





# 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	<a href="#">Page 14</a>
	The Climate Pledge Fund	\$2 billion investment to support the development of sustainable technologies	<a href="#">Page 16</a>
	The Right Now Climate Fund	\$100 million fund for nature-based solutions	<a href="#">Page 18</a>
	Renewable energy	On a path to powering our operations with 100% renewable energy by 2025—five years ahead of our original target of 2030	<a href="#">Page 20</a>
	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	<a href="#">Page 20</a>
	Shipment Zero	Make 50% of Amazon Shipments net-zero carbon by 2030	<a href="#">Page 24</a>
	Food waste reduction	Reduce food waste by 50% across our U.S. and Europe operations by 2030	<a href="#">Page 27</a>
	Recyclable packaging for Amazon devices	Make Amazon device packaging 100% recyclable by 2023	<a href="#">Page 34</a>
Society	Upskilling 2025	\$1.2 billion investment to upskill 300,000 Amazon employees by 2025	<a href="#">Page 49</a>
	Diversity, equity, and inclusion	Double the number of U.S. Black employees at Level 8 and Level 10 year over year from 2020 numbers	<a href="#">Page 53</a>
		Increase the number of women at Level 8 and Level 10 in tech and science roles by 30% year over year	<a href="#">Page 53</a>
		Reach 1.6 million underrepresented students globally through Amazon Future Engineer	<a href="#">Page 53</a>
	Black Business Accelerator	\$150 million investment to empower Black business owners	<a href="#">Page 54</a>
	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	<a href="#">Page 70</a>
Housing Equity Fund	\$2 billion investment to preserve and create more than 20,000 affordable homes	<a href="#">Page 73</a>	



## Key Performance Indicators

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



## Key Performance Indicators

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



## Key Performance Indicators

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