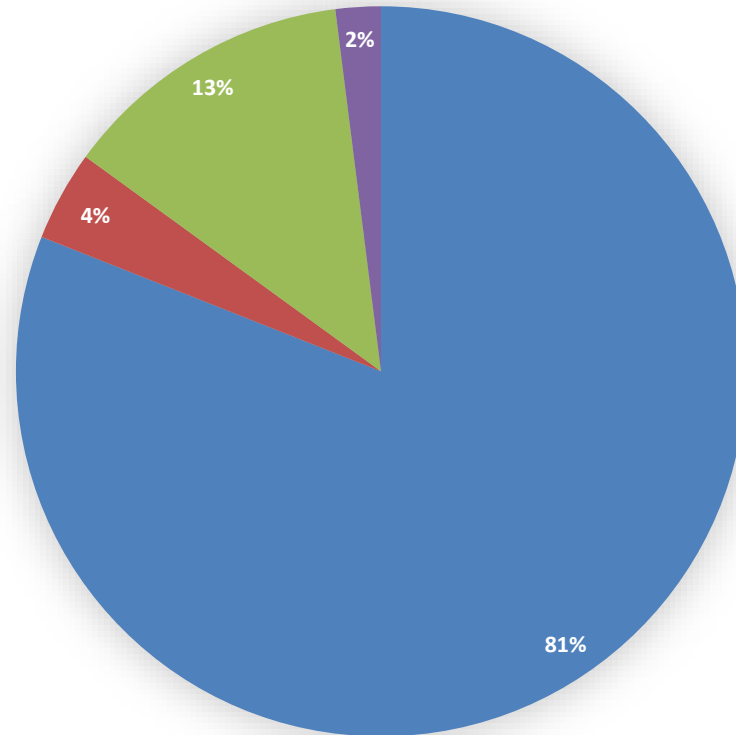


# Categories of Partner (Employee) Concerns Reported to Starbucks Ethics & Compliance — Fiscal 2021



- Employee Relations: Pay, benefits, employee misconduct, disciplinary action and other topics that impact day-to-day work
- Safety and Security: Partner and customer safety, facility conditions and allegations of theft
- Business Practices: Corporate policy questions and concerns (e.g., conflicts of interest, privacy and financial reporting)
- Miscellaneous: Non-ethics & compliance related reports which were redirected within the company (e.g., customer service complaints)