

Congruency Report on Human Rights

WHEREAS: Inconsistencies persist between many companies' published policies and actual practices and operations, which poses substantial risks to stakeholders and society at large.

The "Global Human Rights Statement"¹ and "Standards of Business Conduct"² published by Starbucks Corporation (the "Company") espouse the following:

- "With our (business and employee) partners, our coffee and our customers at our core, we live these values: ... Acting with courage, challenging the status quo and finding new ways to grow our company and each other ... Being present, connecting with transparency, dignity and respect ..."
- "Conducting business ethically, with integrity and transparency, is essential to preserving our culture and protecting our brand ..."
- "Our commitment to respect the human and civil rights of our Partners applies across the world ..."

Starbucks appears to uphold – or rescind – these principles inconsistently across countries where it conducts business.

For example in China, the Company seeks accelerated growth³ in an environment where many U.S.-based businesses increasingly exercise caution⁴ due to uninsurable risks.⁵ In its zeal to grow to 9,000 stores within the next two years, Starbucks must comply with the expectations of the dictatorial and genocidal Chinese Communist Party, which controls the government.⁶ One expert on business in China credited the Company's success so far to "friends in high places," adding, "They are very politically savvy when it comes to entering the Chinese marketplace. Most of their real estate partners are either high-ranking party officials or real estate entities that are in some way tied to the Chinese Communist Party, and some of the leaders."⁷

Yet upon Russia's invasion of Ukraine, the Company temporarily closed all its licensed cafes in Russia and paused shipments of all its products into the country.⁸ Starbucks's CEO at the time said,⁹ "I want to express deep care for the livelihoods of our 2,000 green apron partners in Russia. In times like these, as a company and as partners, we strive to never be a bystander ... I want you to know that no matter what, we stand together, as partners." Two months later the

¹ <https://stories.starbucks.com/press/2020/global-human-rights-statement/>

² <https://globalassets.starbucks.com/assets/84F7DBEA77914F119230581D3EE50FD7.pdf>

³ <https://finance.yahoo.com/news/starbucks-why-howard-schultzs-departure-could-open-the-door-for-expansion-in-china-151327623.html>

⁴ <https://www.wsj.com/finance/stocks/wall-streets-china-dreams-slip-away-f68ac708>

⁵ <https://www.wsj.com/articles/your-china-business-may-be-uninsurable-political-risk-coverage-222f15dd>

⁶ <https://www.state.gov/reports/2022-country-reports-on-human-rights-practices/china/>

⁷ <https://finance.yahoo.com/news/starbucks-why-howard-schultzs-departure-could-open-the-door-for-expansion-in-china-151327623.html>

⁸ <https://www.cnn.com/2022/05/23/starbucks-will-exit-russia-after-15-years-closing-130-licensed-cafes.html>

⁹ <https://stories.starbucks.com/press/2022/update-to-starbucks-partners-on-our-business-in-russia/>

Company exited Russia permanently and said it would give 2,000 employees there six-months' severance. The abandonment by the Company of its private licensing partner in Russia and its employees came despite no reports of endangerment to its cafes.

Considering these examples, it appears the Company's principles to be "about humanity" to "inspire and nurture the human spirit — one person, one cup and one neighborhood at a time" — has its limits.

Resolved: Shareholders request the Board of Directors issue a report by March 31, 2025, at reasonable cost and omitting proprietary or confidential information, analyzing the congruency of the Company's human rights policy positions with its actions, especially in countries in geopolitical conflicts or under oppressive regimes, as they impact how the Company maintains its reputation, viability and profitability.