



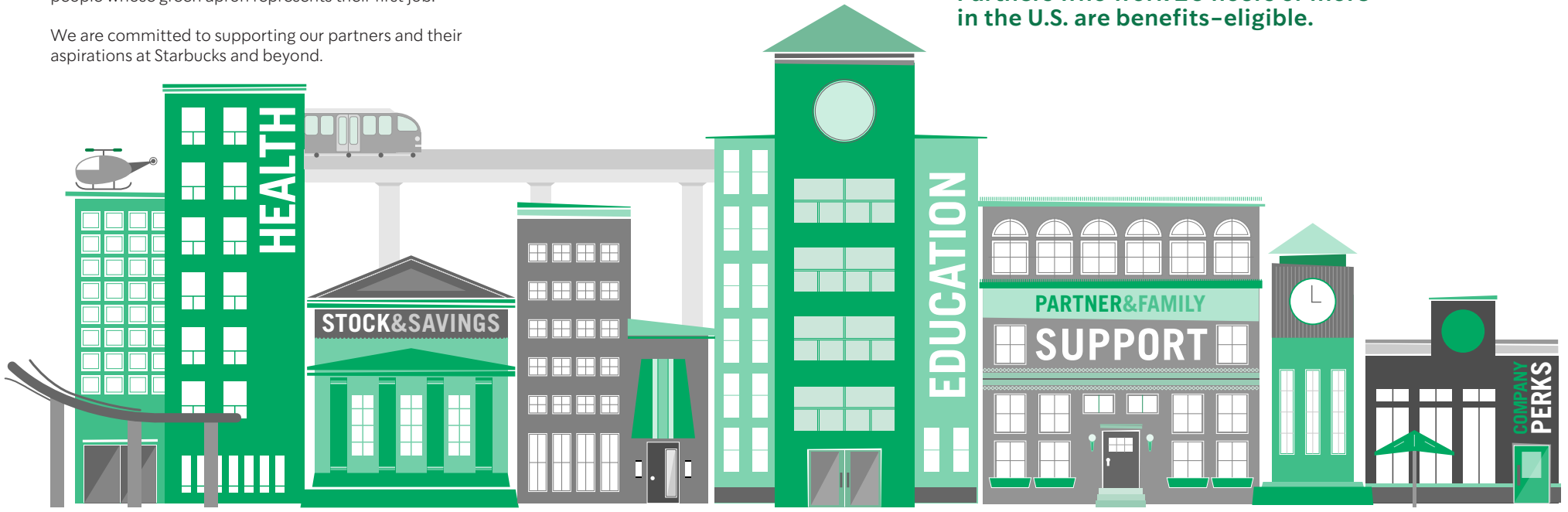
# Our Commitment to Partners

## Who are our partners?

More than **400,000 partners** represent the diverse communities they serve around the world, including working parents, veterans, military spouses, students and even young people whose green apron represents their first job.

We are committed to supporting our partners and their aspirations at Starbucks and beyond.

Partners who work 20 hours or more in the U.S. are benefits-eligible.



### COMPREHENSIVE HEALTHCARE COVERAGE

We provide choice in health insurance coverage that offers cost savings opportunities and personalized support.

### STOCK & SAVINGS

Our partners share in our financial success through shares of Starbucks stock called "Bean Stock" and a robust 401(k) plan with match.

### EDUCATION & OPPORTUNITY

Through a partnership with Arizona State University, Starbucks College Achievement Plan provides 100% tuition coverage for a bachelor's degree, and Starbucks Global Academy offers access to courses for personal and professional development at no cost.

### PARTNER & FAMILY SUPPORT

Our industry-leading benefits include Paid Parental Leave for birth and non-birth parents, Partner and Family Sick Time, Family Expansion Reimbursement, Care@Work, Lyra mental health benefit, Vacation and other time off.

### COMPANY PERKS

Partners can mark out a pound of coffee each week and receive discounts, food and beverage on shift, Spotify Premium membership, and other perks.

**WE HAVE MORE TO OFFER, BUT WE CAN ONLY FIT SO MANY BENEFITS ON ONE INFOGRAPHIC.**

**Around the world we have innovative benefits to address unique needs:**

**UK:** apprenticeship and Home Sweet Loan programs

**Canada:** mental health coverage and interest-free housing loans

**China:** housing subsidy and health insurance for parents of partners