starbucks helps empower partner food banks to recover and redistribute more nutritious food, helping to ensure neighbors facing hunger have access to the resources they need to thrive. This partnership exemplifies how businesses can drive meaningful and sustainable impact in communities nationwide."

Brit Videbeck, Chief Supply Chain Officer, Feeding America

STARBUCKS
FOODSHARE

**Donating Food to
Our Community**

This store donates nourishing
meals to local food banks.

OUR SUPPORT IN ACTION

STARBUCKS FOODSHARE

FoodShare operates in 100% of company-owned coffeehouses in the U.S. and Canada, spanning 11,000 locations, with food rescue programs extending across global markets.

In the U.S., for every pound of food donated, Starbucks receives a federal tax benefit — which we use to reinvest back into hunger relief and food waste reduction.

We pledged to reinvest \$100 million by 2030, and we’ve already met that goal five years ahead of schedule. A key part of this work is our Capacity Building Grants, which pair our food donations with the financial support food banks need to redistribute meals more efficiently, procure nutritious food and reduce food waste.

[Learn more](#)

Welcoming Coffeehouses

Creating welcoming spaces is central to the Starbucks Experience.

From designing coffeehouses that meet diverse customer needs to supporting the ways communities use our coffeehouses as their “third place,” we aim to make every coffeehouse a place where people feel connected and cared for.



INCLUSIVE DESIGN

We want our coffeehouses to truly serve all our customers. As part of our commitment to creating spaces that reflect the Starbucks Experience, we’ve integrated the [Inclusive Spaces Framework](#) into all new and renovated U.S. coffeehouses. This framework goes beyond Americans with Disabilities Act (ADA) requirements, with features like optimized acoustics and lighting for better communication and accessible equipment designs for partners. In FY25, this approach was recognized as a “[Gold Standard](#)” by national disability rights leaders, including former U.S. Representative Tony Coelho, a principal author of the ADA.



SERVING THOSE WHO SERVE

Located on or near major military bases, our Military Family Coffeehouses provide connections and support for military families by supporting Veteran causes, helping to bridge the civilian–military divide and partnering with Veteran service organizations. In FY25, we opened our 250th Military Family Coffeehouse. In addition, we provide relocation support, military service pay for partners in the National Guard or Reserve, customized mental health support and the ability for Veteran partners to extend their Starbucks College Achievement Plan benefit to an eligible family member.



The Starbucks Foundation

Since 1997, The Starbucks Foundation, a 501(c)(3) charitable organization, has operated with the ambition to strengthen communities worldwide through programs that support resilience, opportunity and disaster relief.

In coffee-, tea- and cocoa-growing regions, we focus on clean water access and economic opportunities for women and girls, impacting nearly 700,000 people to date. In Rwanda, for example, we work with Ripple Effect to empower women and vulnerable groups, improve food security, increase access to safe water and sanitation, and diversify income sources – helping families build resilient, sustainable livelihoods.

The Starbucks Foundation also launched a \$30 million Global Community Impact Grants portfolio in 2022 to support locally relevant initiatives worldwide. To date, more than 380 hyper-local grants have been awarded. In FY25 alone, The Starbucks Foundation and licensee partners contributed \$3.5 million to 100 nonprofits across 50 markets, with over half of Starbucks global markets participating.

In FY25, we responded to disasters including Hurricanes Helene and Milton, Los Angeles wildfires and floods across Southeast Asia, providing humanitarian aid and supporting critical services.

One of our cornerstone initiatives, the Neighborhood Grants program, empowers Starbucks partners to nominate local nonprofits for funding. **In FY25, 56,000 partners submitted nominations, bringing the program’s total impact to 16,000 grants and \$25 million awarded since 2019.** This program reflects our belief that the Starbucks Experience starts with strong communities — and partners play a key role in making that happen.



Building a More Resilient Value Chain, Globally

Beyond our coffeehouses, we strive to strengthen the long-term resilience of the value chains that help sustain our business. From coffee farms to manufacturing and retail operations, our success depends on healthy ecosystems, thriving farming communities and respect for the rights and well-being of the people who make our products possible. Supporting these systems helps us to deliver high-quality products today while safeguarding supply for the future.

As reflected in the Sustainability Goals listed on [page 6](#) of this report, we are focused on investing in regenerative agriculture, renewable energy, climate resilience and clean water access, while continuing to advance respect for human rights across our value chain.

We believe that, together, these efforts help strengthen long-term supply stability while supporting people, communities and the natural resources we rely on.

Climate & Nature

We are taking action to reduce carbon emissions across our operations and supply chains and aim to protect nature and biodiversity.

Since our baseline year of 2019, we have reduced our Scope 1 and 2 market-based greenhouse gas emissions by 17%. These emissions represent approximately 4% of our total carbon footprint for FY25 (when applying market-based accounting for Scope 2).

Scope 3 greenhouse gas emissions across our value chain includes all indirect emissions from activities like farming, transportation and manufacturing. These emissions represent about 96% of our total carbon footprint, with coffee farming and dairy as key contributors.

We are actively reassessing our 2030 emissions reduction goal stated on [page 6](#) of this report 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 greenhouse gas emissions across our operations and supply chains and expect to announce updates to our approach in the near future.



Our Continued Action in Renewable Energy

Starbucks continues to meet 100% of the electricity needs for all company-operated coffeehouses globally (U.S., Canada, the U.K., the Netherlands, Switzerland, Austria, Italy, Japan and all roasting operations), excluding China, through a mix of power purchase agreements, renewable energy certificates and direct investments — including more than \$325 million invested to date in solar and battery storage. When including China, Starbucks uses these renewable energy mechanisms to meet 87% of electricity needs across global company-owned operations. In September 2025, Starbucks was recognized for its work in market innovation with a 2025 Green Power Leadership Award presented by the Center for Resource Solutions.

We’re also driving the development of new renewable electricity projects and storage facilities through direct investments and long-term contracts that enable project financing. For example, in January 2025, we announced a 233 GWh/year, 15-year solar Power Purchase Agreement (PPA) that, alongside renewable energy, is expected to

provide ongoing financial support to strengthen workforce development and diversified land use. We also increased our participation in community solar programs as an anchor subscriber to pre-operational projects in Massachusetts and Oregon.

Outside our coffeehouses, we’ve expanded the network of electric vehicle (EV) charging stations at Starbucks. In FY25, we installed high-speed chargers at our 41st site.





Starbucks has a long history of utilizing building practices that are designed to reduce environmental impact, including more than 1,000 LEED-certified coffeehouses. As we look forward, we will continue to find ways to integrate environmental standards into design, construction and operations.

ENERGY, WATER AND WASTE REDUCTION

LEADING BY EXAMPLE

Starbucks has verified 13,000 coffeehouses for energy, water and waste reduction practices.

In 2018, Starbucks began evaluating coffeehouses against a set of rigorous internal standards for design, construction and operations across eight environmental impact areas, developed with World Wildlife Fund and SCS Global Services. Our goal was to verify 10,000 coffeehouses globally by 2025 — and in FY25, we surpassed that milestone, with more than 13,000 coffeehouses, independently verified by SCS Global Services.

These coffeehouses incorporate practices that are designed to help reduce energy use, water use and waste and help expand renewable electricity use — all while improving efficiency and encouraging innovation. This achievement reflects our longstanding prioritization of embedding environmental considerations into coffeehouse design and operations and shows how we can make a measurable difference.

Sourcing with Care for People,
Nature and the Planet

We take action to source key agricultural materials thoughtfully in ways that help protect nature, support biodiversity and address climate change. By working closely with farmers, suppliers and business partners, we invest in practices that are designed to promote resilient landscapes, reduce environmental impact and strengthen long-term supply chains — supporting both the communities we rely on and the ecosystems they depend on.



COFFEE AND COCOA

As described in the Coffee section earlier in this report, we focus on practical solutions to help strengthen climate resilience in coffee-growing communities, including:

- Distributing arabica coffee trees, selected for performance in climate-adverse conditions, and shade trees to help support ecosystem health.
- Supporting programs that provide training in regenerative farming practices and low-impact farming methods.
- Supporting programs that help reduce deforestation where we source coffee and cocoa.

DAIRY

To support decarbonization efforts, we launched a cost-share program in 2023 to help farmers implement projects such as greenhouse gas reduction technologies, energy conservation and efficiency improvements. In FY25, we funded our third round of awards, providing \$8.5 million for 50 projects impacting 28 farms. We also worked with project developers in FY25 to identify key greenhouse gas reduction opportunities within our dairy supply chain and invested in project-based interventions with a focus on reducing methane generated through enteric fermentation and manure management.

ACTING ON DEFORESTATION

In August 2025, we introduced our revised global commitment to addressing deforestation in our supply chain. As stated on [page 6](#) of this report, we aim to pursue deforestation- and conversion-free status for strategically sourced coffee and cocoa by the end of 2026. We plan to report on progress in our FY26 disclosures.

ANIMAL WELFARE

Our approach to sourcing focuses on practices that consider animal welfare while enabling a consistent, high-quality ingredient supply across our value chain. We prioritize key ingredients used in our offerings, including eggs, poultry and pork, where sourcing practices can influence animal living conditions and health outcomes. Across these priority areas, we work to source cage-free eggs and egg products in company-operated stores in the U.S., Canada and Europe, poultry raised without the routine use of medically important antibiotics in company-operated U.S. stores, and group-housed pork for Starbucks-branded products served in the U.S. and Canada.

These sourcing practices are supported by supplier engagement, industry collaboration and ongoing evaluation of supply chain capabilities. We continue to monitor availability, regional differences and operational considerations as supply systems continue to evolve.

Water Stewardship

Water is fundamental to coffee production and coffeehouse operations. For years, we’ve worked to help protect this resource through conservation efforts, community programs, targeted investments and partnerships. This includes \$50 million in anchor investments in two WaterEquity funds and through initiatives with organizations such as WWF and The Nature Conservancy.

Our efforts include eco-mills, watershed protection and water, sanitation and hygiene (WASH) programs in coffee-growing communities. As of FY25, our programs have helped more than 700,000 people in our supply chain regions access clean water, sanitation and hygiene services through our work with Water.org, WaterEquity and WaterAid.

These priorities support the Water Stewardship-related goal listed on [page 6](#) of this report:

- We aim to empower 5 million people through community-driven solutions through water, sanitation, and hygiene (WASH) by the end of 2030.



Our Approach to Human Rights

Starbucks is committed to advancing respect for human rights, including in our coffee supply chain and beyond.

This work remains grounded in our mission to be the premier purveyor of the finest coffee in the world, inspiring and nurturing the human spirit — one person, one cup and one neighborhood at a time.

Our Commitment and Due Diligence

Our [Global Human Rights Statement](#) outlines our commitment and responsibility to people across our value chain, including our partners in our own operations, people in our supply chains, our customers and people in communities that our business impacts. We expect our business partners, including licensees, to have shared expectations of what is detailed in our Global Human Rights Statement and strive to work with business partners that share and reflect our mission and values.

As part of our approach to human rights due diligence, Starbucks conducts human rights impact assessments designed based on the UN Guiding Principles on Business and Human Rights and OECD Due Diligence Guidance for Responsible Business Conduct. Programs across our business are intended to help us to further embed respect for human rights and manage our salient human rights risks, working to prevent and mitigate prioritized risks. Based on our value chain assessments, we focus our work on our own operations, our supply chain and at origin for our key commodities, including coffee. Stakeholders can access our Ethics & Compliance Helpline to report human rights issues, and we work to investigate and remediate when violations are found.

Our sourcing approach is foundational to Starbucks commitment to respecting human rights. We have established programs designed to uphold human rights standards in our supply chain.

Starbucks standards and programs across coffee are designed to support coffee farmers and safe working conditions for workers. As of FY25, nearly **400,000 coffee farms** are part of supply chains that were third-party verified against C.A.F.E. Practices standards, which are further discussed on [page 11](#) of this report. We have also established programs designed to uphold our [Supplier Code of Conduct](#) standards.

We also use third-party certification programs as part of our tea and cocoa sourcing.

We source other goods and services, and, based on risk, assess suppliers in 40 countries against our Supplier Code of Conduct covering business ethics, human rights and environmental standards. In FY25, **over 300 facility assessments were conducted with 150,000 workers achieving 98% transparency in facilities assessed.** If concerns arise with a supplier’s practices, we aim to support them to resolve the issues. We retain the right to suspend business until the issues are fully addressed and resolved.

We recognize that some supply chains can carry inherent, industry-wide human rights risks, and consult information from expert organizations to inform our work to address these risks where we identify them. In FY25, our memberships with AIM-Progress and Retail Industry Leaders Association included informative sessions aimed at understanding best practices to address human rights risks across supply chains.

Our approach is to advance respect for human rights and implement policies and procedures designed to support our sourcing standards. For more details, see the [Appendix](#).



Reducing Our Environmental Impact

We’re committed to reducing our environmental impact in our coffeehouse operations, including the choices we offer our customers — whether you’re visiting a coffeehouse, ordering ahead, going through the drive thru or getting your order to-go.



Waste & Packaging

We’re working to help reduce the environmental impact of each customer’s visit through packaging innovation and industry collaboration. Our strategy centers on reuse, reducing waste and recycling at scale, focusing on where we have the most control.

Packaging waste is a global challenge with systemic barriers. Even when packaging is designed for circularity, recovery depends on local systems and consumer behavior — factors outside any one organization’s control. There is also emerging packaging-related regulations in various jurisdictions in which we operate, and our compliance with such regulations will continue to require us to examine and adjust our approach to addressing packaging waste.

Our approach focuses on practical steps we can take today, while remaining prepared for systemic change in the future. This approach supports the packaging-related goals listed on [page 6](#) of this report, which are:

- We aim to design 100% of Starbucks customer-facing packaging to be reusable, recyclable or compostable by the end of 2030.
- 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.



Reuse

Reuse is powerful, but it can be hard to scale. It requires shared collection and cleaning systems, operational changes and customer adoption. So we’re starting where it fits naturally for customers enjoying the Starbucks experience:

- **For-here orders:** We offer ceramic mugs and glasses for customers who choose to sit and stay. **In FY25, beverages ordered in reusable cups increased by 77%** vs. the prior year.
- **Personal cups:** We proudly accept personal cups in all coffeehouses globally and in all channels in North America — drive thru, mobile and in the coffeehouse.
- **Returnable cup pilots:** Spanning more than **20 markets**, including a first-of-its-kind city-wide reuse activation in Petaluma, California. The Petaluma Reusable Cup Project provided key insights into what may be required to improve collection and consumer participation in future reuse initiatives.
- **Partners:** Every coffeehouse partner receives a **reusable cup for their shifts** to encourage reuse at scale.

Going forward, we plan to continue to scale the use of ceramic mugs and glasses, as well as community reuse programs globally.



Reduce

Our intent is to reduce virgin plastic across all packaging while innovating with materials designed to lower environmental impact, without compromising food safety or the Starbucks Experience. We’ve made meaningful progress so far:

- **Cold cups** redesigned to **use 10–20% less plastic** in North America.
- **Hot cups in the U.S.** now include **30% post-consumer recycled content**.
- **Supported the design of and tested** a new at-home compostable and recyclable cup in 10 markets in Europe.
- **rPET integrated** in cold cups across company-owned markets.
- **Plastic straws eliminated** since 2020.

While reducing virgin plastic is essential, it can also be challenging. Food-grade recycled plastic is limited and in high demand, and material standards remain fragmented across markets. Looking ahead, we are focused on our ambition 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 — while accelerating innovation in materials that are designed to lower environmental impact. These goals apply to both customer-facing and back-of-house packaging and reflect the current availability of food-grade recycled inputs and the diversity of local recycling systems in the markets where we operate. We plan to continue to monitor market conditions and adjust our roadmap as infrastructure, standards and supply availability evolve.

Recycle & Divert

Recycling and composting systems vary widely by city, state and country — and recovery depends on infrastructure, policy and consumer behavior. Our approach focuses on two areas:

- **Designing packaging for circularity**, making it reusable, recyclable or compostable where infrastructure exists.
- **Investing in partnerships and innovation**, to expand curbside acceptance and improve recovery outcomes over time.



Our recent progress includes:

- In February 2026, **polypropylene cold cups** achieved a **Widely Recyclable** designation from How2Recycle® in the U.S., signaling expanded access to curbside recycling nationwide — a major milestone achieved through collaboration with recyclers, municipalities and industry partners.
- **Improved waste diversion across both our company-operated and licensed coffeehouses, as well as our supply chain operations**, from 28% in 2019 to 40% in 2025, with pilots in our coffeehouses showing up to 80% diversion from landfill where robust services exist.
- **Invested \$10 million in Circular Services**, the largest privately held recycling company in the U.S., to strengthen collection and processing infrastructure.
- **Continued to work with WWF** on circularity efforts and industry advocacy.



Looking ahead, we aim to design 100% of Starbucks customer-facing packaging to be reusable, recyclable or compostable by the end of 2030. We will also continue to support a strengthened ecosystem of suppliers, partners and innovators to explore emerging packaging solutions and advance the scalable breakthroughs needed to help shape a more sustainable future. We also plan to continue investing in innovation to strengthen recovery systems and expand access.



APPENDIX



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' 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](#)



¹The 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	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		
% U.S. hourly partners earned above minimum wage	100%	100%

Retention & Growth Opportunities		
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 (globally)	42	39
# Partner Networks (U.S.)	14	13

Coffee

Supporting the Future of High-Quality Coffee					
Farmer Support			Coffee Sourcing		
	FY25	FY24		FY25	FY24
# people trained in coffee communities	40,584	36,628	Current Goal: We aim to source our coffee from farms and supply chains that meet C.A.F.E. Practices standards.		
Coffee Trees Distributed Globally (varietals selected for performance in climate-adverse conditions)			% Starbucks coffee sourced from farms and supply chains that meet C.A.F.E. Practices standards	99.15%	99.75%
Current Goal: We aim to distribute 50 million coffee trees selected based on their performance in climate-adverse conditions by the end of 2040.			Average # farms with current C.A.F.E. Practices validation	383,498	441,761
# coffee trees distributed globally (during FY)	10,160,852	9,973,696	Water Conservation in Green Coffee		
Global Farmer Fund			# water saving coffee processing equipment funded (EcoMills) (cumulative as of FYE)	1,762	1,643
\$ loans deployed from the Global Farmer Fund (cumulative as of FYE) (\$ millions)	100.1	88.3	Forest Conservation & Restoration		
			Hectares of forests protected (during FY)	3,221	298
			Hectares of forests restored (during FY)	138	517

Other Goods & Services

Tea Sourcing	FY25	FY24
Total weight of Rainforest Alliance Certified tea sourced (metric tons)	2,848	2,266
Cocoa Sourcing		
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		
# of facilities in scope	1,746	1,468
# of facility assessments conducted	345	357

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%

²In 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	FY25	FY24
\$ total grants awarded (\$ millions)	13.6	21.4
Origin Grants		
# women and girls in origin communities positively impacted (cumulative as of FYE)	695,117	>600,000
Neighborhood Grants		
# 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		
# hyperlocal grants made to nonprofits (cumulative as of FYE)	381	>270
Company Programs for Community Support		
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	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		
# 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		
\$ 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%	—

³Starbucks 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		
% 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

⁴The 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.

⁵Where 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.

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

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

⁸Starbucks 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.

⁹FY25 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}	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

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

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

¹²Category 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.

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

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

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

¹⁶Starbucks 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%

¹⁷We 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.

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

¹⁹Figures 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).

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

²¹Measured 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.

Dairy Methane (mtCO2e)

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}

Measured emissions reductions ²¹	—	562	36,620
Verified	—	562	18,525
Pending verification	—	—	18,095

Environment

Annual Update of Environmental Performance

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

Percent non-hazardous operational waste, diverted ²⁴	28%	36%	40%
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Packaging Materials (%)^{9,25}

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%

²²Starbucks 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.

²³Refers 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.

²⁴Waste 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).

²⁵Data 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.



Important Information About this Report

This report presents information for our fiscal year 2025 (FY25) unless noted, or the context implies, otherwise. In some cases, we also present select data from prior years. As appropriate, preliminary information, including information from developments occurring in fiscal year 2026, are also referenced in this report and may be subject to change in future reports based on additional data and other developments.

The methodologies, assumptions, estimates, science, standards, industry practices and regulatory and stakeholder expectations underlying our impact-related strategy, goals, targets, commitments and metrics have changed and are likely to continue to change in future periods. For example, certain metrics related to our GHG emissions have evolved, and may continue to evolve, including as a result of updates we have made to the methodologies, calculations and processes we use to collect, prepare and present such data.

In addition, certain information in this report, including Scope 3 emissions and other supply chain information, incorporates or otherwise relies upon data from third parties, which are subject to inherent uncertainties outside of our control, and may have been prepared or be presented in ways that are not consistent with our methodologies or practices. Except as required by law, we do not, and do not undertake any obligation to, independently verify such third-party information.

As a result of these and other factors, certain information we present in this report differs from what has been included in prior disclosures, and information in future disclosures may differ from what is contained in this report. Furthermore, certain information we present in this report regarding comparative historical periods may have been prepared using methodologies, calculations and processes that are different from those used to prepare current-year information. Except as required by law, we undertake no obligation to update any statement (including statements regarding both forward-looking and historical periods) in this report or future disclosures.

Our approach to the disclosures included in this report differs from our approach to the disclosures we include in other reports, including our filings with the Securities and Exchange Commission (“SEC”), and any disclosures we may make under any other regulatory or other frameworks (including reporting frameworks under EU regulations). While certain matters discussed in this report may be significant, neither any significance attributed to them nor their inclusion in this report should be read to mean that they necessarily rise to the level of significance or materiality used for the purposes of complying with any applicable securities laws and regulations or other reporting framework, even where we use the words “material,” “significance,” “priority,” “focus,” “relevance” or similar terms in this report. This report is

intended to provide information from a different perspective and in some cases in more detail than is required to be included in other reports, including our filings with the SEC or other regulators. None of the terms in this report (including “impact,” “opportunity,” “greenhouse gas reduction,” “net zero,” “renewable” or similar terms) should be deemed to have the meaning ascribed to them under any law, regulation or third-party framework, including any regulatory or other frameworks referenced herein.

We reference our reports and website and third-party information throughout this report, which are not intended to be incorporated by reference into this report.

Implementing our Sustainability Goals

Our Sustainability Goals are supported by implementation plans that help guide action across the business. These plans may continue to evolve as we learn, adapt and respond to changing conditions, while reflecting our commitment to building a company our partners and customers can be proud of.

Coffee	
Goal	Current Status and Next Steps
Source our coffee from farms and supply chains that meet C.A.F.E. Practices standards	Information on our strategy to achieve our goal can be found in the “Our Ambition is to Source High-Quality Coffee with Intention and Care” section of this report. Further information about our C.A.F.E. Practices program, including relevant standards, guidance, supporting documents and independent third-party verification processes can be found on the SCS Global Services website.
Distribute 50 million coffee trees selected based on their performance in climate-adverse conditions by the end of 2040	Information on our strategy to achieve our goal can be found in the “100 Million Trees Donated” section of this report.
Support 100,000 coffee farmers in our supply chain in adopting regenerative agriculture practices by the end of 2040	Starbucks is currently developing its regenerative agriculture framework for coffee production. To support scientific credibility and alignment with emerging best practices, we are in the process of identifying and engaging an external NGO partner to provide technical expertise and guidance. In parallel, we are building out our monitoring, evaluation, and learning (MEL) system to track implementation, measure progress and support continuous improvement of our regenerative agriculture efforts over time.

Packaging	
Goal	Current Status and Next Steps
Design 100% of customer-facing packaging to be reusable, recyclable or compostable by the end of 2030	Information on our strategy to achieve our goal can be found in the “Reuse” and “Recycle & Divert” sections of this report.
Reduce virgin plastics in all packaging by 5% by the end of 2030 vs FY19, and use 25% recycled content subject to availability	Information on our strategy to achieve our goal can be found in the “Reduce” section of this report.
Support 100% of company-owned operations globally with renewable electricity — through a mix of power purchase agreements, renewable energy certificates, and direct investments	Information on our strategy to achieve our goal can be found in the “Our Continued Action in Renewable Energy” section of this report.
Climate	
Goal	Current Status and Next Steps
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	As previously shared, we remain committed to taking action to manage our GHG emissions; however, external factors such as infrastructure limitations, supplier readiness, and the availability of cost-effective low-carbon technologies have imposed significant challenges to the achievement of our previously stated 2030 emissions reduction goal. We expect to announce a new science-aligned goal and our strategy to achieve that goal in early 2027.
Pursue deforestation- and conversion-free status for strategically sourced coffee and cocoa by the end of 2026	Information on our strategy to achieve our goal can be found in the “Sourcing with Care for People, Nature and the Planet” section of this report. For relevant commodities and products placed on or exported from the EU market, Starbucks uses the requirements of the EUDR as a baseline framework for identifying, assessing and mitigating deforestation-related risks. Building on this framework, Starbucks seeks to apply comparable standards across its global operations, including in markets and with respect to commodities and products for which the EUDR does not apply. These standards include, where appropriate, the implementation of internal sourcing standards and requirements (such as the C.A.F.E. Practices), supplier engagement, geolocation mapping, supplier due diligence, monitoring, remediation measures and recognized third-party certification systems designed to prevent and mitigate deforestation and ecosystem conversion throughout Starbucks global supply chains.

Forward-Looking Statements

Certain statements contained herein, including our Sustainability Goals disclosed on [page 6](#) and referenced throughout this report, are “forward-looking” statements within the meaning of applicable securities laws and regulations. Generally, these statements can be identified by the use of words such as “aim,” “strive,” “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “goal,” “potential,” “seek,” “should,” “will,” “would,” and similar expressions intended to identify forward-looking statements, although not all forward-looking statements contain these identifying words. By their nature, forward-looking statements involve risks, uncertainties, and other factors (many beyond our control) that could cause our actual results to differ materially from our historical experience or from our current expectations or projections.

Our forward-looking statements, and the risks and uncertainties related thereto, include, but are not limited to, those described under the “Risk Factors” and “Management's Discussion and Analysis of Financial Condition and Results of Operations” sections of the company’s most recently filed periodic reports on Form 10-K and Form 10-Q and in other filings with the SEC, as well as, among others, the costs and risks associated with, and the successful and timely execution and effects of, our existing and any future business opportunities, initiatives, strategies, investments, and plans, including our Back to Starbucks strategy and our impact-related strategies; our ability to align our investment efforts with our strategic goals; evolving consumer preferences, demand, consumption, or spending behavior, reduction in discretionary spending and price

increases, and our ability to anticipate or react to these changes; the ability of our business partners, suppliers, and third-party providers to fulfill their responsibilities and commitments and our reliance on certain key business partners and suppliers; the potential negative effects of food or beverage safety incidents, or product recalls, including any perceived association of our products or brands with such incidents; inherent risks of operating a global business, including changing conditions in our markets; local factors affecting store openings, protectionist trade or foreign investment policies, such as tariffs and import/export regulations; economic or trade sanctions; compliance with local laws and other regulations; and local labor policies and conditions, including labor strikes and work stoppages; higher costs, lower quality, or unavailability of coffee, dairy, cocoa, energy, water, raw materials, or product ingredients and related volatility; the ability of our supply chain to meet current or future business needs and our ability to scale and improve our forecasting, planning, production, and logistics management; the potential impact on our supply chain and operations of adverse weather conditions, natural disasters, or significant increases in logistics costs; a worsening in the terms and conditions upon which we engage with our manufacturers and source suppliers; the impact of unfavorable macroeconomic conditions and other factors, including economic slowdowns or recessions, rising real estate costs, supply chain disruptions, climate change and extreme weather events, inflation and interest rate fluctuations, government shutdowns, labor unrest, geopolitical instability, disruptions in credit markets and foreign current exchange rate volatility; failure to meet

market expectations for our financial performance or any announced guidance and the impact thereof; failure to attract or retain key executive or partner talent; changes in the availability and cost of labor, including any union organizing efforts and our responses to such efforts; evolving regulations and expectations; failure to comply with applicable laws and complex and changing legal and regulatory requirements; and the impact or likelihood of significant legal disputes and proceedings or government investigations. In addition, many of the foregoing risks and uncertainties are, or could be, exacerbated by any worsening of the global business and economic environment, and new risks periodically emerge.

A forward-looking statement is neither a prediction nor a guarantee of future events or circumstances, and those future events or circumstances—including the achievement of any goal disclosed in this report—may not occur. Actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements. We may change our forward-looking statements at any time. For example, we have updated our Sustainability Goals, stated on [page 6](#) of this report, representing all of the Sustainability Goals approved by management and the Board that are currently maintained by Starbucks. They supersede and replace all Sustainability Goals previously disclosed by Starbucks. We may add new goals or change or retire current goals in the future.

You should not place undue reliance on the forward-looking statements, which speak only as of the date of this report.

External Verification Assurance Letters

Burns & McDonnell →

Baker Tilly →



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