



Starbucks Corporation

Ticker : SBUX.US

Country of Operation : UNITED STATES

Industry Sector : Restaurants

Meeting Date : 3/18/2020

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	Shareholder	Against	Against	The proposal asks SBUX to report on risks of not including viewpoint and ideology as factors that the company prohibits from its EEO policy. However, it is unclear how such report will create shareholder value when 1)SBUX has not had a notable controversy on the topic 2)SBUX's EEO policy is in line with its industry peers 3)SBUX has hired a third party to conduct a civil rights assessment program in January 2019 4)SBUX has partnered up with Arizona State University to create 15-course anti-bias curriculum in its efforts to conduct racial bias training in 2018, which appears to be a more effective and practical solution to enhance SBUX to create an inclusive culture than publishing another report laying out potential risks that shareholders are and should be aware of. As such, negative vote is warranted on this proposal.