

STARBUCKS CORP (SBUX)

2026 DEF 14A · filed 2026-01-26 · CIK 0000829224

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

794 to 1

Median employee: \$30,992,773

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Brian Niccol chairman and chief executive Named executive officer	\$1,599,998	\$19,881,585	\$1,971,000	\$2,540,190	\$30,992,773
Cathy Smith executive vice president, chief financial Named executive officer	\$462,498	\$12,459,305	\$328,697	\$15,523	\$15,766,023
Brady Brewer chief executive officer, Starbucks International Named executive officer	\$775,008	\$9,647,346	\$424,313	\$101,144	\$10,947,811
Sara Kelly executive vice president chief partner officer	\$664,424	\$8,255,917	\$364,298	\$123,167	\$9,407,806
Mike Grams executive vice president, chief operating Named executive officer	\$457,692	\$7,286,612	\$307,442	\$114,878	\$8,666,624
Rachel Ruggeri former executive vice president, chief financial Named executive officer	\$494,312	\$4,366,852	\$0	\$1,921,552	\$6,782,716

Every fact above, traced back to filing text

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CEO pay ratio = 794 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“an average exchange rate for the fiscal year. The fiscal year 2025 annual total compensation for Mr. Niccol was \$30,992,773, as reported in the Summary Compensation Table of this proxy statement. The fiscal year 2025 annual total compensation for our median employee, a part-time barista in the U.S., was \$17,279. The ratio of our ceo’s annual total compensation to our median employee’s annual total compensation for fiscal year 2025 is 1,794 to 1.”

Median employee compensation = \$30,992,773

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“the other benefits provided to our partners. This allows total compensation of the median partner to represent the median of all partners based on elements of compensation shared generally among our partners worldwide. Consistent with the methodology utilized for the fiscal year 2024 calculation, we identified our median employee from all full-time and part-time partners regardless of status who were on our payroll records as of a determination date of September 27, 2025, based on base wages paid during the twelve-month period ending on that date. For permanent partners hired during the twelve...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Among other considerations, the Compensation Committee considered Ms”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-hedging and pledging policies that apply to all partners”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Insider Trading Policy also prohibits partners and directors from holding Starbucks stock in a margin account or pledging Starbucks stock as collateral for a loan”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive stock ownership guidelines”