

AMAZON.COM ANNUAL MEETING OF SHAREHOLDERS
26 MAY 2021
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Mr. Bezos,
Dear Members of the Board,

As one of the largest asset managers in Europe, we at DWS Investment GmbH signed the Principles of Responsible Investment (PRI) in 2008 and support the Sustainable Development Goals as well as the Task Force for Climate-related Financial Disclosures (TCFD). As a responsible investor in Amazon.com, it is our fiduciary duty to express our expectations on sustainability in the best interest of our clients. Our commitment to sound corporate governance and responsible environmental and social practices among our investees is not only a crucial element of our responsibilities, but also forms an integral part of our investment process. Companies that face substantial climate transition risks or seriously contravene with internationally recognized ESG standards (e.g. the UN Global Compact Principles, core principles of the International Labor Organization and OECD Guidelines for Multinationals) are subject to heightened scrutiny on our end. We appreciate the constructive dialogue we had to date and would like to ask you a question at your shareholders' meeting this year.

Amazon.com has been frequently involved in employee-related controversies and these remain a key challenge for the company in terms of compliance with international labor norms. Some of these are also a result of the absence of collective bargaining and labor unions. During the COVID-19 pandemic the situation intensified resulting in e.g. alleged unfair termination of employees for protests, alleged poor working conditions and inadequate safety measures. Thus, we initiated a number of engagements and sent a letter with our expectations to the Board. We consider the Board to be responsible to take necessary measures to solve the ESG controversies to avoid them becoming more structural and recurring such as: publishing a transparent investment plan for employee and labor management, allowing labor unions and collective bargaining, steering towards a transparent supply chain (especially in terms of labor conditions at subcontractors), establishing formal responsibility to enforce and implement ESG within the Board of Directors, setting a clear and transparent sustainability roadmap with targets and milestones for employee well-being, occupational health and safety, GHG emission reduction targets, including an explicit link to the executive pay to these sustainability targets. Despite your current policies, assessments and initiatives, Amazon has yet to succeed in creating consistently favorable working conditions along the value chain. Thus, as responsible investors and shareholders at Amazon.com, we would like to pose the following question:

Question: What further measures does Amazon plan to take to prevent labor controversies going forward? How has the Board been overseeing these in the past year?

We expect the company to report on the developments around these issues in a very transparent way.

To conclude, we would like to thank all members of the Board and all the Amazon.com employees cordially on their commitment and dedication in the past year but also in these difficult times amidst the COVID-19 crisis. Thank you!