



Amazon 2021 Sustainability Report – Data Summary

As part of our mission to be Earth’s most customer-centric company, we are committed to building a sustainable business for our employees, customers, and communities, including the people that support our entire value chain. Our approach combines long-term commitments and everyday actions, reinforced by our Leadership Principles and our “Day 1” mentality. We apply our history of invention to ideas and efforts that support people and communities. We make targeted investments to support our ambitions and the development of sustainable technologies. These are just some of the many ways we’re working to deliver progress on the path to achieving our long-term goals.

Our 2021 Sustainability Report Data Summary includes select commitments and key performance indicators from our 2021 Sustainability Report and primarily reflects progress as of 2021, unless otherwise indicated.

Learn more about our sustainability initiatives and performance by downloading our [2021 Sustainability Report](#) or visiting [our website](#).

Our Commitments

	Commitment	Description	Relevant Page of 2021 Report
Environment	The Climate Pledge	Reach net-zero carbon emissions across our operations by 2040	Page 14
	The Climate Pledge Fund	\$2 billion investment to support the development of sustainable technologies	Page 16
	The Right Now Climate Fund	\$100 million fund for nature-based solutions	Page 18
	Renewable energy	On a path to powering our operations with 100% renewable energy by 2025—five years ahead of our original target of 2030	Page 20
	Renewable energy for Amazon devices	Investing in additional wind and solar farm capacity that, by 2025, will be equal to 100% of the energy use of Echo, Fire TV, and Ring devices worldwide	Page 20
	Shipment Zero	Make 50% of Amazon Shipments net-zero carbon by 2030	Page 24
	Food waste reduction	Reduce food waste by 50% across our U.S. and Europe operations by 2030	Page 27
	Recyclable packaging for Amazon devices	Make Amazon device packaging 100% recyclable by 2023	Page 34
Society	Upskilling 2025	\$1.2 billion investment to upskill 300,000 Amazon employees by 2025	Page 49
	Diversity, equity, and inclusion	Double the number of U.S. Black employees at Level 8 and Level 10 year over year from 2020 numbers	Page 53
		Increase the number of women at Level 8 and Level 10 in tech and science roles by 30% year over year	Page 53
		Reach 1.6 million underrepresented students globally through Amazon Future Engineer	Page 53
	Black Business Accelerator	\$150 million investment to empower Black business owners	Page 54
	AWS program to advance health equity	\$40 million investment over three years to help organizations develop solutions to improve health outcomes for underserved or underrepresented communities	Page 70
Housing Equity Fund	\$2 billion investment to preserve and create more than 20,000 affordable homes	Page 73	



Key Performance Indicators

Environment	Description	Data Point	Relevant Page of 2021 Report
Our Carbon Footprint	Scope 1 emissions (2021)	12.11 million metric tons (MMT) CO ₂ equivalent (CO ₂ e)	Page 97
	Scope 2 emissions (2021)	4.07 MMT CO ₂ e	Page 97
	Scope 3 emissions (2021)	55.36 MMT CO ₂ e	Page 97
	Total emissions (2021)	71.54 MMT CO ₂ e	Page 97
	Carbon intensity (2021)	100.8 grams CO ₂ e/\$ of gross merchandise sales	Page 97
Renewable Energy	Total electricity consumed across our business (2021)	30.88 million megawatt-hours	Page 20
	Percentage renewable energy (electricity) reached across our business (2021)	85%	Page 20
	Global renewable energy projects announced	274	Page 20
	Renewable energy production capacity of announced projects	12 gigawatts	Page 20
	Annual energy production of announced projects	33,700 gigawatt-hours	Page 20
Transportation	Packages delivered to customers' doorsteps using zero-emission vehicles (2021)	100 million+	Page 24
	Delivery stations across North America and Europe equipped for electric vehicle usage	100+	Page 24
Waste	Volume of food donated in the U.S. and Europe in equivalent meals (2021)	80 million+	Page 27
Packaging	Products qualified under Frustration-Free Packaging programs	2 million+	Page 28
	Percentage reduction in per-shipment packaging weight since 2015	38%	Page 28
	Volume of packaging eliminated since 2015	1.5 million+ tons	Page 28
	Volume of plastic avoided in North America (2021)	30,000+ tons	Page 29
	Fulfillment packaging: corrugated boxes	43%	Page 29
	Fulfillment packaging: flexibles	49%	Page 29
	Fulfillment packaging: Shipment Zero packaging	8%	Page 29
Product Sustainability	Products in the Climate Pledge Friendly program	250,000+	Page 30
	Climate Pledge Friendly units shipped to Amazon customers (2021)	370 million+	Page 30



Key Performance Indicators

Society	Description	Data Point	Relevant Page of 2021 Report	
Employee Benefits	Minimum starting hourly wage in the U.S.	\$15	Page 46	
	Paid leave for birthing parents in the U.S.	Up to 20 weeks	Page 47	
	Employee participants in upskilling programs since 2019	70,000+	Page 49	
Diversity, Equity, and Inclusion	Women-earned cents per dollar that men earned performing the same jobs in the U.S.	99.9	Page 54	
	Workforce representation—Amazon Workforce (All Levels)	Global	44.8% Women	Page 56
		U.S.	69.8% Minority	Page 56
	Workforce representation—People Managers (All Levels)	Global	30.8% Women	Page 56
		U.S.	46.8% Minority	Page 56
	Workforce representation—Field and Customer Support (Level 1–Level 3)	Global	48.3% Women	Page 99
		U.S.	73.3% Minority	Page 99
	Workforce representation—Corporate Employees (Level 4–Level 7)	Global	32.8% Women	Page 99
		U.S.	55.4% Minority	Page 99
Workforce representation—Senior Leaders (Level 8+)	Global	23.1% Women	Page 99	
	U.S.	33.5% Minority	Page 99	
Employee Engagement	Direct Amazon employees worldwide	1.6 million+	Page 57	
	Daily responses to Connections questions from employees	1.5 million+	Page 57	
Safety, Health, and Well-Being	COVID-19-related costs incurred since the start of the pandemic to help keep employees safe while delivering for our customers	\$15 billion+	Page 59	
	Total invested in safety projects (2021)	\$300 million	Page 59	
	Percentage reduction in accidents as a result of 2021 investments in transportation safety technology	~50%	Page 60	
Supply Chain	Supply chain workers receiving Sustaining Competitive and Responsible Enterprises (SCORE) program training	28,900+	Page 62	
	Supplier assessments conducted (2021)	5,952	Page 68	
Community	In-kind donated items, including personal protective equipment, school supplies, and essentials (2021)	225 million+	Page 69	
	Students reached through Amazon Future Engineer	1.8 million	Page 72	
	Loans and grants committed through the Housing Equity Fund (as of March 2022)	1.2 billion+	Page 73	
	Affordable housing units preserved or created through the Housing Equity Fund (as of March 2022)	8,000+	Page 73	



Key Performance Indicators

Governance	Description	Data Point	Relevant Page of 2021 Report
Corporate Governance	Board Directors who identify as African American or Black	1	Page 76
	Board Directors who identify as Asian	1	Page 76
	Board Directors who identify as white	9	Page 76
	Female Board Directors	5	Page 76
Board and Committee Meeting Frequency	Board meetings (2021)	5	Page 75
	Nominating and Corporate Governance Committee meetings (2021)	4	Page 75
	Leadership Development and Compensation Committee meetings (2021)	6	Page 75
	Audit Committee meetings (2021)	7	Page 75