

## Appendix 1: Immigration Policy Reporting Proposal

**Resolved:** Request the Board of Directors provide a publicly available report on how U.S. immigration policy and enforcement impacts Amazon.com Inc.'s ("the Company") operations.

### Supporting Statement:

Studies show the presence of H-1B workers in a company boost innovation, patents, and productivity.<sup>1</sup> These foreign skilled workers play a significant role in Amazon's operations; it was the largest sponsor of H-1B worker visas in fiscal year 2025, employing over 10,000 workers with the visa.<sup>2</sup> In September 2025, President Trump issued a proclamation raising the annual fee on skilled foreign workers from \$215 to \$100,000.<sup>3</sup> We believe the impacts of this proclamation on Amazon's operations and future success could be significant. The Company has not disclosed to shareholders how it plans to move forward either without these skilled workers or how it plans to bear the economic strain from the new fees.

H-1B recipients are not the only foreign workers impacted by immigration policy changes. After the Trump administration canceled some humanitarian immigration programs in summer 2025, reports surfaced of multiple Amazon facilities laying off hundreds of workers at once.<sup>4</sup> These workers were in high demand by Amazon and many had earned praise from management, providing key support in high volume times such as Prime Day or the holidays.<sup>5</sup>

Immigration policy changes could drive up transportation costs for Amazon. Amazon owns over 40,000 semitrucks and 70,000 dry van trailers and works with independent long haul trucking companies as part of their supply chain ecosystem.<sup>6</sup> Truckers have been targeted by the current administration, with the State Department halting the issuance of worker visas for commercial truck drivers in August 2025,<sup>7</sup> as well as an executive order in April 2025 which introduced regulations that make it difficult for certain immigrants to operate large vehicles.<sup>8</sup> The Department of Transportation threatened to withdraw federal funding from certain states if they do not revoke commercial driver's licenses from non-U.S. residents that were determined to be "improperly issued."<sup>9</sup> The trucking industry already faces a driver shortage, and with 18% of professional drivers being born abroad, there are concerns that this will strain the supply chain and increase transportation costs.<sup>10</sup>

Domestically sourced produce plays a large part in Amazon's Whole Foods supply chain; 25% of produce sold in Whole Foods stores comes from local farms, local being defined as within a certain mile radius or

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<sup>1</sup> <https://www.cato.org/blog/dont-ban-h-1b-workers-they-are-worth-their-weight-patents>

<sup>2</sup> <https://www.americanimmigrationcouncil.org/blog/trump-100000-fee-h-1b-visa/>

<sup>3</sup> <https://www.cnn.com/2025/09/20/business/h-1b-fee-trump-immigration-workers>

<sup>4</sup> <https://www.nytimes.com/2025/07/11/technology/trump-immigration-amazon-warehouses.html>

<sup>5</sup> <https://www.nytimes.com/2025/07/11/technology/trump-immigration-amazon-warehouses.html>

<sup>6</sup> [https://capitaloneshopping.com/research/amazon-logistics-statistics/;](https://capitaloneshopping.com/research/amazon-logistics-statistics/)

[https://www.sec.gov/ix?doc=/Archives/edgar/data/0001018724/000110465925033442/tm252295-1\\_def14a.htm](https://www.sec.gov/ix?doc=/Archives/edgar/data/0001018724/000110465925033442/tm252295-1_def14a.htm)

<sup>7</sup> <https://x.com/SecRubio/status/1958644528253948015>

<sup>8</sup> <https://calmatters.org/economy/2025/11/immigrant-drivers/>

<sup>9</sup> <https://www.reuters.com/world/us-may-withhold-304-million-minnesota-over-foreign-truck-driver-licenses-2025-12-01/>

<sup>10</sup> <https://www.msn.com/en-us/money/general/ice-crackdown-could-drive-out-614-000-truckers-biggest-labor-shortfall-ever/ar-AA1QmHFy?ocid=BingNewsVerp>

bordering states.<sup>11</sup> Immigrants are increasingly relied upon within domestic farms. One study found that unauthorized immigrant crop farmworkers account for 42% of hired crop farmworkers and 25% of all agricultural workers in the United States.<sup>12</sup> A labor shortage due to deportations in the agricultural sector could lead to lower yields and higher costs for consumers and sellers.<sup>13</sup>

We urge fellow shareholders to vote FOR this proposal.

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<sup>11</sup> <https://www.wholefoodsmarket.com/tips-and-ideas/archive/we-love-local>

<sup>12</sup> [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=5384966](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5384966)

<sup>13</sup> <https://www.newsweek.com/trump-mass-deportation-farms-breaking-point-2064190>

## Appendix 2: AI Alignment Reporting Proposal

### Alignment Report

**Resolved:** Shareholders request the Board of Directors conduct an evaluation and issue a public report, at reasonable cost and omitting proprietary information, describing the alignment of Amazon’s sale and deployment of artificial intelligence (AI) and related cloud technologies with its Responsible AI Approach. At the Board’s discretion, the report should list and explain instances of misalignment, and state whether and how the identified incongruencies have or will be addressed.

**Whereas:** Amazon’s Responsible AI Approach is guided by eight priorities, which include “fairness” (evaluating AI’s impacts on different groups), “privacy and security” (appropriately obtaining and using data), “safety” (preventing harmful system output and misuse), and “transparency” (enabling stakeholders to make informed decisions about their engagement with AI).<sup>1</sup>

Despite this approach, Amazon continues to sell to and maintain contracts with entities engaged in rights-violating applications of its AI and related technologies, suggesting misalignment between policies and practice. Such misalignment presents material legal, reputational, regulatory, and litigation risks to Amazon and its investors.

For example, Amazon’s cloud, AWS, is the world’s most broadly adopted cloud and provides cloud computing, artificial intelligence, and data storage.<sup>2</sup> Its \$1.2 billion cloud computing contract with Israel - Project Nimbus - has been used by Israel in its attacks on Palestinians, actions prominent organizations have classified as genocide.<sup>3</sup> Although the contract’s details are not publicly available, a 2024 investigation found Israel had used AWS to store masses of military and surveillance data, and in some cases, to aid in airstrikes that killed many civilians.<sup>4</sup> An October 2025 investigation revealed the contract prohibits AWS from suspending, withdrawing, or restricting use of its technologies - even if Israel breaches AWS’ terms of service - and requires AWS to violate court-imposed gag orders.<sup>5</sup>

Amazon’s AI and related technologies also enable the US’ expansive immigration crackdown, in which US Department of Homeland Security (DHS) agencies have been accused of arbitrary detentions, silencing free speech, and violating rights to privacy, nondiscrimination, asylum protections, due process, and other human rights.<sup>6</sup> AWS hosts many DHS databases and systems used to track, monitor, and deport immigrants.<sup>7</sup> AWS will host DHS’ Homeland Advanced Recognition Technology (HART) system, which will rely on AI to store and process information about immigrants to facilitate detention and deportation.<sup>8</sup>

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<sup>1</sup> <https://www.aboutamazon.com/what-we-do/artificial-intelligence-ai/responsible-ai>

<sup>2</sup> [https://aws.amazon.com/what-is-aws/?nc1=f\\_cc](https://aws.amazon.com/what-is-aws/?nc1=f_cc)

<sup>3</sup> <https://www.un.org/unispal/wp-content/uploads/2025/09/a-hrc-60-crp-3.pdf>

<sup>4</sup> <https://www.972mag.com/cloud-israeli-army-gaza-amazon-google-microsoft/>

<sup>5</sup> <https://www.theguardian.com/us-news/2025/oct/29/google-amazon-israel-contract-secret-code>

<sup>6</sup> [https://rfkhumanrights.org/wp-content/uploads/2025/04/FINAL-UPR-Imm.-Coalition-Submission\\_4.7.25.pdf](https://rfkhumanrights.org/wp-content/uploads/2025/04/FINAL-UPR-Imm.-Coalition-Submission_4.7.25.pdf);

<https://www.youtube.com/watch?v=5zJpvgzxng&t=6s>

<sup>7</sup> [https://mijente.net/wp-content/uploads/2018/10/WHO%E2%80%99S-BEHIND-ICE\\_-The-Tech-and-Data-Companies-Fueling-Deportations-\\_v1.pdf](https://mijente.net/wp-content/uploads/2018/10/WHO%E2%80%99S-BEHIND-ICE_-The-Tech-and-Data-Companies-Fueling-Deportations-_v1.pdf)

<sup>8</sup> <https://surveillanceresistancelab.org/wp-content/uploads/2023/01/HART-Attack-2022.pdf>

Amazon's Ring, which produces doorbell cameras and has extensive partnerships with police departments,<sup>9</sup> recently announced it will enable facial recognition,<sup>10</sup> drawing sharp criticism for creating new privacy and civil liberties risks.<sup>11</sup> Additionally, Ring announced a partnership with Flock, a network of AI-powered cameras whose data has been utilized by US Immigration and Customs Enforcement (ICE) in its immigration enforcement,<sup>12</sup> further increasing the risk that Amazon's AI will be misused to violate human rights. Moreover, because of the lack of transparency about the specific ways Amazon's AI and related technologies are being used, investors cannot be assured there is alignment with its commitments.

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<sup>9</sup> <https://www.wbur.org/hereandnow/2025/09/30/ring-police-partnerships>

<sup>10</sup> <https://www.washingtonpost.com/technology/2025/10/03/amazon-ring-doorbell-facial-recognition-privacy/>

<sup>11</sup> <https://www.markey.senate.gov/news/press-releases/senator-markey-demands-amazon-abandon-plan-to-include-facial-recognition-technology-in-ring-doorbells>

<sup>12</sup> <https://techcrunch.com/2025/10/16/amazons-ring-to-partner-with-flock-a-network-of-ai-cameras-used-by-ice-feds-and-police/>; <https://www.404media.co/ice-taps-into-nationwide-ai-enabled-camera-network-data-shows/>; <https://www.aclu.org/news/privacy-technology/flock-massachusetts-and-updates>

### Appendix 3: Human Rights Report Proposal

Resolved: Shareholders request that the Board of Directors issue a report, prepared at reasonable cost and omitting proprietary and confidential information, evaluating the effectiveness of the Company's policies and practices to respect internationally recognized human rights standards, including the International Labour Organization (ILO) Core Conventions and Declaration on Fundamental Principles and Rights at Work, covering the Company's direct operations and its supply chain, including contractors and subcontractors.

Supporting statement:

Amazon.com, Inc. ("Amazon") has committed "to respect internationally recognized human rights including the ILO Core Conventions and Declaration on Fundamental Principles and Rights at Work."<sup>1</sup> The ten Core Conventions of the ILO establish five fundamental human rights: freedom of association and collective bargaining, elimination of forced labor, abolition of child labor, elimination of discrimination in employment, and occupational health and safety.<sup>2</sup> Despite these commitments, recent developments raise questions about Amazon's adherence to its stated policies and their effectiveness. An assessment of the effectiveness of these commitments could help Amazon manage potential legal, operational, regulatory, and reputational risks that could result from non-adherence or labor violations.

Several recent findings appear inconsistent with Amazon's stated commitments:

- In November 2024, the National Labor Relations Board (NLRB) ruled that Amazon violated the law by holding "captive audience meetings" and "threatening employees that it would withhold benefits during the mandatory meetings."<sup>3,4</sup>
- In August 2024, NLRB alleged Amazon "unlawfully failed and refused to bargain with the union over effects of the decision to terminate the BTS contract."<sup>5</sup> Amazon denies this claim.<sup>6</sup>
- In September 2025, Amazon was accused of firing over 150 drivers working for a third-party delivery contractor "in retaliation for unionizing." Amazon denies this claim.<sup>7</sup>
- In July 2025, the British Columbia Labour Relations Board ruled that "Amazon's conduct interfered with the formation or selection of the Union, was intimidating and coercive, was motivated by anti-union animus."<sup>8</sup>
- In the UK, GMB trade union filed an inducement claim in 2024 alleging "Amazon displayed anti-union messages throughout its workplaces and union reps were bullied and intimidated."<sup>9</sup> Amazon denies these claims.<sup>10</sup>

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<sup>1</sup> <https://sustainability.aboutamazon.com/human-rights/principles>

<sup>2</sup> <https://www.ilo.org/international-labour-standards/conventions-protocols-and-recommendations>

<sup>3</sup> <https://www.reuters.com/technology/us-labor-board-bans-mandatory-anti-union-meetings-ruling-against-amazon-2024-11-13/>  
<https://www.nlr.gov/news-outreach/news-story/board-rules-captive-audience-meetings-unlawful>

<sup>4</sup> <https://www.nlr.gov/case/29-CA-280153>

<sup>5</sup> <https://www.npr.org/2024/08/24/nx-s1-5088580/amazon-delivery-drivers-nlr-employees-teamsters>

<sup>6</sup> <https://apnews.com/article/amazon-teamsters-delivery-union-ups-0b9a9e2fc06dbb18cb23c476e0c19230>

<sup>7</sup> <https://www.theguardian.com/technology/2025/sep/08/amazon-fires-drivers-cornucopia>

<sup>8</sup> [https://www.heise.de/downloads/18/4/9/1/0/3/0/3/2025\\_BCLRB\\_131.pdf](https://www.heise.de/downloads/18/4/9/1/0/3/0/3/2025_BCLRB_131.pdf)

<sup>9</sup> <https://www.lrd.org.uk/news/amazon-workers-pressured-leave-union>

<sup>10</sup> <https://www.theguardian.com/technology/2024/apr/26/gmb-launches-legal-action-against-out-of-control-amazon-at-coventry-warehouse>

- In December 2024, Amazon agreed to implement worker safety measures in response to complaints by the Occupational Safety and Health Administration over hazardous warehouse conditions<sup>11</sup> and a Senate investigation alleged Amazon has injury rates more than twice the industry average.<sup>12</sup> Amazon refutes these findings.<sup>13</sup>
- Amazon increased payments to consulting firms “retained in response to large scale union organizing efforts”<sup>14</sup> by 400% between 2023 and 2024, reaching \$12.7 million.<sup>15</sup> An assessment could provide clarity on how these firms are utilized.

These recurring controversies suggest Amazon’s current policies and practices may be ineffective and misaligned with its stated commitments. The requested report is a reasonable step to enhance oversight and disclosure of potential risks to Amazon’s operations, regulatory compliance, and reputation.

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<sup>11</sup> <https://www.osha.gov/news/newsreleases/osha-national-news-release/20241219>

<sup>12</sup> <https://www.npr.org/2024/12/16/nx-s1-5230240/amazon-injury-warehouse-senate-investigation>

<sup>13</sup> <https://www.aboutamazon.com/news/policy-news-views/amazon-response-to-senator-bernie-sanders-report-on-workplace-safety>

<sup>14</sup> <https://olmsapps.dol.gov/query/orgReport.do?rptId=914980&rptForm=LM10Form>

<sup>15</sup> [https://www.huffpost.com/entry/amazon-anti-union-spending-2023\\_n\\_6606cd7ce4b07b59d64d0a42](https://www.huffpost.com/entry/amazon-anti-union-spending-2023_n_6606cd7ce4b07b59d64d0a42)