

2025

Amazon Sustainability Report



Framework Summary



Overview

About Amazon

Amazon is a global company with more than 1.5 million full- and part-time employees worldwide and operations in North America, Latin America, Europe, Africa, the Middle East, and Asia-Pacific.

At Amazon, we combine data and science with passion and innovation to tackle some of the world's most urgent environmental and societal challenges. We set bold, long-term aspirations, such as The Climate Pledge—our goal to reach net-zero carbon emissions across our global operations by 2040—and create strategic, actionable plans to achieve them. This determined, solutions-focused approach guides our efforts to create lasting, positive change for our customers, employees, communities, and the planet.

About Our 2025 Framework Summary

Our 2025 Sustainability Reporting Framework Summary provides cross-references between our 2025 reporting and informational materials with related disclosures in reference to the following sustainability frameworks: the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), the Task Force on Nature-related Financial Disclosures (TNFD), and the UN Guiding Principles (UNGP) Reporting Framework. All financial figures are reported in U.S. dollars (\$), unless otherwise stated. The data within this report reflects the period from January 1 through December 31, 2025, unless otherwise indicated.

Overview

- 2 Overview
- 3 Reporting Index: GRI, SASB, TCFD, and TNFD
- 17 TCFD Response
- 19 UNGP Reporting Framework Index
- 26 Disclaimer and Forward-Looking Statements

How to Navigate This Report

Look for these symbols throughout this report:

- A link that directs you to a website
- > A link within the report
- ⬇️ A link to a download

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Reporting Index: SASB, GRI, TCFD, TNFD

This index references GRI, SASB, TCFD, and TNFD frameworks according to the topics covered in our [2025 Sustainability Report](#) ↓. We reference SASB standards for the following industries: E-Commerce; Internet Media & Services; Software & IT Services; Multiline and Specialty Retailers & Distributors; and Air Freight & Logistics.

About Amazon

Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Organizational details Activities, value chain, and other business relationships Economic value generated and distributed 	GRI <ul style="list-style-type: none"> 2-1 2-6 201-1 3-3: management approach for economic performance (202) 	2025 Sustainability Report ↓ (Introduction, page 2) 2025 Sustainability Report ↓ (How We Work, page 4) 2025 10-K ↓ (Business, pages 3-6) 2025 10-K ↓ (Financial Statements and Supplementary Data, pages 33-71)
<ul style="list-style-type: none"> Business continuity risks related to disruptions of operations 	SASB <ul style="list-style-type: none"> TC-SI-550a.2 	2025 10-K ↓ (Risk Factors, pages 6–17)

About Amazon's Sustainability Reporting

Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Entities included in sustainability reporting Reporting period, frequency, and contact point External assurance Statement on sustainable development 	GRI <ul style="list-style-type: none"> 2-2 2-3 2-5 2-22 	2025 Sustainability Report ↓ (Introduction, page 2) 2025 Sustainability Report ↓ (A Letter from Our Chief Sustainability Officer, page 3) 2025 Sustainability Report ↓ (Assurance Statements, page 48) 2025 10-K ↓ (Business, pages 3-6)
<ul style="list-style-type: none"> Process to determine priority topics Our priority topics 	GRI <ul style="list-style-type: none"> 3-1 3-2 	Priority Topics Assessment >

Climate and Energy		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for emissions (305) TCFD	2025 Sustainability Report ↓ (Goals Summary, page 5) 2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) TCFD Response > About Amazon—Our Positions ↗ Carbon Methodology ↓
<ul style="list-style-type: none"> Climate governance 	GRI <ul style="list-style-type: none"> 3-3: management approach for Emissions (305) SASB <ul style="list-style-type: none"> TR-AF-110a.2 TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) TCFD Response > Carbon Methodology ↓
<ul style="list-style-type: none"> Climate strategy and risk management 	GRI <ul style="list-style-type: none"> 3-3: management approach for Energy (302) 3-3: management approach for Emissions (305) TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) TCFD Response >
Climate Metrics and Targets		
<ul style="list-style-type: none"> Metrics used to assess climate-related risks and opportunities in line with our strategy and risk management process 	GRI <ul style="list-style-type: none"> 3-3: management approach for Energy (302) 3-3: management approach for Emissions (305) TCFD	2025 Sustainability Report ↓ (Goals Summary, page 5) 2025 Sustainability Report ↓ (Climate and Energy, pages 7-13)
<ul style="list-style-type: none"> Direct (Scope 1) emissions 	GRI <ul style="list-style-type: none"> 305-1 SASB <ul style="list-style-type: none"> TR-AF-110a.1 TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Assurance Statements, page 46) Carbon Methodology ↓
<ul style="list-style-type: none"> Indirect (Scope 2) emissions from energy 	GRI <ul style="list-style-type: none"> 305-2 TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Assurance Statements, page 46) Carbon Methodology ↓
<ul style="list-style-type: none"> Other indirect (Scope 3) emissions 	GRI <ul style="list-style-type: none"> 305-3 TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Assurance Statements, page 46) Carbon Methodology ↓
<ul style="list-style-type: none"> Emissions intensity 	GRI <ul style="list-style-type: none"> 305-4 TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) Carbon Methodology ↓
<ul style="list-style-type: none"> Emissions reduction 	GRI <ul style="list-style-type: none"> 305-5 TCFD	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13)
<ul style="list-style-type: none"> Targets used to manage climate-related risks and opportunities and performance against targets 	SASB <ul style="list-style-type: none"> TR-AF-110a.2 TCFD	2025 Sustainability Report ↓ (Goals Summary, page 5) 2025 Sustainability Report ↓ (Climate and Energy, pages 7-13)

Climate and Energy (continued)		
Disclosure Topic	Related Framework	Reference
Transportation		
<ul style="list-style-type: none"> Energy and fuel consumption for transportation modes 	GRI <ul style="list-style-type: none"> 302-1 SASB <ul style="list-style-type: none"> TR-AF-110a.3 	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13)
<ul style="list-style-type: none"> Environmental impact of transportation and delivery 	SASB <ul style="list-style-type: none"> CG-EC-410a.2 TR-AF-430a.2 	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Data Tables, page 46)
<ul style="list-style-type: none"> Emissions footprint of product shipments 	SASB <ul style="list-style-type: none"> CG-EC-410a.1 	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Data Tables, page 46)
Energy Use		
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Energy (302) SASB <ul style="list-style-type: none"> CG-EC-130a.3 TC-IM-130a.3 TC-SI-130a.3 	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Data Tables, page 46)
<ul style="list-style-type: none"> Energy consumption 	GRI <ul style="list-style-type: none"> 302-1 SASB <ul style="list-style-type: none"> CG-EC-130a.1 CG-MR-130a.1 TC-IM-130a.1 TC-SI-130a.1 	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Data Tables, page 46)
<ul style="list-style-type: none"> Energy consumption reduction 	GRI <ul style="list-style-type: none"> 302-4 302-5 	2025 Sustainability Report ↓ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↓ (Data Tables, page 46)

Water		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> • Our approach 	GRI <ul style="list-style-type: none"> • 3-3: management approach for Water and Effluents (303) 	2025 Sustainability Report ↓ (Water, pages 14-16) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Amazon Sustainability Website—Water Stewardship ↗
<ul style="list-style-type: none"> • Interactions with water as a shared resource • Water replenished, reduced, reused, or recycled • Water management across the supply chain 	GRI <ul style="list-style-type: none"> • 303-1 TNFD <ul style="list-style-type: none"> • A3.1 • A3.2 • Risk & Impact Management: B 	2025 Sustainability Report ↓ (Water, pages 14-16) Amazon Sustainability Website—Water Stewardship ↗
<ul style="list-style-type: none"> • Targets used to manage water-related risk and opportunities and performance against targets 	GRI <ul style="list-style-type: none"> • 303-1 TNFD <ul style="list-style-type: none"> • Metrics and Targets: C 	2025 Sustainability Report ↓ (Water, pages 14-16) Amazon Sustainability Website—Water Stewardship ↗
<ul style="list-style-type: none"> • Management of water discharge-related impacts • Wastewater treated, reused, or recycled • Reduction in wastewater 	TNFD <ul style="list-style-type: none"> • A2.0 	2025 Sustainability Report ↓ (Water, pages 14-16)

Waste and Circularity

Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Materials (301) 3-3: management approach for Waste (306) 	2025 Sustainability Report ↓ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↓ (Packaging, pages 21-23) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Amazon Sustainability Website—Waste and Circularity ↗
<ul style="list-style-type: none"> Management of waste-related impacts Waste diverted from disposal Recovery, reuse, and recycling rates 	GRI <ul style="list-style-type: none"> 306-2 306-4 TNFD <ul style="list-style-type: none"> A23.1 A23.4 	2025 Sustainability Report ↓ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↓ (Packaging, pages 21-23)
<ul style="list-style-type: none"> Waste generation and related impacts 	GRI <ul style="list-style-type: none"> 306-1 	2025 Sustainability Report ↓ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↓ (Packaging, pages 21-23)

Packaging

Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach Strategies to reduce the environmental impact of packaging 	GRI <ul style="list-style-type: none"> 3-3: management approach for Materials (301) 3-3: management approach for Waste (306) SASB <ul style="list-style-type: none"> CG-MR-410a.3 	2025 Sustainability Report ↓ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↓ (Packaging, pages 21-23) 2025 Sustainability Report ↓ (Sustainable Shopping, page 26) Amazon Sustainability Website—Waste and Circularity ↗ Amazon Sustainability Website—Packaging Innovation ↗
<ul style="list-style-type: none"> Plastic packaging footprint 	TNFD <ul style="list-style-type: none"> C.2.3 	2025 Sustainability Report ↓ (Packaging, pages 21-23)
<ul style="list-style-type: none"> Reclaimed products and packaging materials 	GRI <ul style="list-style-type: none"> 301-3 	2025 Sustainability Report ↓ (Packaging, pages 21-23) About Amazon—Amazon Second Chance ↗

Biodiversity		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> • Our approach • Monitoring actions, policies, and strategies • Processes used to identify and assess nature-related risks and opportunities 	GRI <ul style="list-style-type: none"> • 101-4 TNFD <ul style="list-style-type: none"> • Metrics and Targets: A-4 • Governance: B-2 • Risk & Impact Management: A(i) 	2025 Sustainability Report ↓ (Biodiversity, pages 24-25) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45)
<ul style="list-style-type: none"> • Actions, policies, and strategies • Targets and goals used to manage nature-related risks and opportunities and its performance against these. 	GRI <ul style="list-style-type: none"> • GRI 101-1 TNFD <ul style="list-style-type: none"> • Metrics and Targets: B-5 • Metrics and Targets: C • Strategy: B-4 • Strategy: B-5 • Strategy: B-6 • Strategy: B-7 	2025 Sustainability Report ↓ (Biodiversity, pages 24-25) 2025 Sustainability Report ↓ (Materials and Agricultural Commodities, pages 47-49)
<ul style="list-style-type: none"> • Metrics used to assess and manage nature-related risks and opportunities in line with its strategy and risk management process. 	TNFD <ul style="list-style-type: none"> • Metrics and Targets: A • Metrics and Targets: B 	2025 Sustainability Report ↓ (Materials and Agricultural Commodities, pages 47-49)
<ul style="list-style-type: none"> • Partnerships and agreements 	TNFD <ul style="list-style-type: none"> • A20.1 	2025 Sustainability Report ↓ (Biodiversity, pages 24-25)
<ul style="list-style-type: none"> • Investment to address potential nature-related risks 	TNFD <ul style="list-style-type: none"> • A21.1 • A23.5 • A24.0 • A24.2 • C7.3 	2025 Sustainability Report ↓ (Biodiversity, pages 24-25)
<ul style="list-style-type: none"> • Habitat protection and restoration 	GRI <ul style="list-style-type: none"> • 101-2 TNFD <ul style="list-style-type: none"> • A23.2 • A23.3 • A24.1 • C1.0 • C1.1 	2025 Sustainability Report ↓ (Biodiversity, pages 24-25)
<ul style="list-style-type: none"> • High-risk commodities 	TNFD <ul style="list-style-type: none"> • C3.1 	2025 Sustainability Report ↓ (Biodiversity, pages 24-25)

Human Rights		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Child Labor (408) 3-3: management approach for Forced or Compulsory Labor (409) 	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Amazon Sustainability Website—Human Rights ↗ Amazon Sustainability Website—Global Human Rights Principles ↗ About Amazon—Our Positions ↗
<ul style="list-style-type: none"> Policy commitments and how they are embedded 	GRI <ul style="list-style-type: none"> 2-23 2-24 TNFD <ul style="list-style-type: none"> GOV C-2 	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) About Amazon—Amazon’s Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining ↗ Modern Slavery Statement 2025 ↓ Supply Chain Standards ↓
<ul style="list-style-type: none"> Avoiding child labor in our operations and supply chain 	GRI <ul style="list-style-type: none"> 408-1 	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38)
<ul style="list-style-type: none"> Avoiding forced or compulsory labor issues 	GRI <ul style="list-style-type: none"> 409-1 	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38)
<ul style="list-style-type: none"> Processes to remediate negative impacts 	GRI <ul style="list-style-type: none"> 2-25 TNFD <ul style="list-style-type: none"> GOV C-3 	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38)
<ul style="list-style-type: none"> Mechanisms for seeking advice and raising concerns 	GRI <ul style="list-style-type: none"> 2-25 2-26 	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38)

Responsible Supply Chain and Sustainable Shopping		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Procurement Practices (204) 	2025 Sustainability Report ↴ (Sustainable Shopping, page 26) 2025 Sustainability Report ↴ (Responsible Supply Chain, pages 35-38)
Environmental Screening and Impacts		
<ul style="list-style-type: none"> New suppliers screened for environmental criteria 	GRI <ul style="list-style-type: none"> 3-3: management approach for Supplier Environmental Assessment (308) 	2025 Sustainability Report ↴ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↴ (Water, pages 14-16) 2025 Sustainability Report ↴ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↴ (Packaging, pages 21-23) 2025 Sustainability Report ↴ (Biodiversity, pages 24-25) 2025 Sustainability Report ↴ (Sustainable Shopping, page 26) 2025 Sustainability Report ↴ (Responsible Supply Chain, pages 35-38)
<ul style="list-style-type: none"> Negative supply chain environmental impacts and actions taken 	GRI <ul style="list-style-type: none"> 308-2 SASB <ul style="list-style-type: none"> CG-EC-410a.2 	2025 Sustainability Report ↴ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↴ (Water, pages 14-16) 2025 Sustainability Report ↴ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↴ (Packaging pages 21-23) 2025 Sustainability Report ↴ (Biodiversity, pages 24-25) 2025 Sustainability Report ↴ (Sustainable Shopping, page 26) 2025 Sustainability Report ↴ (Responsible Supply Chain,, pages 35-38)
Social Screening and Impacts		
<ul style="list-style-type: none"> New suppliers screened for social criteria 	GRI <ul style="list-style-type: none"> 3-3: management approach for Supplier Social Assessment (414) 	2025 Sustainability Report ↴ (Human Rights, pages 27-28) 2025 Sustainability Report ↴ (Responsible Supply Chain, pages 35-38) Supply Chain Standards ↴
<ul style="list-style-type: none"> Negative supply chain social impacts and actions taken 	GRI <ul style="list-style-type: none"> 414-2 	2025 Sustainability Report ↴ (Human Rights, pages 27-28) 2025 Sustainability Report ↴ (Responsible Supply Chain, pages 35-38)
Products		
<ul style="list-style-type: none"> Processes to assess and manage risks or hazards associated with chemicals in products 	SASB <ul style="list-style-type: none"> CG-MR-410a.2 	2025 Sustainability Report ↴ (Sustainable Shopping, page 26) 2025 Sustainability Report ↴ (Responsible Supply Chain, pages 35-38) Amazon Sustainability Website—Supply Chain ↗
<ul style="list-style-type: none"> Recycled materials used 	GRI <ul style="list-style-type: none"> 301-2 	2025 Sustainability Report ↴ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↴ (Packaging, pages 21-23) 2025 Sustainability Report ↴ (Sustainable Shopping, page 26) Amazon Sustainability Website—Waste and Circularity ↗ Amazon Sustainability Website—Packaging Innovation ↗
<ul style="list-style-type: none"> Product certifications 	SASB <ul style="list-style-type: none"> CG-MR-410a.1 	2025 Sustainability Report ↴ (Climate and Energy, pages 7-13) 2025 Sustainability Report ↴ (Waste and Circularity, pages 17-20) 2025 Sustainability Report ↴ (Sustainable Shopping, page 26)

Employee Experience		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Employment (401) 3-3: management approach for Labor/Management Relations (402) 3-3: management approach for Training and Education (404) 3-3: management approach for Diversity and Equal Opportunity (405) 3-3: management approach for Non-discrimination (406) 3-3: management approach for Freedom of Association and Collective Bargaining (407) 	2025 Sustainability Report ↓ (Employee Experience, pages 29-30) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2025 10-K ↓ (Human Capital, pages 4-5) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Amazon Sustainability Website—Employees ↗ Amazon Sustainability Website—Global Human Rights Principles ↗ About Amazon—Amazon’s Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining ↗ About Amazon—Our Positions ↗
<ul style="list-style-type: none"> Number of employees 	GRI <ul style="list-style-type: none"> 2-7 SASB <ul style="list-style-type: none"> TR-AF-000.C 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31) About Amazon—Our workforce data ↗
<ul style="list-style-type: none"> Full-time employee benefits 	GRI <ul style="list-style-type: none"> 201-3 401-2 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) About Amazon—Employee Benefits ↗
<ul style="list-style-type: none"> Employee demographics 	GRI <ul style="list-style-type: none"> 405-1 SASB <ul style="list-style-type: none"> CG-EC-330a.3 CG-MR-330a.1 TC-IM-330a.3 TC-SI-330a.3 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31) About Amazon—Our workforce data ↗
<ul style="list-style-type: none"> Parental leave 	GRI <ul style="list-style-type: none"> 401-3 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) About Amazon—Employee Benefits ↗
<ul style="list-style-type: none"> Payment practices: average hourly wage 	GRI <ul style="list-style-type: none"> 202-1 SASB <ul style="list-style-type: none"> CG-MR-310a.1 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2026 Proxy Statement ↓ (Compensation Processes, pages 47-51)
<ul style="list-style-type: none"> Base pay ratio for women versus men 	GRI <ul style="list-style-type: none"> 405-2 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31)

Employee Experience (continued)		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Employee training and development 	GRI <ul style="list-style-type: none"> 404-2 	2025 Sustainability Report ↕ (Employee Experience, pages 29-31) 2025 Sustainability Report ↕ (Health and Safety, pages 32-34) 2025 10-K ↕ (Human Capital, pages 4-5) 2026 Proxy Statement ↕ (Sustainability Initiatives, pages 17-19) About Amazon—Our Upskilling Programs ↗
<ul style="list-style-type: none"> Freedom of association and collective bargaining 	GRI <ul style="list-style-type: none"> 2-30 407-1 	2025 Sustainability Report ↕ (Employee Experience, pages 29-31) 2025 Sustainability Report ↕ (Responsible Supply Chain, pages 35-38) About Amazon—Amazon’s Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining ↗

Health and Safety		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Occupational Health and Safety (403) 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19)
<ul style="list-style-type: none"> Occupational health and safety management system: implementation and outcomes 	GRI <ul style="list-style-type: none"> 403-1 SASB <ul style="list-style-type: none"> TR-AF-540a.1 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34) About Amazon—Amazon delivers another strong year of safety progress, making our workplaces even safer for our employees ↗
<ul style="list-style-type: none"> Employees covered by our health and safety management system 	GRI <ul style="list-style-type: none"> 403-8 SASB <ul style="list-style-type: none"> TR-AF-540a.1 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34)
<ul style="list-style-type: none"> Hazard identification, risk assessment, and incident investigation 	GRI <ul style="list-style-type: none"> 403-2 403-7 403-9 SASB <ul style="list-style-type: none"> CG-MR-410a.2 TR-AF-430a.3 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34) About Amazon—Amazon delivers another strong year of safety progress, making our workplaces even safer for our employees ↗
<ul style="list-style-type: none"> Occupational health services 	GRI <ul style="list-style-type: none"> 403-3 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34)
<ul style="list-style-type: none"> Employee engagement on health and safety 	GRI <ul style="list-style-type: none"> 403-4 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34) About Amazon—Amazon delivers another strong year of safety progress, making our workplaces even safer for our employees ↗
<ul style="list-style-type: none"> Employee health and safety training 	GRI <ul style="list-style-type: none"> 403-5 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34) Amazon Sustainability Website—Employees ↗ About Amazon—Amazon delivers another strong year of safety progress, making our workplaces even safer for our employees ↗
<ul style="list-style-type: none"> Promotion of employee health 	GRI <ul style="list-style-type: none"> 403-6 	2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Health and Safety, pages 32-34) Amazon Sustainability Website—Employees ↗ About Amazon—Amazon delivers another strong year of safety progress, making our workplaces even safer for our employees ↗
<ul style="list-style-type: none"> Work-related injuries 	GRI <ul style="list-style-type: none"> 403-9 SASB <ul style="list-style-type: none"> TR-AF-320a.1 	2025 Sustainability Report ↓ (Health and Safety, pages 32-34) About Amazon—Amazon delivers another strong year of safety progress, making our workplaces even safer for our employees ↗

Communities		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Local Communities (413) 3-3: management approach for Indirect Economic Impacts (203) 	2025 Sustainability Report ↓ (Communities, pages 39-41) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Amazon Community Impact Report 2025—Puget Sound ↓ Amazon Community Impact Report 2025—National Capital Region ↓
<ul style="list-style-type: none"> Economic impacts 	GRI <ul style="list-style-type: none"> 203-1 203-2 	2025 Sustainability Report ↓ (Communities, pages 39-41) About Amazon— Economic Growth ↗
<ul style="list-style-type: none"> Operations with community engagement and development programs 	GRI <ul style="list-style-type: none"> 413-1 	2025 Sustainability Report ↓ (Communities, pages 39-41)

Corporate Governance		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts 	GRI <ul style="list-style-type: none"> 3-3: management approach for Corporate Governance 2-12 2-13 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↓ (Corporate Governance, pages 16-20) 2026 Proxy Statement ↓ (Board Meetings and Committees, pages 20-23) Code of Business Conduct and Ethics ↗ About Amazon— Our Positions ↗
Corporate Structure		
<ul style="list-style-type: none"> Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body 	GRI <ul style="list-style-type: none"> 2-9 2-10 2-11 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↓ (Board Composition, pages 14-15) 2026 Proxy Statement ↓ (Corporate Governance, pages 16-20) 2026 Proxy Statement ↓ (Board Meetings and Committees, pages 20-23)
Board Effectiveness		
<ul style="list-style-type: none"> Collective knowledge of the highest governance body Evaluation of the performance of the highest governance body 	GRI <ul style="list-style-type: none"> 2-17 2-18 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↓ (Board Composition, pages 14-15) 2026 Proxy Statement ↓ (Corporate Governance, pages 16-20) 2026 Proxy Statement ↓ (Board Meetings and Committees, pages 20-23)

Corporate Governance (continued)		
Disclosure Topic	Related Framework	Reference
Board Effectiveness (continued)		
<ul style="list-style-type: none"> Board and committee engagement 	GRI <ul style="list-style-type: none"> 2-16 	2025 Sustainability Report ↴ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↴ (Board Meetings and Committees, pages 20-23)
<ul style="list-style-type: none"> Shareholder engagement Communication of critical concerns 	GRI <ul style="list-style-type: none"> 2-16 	2025 Sustainability Report ↴ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↴ (Shareholder Engagement, page 19-20)
Compensation		
<ul style="list-style-type: none"> Remuneration policies Process to determine remuneration Annual total compensation ratio 	GRI <ul style="list-style-type: none"> 2-19 2-20 2-21 	2026 Proxy Statement ↴ (Compensation of Directors, pages 23-24) 2026 Proxy Statement ↴ (Executive Compensation, pages 46-51) 2026 Proxy Statement ↴ (Pay Versus Performance Table, pages 60-63) 2026 Proxy Statement ↴ (Pay Ratio Disclosure, page 69)
Tax		
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Tax (207) 	2026 Proxy Statement ↴ (Corporate Governance, pages 16, 20-22, 26-27) Global Economic Impact and Tax Contribution ↗ Tax Principles ↗

Business Ethics		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> Our approach 	GRI <ul style="list-style-type: none"> 3-3: management approach for Anti-corruption (205) 3-3: management approach for Anti-competitive Behavior (206) 	2025 Sustainability Report ↴ (Responsible Business Practices, pages 42-45) Code of Business Conduct and Ethics ↗ About Amazon—Our Positions ↗
<ul style="list-style-type: none"> Operations assessed for corruption risks 	GRI <ul style="list-style-type: none"> 205-1 	2025 Sustainability Report ↴ (Human Rights, pages 27-28) 2025 Sustainability Report ↴ (Responsible Supply Chain, pages 35-38) 2025 Sustainability Report ↴ (Responsible Business Practices, pages 42-45) Code of Business Conduct and Ethics ↗

Business Ethics (continued)		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> • Anti-corruption policy and procedure engagement 	GRI <ul style="list-style-type: none"> • 2-15 • 205-2 	2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) Code of Business Conduct and Ethics ↗
<ul style="list-style-type: none"> • Legal actions related to business ethics 	GRI <ul style="list-style-type: none"> • 2-27 • 205-3 • 206-1 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2025 10-K ↓ (Legal Proceedings, pages 60–61)

Data Protection and Security		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> • Our approach • Policies and practices relating to targeted advertising and user privacy 	GRI <ul style="list-style-type: none"> • 3-3: management approach for Customer Privacy (418) 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2025 10-K ↓ (Cybersecurity, page 17) Advertising, Data Protection and Privacy Policy ↗
<ul style="list-style-type: none"> • Risk management: approach to identifying and addressing data security risks 	SASB <ul style="list-style-type: none"> • CG-EC-230a.1 • CG-MR-230a.1 • TC-IM-230a.2 • TC-SI-230a.2 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2025 10-K ↓ (Cybersecurity, page 17)
<ul style="list-style-type: none"> • Law enforcement requests 	SASB <ul style="list-style-type: none"> • TC-IM-220a.4 • TC-SI-220a.4 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) Law Enforcement Information Requests ↗

Policy and Advocacy		
Disclosure Topic	Related Framework	Reference
<ul style="list-style-type: none"> • Our approach • Political engagement • Memberships and associations 	GRI <ul style="list-style-type: none"> • 3-3: management approach for Public Policy and Lobbying (415) • 2-28 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) About Amazon—Our Positions ↗ About Amazon—Policy News and Views ↗ 2025 U.S. Political Engagement Policy and Statement ↓
<ul style="list-style-type: none"> • Political contributions 	GRI <ul style="list-style-type: none"> • 415-1 	2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2025 U.S. Political Engagement Policy and Statement ↓

TCFD Response

Our Approach

Amazon is investing in new solutions to decarbonize our business using our size, scale, and resources to drive progress across our supply chain and the industries in which we operate.

Through The Climate Pledge, our goal is to reach net-zero carbon emissions across our global operations by 2040, while inspiring and inviting others to take action. We recognize that progress will not always be linear, but we remain focused on serving our customers better, faster, and with fewer emissions.

Our strategy is set by Amazon's Sustainability team, is aligned with climate science and embeds decarbonization initiatives and efficiency improvements across our business and supply chain. Teams across Amazon are accountable for setting decarbonization plans that map back to Amazon's worldwide strategy, as ownership and accountability are essential to operational success and managing complexity.

Governance

An established governance framework enables climate change-related risks to be considered at our most senior business levels.

Board Oversight: The Board of Directors actively oversees Amazon's sustainability and corporate governance policies

and initiatives, receives periodic reports on and discusses our enterprise risk assessments, oversees and receives regular reports on our regulatory compliance, and reviews shareholder feedback on these topics as we evolve our practices and disclosures.

- The Nominating and Corporate Governance Committee is responsible for overseeing management of risks related to our sustainability and other environmental and corporate social responsibility practices, including risks related to our operations and supply chain and responsible AI development and AI governance.
- The Audit Committee is responsible for overseeing management of risks related to our financial statements and financial reporting process, business continuity, and operational risks, the qualifications, independence, and performance of our independent auditors, the performance of our internal audit function, legal and regulatory matters, our compliance policies and procedures, tax planning and compliance, and political contributions and lobbying expenses.

Management Oversight: The Chief Sustainability Officer oversees Amazon's Sustainability team and provides regular updates to the Nominating and Corporate Governance Committee. Amazon's Sustainability team coordinates efforts across the company to oversee operational changes that help reduce or eliminate carbon emissions in our businesses. We developed a companywide carbon system of record that provides information to business teams on their emissions and allows them to track decarbonization progress. The Sustainability team reports to the senior leadership team on various aspects of our environmental, sustainability, and other relevant practices on a quarterly basis. Amazon's senior leadership team also holds quarterly business reviews with the leadership teams of all our major businesses to track progress toward meeting our commitments under The Climate Pledge.

Strategy and Risk Management

Achieving our companywide goal of net-zero carbon emissions by 2040 will require sustained cross-business innovation and action. This is the same process of incremental innovation we apply to the overall development and growth of our business. We are developing business plans, investing in technologies, and exploring new approaches for transportation, packaging, and energy that help address climate change—all without sacrificing the speed and service customers expect from Amazon.

We consider climate risks and opportunities through our management of customer and stakeholder expectations, and business risks, and our monitoring of regulations, industry best practices, and emerging trends. Mechanisms are embedded across our business operations and strategic decision-making to address sustainability issues, including climate-related risks. We integrate sustainability practices into our everyday operations by thinking through risks and opportunities related to projects and initiatives, as well as setting goals, developing metrics and conducting a regular cadence of leadership reviews

We also develop data and tools to address physical climate risks for both our business and our customers, like the [Amazon Sustainability Data Initiative \(ASDI\)](#), which helps researchers, scientists, and innovators around the world advance their work on sustainability-related research.

We evaluate the potential impact of a risk or opportunity by considering, among other things, its implications for our stakeholders, our ability to leverage our scale to foster or advance progress, the expected time horizon, the degree of uncertainty, the likelihood of occurrence, and the regulatory and technological landscape.

We continue to evaluate, regularly monitor, and manage the short-, medium-, and long-term risks presented to

our business and supply chain by climate change. Amazon's Sustainability team centrally evaluates climate risk and engages business units and local teams to manage these risks. These potential negative impacts of climate change include:

- Increased operating costs due to more frequent extreme weather events or climate-related changes, such as rising temperatures and water scarcity
- Increased investment requirements associated with the transition to a low-carbon economy
- Decreased demand for our products and services as a result of changes in customer behavior
- Increased compliance costs due to more extensive and global regulations and third-party requirements
- Reputational damage resulting from perceptions of our environmental impact

We take these risks, and more, into account as part of our robust risk management approach, and we continue to build resilience to face these challenges. In addition, one of the most powerful tools we have for mitigating climate risks is collective action, which is how we are taking action toward a lower-emissions future—and [spurring others to join us on that journey](#).

Metrics and Targets

Regular and transparent reporting is an important part of our decarbonization strategy and a key expectation of The Climate Pledge. Measurement helps us, our customers, and our partners understand how efforts across our value chain are taking shape, especially for the longer term, as we progress toward our 2040 goal. We have a comprehensive understanding of emissions across our business and have performed extensive analysis to develop targets, strategies, and metrics to support our various decarbonization initiatives.

Part A: Governance of Respect for Human Rights (continued)

Disclosure Topic and Question			Reference
Embedding Respect	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Corporate Governance Documents and Charters ↗ (Nominating and Corporate Governance Committee Charter) Modern Slavery Statement 2025 ↓ Supply Chain Standards ↓ Supply Chain Standards Manual ↓ Duty of Vigilance Plan 2025 ↓
	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) Amazon Sustainability Website—Global Human Rights Principles ↗ Modern Slavery Statement 2025 ↓ Corporate Governance Documents and Charters ↗ (Nominating and Corporate Governance Committee Charter)
	A2.2	What kinds of human rights issues are discussed by senior management and by the Board, and why?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Business Practices, pages 42-45) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Modern Slavery Statement 2025 ↓ Amazon Sustainability Website—Global Human Rights Principles ↗ Corporate Governance Documents and Charters ↗ (Nominating and Corporate Governance Committee Charter)
	A2.3	How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) Code of Business Conduct and Ethics ↗ Modern Slavery Statement 2025 ↓ Supply Chain Standards ↓ Supply Chain Standards Manual ↓
	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Modern Slavery Statement 2025 ↓ Seller Central Policies ↗
	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓

Part B: Define the Reporting Focus

Disclosure Topic and Question			Reference
Statement of Salient Issues	B1	State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	2025 Sustainability Report ↓ (Human Rights, pages 27-28) Amazon Sustainability Website—Salient Risks ↗ Twitch Human Rights Impact Assessment ↓ Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓
Determination of Salient Issues	B2	Describe how the salient human rights issues were determined, including any input from stakeholders.	2025 Sustainability Report ↓ (Human Rights, pages 27-28) Amazon Sustainability Website—Salient Risks ↗ Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓ Twitch Human Rights Impact Assessment ↓
Geographical Focus	B3	If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) Amazon Sustainability Website—Salient Risks ↗ Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓ Twitch Human Rights Impact Assessment ↓
Additional Severe Impacts	B4	Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35–38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓ Amazon Sustainability Website—Supply Chain ↗ About Amazon—Our Positions ↗

Part C: Management of Salient Human Rights Issues

Disclosure Topic and Question			Reference
Specific Policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) About Amazon—Amazon’s Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining ↗ Modern Slavery Statement 2025 ↓ Supply Chain Standards ↓ Supply Chain Standards Manual ↓ Duty of Vigilance Plan 2025 ↓ About Amazon—Our Positions ↗ Amazon Sustainability Website—Global Human Rights Principles ↗
	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) About Amazon—Amazon’s Human Rights Commitment, Policy and Practice: Freedom of Association and Collective Bargaining ↗ Modern Slavery Statement 2025 ↓ Supply Chain Standards ↓ Supply Chain Standards Manual ↓ Duty of Vigilance Plan 2025 ↓ About Amazon—Our Positions ↗ Amazon Sustainability Website—Global Human Rights Principles ↗
Stakeholder Engagement	C2	What is the company’s approach to engagement with stakeholders in relation to each salient human rights issue?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓ Amazon Sustainability Website—Human Rights ↗ Amazon Sustainability Website—Global Human Rights Principles ↗
	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓
	C2.3	During the reporting period, how have the views of stakeholders influenced the company’s understanding of each salient issue and/or its approach to addressing it?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓ Amazon Sustainability Website—Human Rights ↗

Part C: Management of Salient Human Rights Issues (continued)

Disclosure Topic and Question			Reference
Assessing Impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Amazon Sustainability Website—Salient Risks ↗ Twitch Human Rights Impact Assessment ↓ Modern Slavery Statement 2025 ↓
	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Twitch Human Rights Impact Assessment ↓ Modern Slavery Statement 2025 ↓
	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Twitch Human Rights Impact Assessment ↓ Modern Slavery Statement 2025 ↓
Integrating Findings and Taking Action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) 2026 Proxy Statement ↓ (Sustainability Initiatives, pages 17-19) Modern Slavery Statement 2025 ↓ Amazon Sustainability Website—Human Rights ↗ Amazon Sustainability Website—Global Human Rights Principles ↗
	C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓
	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Amazon Sustainability Website—Human Rights ↗ Amazon Sustainability Website—Global Human Rights Principles ↗
	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓

Part C: Management of Salient Human Rights Issues (continued)

Disclosure Topic and Question			Reference
Tracking Performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓
	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Duty of Vigilance Plan 2025 ↓ Amazon Sustainability Website—Human Rights ↗
	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓
	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Amazon Sustainability Website—Human Rights ↗
	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38) Modern Slavery Statement 2025 ↓ Code of Business Conduct and Ethics ↗
	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38)
	C6.5	What does the company say publicly about its commitment to respect human rights?	2025 Sustainability Report ↓ (Human Rights, pages 27-28) 2025 Sustainability Report ↓ (Employee Experience, pages 29-31) 2025 Sustainability Report ↓ (Responsible Supply Chain, pages 35-38)

Priority Topics Assessment

Identifying Our Priorities

Amazon’s business spans many industries, including but not limited to e-commerce, cloud computing, consumer goods, entertainment, and logistics. We operate globally and employ more than 1.5 million full- and part-time employees worldwide. This broad scope means that we must consider how a wide range of topics relate to our business.

In 2024, we conducted a comprehensive topic assessment to inform the contents of our annual Sustainability Reports. We identified the topics that we believe are most relevant to our business and stakeholders globally as of 2024, most of which are consistent with previous analyses and with the topics covered in our past reports.

Our Process

Our assessment process was guided by leading reporting frameworks, including the Global Reporting Initiative (GRI), and consisted of the following phases:

Identify Topics

Through stakeholder research and industry analysis, we identified topics that could be relevant to Amazon and our stakeholders. We started with a long list of topics, which we consolidated into a smaller subset of more comprehensive topic groupings.



Engage with Stakeholders

We mapped key internal and external stakeholder groups across our value chain. We gathered their input through direct interviews, surveys, and analysis of written materials that reflect stakeholder perspectives.



Assess Inputs

We analyzed stakeholder inputs using a structured scoring framework. We evaluated each input based on the topics discussed by the source and the level of detail provided. For each source of input, we assigned a score for all topics discussed or referenced.



Prioritize Topics

We computed the total scores for each topic based on all stakeholder inputs and ranked topics by their total score. Higher-scoring topics ranked among our higher priorities. We shared these findings with key internal stakeholders and leaders.

Our Priority Topics

The following list represents our priority topics, many of which are examined in dedicated sections of this report. We view many of these topics as interconnected and recognize that making progress in one area can often help solve for challenges in another. The following topics are listed in alphabetical order.

- Biodiversity
- Business Ethics
- Communities
- Corporate Governance
- Customer Experience and Satisfaction
- Data Privacy and Security
- Emerging Technology
- Employee Attraction, Retention, and Development
- Inclusive Experiences
- Greenhouse Gas Emissions, Energy, and Climate Change
- Human Rights
- Labor Rights
- Materials, Waste, and Circularity
- Policy and Advocacy
- Product Safety and Quality
- Responsible Marketing and Advertising
- Water
- Workplace Health and Safety

We also recognize there are topics beyond these priorities that may be relevant to certain aspects of our business or to certain stakeholders. Amazon has programs and policies in place covering many other topics. While we may reference aspects of additional topics throughout this report, information about other topics can generally be found on our [corporate website](#) and/or our [sustainability website](#).

Monitoring Our Priorities

We continue to monitor the relevance of these topics and engage with stakeholders on an ongoing basis. We will conduct updates or additional assessments as we see changes to our priorities over time.

Disclaimer and Forward-Looking Statements

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. Amazon does not undertake to update or revise any such statements. This report represents current Amazon policy and intent and is not intended to create legal rights or obligations. This report may contain, or incorporate by reference, public information not separately reviewed, approved, or endorsed by Amazon, and no representation, warranty, or undertaking is made by Amazon as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report may be based on a variety of standards, frameworks, and considerations and is not an indication that the subject or information is material to Amazon's business, strategy, outlook, operating results, or financial condition or to its stakeholders, nor material as it relates to Amazon's impact on other parties or sustainability matters. This report was originally drafted in English and then translated into other languages. The English version is the authoritative version.

This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current facts, including statements regarding our plans, initiatives, projections, goals, commitments, expectations, or prospects, are forward-looking. These forward-looking statements are inherently uncertain and difficult to predict. We use words such as aim, anticipate,

believe, commit, drive, estimate, ensure, expect, goal, intend, may, mission, plan, project, seek, strategy, strive, target, will, or similar expressions to identify forward-looking statements. Forward-looking statements reflect management's current expectations and inherently involve risks and uncertainties. Actual results and outcomes could differ materially for a variety of reasons, including, among others, assumptions not being realized, initiatives or policies not being adopted, changing climate-related conditions and weather events, scientific or technological developments, evolving sustainability strategies, changes in consumer demand for carbon markets, evolving government regulations or policies, our expansion into new products; services; technologies; and geographic regions, or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of Amazon's most recent Annual Report on Form 10-K and subsequent filings. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved.

On the cover

Image 1: At our new delivery station in Elkhart, Indiana, a bioretention pond stores and filters stormwater, increasing on-site carbon sequestration and biodiversity.

Image 2: Through the Right Now Climate Fund, Amazon supports the work of ICLEI, Local Governments for Sustainability, South Asia's work to establish urban food gardens in city schools throughout India, encouraging healthy eating and offering hands-on learning.

Image 3: We work to eliminate unnecessary packaging while optimizing material, weight, and recyclability when needed to ensure safe delivery and easy recycling.

