



Starbucks Coffee Company
PO Box 34067
Seattle, WA 98124-1067

To: All U.S. Partners
From: Benefits Department
Date: September 2021
Subject: Summary Annual Report on Benefits

The attached Summary Annual Report has been prepared by Starbucks Coffee Company to share with you some important facts about the financial structure and operation of Starbucks Corporation Welfare Benefits Plan offered for the period October 1, 2019 through September 30, 2020. The report is based on the Annual Return/Report Form 5500 filed with the U.S. Department of Labor and prepared according to its regulations and guidelines. Should you have any questions about this report, you may contact Starbucks Benefits Center at (877) SBUXBEN.

SUMMARY ANNUAL REPORT FOR STARBUCKS CORPORATION WELFARE BENEFITS PLAN

This is a summary of the annual report of the Starbucks Corporation Welfare Benefits Plan, EIN 91-1325671, Plan No. 506, health, dental, vision, employee assistance plan (EAP), life, accidental death & dismemberment and long-term disability for the period October 1, 2019 through September 30, 2020. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Starbucks Corporation has committed itself to pay certain health and dental and vision costs incurred under the terms of the plan.

Insurance Information

The plan had contracts with Aetna Life Insurance Co., Cigna Health and Life Insurance Company, Dean Health Plan Inc., Delta Dental of Washington, Dentegra Insurance Company, EyeMed Vision Care, Geisinger Quality Options, Inc., Hartford Life and Accident, Health Net, HMSA, Kaiser Foundation Health Plan, Lyra Health, Magellan Healthcare, Metropolitan Life Insurance Company, Premera Blue Cross, Prevea 360 Health Plan, Safeguard Health Plans, UnitedHealthCare Insurance Company, Unum Life Insurance Company of America, UPMC Health Options, and Vision Service Plan to pay employee assistance, health, life, and Long Term Disability costs incurred under the terms of the plan. The total premiums paid for the plan year ending September 30, 2020 were \$575,333,970.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. Included in that report is insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call Starbucks Corporation, P.O. Box 34067, S-HR3 Seattle, WA 98124-1067, 888-728-9411.

You also have the legally protected right to examine the annual report at the main office of the plan (Starbucks Corporation, 2401 Utah Avenue South, 8th Floor, Seattle, WA 98134-1435) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.