

## 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 our diversity, equity, and inclusion page on About Amazon – not just for the US, but globally. Our focus on diversity, equity, and inclusion is not new, and this data highlights our progress towards creating a more global diverse, equitable, and inclusive workforce at Amazon.

In 2022, Amazon began providing employees with options to identify their gender as non-binary. In accordance with EEOC guidelines, Amazon reported the counts of these employees in the comments section of the appropriate establishment reports. Non-binary gender data is not included in this automated consolidated report. In 2022, 1,267 employees identified as non-binary.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024					
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): <a href="#">TMKBFBRHFKH3</a>															
<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 <a href="#">455219 - All Other General Merchandise Retailers</a>															
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	121	51	1699	150	653	2	8	58	640	80	189	0	2	33	3686
First/Mid-Level Officials and Managers	5865	2903	24848	5284	9224	149	225	1502	10837	3418	3602	88	129	919	68993
Professionals	5914	3459	40667	4516	46604	168	149	2854	18922	4188	23013	124	131	1761	152470
Technicians	1795	446	4935	1384	987	42	50	490	1195	412	241	11	32	141	12161
Sales Workers	11689	12430	20986	8099	5672	223	384	1631	19561	10404	5344	207	434	1709	98773
Administrative Support Workers	1844	2470	4528	1366	791	58	93	460	6434	3447	1143	89	137	892	23752
Craft Workers	299	4	990	152	73	10	18	65	17	2	4	0	2	2	1638
Operatives	8308	5339	13496	7140	2378	234	266	1389	7633	5235	1195	167	229	919	53928
Laborers and Helpers	83402	97266	98220	103522	35187	1886	3043	11335	77561	117872	29205	1952	3142	11119	674712
Service Workers	1813	1294	1939	1329	497	37	53	140	868	865	355	27	28	81	9326
CURRENT 2022 REPORTING YEAR TOTAL	121050	125662	212308	132942	102066	2809	4289	19924	143668	145923	64291	2665	4266	17576	1099439
PRIOR 2021 REPORTING YEAR TOTAL	128078	130062	219380	138309	87421	3139	5443	19638	153682	154196	54687	2921	5246	18400	1120602
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/1/2022 - 10/31/2022															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)  Not Applicable															