

**STARBUCKS CORPORATION**  
**ENVIRONMENTAL, PARTNER, AND COMMUNITY IMPACT COMMITTEE**  
**CHARTER**

**Purpose**

The Environmental, Partner, and Community Impact Committee (the “Committee”) is responsible for providing leadership with respect to Starbucks Corporation’s (the “Company”) mission to “nurture the limitless possibilities of human connection” and how that mission is actualized through the Company’s stakeholder promises. The Committee monitors the Company’s environmental, partner, community, customer, and farmer promises and oversees policies and practices related to such promises.

**Composition**

The Committee will be comprised of at least three members of the Company’s Board, each of whom will meet the independence requirements of the Nasdaq Stock Market, LLC (“Nasdaq”) and applicable law. A subsequent determination that any member of the Committee does not qualify as independent will not invalidate any previous actions by the Committee except to the extent required by law or determined appropriate by the Committee.

Upon action of the Board following the recommendation of the Nominating and Corporate Governance Committee, members of the Committee and a chair of the Committee will be appointed for such term or terms as the Board may determine or until a member’s earlier resignation or death, and may also be removed, with or without cause, by the Board. The Board, on the recommendation of the Nominating and Corporate Governance Committee, will appoint a new member or members if there is a vacancy on the Committee that reduces the number of members below three or in the event that the Board determines that the number of members on the Committee should be increased.

**Authority**

The Committee has the authority necessary to discharge its duties and responsibilities, including to inquire about any activity of the Company within its scope of responsibilities, and will have unrestricted access to members of management and all information relevant to its responsibilities. All Company partners (which is how the Company describes its employees) will assist as requested by members of the Committee, and the Committee will have access to the Company’s books, records, facilities, and personnel. The Committee has the authority and is empowered to: (a) retain independent legal counsel and other advisors as it deems necessary or appropriate to assist the Committee in fulfilling its responsibilities and (b) approve the fees and other retention terms of such advisors that are necessary or appropriate in carrying out its duties. The Committee is empowered to form and delegate responsibilities to subcommittees of the Committee, as may be necessary or appropriate.

**Meetings**

The Committee will meet at least four times each fiscal year and may hold additional meetings as often as may be necessary or appropriate, in the discretion of the majority of the Committee or its chair. As appropriate, the Committee’s chair will circulate or discuss the agenda for the meeting with each member of the Committee; provided, that no advance notice of any matter to be brought before the Committee will be required for such matter to be properly considered by the Committee. The

Committee may meet in separate executive sessions as it determines appropriate and may include external advisors, members of management, or other partners in such meetings.

Members of the Committee are expected to use all reasonable efforts to attend each meeting. The committee's chair may also request that external advisors, members of management, or other partners attend the meetings of the Committee.

The Committee is governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), actions without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

Minutes of each meeting will be prepared under the direction of the Committee's chair for review and approval.

### **Responsibilities**

The specific authority and responsibilities of the Committee will include, but are not limited to, the following:

1. Oversee policies and practices related to labor relations.
2. Oversee policies and practices related to ensuring the health and safety of the Company's partners.
3. Oversee non-executive partner training programs for job-related and non-job-related skills, including the Company's Education and Opportunity partner benefits programs. Education and Opportunity partner benefits programs include the Starbucks College Achievement Plan, Green Apron training program, Starbucks Coffee Academy, and Starbucks Global Academy.
4. Oversee policies aimed at ensuring compliance with health regulations and guidelines and food safety standards and controls, as well as oversee the Company's programs and policies related to nutrition and health.
5. Oversee the Company's program, policies, and procedures related to data privacy, including identifying associated risks.
6. Annually review and assess the effectiveness of the Company's environmental and social strategies, policies, practices, goals, programs, disclosure and risks, including review of the Company's annual global climate and social impact report.
7. Review the Company's risk management practices relating to matters within the Committee's purview.
8. Coordinate and consult with other committees of the Board, if required, while discharging responsibilities.
9. Review and assess the adequacy of this Charter annually or more often as circumstances dictate and recommend any proposed changes to the Charter to the Board for approval as appropriate.
10. Annually evaluate, and as appropriate take steps to address, the performance and effectiveness of the Committee in meeting its responsibilities under this Charter.

This Charter is intended to provide a set of flexible guidelines for the effective functioning of the Committee. The Committee may recommend to the Board proposed changes to this Charter and the authority and responsibilities of the Committee set forth herein at any time.

**Approved December 13, 2023**

**Revision History:**

**N/A**