



Fiscal 2024

Starbucks Global Impact Report

PARTNERS COFFEE COMMUNITY ENVIRONMENT



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STARBUCKS FISCAL 2024 GLOBAL IMPACT REPORT

STARBUCKS®

2024 Global Impact Report

2024
Global Impact Report



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FISCAL 2024 GLOBAL IMPACT REPORT STARBUCKS

Starbucks began as a single store in Seattle in 1971, selling whole bean coffee, tea and spices. Today, Starbucks is more than 40,000 stores strong, in 88 markets around the world, where thousands of talented green apron partners share their love of coffee with customers every day. Our stores are supported by five roasting, manufacturing

and distribution plants in the U.S. and others internationally in the Netherlands, India and China. We have a network of master roasters, six immersive Starbucks Reserve® Roasteries in Milan, Shanghai, Tokyo, New York City, Chicago and Seattle with premium coffee experiences and a Coffee Innovation Park in China that opened last year.

At Starbucks, we are the premier purveyor of the finest coffee in the world; and we inspire and nurture the human spirit – one person, one cup and one neighborhood at a time.

For nearly 25 years, Starbucks has shared a Global Impact Report as an annual disclosure of our work and the company's non-financial data.



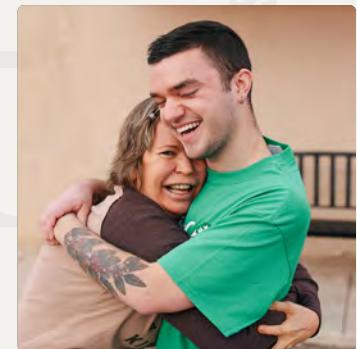
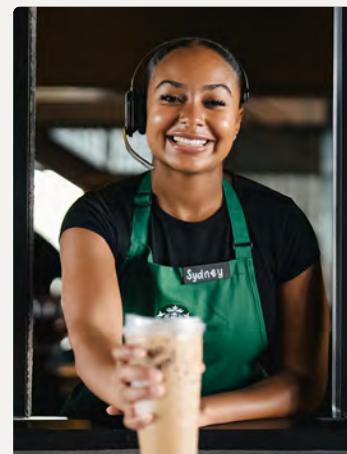
PARTNERS COFFEE COMMUNITY ENVIRONMENT

This report is an overview of Starbucks continued efforts to offer partners the best job in retail, to ensure a sustainable future of coffee and to have a positive impact on communities and the environment.¹

KEY HIGHLIGHTS IN FISCAL YEAR 2024 (FY24) INCLUDE:

- **Celebrating ten years of the Starbucks College Achievement Plan** (SCAP), which (as of FY24) has helped more than 14,000 partners graduate with a bachelor's degree from Arizona State University (ASU), while over 26,000 additional partners are current participants.
- **Making strides in waste reduction and packaging sustainability** including becoming the first and only national coffeehouse in the U.S. to offer customers the option to use their personal cup for every visit at company-owned stores, including drive-thru and when they make a mobile order.
- **Distributing nearly 100 million climate-tolerant coffee trees** to help increase productivity on coffee farms and build climate resilience of coffee farmers.
- **Awarding \$5 million in Neighborhood Grants** from The Starbucks Foundation with over 13,000 grants distributed to organizations across North America, all nominated by Starbucks partners.

While we saw momentum in many areas throughout FY24, like many companies, we continue to navigate complex challenges. As we consider the future of coffee and our communities, it is only alongside governments, industry experts, customers and the global community that we will deliver impact at scale. We both celebrate our achievements and work to strengthen our programs to support additional progress.



¹A comprehensive view of reports since 2001 is available [here](#).

In This Report

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About This Report



External Verification Assurance Letters







Partners

Our success starts and ends with our partners. That's why we're working to make Starbucks the unrivaled best job in retail.



Partner Benefits & Resources

Starbucks offers industry-leading benefits to both part-time and full-time U.S. partners, including hourly partners in our stores.

Competitive wages are the cornerstone of Starbucks benefits. In the U.S., our hourly retail partners earn an average of over \$18 per hour, with barista wages ranging from \$15.25 to \$26 per hour. Benefits for eligible U.S. partners include comprehensive healthcare, paid parental leave, 100% tuition coverage through Arizona State University, family expansion assistance, mental health support, financial resources to manage student loan debt, and opportunities to earn equity through annual Bean Stock Awards.

When benefits are factored in, our comprehensive compensation package averages \$30 per hour.



FY24 COMPENSATION

\$18.73

Average hourly wage for U.S. hourly partners (\$/hour)

100%

U.S. hourly partners earned above minimum wage

FY24 TURNOVER

49%

Total Employee Turnover (U.S. and Canada)

GO TO COLLEGE, ON US.

In FY24, Starbucks celebrated ten years of the Starbucks College Achievement Plan (SCAP). Through SCAP, U.S. partners can get 100% tuition coverage for a first-time bachelor's degree at Arizona State University (ASU). More than 26,000 partners are participating, and as of FY24 more than 14,000 have graduated with degrees from ASU.

Nearly 90% of U.S. stores have at least one partner in the program and over 20% of SCAP scholars are first-generation college students.

[Learn more about SCAP](#) →

IT'S WHY WE'RE CALLED PARTNERS.

In 1991, Starbucks introduced a groundbreaking stock program, turning employees into true partners. Through Bean Stock Grants, we grant our partners equity ownership in the company annually. To date, more \$2.4 billion in pre-tax gains have been granted to partners. According to the results of a bi-annual 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.

[Learn more about Bean Stock](#) →

In FY24, Starbucks improved upon industry-leading benefits with increases in partner pay and several new initiatives, including earlier paid vacation accrual for hourly retail partners, enhanced financial well-being programs, career mobility opportunities and more flexible scheduling.

And because Starbucks aims to be a truly global company, we consistently offer locally relevant benefits in our international markets, like 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, healthcare benefits and wage increases in Japan and a five-day work week in India.



FY24 PARTNER EXPERIENCE SURVEYS

80%

U.S. store partners completed
the Partner Experience Survey

83%

Canada store partners completed
the Partner Experience Survey

91%

North America non-store partners
completed the Partner Experience Survey

Training & Development Opportunities

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

Continuous learning opportunities, including mentorship programs, development opportunities and partner performance conversations are available to all partners and help them grow and advance within the company.

Over the past year, we've also supported our partners' desire to hone their passion for coffee craft through exciting opportunities. One year after announcing the return of the beloved Coffee Master program, more than 4,300 partners have earned the coveted Black Apron.

Coffee Masters in North America who meet all eligibility requirements can apply for an Origin Experience trip in Costa Rica. Other Origin Experience opportunities for partners in our international markets include visits to our farms in Rwanda and Indonesia.



HONORING COMMUNITY, CONNECTION AND CRAFT.

In FY24, we introduced the first-ever North America Barista Championship designed to celebrate the craft and community of Starbucks baristas. Similar events are held annually in global markets from South America and Asia to the Middle East, Africa and Europe.

[Learn more about Barista Championships](#)



FY24 TRAINING & DEVELOPMENT

40

Training hours for baristas
("Barista First 30")

63%

U.S. retail leadership roles filled
from internal partners

Talent & Belonging

Starbucks creates environments where everyone is welcome and belongs.

Starbucks is committed to being an inclusive, accessible and diverse company, with a culture that values diverse perspectives and experiences. We want to be a community coffee house – a place where partners and customers feel that they are welcome and belong.

Diversity is a strength for our company. With more than 40,000 stores in 88 markets around the world, our business is stronger when our company reflects the diversity of the many communities we serve.

[Starbucks Fiscal 2024 Workforce Data](#) 

Our values — like Belonging — guide our work to help partners thrive. We foster an inclusive culture through programs and initiatives that are designed to increase inclusion and are open to every partner.

Our goal is to make Starbucks the best job in retail. We are focused on creating economic opportunity for partners, through industry-leading benefits and programs. Training, mentorship, and career development are among our priorities. Our hiring and promotion practices are inclusive, fair and competitive, and designed to hire the strongest candidate for every job, every time.



Community Champions

We encourage every partner to take action as a champion in their communities.

Starbucks supports partners by providing the resources, training, recognition and development to drive impact.

In the U.S. and Canada, the Giving Match program matches each partner's combined contributions of time and/or personal financial donations to eligible nonprofit organizations. All active Starbucks full- and part-time partners can request up to \$1,000 in matching funds per fiscal year, using any combination of volunteer hours and financial donations to qualified nonprofit organizations. In FY24, through the Giving Match program, Starbucks donated nearly \$2.2 million to eligible nonprofit organizations, a more than 17% increase compared to FY23.



Partner Safety

A key pillar of our work is creating a safe, welcoming and kind environment in our stores 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 have implemented comprehensive safety trainings, such as de-escalation techniques, active shooter response, mental health first aid and ongoing in-store safety workshops. In addition to training, we maintain clear policies, procedures, and guidelines for addressing disruptive behaviors.

We are also focused on designing safe and welcoming stores, 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 store becomes compromised, we take decisive actions, including modifying operations, closing restrooms or, in some cases, closing the store permanently, all while doing our best to relocate partners to nearby locations. The Starbucks Occupational Health and Safety Standard is available [here](#).



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Coffee

Starbucks was founded on a love for high-quality coffee. We proudly source 100% arabica coffee from more than 26 origins in Latin America, Asia Pacific and Africa, and we work with more than 440,000 coffee farms that are Coffee and Farmer Equity (C.A.F.E) Practices verified.

Starbucks is focused on improving farm productivity, farmer profitability and climate resilience through investments in research and innovation to help growers thrive and to help secure the long-term supply of high-quality coffee.



C.A.F.E. Practices

We take pride in conducting business responsibly and supporting communities where we do business, from bean to cup.

Twenty years ago, together with Conservation International, we pioneered one of the coffee industry's first ethical sourcing standards — [Coffee and Farmer Equity Practices \(C.A.F.E. Practices\)](#), designed to promote transparent, profitable and sustainable growing practices. C.A.F.E. Practices is a set of checkpoints in categories like economic transparency, social responsibility, environmental leadership and quality — all audited through a third-party independent verification process. We continue to review and improve this standard over time, and proudly continue to partner with Conservation International as we apply it around the world.



FY24 ETHICAL SOURCING OF COFFEE

99.75%

Starbucks coffee ethically sourced and verified through C.A.F.E. Practices²

“By distributing over 55 million rust and coffee berry disease-resistant coffee seedlings, we have strengthened resilience of the farmers in the C.A.F.E. Practices supply chain.”

FLOR ANGELA SANCHEZ SANTOS, STARBUCKS AGRONOMIST, COLOMBIA



²The % coverage and status reported are backward looking and do not represent a current state coverage figure.

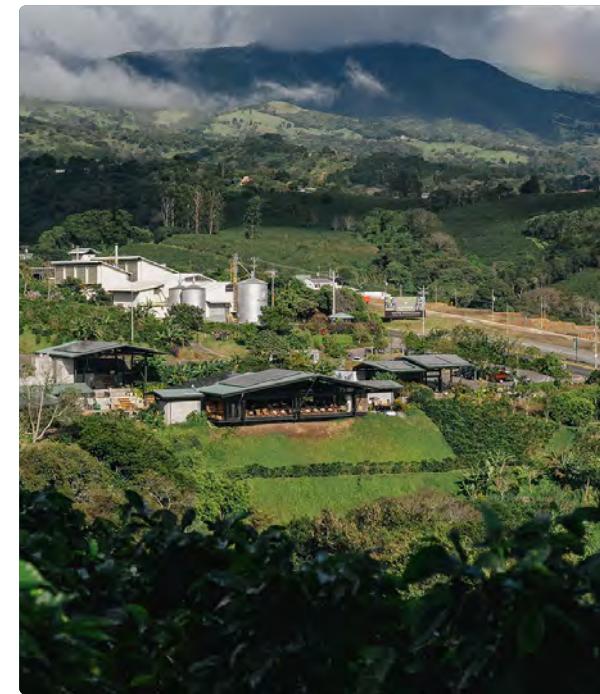
Building Farmer Resilience & the Future of Coffee

Our aim is to foster a sustainable future of coffee for all through a comprehensive approach that is designed to respect our farming communities and the planet we share.

Since 2014, we have owned and operated Hacienda Alsacia on the slopes of Volcano Poás in Costa Rica. Hacienda Alsacia is the hub for our open-source agronomy initiatives and global research and development efforts, and home to the company's first Farmer Support Center. The team at Hacienda Alsacia manages Starbucks core coffee collection – more than 600 coffee hybrids and varietals – to find those with the elusive combination of good taste, high productivity and natural resistance to disease and climate change. Then, these more climate-tolerant seeds and seedlings are distributed, for free, to farmers around the world.

Including Hacienda Alsacia, Starbucks maintains ten Farmer Support Centers in coffee-growing regions, where world-class agronomists share the latest in best practices with farmers. In addition to our Farmer Support Centers, we also work with 70 model farms that promote sustainable practices within their local communities, like shade tree management plans, coffee pruning practices and soil health education to enhance productivity.

The Starbucks Global Farmer Fund plays a crucial role in helping to address the financial challenges coffee farmers face. Since its inception in 2000, the Fund has provided essential business financing to coffee farmers around the world. These loans enable farmers to plant new trees, enhance their infrastructure and bolster their financial stability. Our goal is to supply \$100 million in farmer loans by the end of 2025.



FY24 FARMER SUPPORT CENTERS

10

Farmer Support Centers

36,628

People trained with advanced agronomy techniques

FY24 GLOBAL FARMER FUND

\$88.3M

Loans deployed from the Global Farmer Fund (cumulative as of FYE)



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We have donated and distributed coffee trees, coffee tree seedlings, coffee tree seeds and shade trees throughout coffee growing regions around the world.

- Starbucks has donated approximately 313,000 shade trees, through our various Farmer Support Centers, in coffee growing regions that need reforestation. These trees play a crucial role in enhancing climate resilience and help improve the overall health of coffee ecosystems by protecting coffee plants from extreme temperatures and conserving soil.
- We are committed to distributing 100 million climate-tolerant coffee trees by 2025 and have successfully distributed nearly 90 million coffee trees in El Salvador, Guatemala and Mexico to date.
- In Colombia, we've provided more than 55 million coffee tree seedlings to farmers. During FY24 alone, 968,684 climate-tolerant coffee seedlings were donated in Guatemala, Mexico, Ethiopia, Rwanda and Tanzania.

FY24 SUSTAINABLE AGRICULTURE PRACTICES

>43,900Soil samples processed
(cumulative as of FYE)**>1,600**Eco-wet mills contracted
(cumulative as of FYE)

2024





Community & Environment

Starbucks works with communities around the world and across our value chain to help our neighbors thrive and to protect the planet.

Led by our partners, we believe it is our responsibility to contribute positively to the communities we serve. Through investments in The Starbucks Foundation, a 501(c)(3) nonprofit organization, we're driving impact in the U.S., Canada and global communities from the first ten feet to the last ten feet of the coffee journey.

Scaling a range of innovative solutions, we aim to make Starbucks a more sustainable choice for our customers.

We also continue to partner with industry experts, governments and other global businesses to accelerate our impact. Whether through our partnership with Transform to Net Zero or with the U.S. Food Waste Pact, we know we cannot do this work alone.



Welcoming Community Coffeehouses

A visit to Starbucks is about connection and joy, and of course great coffee. They are gathering spaces and community centers.

Starbucks is committed to creating inclusive and accessible experiences in our stores for all customers and partners. Through our [Inclusive Spaces Framework](#), we are building and scaling inclusive design elements across our U.S. store portfolio to enhance independence, choice and ease for everyone in our stores. Our first store featuring this design framework opened in Washington, D.C. in FY24, offering optimized acoustics, improved lighting and accessible equipment to support better communication and experiences for partners and customers.

Military Family Stores are part of Starbucks commitment to those who serve and their families. Located on or near major military bases, these stores provide connections and support for military families by advancing Veteran causes, bridging the civilian–military divide and partnering with veteran service organizations. In FY 2024, we announced that Starbucks is bringing over 100 licensed on-base store locations into the Military Family Store portfolio.

In 2015, Starbucks launched the Community Store Program, spaces designed to serve customers and strengthen the surrounding area through impactful, community–driven programming and often featuring art by local artists.

We remain committed to our promise of making a positive impact in the communities we serve around the world.



FY24 WELCOMING COFFEEHOUSES

8

Community Stores (U.S.)
opened during FY24

Cumulative total open: 46

14

Community Stores (international
markets) opened during FY24

Cumulative total open: 50

105

Military Family Stores (U.S.)
opened during FY24

Cumulative total open: 238

6

Signing Stores (globally)
opened during FY24

Cumulative total open: 26

Food Waste Reduction & Hunger Relief

At Starbucks, we work to divert food from waste streams and help alleviate hunger in the communities we serve.

In 2016, our partners advocated for the launch of the Starbucks FoodShare program, which equips participating stores across the U.S. and Canada to donate unsold food to hunger relief organizations like Feeding America® partner food banks and Second Harvest Canada. FoodShare is available in 100% of U.S. and Canada company-owned stores, and food rescue programs operate across global markets.

Starbucks receives a U.S. federal tax benefit for every pound of food donated, and we are committed to reinvesting that benefit back into our food waste reduction and hunger relief efforts. It is our commitment to reinvest \$100 million by 2030, and we are on track to meet this goal early. A key component of the FoodShare program is the Capacity Building Grants program, which pairs in-kind food donations with financial support to assist in redistribution efforts.

Globally, we continue to support innovations in food waste reduction and scalable solutions that increase access to food in high-need communities. We will continue to build upon these efforts to make a positive impact on food waste reduction and hunger relief.



“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.”

ERIKA THIEM, FEEDING AMERICA'S CHIEF SUPPLY CHAIN OFFICER

[Learn more about our hunger relief efforts](#) A green circular button with a white right-pointing arrow icon, indicating a link to more information.

Economic Opportunity

We are working to advance economic opportunity in our communities by increasing access to capital.

In January 2021, we launched the Starbucks Community Resilience Fund. This \$100 million investment, to be deployed by the end of 2025, is aimed at supporting economically disadvantaged communities through partnerships with Community Development Financial Institutions (CDFIs).

These funds provide access to long-term loans and affordable financing to support small business growth and community development projects.

In 2024, we invested \$5.5 million in four CDFIs to support underserved communities, drive economic growth, support financial inclusion and strengthen local businesses. To amplify these efforts, Starbucks also launched a multi-year partnership with the Women's National Basketball Association's Atlanta Dream and ACE | Access to Capital for Entrepreneurs to empower local small businesses in Atlanta.



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The Starbucks Foundation

The Starbucks Foundation is dedicated to strengthening humanity by transforming lives and fostering community resilience and prosperity worldwide.

Since its establishment in 1997 as a Section 501(c)(3) charitable organization, the Foundation has worked to support nonprofit organizations that make a difference – whether in coffee-growing regions, Starbucks hometown of Seattle, areas impacted by disasters or the neighborhoods where we serve.

In coffee-, tea- and cocoa-growing communities, Foundation grants continue to focus on community needs such as access to water, sanitation and hygiene (WASH) and economic opportunities for women, girls and their families. To date, we've impacted more than 600,000 women and girls and are on track to reach our goal to uplift one million women by 2030. In 2024, The Starbucks Foundation supported new Origin Grant projects totaling \$4 million and benefiting women in origin countries across Africa, Asia Pacific and Latin America. In Costa Rica, for example, we are supporting the nonprofit Bean Voyage to equip smallholder women coffee farmers with training, peer mentorship and seed grants to establish resilient businesses and address food insecurity.

One of its cornerstone initiatives, the Neighborhood Grants program, empowers Starbucks partners and alumni to nominate grassroots, community-led nonprofit organizations for grants. To celebrate the fifth year of the Neighborhood Grants program in 2024, the Foundation awarded over \$5 million to organizations across North America, reflecting the wide range of causes that Starbucks partners are passionate about and engage with in their local communities, such as empowering youth, uplifting families, supporting hunger relief, addressing homelessness and promoting environmental stewardship. In 2022, The Starbucks Foundation also launched a \$30 million Global Community Impact Grants portfolio, aimed at driving locally relevant impact in communities where Starbucks operates globally. In 2024 alone, The Starbucks Foundation and Starbucks licensee partners awarded over \$3.3 million in grants across 46 markets, with over half of Starbucks global markets participating by nominating and volunteering with local organizations.

In 2024, The Starbucks Foundation also responded to disasters around the world, supporting humanitarian response organizations like World Central Kitchen in its efforts to feed communities in need.

The Starbucks Foundation continues to support critical human and social services, advance economic mobility and opportunity, promote inclusion and diversity and combat hunger while providing access to clean water, sanitation and hygiene.



FY24 THE STARBUCKS FOUNDATION

\$21.4M

Total grants awarded

Climate

At Starbucks, doing our part to address the global challenge of climate change means working to reduce emissions across our full value chain.

We are taking action to reduce emissions across our operations and supply chains around the world with a focus on accelerating reductions in collaboration with a range of partners. Despite the challenges we have faced in reducing emissions at scale as our business grows, we remain committed to action and continuous improvement to support partners, farmers and communities.

Our Scope 1 and 2 greenhouse gas emissions represent about 6% of our total carbon footprint.

In our own operations we continue to utilize power purchase agreements, renewable energy credits and other market-based mechanisms to maintain more than a decade of 100% renewable electricity use in our U.S. business. We also maintained 100% renewable electricity use for our operations in Canada, the UK, the Netherlands, Switzerland, Austria, Italy and Japan. As RE100 members, we remain committed to our goal of 100% renewable electricity across all of our operations globally.



To reach our goal of 100% renewable electricity, we are also driving the development of new renewable electricity and energy storage facilities through direct investments and long-term contracts that secure project financing. For example, in July 2024, Starbucks announced a partnership with Nexamp in Illinois to support more than 40 megawatts of community solar projects, which will provide energy savings to over a thousand local residents. In September 2024, Starbucks announced an investment in a solar-plus-long-duration-energy-storage microgrid on tribal lands in California.

This year we also expanded the network of electric vehicle (EV) charging stations at Starbucks stores, offering our customers clean, reliable and safe options to recharge their battery-powered vehicles. With Volvo, we completed installation of 15 high-speed charging locations on the route between Seattle and Denver. We also entered into a partnership with Mercedes-Benz High-Power Charging to install high-speed chargers at over 100 sites.

FY24 CLIMATE

3%

Change in total emissions compared with FY19 baseline

FY24 RENEWABLE ELECTRICITY USE

72%

Renewable electricity use globally (company-operated facilities)

Our value chain, or Scope 3 greenhouse gas emissions, represents 94% of our total carbon footprint, with coffee farming and dairy as key contributors.

As part of our effort to support a sustainable future for coffee, we are committed to reducing our carbon footprint on coffee farms and building resilience in coffee communities. For example, we supply farmers with climate change-tolerant Arabica coffee trees and seedlings, and shade trees that help improve the overall health of coffee ecosystems. Further, we continue to take action to eliminate deforestation in targeted landscapes where we source agricultural commodities, with a focus on coffee and cocoa.

As with coffee, our goal when sourcing dairy is to purchase products that are produced using sustainable and responsible practices. In 2022, Starbucks launched the Sustainable Dairy Program in the United States to advance environmental stewardship, help enhance farmer and workforce conditions and help support the quality care of animals. The program provides farmers with tools and information to help foster a more sustainable dairy industry for future generations, including the [Starbucks Dairy Standard](#), which was published in 2024.



This framework, developed with stakeholders like SCS Global Services, animal welfare academics, farmers and industry leaders, was developed and tailored to be implemented through a model that fits the Starbucks dairy supply chain.

To support dairy farmers participating in the program, Starbucks launched a cost-share program in 2023, designed to help farmers adopt and implement sustainability projects on their farms. These projects include methane reduction technologies, renewable energy and water efficiency improvements. By sharing costs, the program accelerates the adoption of innovative practices and reduces environmental impact while promoting long-term farm resilience. In 2024, we completed two cost-share awards, providing over \$8.5M for 50 projects that will impact 28 farms.

Through collaborations with the [U.S. Dairy Net Zero Initiative](#) (NZI) and the [Dairy Methane Action Alliance](#) (DMAA) we are working to advance sustainable dairy solutions. In addition, in FY 2024, [Starbucks Canada announced](#) a collaborative effort with Dairy Farmers of Canada to help accelerate environmental stewardship on Canada's dairies.



Water

Water scarcity and a lack of access to safe water impact communities globally, including in some high-risk regions where stores and coffee origins are located.

We support action in the areas of highest water stress where we have the greatest ability to drive impact across our value chain. Over 700 million people worldwide lack reliable water access, and we are playing a role in supporting communities that lack reliable water access through strategic corporate investments and grants managed by The Starbucks Foundation.

FY24 WATER

-1%

Change in total water withdrawal compared with FY19 baseline

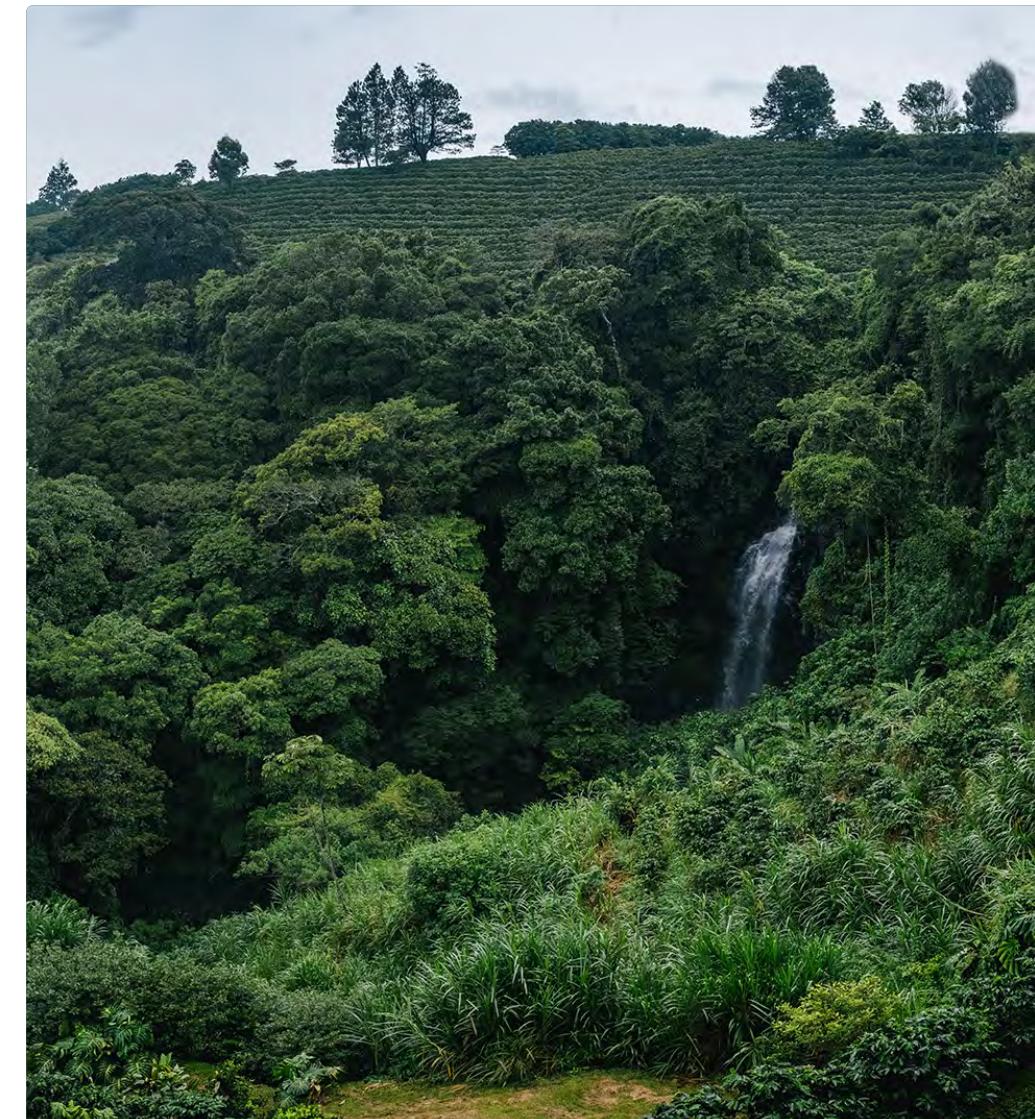
BY THE NUMBERS

5M

Starbucks aims to help five million people access clean water, sanitation and hygiene (WASH), focusing on women and marginalized communities in coffee, tea and cocoa growing communities.

\$50M

In FY24, Starbucks committed \$50 million to Water Equity's Global Access Fund IV and additional funding to support water stewardship projects across six countries, including the United States, Colombia and China. Through water conservation in our operations and supply chain, we prioritize high-risk areas to promote watershed health and water security for both communities and our business.



Cups & Packaging

Starbucks is committed to enhancing the sustainability of our single-use packaging and offering more reusable cup options.

This work contributes toward our 2030 goals for our cups to be 100% compostable, recyclable, or reusable; sourced from 50% recycled materials; and made using 50% less virgin fossil fuel derived sources.

In 2024, we became the first national coffeehouse chain in the U.S. and Canada to allow customers to use their clean personal cups for every visit, including drive-thru and mobile orders at participating stores. This initiative has helped remove two million cups per month from waste streams.



We have tested reusable cup systems in over 20 markets worldwide. In Germany and Taiwan, reusable cups are available for all customers, and in France, Korea and India, they are the default for dine-in. In 2024, as a key next step in our long-standing partnership with NextGen Consortium and Closed Loop Partners we led a city-wide reusable cup pilot system in Petaluma, California.

These tests show the importance of collaboration — from larger brands and government entities to local cafés and community groups — in encouraging reuse. We've also made it easier for store partners to make the switch to reusable cups while working by distributing a reusable cup to each partner to use during their shifts.



FY24 WASTE & PACKAGING

6%

Change in waste sent to landfill compared with FY19 baseline

27%

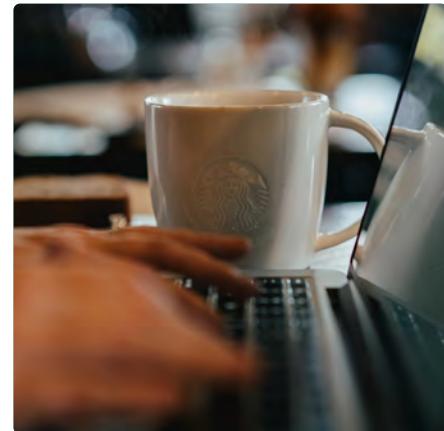
Customer facing packaging that is compostable, recyclable or reusable

We are taking a range of steps to improve the sustainability of our single-use cups. We are also working to expand our use of food-grade recyclable materials and introducing compostable cups in select markets.

We aim to improve recycling access in our stores and we collaborate with leading waste industry stakeholders to develop solutions for packaging types with limited recycling options. A new initiative includes our \$10 million investment in Circular Services, the largest privately held recycling company in the U.S. to help improve recycling infrastructure.

Globally, Starbucks has joined the Business Coalition for a Global Plastics Treaty, led by the World Wildlife Fund (WWF) and the Ellen MacArthur Foundation. Starbucks is also a founding member of NextGen Consortium and FoodService Packaging Institute, initiatives aimed at increasing the sustainability of single-use cups.

Through these partnerships and others, we will continue to advocate for policies that reduce landfill waste, accelerate reuse, and promote circularity with globally harmonized standards.



FY24 SUSTAINABLE PACKAGING

23%

Customer packaging made from recycled materials or biobased plastics

Greener Stores

Starbucks stores are verified as a “Greener Store” after meeting robust standards verified by a third-party auditor across eight environmental impact areas.

The eight impact areas verified are: waste diversion, water stewardship, energy efficiency, renewable energy, responsible materials, engagement, sites, community health and well-being. These standards were developed by Starbucks in collaboration with World Wildlife Fund and SCS Global Services.

While many Greener Stores may look like traditional Starbucks locations, they incorporate additional sustainability features, such as energy-efficient dishwashers and water-saving faucets, along with limiting the use of certain chemicals in paints, coatings, adhesives and sealants. As of 2024, Starbucks has verified 9,396 [Greener Stores](#) in 59 markets worldwide, nearly doubling the program’s reach in the past year, a milestone achievement toward our goal of verifying 10,000 Greener Stores globally by 2025.



FY24 GREENER STORES

7,367

Greener Stores verified
in North America

2,029

Greener Stores verified
in international regions

9,396

Total Greener Stores
verified globally

Supply Chain Responsible Sourcing & Human Rights

Responsible sourcing practices are embedded into key coffee and environmental supply chain initiatives.

Starbucks works with suppliers — including more than 400,000 coffee farms and nearly 1,500 suppliers for manufactured goods and services — to deliver high-quality products and services across all business channels, while driving value and economic development in the communities we serve.

To further our ongoing efforts to responsibly source products and ingredients across our supply chain, we have established comprehensive policies and programs with an aim of ensuring that our suppliers uphold our expectations in business ethics, human rights and environmental sustainability. 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.

This year, we updated our Supplier Code of Conduct to better reflect our principles, expectations and requirements. Across our value chain, we are continuing to take action and leverage learnings and findings from our [FY23 Human Rights Impact Assessment](#).







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Data Tables

The following data tables include updates on our progress and provide information associated with our goals.



Partners

Benefits

Compensation	FY24	FY23
Average hourly wage for U.S. hourly partners (\$/hour)	18.73	17.42
% U.S. hourly partners earned above minimum wage	100%	100%
Average total compensation package for U.S. hourly partners (\$/hour)	30	—

Starbucks College Achievement Plan

# partners graduated with college degree (during FY)	2,699	2,275
Graduate 25,000 Starbucks partners from Arizona State University (ASU) by the end of 2025.		
# partners graduated with college degree (since program inception, as of FYE)	14,116	11,400
# partners participating (as of FYE)	26,273	23,438

Training & Development Opportunities

Talent Attraction, Development & Training	FY24	FY23
Total number of baristas hired in the U.S.	80,865	105,556
Hire internally for 90% of our U.S. retail leadership roles		
% of U.S. retail leadership roles filled from internal partners	63%	69%
Total Employee Turnover (U.S. and Canada)	49%	58%
# Training Hours for Baristas (Barista First 30) (hours per barista)	40	41.5
# partners selected to travel to Hacienda Alsacia for <u>Origin Experience</u>	800	929

Starbucks Global Academy	FY24	FY23
Coffee Masters		
# course enrollments	4,574	6,969
# course completions (earned the Black Apron) (during FY)	4,375	6,750
# course completions (earned the Black Apron) (since inception)	11,643	10,088
Community Champions		
# course enrollments	1,754	1,596
# course completions	414	374
Greener Apron		
# course enrollments	16,800	15,307
# course completions	9,714	9,162
Starbucks Coffee Academy		
# course enrollments	126,755	153,480
# course completions	73,979	94,928
Third Place Development Series		
# course enrollments	3,185	2,600
# course completions	594	479
To Be Welcoming		
# course enrollments	64,087	36,684
# course completions	49,851	25,616
% enrollees who are partners	74%	61%

Partners

Partner Engagement

Partner Engagement Surveys	FY24	FY23
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% partners completed the Partner Experience Survey

U.S. store partners	80%	65%
Canada store partners	83%	53%
North America non-store partners	91%	92%

Partner Networks

# Partner Networks (globally)	39	32
# Partner Networks (U.S.)	13	13
Active regional chapters (U.S.)	127	116

Civic Engagement Resources

# individuals using Starbucks civic engagement resources (via Starbucks FuelOurDemocracy.com site)	26,392	22,900
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Talent, Inclusion & Belonging

Global Equity in Pay	FY24	FY23
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100% gender and racial pay equity in the U.S.

% gender pay equity in the U.S. (for similar work)
Pay metrics can fluctuate throughout the fiscal year. Our pay equity strategies go beyond compliance.

% racial pay equity in the U.S. (for similar work)

% gender median pay ratio in the U.S.

% racial median pay ratio in the U.S.

100% gender equity in pay globally for company-operated markets.

In FY24, in our global company-operated markets, we achieved gender pay equity (for similar work) in Canada and Japan.

Partners

Talent, Inclusion & Belonging

Supporting LGBTQIA2+ Partners	FY24	FY23
<u>Representation of U.S. workforce self-identifying as LGBTQIA2+</u>		
Retail	35%	37%
Enterprise	17%	18%
Manufacturing	10%	12%
Score on the Human Rights Campaign Corporate Equality Index	100%	100%

Disability Inclusion

Representation of U.S. workforce self-identifying with a disability	FY24	FY23
Retail	14%	14%
Enterprise	11%	11%
Manufacturing	11%	11%
Score on the Disability Equality Index	100%	100%

Veterans & Military Families

Hire 5,000 Veterans and military spouses annually in the U.S.		
# Veterans and military spouses hired	2,500	2,815

[Starbucks Fiscal 2024 Workforce Data](#), including [progress](#) against prior aspirations.

Coffee

Ensuring the Future of Coffee for All

Farmer Support Centers	FY24	FY23
# Farmer Support Centers	10	10
# people trained with advanced agronomy techniques	36,628	56,078
# Model Farms (cumulative as of FYE)	70	124

Climate-Tolerant Coffee Trees

Provide 100 million climate-tolerant coffee trees to farmers by 2025.		
# climate-tolerant coffee trees distributed globally	9,973,696	11,081,951
# seedlings provided for farmers (cumulative as of FYE)		
Reflects seedlings provided in Colombia and other countries within FY24, 2,638,900 and 968,694, respectively. Until FY24, seedlings had been provided only in Colombia. Beginning in FY24 we expanded the provision of seedlings to other countries and began accounting for those seedlings in this report.	56,810,680	53,009,280
# Climate- tolerant coffee seeds distributed	6,271,613	—

Childcare Centers for Farming Families

# childcare centers operated (during FY)	13	14*
<i>Metric updated from new childcare centers opened, to childcare centers operated.</i>		
<i>*PY values restated for realignment.</i>		

Global Farmer Fund	FY24	FY23
Supply \$100 million in farmer loans by the end of 2025 (cumulative as of the fund's inception).		
\$ loans deployed from the Global Farmer Fund (cumulative as of FYE) (\$ millions)	88.3	80.8
\$ loans deployed from the Global Farmer Fund (since FY18) (as of FYE) (\$ millions)*	73.3	65.8

Supplier Lists

- [List of coffee suppliers](#)
- [List of tea suppliers](#)
- [List of cocoa suppliers](#)

Digital Traceability

# bags of coffee traced using online traceability tool	238,872	210,615
# unique visitors accessing online traceability tool	101,946	101,625

*Only subject to external verification since 2018.

Coffee

Ensuring the Future of Coffee for All

Ethical Sourcing of Coffee

FY24

FY23

Committed to source and verify 100% of Starbucks coffee ethically through C.A.F.E. Practices.

% Starbucks coffee ethically sourced and verified through C.A.F.E Practices

Our goal is to source and verify 100% of coffee through C.A.F.E. Practices. We continue to make operational changes to strengthen the program's verification approach.

Average # farms participating in [C.A.F.E. Practices](#)

441,761

463,035

Carbon Reduction & Water Conservation in Green Coffee

soil samples processed (cumulative as of FYE)

43,929

30,807

Conserve water usage in green coffee processing by 50% by 2030.

eco-wet mills contracted (cumulative as of FYE)

We continue to refine the methodology we use to calculate the carbon and water footprint of green coffee. This work is critical to our goals in the years to come and connects directly with industry efforts to reduce carbon and water use in coffee processing.

1,643

1,485

Forest Conservation & Restoration

Hectares of forests protected (during FY)

298

1,070*

**PY value has been restated.*

Hectares of forests restored (during FY)

517

348

native trees distributed by Global Farmer Support Centers

313,306

156,247

Other Goods & Services

Responsible Sourcing for Tea

FY24

FY23

Committed to 100% responsibly sourced tea.

% of tea sourced by the global tea sourcing team that is Rainforest Alliance Certified

*As our sustainability journey continues, 99.95% of Tea (*Camelia Sinensis*) sourced by our global tea sourcing team was from Rainforest Alliance Certified tea gardens.*

99.95%

99.7%

Responsible Sourcing for Cocoa

Committed to responsibly sourced cocoa.

Total weight of Rainforest Alliance Certified and segregated cocoa beans sourced directly from Cargill and indirectly through Olam (metric tons)

We are proud to have increased the amount of [responsibly sourced cocoa](#) in our supply chain in FY24. We remain committed to supporting resilient livelihoods for cocoa producers and their families.

25,593

21,790

Responsible Sourcing for Manufactured Goods & Services

facility assessments conducted

357

400

suppliers in program

1,468

1,464

% transparency into facilities assessed

95%

95%

facility workers

132,723

121,289

Coffee

Other Goods & Services

Sustainable Dairy

	FY24	FY23
\$ invested in U.S. Dairy Net Zero Initiative (during FY) (\$ millions)	2	2
<i>Starbucks is committed to invest \$10 million in the U.S. Dairy Net Zero Initiative.</i>		

Animal Welfare

100% cage-free eggs and egg products in company-operated stores.		
% cage-free eggs (U.S. and Canada company-operated stores, inclusive of branded products supplied to licensee business partners)	100%	100%
% cage-free eggs (EMEA and U.K. company-operated stores)		
<i>In Asia markets where Starbucks operates, such as China and Japan, cage-free egg production is limited and supply is not yet widely available.</i>	100%	99.9%
% poultry raised without routine-use of medically important antibiotics (U.S. company-operated stores)	100%	99.9%
We have met our stated goal of 100% group-housed pork by 2024 for Starbucks branded products in the U.S. and Canada.		
% pork defined as “group-housed” (U.S. and Canada company-operated stores, inclusive of branded products supplied to licensee business partners)	100%	76%
<i>While our aspiration of phasing out the excessive use of gestation stalls for the sows in our supply chain by 2030 has presented challenges, we remain committed to making progress in service of our animal welfare-friendly practices and will continue to re-evaluate our 2030 sow housing commitment.</i>		

Suppliers at Starbucks	FY24	FY23
\$1.5 billion in Tier 1 diverse supplier spend by 2030.		
\$ spend with Tier 1 diverse suppliers (during FY) (\$ billions)	>1.1	>1
\$ spend with Tier 1 diverse suppliers (cumulative since 2000) (as of FYE) (\$ billions)	>11	>10
# jobs supported by supplier diversity program (during FY)	>8,650	>8,600
\$ labor income: total direct, indirect and induced economic impact from supplier diversity program (\$ billions)	2	<1.8
Allocate 15% of paid media investment to minority-owned and targeted media companies.		
% of paid media investment with minority-owned and targeted media companies.	17%	22%

Starbucks works with a range of suppliers — including businesses owned and operated by a woman, minority, Veteran, person with disability, LGBTQ, or socio-economically disadvantaged small businesses.

Community

The Starbucks Foundation

Overall Grants	FY24	FY23
\$ total grants awarded (\$ millions)	21.4	24
Origin Grants		
Empower 1 million women and girls in coffee, tea and cocoa growing communities by 2030.		
# women and girls in origin communities positively impacted (cumulative as of FYE)	>600,000	>450,000*
<i>*PY value has been restated.</i>		
\$ grants awarded in support of women and girls in origin communities (\$ millions)	4	<7
# countries reached by origin grants	8	9
Neighborhood Grants		
Award 25,000 hyperlocal grants to support nonprofits by 2030 through the Neighborhood Grants and Global Community Impact Grants portfolio.		
# hyperlocal grants awarded to nonprofits nominated by Starbucks partners (cumulative as of FYE)	>13,000	>10,000
\$ hyperlocal grants awarded to nonprofits nominated by Starbucks partners (\$ millions)	>5.3	>5.1
# nominations by Starbucks partners	>33,000	>39,000

Youth Grants	FY24	FY23
# youth impacted (cumulative as of FYE)	>800,000	<700,000
\$ grants awarded to U.S. organizations serving youth nationally (\$ millions)	0.8	3

Global Community Impact Grants

Award 25,000 hyperlocal grants to support nonprofits by 2030 through the Neighborhood Grants and Global Community Impact Grants portfolio with a commitment to invest \$30 million by 2030.		
# hyperlocal grants awarded to nonprofits (cumulative as of FYE)	>270	<190
\$ grants awarded to impact communities that we serve outside of the U.S. and Canada (\$ millions)	>3.3	>3.9*
<i>*This value includes donations from licensee business partners amounting to \$900,000.</i>		
# international markets reached	46	46

Disaster Philanthropy

\$ grants awarded to promote resilience and uplift communities impacted by disaster (\$ millions)	>4.2	4.6
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Community

Company Programs for Community Support

Community Stores

	FY24	FY23
# Community Stores in the U.S. opened in FY	8	11
# Community Stores in the U.S. opened cumulatively as of FYE	46	39
# Community Stores in international markets opened in FY	14	16
# Community Stores in international markets opened cumulatively as of FYE	50	36*

*PY value has been restated.

Military Family Stores

Open 250 Military Family Stores by 2025 with 100 of these new stores on military bases (U.S.).		
# Military Family Stores opened in FY	105	17
# Military Family Stores opened cumulatively as of FYE	238	130
Increase over prior year reflects inclusion of 93 Licensed Military Family Stores; previously, licensed stores were not included in FY23 data.		

Signing Stores

# Signing Stores globally opened cumulatively as of FYE	26	20*
*PY value has been restated.		

Community Resilience Fund

Invest \$100 million in 12 cities by 2025.		
\$ invested in the Community Resilience Fund (cumulative as of FYE) (\$ millions)	45.5	40

	FY24	FY23
Food Waste Reduction & Hunger Relief		
Reduce food waste by 50% by 2030.		
% company-operated stores in the U.S. with FoodShare food donation program available	100%	100%
% company-operated stores in Canada with FoodShare food donation program available	100%	100%
Weight of food diverted from waste streams in the U.S. (millions lbs)	11.9	9.4
# meals donated in the U.S. (millions) (1.2 lbs = 1 meal)	9.9	7.8
Weight of food diverted from waste streams in Canada (millions lbs)	1.4	1.3
# meals donated in Canada (millions) (1 lb = 1 meal)	1.4	1.3
\$ invested in food waste reduction and hunger relief efforts in FY (\$ millions)	16.5	11.6
Reinvest \$100M into hunger relief efforts by 2030.		
\$ invested in food waste reduction and hunger relief efforts cumulatively since FY16 (as of FYE) (\$ millions)	89.1	72.6

Community

Company Programs for Community Support

Community Champion Program	FY24	FY23
# partners engaged as Community Champions (U.S. and Canada)	16,523	16,697
# nonprofits supported (U.S. and Canada)	5,480	5,368
# partner volunteer hours (U.S. and Canada)	169,712	153,817
# partners engaged as Community Champions (international)	34,466	21,344
# nonprofits supported (international)	506	583
# partner volunteer hours (international)	335,438	253,661

Giving Match Program

\$ donated by Starbucks to nonprofit organizations through the Giving Match program (\$ millions)	2.2	1.8
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Environment

2030 Goals

Climate

	FY24	FY23
By 2030, using FY19 as our baseline, 50% absolute reduction in scope 1, 2 and 3 greenhouse (GHG) emissions, representing all of Starbucks direct operations and value chain.		
% change in total emissions from FY19 baseline	3%	2%
% change in total emissions per \$ of revenue from FY19 baseline	-25%	-25%

Water

By 2030, using FY19 as our baseline, 50% of water withdrawals conserved or replenished across Starbucks direct operations, stores, packaging and agricultural supply chain, prioritizing action in high-risk water basins while supporting watershed health, ecosystem resilience and water equity.		
% change in total water withdrawal from FY19 baseline	-1%	-2%
% change in total water withdrawal per \$ of revenue from FY19 baseline	-27%	-28%
Starbucks seeks to empower 5 million people through community-driven solutions with a focus on women, girls and marginalized groups through water, sanitation and hygiene (WASH).		
# people empowered through community-driven solutions with a focus on women, girls and marginalized groups through water, sanitation and hygiene (WASH) (cumulative as of FYE)	343,089	—
<i>Note: FY24 data is not inclusive of data reported by WaterEquity investments, as this data will be reported to Starbucks following the publication of this report. This data will be incorporated into the cumulative figure reported in the FY25 Global Impact Report.</i>		
\$ to support new and ongoing water stewardship projects (\$ millions)	2.1	1.1

Waste

	FY24	FY23
By 2030, using FY19 as our baseline, our goal is a 50% reduction in waste sent to landfill from stores and direct operations		
% change in waste sent to landfill from FY19 baseline	6%	8%
% change in waste sent to landfill per \$ of revenue from FY19 baseline	-23%	-21%

Cups & Packaging

Reducing Packaging Waste

100% of customer facing packaging reusable, recyclable, or compostable by 2030.		
% of customer facing packaging that is reusable, recyclable or compostable	27%	24%
Starbucks customer facing packaging sourced from 50% recycled materials by 2030.		
% of customer facing packaging made from recycled materials or biobased plastics	23%	26%
50% reduction in virgin fossil fuel derived sources for customer packaging from FY19 baseline by 2030.		
% change in virgin fossil fuel derived materials in customer facing packaging from FY19 baseline	8%	11%
% of beverages sold in reusable cups (global company-operated stores)	2.6%	2%

Environment

Greener Stores

Greener Stores	FY24	FY23
Build and operate 10,000 Greener Stores globally by 2025.		
# Total Greener Stores verified globally	9,396	6,091
# Greener Stores verified in North America	7,367	5,488
# Greener Stores verified in international regions	2,029	603

Renewable Electricity

Company-owned facilities powered by renewable electricity

Global	72%	75%
U.S.	100%	100%
Canada	100%	100%
EMEA	100%	100%
Japan	100%	100%

Environment

Annual update of environmental performance:^{1,2,3} The following metrics represent detailed reporting of Starbucks environmental performance in FY19, the baseline year for our 2030 environmental targets, FY23 and FY24. Methodological updates and data improvements reflected in the FY24 metrics were applied to the FY19 and FY23 results, which therefore may differ from the data previously reported.

	FY19	FY23	FY24
Total Energy Consumption, direct operations⁴	2,773,012	2,880,385	2,914,476
Total purchased electricity, direct operations	2,014,969	2,116,591	2,238,157
Percent renewable	69%	75%	72%
Total fuel consumed, direct operations ⁵	758,043	768,088	676,320
Greenhouse Gas Emissions (mtCO₂e)^{6,7}			
Scope 1	339,713	389,825	395,666
Scope 2			
market-based	324,413	261,831	319,058
location-based	812,413	797,746	862,698
<i>sub-total scope 1 + 2 market-based emissions</i>	<i>664,126</i>	<i>660,657</i>	<i>714,723</i>

¹The 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.

²We have updated the methodologies used to develop our environmental inventories; These updates included improved data quality and availability, changes to emissions and water factors, and other methodological changes.

³Where 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.

⁴In gigajoules, total energy consumption in FY24 equals 10,492,114 GJ, and total fuel consumed in FY24 equals 2,434,752 GJ.

⁵Fuel types consumed include natural gas, stationary diesel, propane, aviation fuel, and mobile vehicle fuel.

⁶Starbucks 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

⁷FY24 footprint metrics have been third-party verified by Burns and McDonnell; Their report is available on page 58.

Environment

Greenhouse Gas Emissions (mtCO₂e)^{6,7}

	FY19	FY23	FY24
Scope 3⁸			
1 – Purchased goods and services ^{9,10}	8,028,484	7,584,821	7,847,195
2 – Capital goods	152,055	134,571	169,524
3 – Fuel- and energy-related activities	223,536	231,542	236,268
4 – Upstream transportation and distribution	631,913	628,718	597,093
5 – Waste generated in operations	286,973	333,346	369,215
6 – Business travel	28,876	24,750	26,977
7 – Employee commuting	521,776	676,650	633,228
8 – Upstream leased assets ¹¹	Not relevant		
9 – Downstream transportation and distribution	404,082	632,919	605,903
10 – Processing of sold products	167,975	183,025	169,005
11 – Use of sold products	59,782	46,074	38,951
12 – End-of-life treatment of sold products	191,843	213,510	225,051
13 – Downstream leased assets ¹²	Not relevant		
14 – Franchises ¹³	1,307,999	1,439,826	1,368,198
15 – Investments	213,820	328,537	253,507
<i>subtotal scope 3 emissions</i>	12,219,113	12,458,289	12,540,117
Total emissions (scope 1 + 2 market-based + 3)	12,883,240	13,118,945	13,254,840
Percent of total GHG emissions from green coffee purchases	15%	12%	12%
Percent of total GHG emissions from fluid dairy purchases	13%	13%	13%

⁸Where required for Scope 3 GHG emissions calculations, Scope 2 location-based (not market-based) GHG emissions values are utilized.

⁹Category 1 emissions include land use change (LUC) emissions for purchases of coffee, tea, cocoa, dairy, food, and other beverage ingredients.

¹⁰Category 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.

¹¹Emissions associated with Starbucks upstream leased assets are included in scopes 1 & 2.

¹²Starbucks downstream leased assets are considered de minimis.

¹³Starbucks 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

Dairy Methane (mtCO₂e)¹⁴

	FY19	FY23	FY24
Scope 3 agricultural dairy methane emissions	731,681	749,095	772,775
Scope 3 agricultural dairy methane emissions – Enteric fermentation	446,716	443,011	459,757
Scope 3 agricultural dairy methane emissions – Manure	279,555	300,636	307,359
Scope 3 agricultural dairy methane emissions – Feed	5,409	5,448	5,659
Percentage of Scope 3 emissions from agricultural dairy methane	6%	6%	6%
Percentage of Scope 1 and 3 emissions from agricultural dairy methane	6%	6%	6%

¹⁴Starbucks is reporting dairy methane metrics in accordance with the Dairy Methane Action Alliance (DMAA) disclosure framework.

¹⁵Water withdrawal from stores is calculated using both primary data and estimations; Where primary data are not available, water withdrawal is estimated by applying an average water withdrawal factor derived from withdrawal at U.S. and Canada company-owned stores.

¹⁶Starbucks 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.

¹⁷Refers to water withdrawals from facilities located in regions of high or extremely-high baseline water stress as defined by WRI Aqueduct tool, which was used to conduct our global water risk assessment. FY23 values have not been re-calculated due to changes in methodology.

¹⁸Water withdrawals from packaging and agricultural commodities are estimated using commodity-specific water withdrawal factors from the World Food Lifecycle Database (WFLDB). Previously, Starbucks used water impact factors that incorporated water scarcity data. Reporting of this category aligns with our GHG inventory, scope 3, category 1.

¹⁹Starbucks does not report on waste discarded by customers out of our stores.

²⁰In FY24 Starbucks removed liquid waste – defined as beverage products (e.g., milk) disposed of via sink drainage – from its waste boundary.

²¹Reporting of this category aligns with the GHG inventory scope 3, category 5.

²²Licensed store non-hazardous waste generation is estimated based on company-owned store information; This does not include construction and demolition waste or electronic waste; Reporting of this category aligns with the GHG inventory, scope 3, category 14.

²³We measure diversion as waste materials recycled, remarketed, composted, donated, or remarketed; Diversion does not include materials sent to landfill or incineration (with or without energy recovery).

Water Withdrawals (megaliters)⁷

	504,727	493,044	500,826
Total water withdrawal			
Direct operations ^{15,16}	22,865	24,642	20,281
Percent water withdrawn from high-risk basins ¹⁷	Not calculated	Not calculated	37%
Indirect: licensed stores ¹⁶	16,959	25,539	21,690
Percent water withdrawn from high-risk basins ¹⁷	Not calculated	Not calculated	36%
Indirect: packaging and agricultural commodities purchased ¹⁸	464,903	442,863	458,855
Percent change in total water withdrawal from FY19 baseline	-2%	-1%	

Operational Waste (thousand metric tons)^{7,19}

	920	1,074	1,068
Total weight of non-hazardous operational waste ²⁰			
Percent of total waste generated from direct operations ²¹	73%	77%	79%
Percent of total waste generated from licensed stores ²²	27%	23%	21%
Waste sent to landfill/incineration	644	694	681
Waste diverted from landfill ²³	276	380	387
Waste diverted – Recycling	196	283	293
Waste diverted – Composting	74	92	88
Waste diverted – Other	5	5	7
Percent total non-hazardous operational waste, diverted	30%	35%	36%

Environment

Packaging Materials (thousand metric tons)²⁴

	FY19	FY23	FY24
Total weight of packaging material	345	387	383
Percent of packaging materials reusable, recyclable or compostable	47%	49%	50%
Total weight of packaging materials sold in Starbucks company-operated stores ²⁵	298	322	322
Total weight of packaging materials sold in licensed stores ²⁶	47	66	61
Total weight of plastic packaging materials²⁷	132	158	152
Total weight of virgin plastic packaging materials	125	142	139
Percent change in virgin plastic packaging materials from FY19 baseline		14%	11%
Percent of plastic packaging that is reusable, recyclable or compostable ²⁸	17%	22%	22%
Percent of post-consumer recycled content used in plastic packaging	3%	3%	3%
Total weight of customer facing packaging²⁹	203	217	214
Total weight of customer facing packaging – paper	105	104	105
Total weight of customer facing packaging – plastic	92	111	106
Total weight of customer facing packaging – other ³⁰	6	1	2
Percent of customer facing packaging that is reusable, recyclable or compostable	22%	24%	27%
Percent of customer facing packaging made from recycled materials or biobased plastics	23%	26%	23%
Percent change in virgin fossil fuel derived from plastic materials in customer facing packaging from FY19 baseline³¹	11%	8%	

²⁴Data represent packaging materials used in our direct operations and licensed stores and all other packaging materials purchased by Starbucks Corporation; This aligns with our GHG Inventory and Ellen MacArthur Foundation Global Commitment reporting boundaries; 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, including global ready-to-drink businesses operate under collaborative relationships with PepsiCo and others, used by Channel Development business partners are part of their commitments and reporting.

²⁵Reporting of this category aligns with packaging materials reported in the GHG inventory under scope 3, category 1.

²⁶Reporting of this category aligns with packaging materials reported in the GHG inventory under scope 3, category 14.

²⁷FY19 and FY23 inventories have been recalculated to align with methodology changes and data quality improvements made as part of the FY24 inventory; These results may differ from what has been previously submitted to Ellen MacArthur Foundation Global Commitment and WWF ReSource Plastic and we anticipate restating these metrics in our 2024 reporting to these organizations.

²⁸In assessing the recyclability of our portfolio, Starbucks has aligned with the New Plastics Economy 2024 Recycling Rate Survey results.

²⁹Customer facing packaging is packaging designed to accompany a customer transaction.

³⁰In reporting for this category, “other” material includes aluminum, steel, glass, textile, and wood.

³¹Starbucks defines virgin plastic packaging material as any plastic material that is neither biobased nor made with recycled content.

Human Rights

Starbucks ethical sourcing program for coffee, C.A.F.E. Practices, requires each supply chain to undergo reverification regularly. Today the program represents more than 440,000 farms around the world. 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 through C.A.F.E. Practices, 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 not eligible for C.A.F.E. Practices approval until resolution is possible.

Coffee Supply Chains	FY24	FY23
Zero-Tolerance Indicator		
# Nonconformities related to wage practices	65	89
# Nonconformities related to traceability requirements	27	42
# Nonconformities related to child labor	56	59
# Nonconformities related to labor intermediaries	4	4
# Nonconformities related to transparency requirements	4	2
# Nonconformities related to banned pesticides	19	56
# Nonconformities related to forced labor, abuse, or unethical recruitment practices	2	5
# Nonconformities related to deforestation	1	12
Total # nonconformities	178	269
% of FY23 nonconformities that have been remediated or closed by FYE	84%	34%
% of FY24 nonconformities that have been remediated or closed by FYE	37%	—

Human Rights

Our ethical sourcing program includes our standards for manufactured goods and services, including beverages, food, merchandise, equipment, furniture and logistics providers. Our program includes on-site factory assessments to identify potential or actual violations. Commitment to continuous improvement is the cornerstone of our program and we work with our suppliers to remediate identified violations.

Manufactured Goods & Services Supply Chains

Zero-Tolerance Indicator	FY24	FY23
# Nonconformities related to wage practices	32	20
# Nonconformities related to transparency requirements	11	6
# Nonconformities related to access denial into facilities for audits and inspections	3	2
# Nonconformities related to health and safety, including direct and immediate endangerment	1	0
# Nonconformities related to environmental impact	0	2
# Nonconformities related to forced labor	0	1
# Nonconformities related to child labor	3	5
# Nonconformities related to abuse and harassment	1	0
# Nonconformities related to continuous improvement	1	0
Total # nonconformities	52	36
% of FY23 nonconformities that have been remediated or closed by FYE	75%	42%
% of FY24 nonconformities that have been remediated or closed by FYE	69%	—

About This Report

Scope

This report provides an overview of our impact strategies and progress during fiscal year 2024 (FY24). While this report is not an exhaustive summary of our efforts, it helps demonstrate the integration between our business and our promises to our most important stakeholders: partners (employees), the environment, farmers, communities, customers, and shareholders. This report also includes data tables that reflect our progress against our goals.

We've included links to information and resources publicly available at [about.starbucks.com](#) and [starbucks.com](#) regarding financial, corporate governance work, workplace and diversity policies and performance, because these commitments are directly tied to our business. The geographic scope of all data points in the report are tracked against U.S. company operations unless otherwise noted. Starbucks referenced relevant and broadly accepted reporting frameworks in preparing this report, including the Sustainability Accounting Standards Board standards, the IFRS Sustainability Disclosure Standards, the recommendations of the Task Force on Climate-related Financial Disclosures, and the Global Reporting Initiative standards. Starbucks is committed to United Nations Sustainable Development Goals and uses these goals as a lens for our social impact programs and collaborations with others. Based on our stakeholder engagement efforts, we also believe these areas are important to our customers, our partners, nongovernmental organizations (NGOs) and investors.

Any references to "priority" or "relevant" in this report do not correspond to the concept of materiality used by the U.S. Securities and Exchange Commission. While Starbucks believes that the impact issues described in this report are important, we currently do not believe that such issues are material to our financial results and results of operations, except to the extent referenced in our 10-K and subsequent 10-Q filings. This report also contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that Starbucks is required to disclose in its 10-K. For a discussion on human capital measures or objectives that Starbucks focuses on in managing its business, please see the "Human Capital Management" section in our most recently filed 10-K.

Reporting Year

Starbucks fiscal year 2024 or "FY24" is October 2, 2023 through September 29, 2024, unless otherwise noted.

Currency

All references to currency are in U.S. dollars, unless otherwise noted.

Previous Reports

Starbucks has produced an annual impact report since 2001. Previous annual reports and additional resources are available on our [website](#).

Information Integrity

Starbucks management is responsible for the preparation and integrity of the information reported for FY24. Through a system of internal controls, including a comprehensive verification process involving internal subject matter experts, we believe this information accurately represents our global impact activities and performance results for the fiscal year. External verification over specified metrics is provided by Moss Adams LLP and Burns & McDonnell Engineering Inc.

Stay Up-to-Date

Visit [about.starbucks.com](#) for the latest company information.

About This Report

Forward-Looking Statements

Our reporting on global responsibility for FY24 includes “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,” “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “feel,” “forecast,” “intend,” “may,” “outlook,” “plan,” “potential,” “predict,” “project,” “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 our most recently filed 10-K and 10-Q and in other filings with the SEC, as well as:

- our ability to preserve, grow, and leverage our brands, including the risk of negative responses by consumers (such as boycotts or negative publicity campaigns) or governmental actors (such as retaliatory legislative treatment) who object to certain actions taken or not taken by the Company, which responses could adversely affect our brand value;
- the acceptance of the Company’s products and changes in consumer preferences, consumption, or spending behavior and our ability to anticipate or react to them; shifts in demographic or health and wellness trends; or unfavorable consumer reaction to new products, platforms, reformulations, or other innovations;
- our anticipated operating expenses, including our anticipated total capital expenditures;

- the costs associated with, and the successful execution and effects of, our existing and any future business opportunities, expansions, initiatives, strategies, investments, and plans, including our Triple Shot Reinvention with Two Pumps Plan (“Reinvention”);
- the impacts of partner investments and changes in the availability and cost of labor including any union organizing efforts and our responses to such efforts;
- the ability of our business partners, suppliers, and third-party providers to fulfill their responsibilities and commitments;
- higher costs, lower quality, or unavailability of coffee, dairy, energy, water, raw materials, or product ingredients;
- the impact of significant increases in logistics costs;
- a worsening in the terms and conditions upon which we engage with our manufacturers and source suppliers, whether resulting from broader local or global conditions, or dynamics specific to our relationships with such parties;
- unfavorable global or regional economic conditions and related economic slowdowns or recessions, low consumer confidence, high unemployment, weak credit or capital markets, budget deficits, burdensome government debt, austerity measures, higher interest rates, higher taxes, political instability, higher inflation, or deflation;
- inherent risks of operating a global business including geopolitical instability;
- failure to attract or retain key executive or partner talent or successfully transition executives;
- the potential negative effects of incidents involving food or beverage-borne illnesses, tampering, adulteration, contamination, or mislabeling;
- negative publicity related to our Company, products, brands, marketing, executive leadership, partners, Board of Directors, founder, operations, business performance, or prospects;
- potential negative effects of a material breach, failure, or corruption of our information technology systems or those of our direct and indirect business partners, suppliers, or third-party providers, or failure to comply with personal data protection laws;
- our environmental, social, and governance (“ESG”) efforts and any reaction related thereto, such as the rise in opposition to ESG and inclusion and diversity efforts;
- risks associated with acquisitions, dispositions, business partnerships, or investments – such as acquisition integration, termination difficulties or costs, or impairment in recorded value;
- the impact of foreign currency translation, particularly a stronger U.S. dollar;
- the impact of substantial competition from new entrants, consolidations by competitors, and other competitive activities, such as pricing actions (including price reductions, promotions, discounting, couponing, or free goods), marketing, category expansion, product introductions, or entry or expansion in our geographic markets;
- the impact of changes in U.S. tax law and related guidance and regulations that may be implemented, including on tax rates;
- the impact of health epidemics, pandemics, or other public health events on our business and financial results, and the risk of negative economic impacts and related regulatory measures or voluntary actions that may be put in place, including restrictions on business operations or social distancing requirements, and the duration and efficacy of such restrictions;
- failure to comply with anti-corruption laws, trade sanctions, and restrictions or similar laws or regulations; and
- the impact 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. A forward-looking statement is neither a prediction nor a guarantee of future events or circumstances, and those future events or circumstances may not occur. You should not place undue reliance on the forward-looking statements, which speak only as of the date of this report. We are under no obligation to update or alter any forward-looking statements, whether as a result of new information, future events, or otherwise.

California AB 1305 Disclosure Statement

The information below is prepared in accordance with the requirements of California AB 1305.

Disclosures for Climate Targets

Progress towards Starbucks climate targets is annually reported in this Global Impact Report, in our CDP questionnaire and in other disclosures on our website.

Starbucks 2030 greenhouse gas (GHG) emissions reduction target was validated by the Science Based Targets initiative (SBTi) in March 2021. The SBTi has confirmed that our scope 1 and 2 portion of our target is aligned with a 1.5°C pathway. We measure annual progress towards our SBTi GHG emissions reduction target through our GHG emissions inventory which is reported in the data tables contained in this report. Starbucks obtains independent third-party verification of annual Scope 1, 2 and 3 GHG emissions, as documented in the verification letter included with this report.

Starbucks has set a goal to achieve carbon neutral green coffee sourcing by 2030. Starbucks currently measures interim progress toward this goal by processing soil samples to enable reductions in fertilizer applications on coffee farms.

Disclosures for Entity and Product Statements

Statements relating to the potential emissions reduction benefits associated with the implementation of regenerative agriculture practices across key supply chains such as coffee and dairy.

We contribute to improving farmer tools and knowledge related to agricultural practices that improve resource efficiency in key supply chains globally. This enables farmers to take steps that contribute to an overall reduction in greenhouse gas emissions by preventing excess input application, building soil health and supporting sustainable farming practices.

Statements connected to Starbucks testing of innovative business models, menu items, and related strategies that provide potential emissions reduction benefits.

We continue to invest in research and innovation designed to deliver emissions reductions over the long-term. These programs involve real-world testing of new ideas and, as such, the specific emissions reductions delivered will depend on the conditions associated with the innovation program.

Statements connected to emissions reduction potential of changes in Starbucks store design, operation and associated infrastructure.

We invest in store development and operational changes that enable emissions reductions. Starbucks Greener Stores are verified by an independent external organization who verifies implementation of practices designed to improve efficiency and reduce emissions through practices such as renewable energy purchasing. Other programs focus on improving electricity infrastructure through interventions such as increasing battery storage which facilitates renewable energy use and providing electric vehicle charging for customers at certain stores.

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External Verification Assurance Letters

Burns & McDonnell

Moss Adams





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