

## **About the EEO-1 report**

The EEO-1 report is a compliance survey required by federal statute and regulations. The survey requires private sector employers in the US to submit demographic workforce data, including data by race/ethnicity and job categories. The 10 job categories for the report are based on the US Department of Labor Job Classification Guide. The job categories on the EEO-1 report can be wide-ranging and, in many ways, are different than how we think about job categories and specialties at Amazon.

Since 2015, we have shared data on the demographics of our workforce, and in 2021 we expanded the amount and specificity of that data to include representation by job type, such as front-line employees and corporate employees, including people managers and executive leadership. Our workforce data can be found on About Amazon – not just for the US, but globally. Our focus on diversity is not new, and this data highlights our progress towards creating a more inclusive workforce at Amazon.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID T036832				EMPLOYER NAME Amazon.com Inc.											
ADDRESS 410 Terry Avenue North						CITY/TOWN SEATTLE				STATE WA		ZIP CODE 98109			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID				HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME											
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 911646860															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): G5F2C46HBCM3 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 455219 - All Other General Merchandise Retailers															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	149	74	1864	148	751	5	9	53	737	97	234	0	4	27	4152
First/Mid-Level Officials and Managers	8222	4295	28235	6769	10838	181	238	1691	12814	4259	4717	136	142	969	83506
Professionals	7675	4298	41321	4688	49423	160	142	3092	18316	4236	24538	90	96	1603	159678
Technicians	2806	693	5915	1704	1228	54	74	480	1176	478	271	21	27	119	15046
Sales Workers	12138	12766	19247	9037	5578	209	444	1481	17957	11662	5364	223	467	1656	98229
Administrative Support Workers	2994	3823	5614	1680	987	73	141	499	6846	3517	1247	91	192	782	28486
Craft Workers	512	9	1430	224	117	9	24	93	38	1	3	0	1	8	2469
Operatives	11551	7708	15805	9977	3377	274	369	1384	9403	6936	1525	206	293	978	69786
Laborers and Helpers	97478	118254	87379	120536	39622	2132	2818	9191	69590	125959	35144	2215	2953	8364	721635
Service Workers	1920	1397	1768	1352	469	41	64	136	837	831	307	21	33	100	9276
CURRENT 2024 REPORTING YEAR TOTAL	145445	153317	208578	156115	112390	3138	4323	18100	137714	157976	73350	3003	4208	14606	1192263
PRIOR 2023 REPORTING YEAR TOTAL	123550	128777	193455	131036	98843	3189	3946	15222	129944	138670	63092	3053	3783	13116	1049676
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/1/2024 - 10/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															