



Community Impact Report **National Capital Region**



Delivering for our communities

At Amazon, we work hard to make our customers' lives easier and better every day. To help fulfill this mission, we invest substantially across the U.S.—including building logistics and cloud infrastructure, and creating jobs with solid pay and benefits for more than one million people.

As we continue to grow, we know that our customers, employees, and the communities where we operate have high expectations of Amazon. They look to us to have a positive impact beyond our investment and the jobs we create, and they want to see us apply our innovative spirit and resources to help address the many challenges their communities face. We want to do that, too.

In this year's report, we'll share more about how we're delivering in those areas—including helping to create and preserve thousands of affordable homes, supporting computer science education for more than 8,000 schools in underserved communities, and providing aid to victims of natural disasters. We do this through partnerships with a diverse range of organizations to create positive, long-term change that leads to greater equity and opportunity for everyone.

It's been an exciting year for us and our partners in the National Capital Region. We opened the first phase of HQ2, where about 8,000 Amazon employees now work. Since we announced our plans to build our second headquarters in Arlington, Virginia, we've worked hard to become a part of the local community. Last year, we donated more than \$73 million to over 100 organizations in the area, making Amazon the top corporate philanthropist in the National Capital Region, according to the Washington Business Journal. We've invested more than \$1 billion to build or preserve thousands of affordable homes in communities across Virginia, Maryland, and in Washington, D.C., and we recently partnered with The National Housing Trust to give moderate-income families in the region the chance to become homeowners. We also believe that education is critical to sustaining successful communities, and we're



helping local students build promising careers: we've funded computer science education for more than 240 local schools, and we've built three AWS Think Big Spaces to provide 13,000 students access to science, technology, and robotics workshops. We've also used our logistics infrastructure to deliver more than 3.9 million meals to underserved families. Virginia is our home and we're dedicated to building stronger communities here.

Our commitment to creating positive change also goes beyond our headquarter communities. Last year, we donated \$350 million to more than 2,000 organizations around the world, especially in the communities where our employees live. We also utilized our global logistics infrastructure, inventory, and technology to help the victims of natural disasters. So far, we've responded to more than 115 disasters and donated more than 23 million relief items, including 500,000 critically important products to the victims of the recent wildfires in Hawaii and the earthquakes in Turkey and Syria, where we were able to fly Amazon Air planes loaded with tarps, tents, diapers, power generators and more to provide quick assistance.

These are just a few examples of how we devote our resources, infrastructure, and talent to try and make the world a better place for everyone. This is an important part of Amazon's culture, and I'm proud of what our teammates are accomplishing, as well as of our ongoing commitment to our customers, employees, and the communities we call home.

Andy

Andy Jassy
President and CEO, Amazon

At a glance

Amazon's philanthropic contributions across the National Capital Region



#1 corporate philanthropist
in the National Capital Region.



3.9 million+ meals
delivered directly to underserved families.



13,000+ students
explored STEM and STEM-related careers at three AWS Think Big Space labs in Virginia.



\$73 million
donated to 100+ local nonprofits in the last year.



27,000+ students
received food, shelter, clothing, and school supplies through a \$1 million+ donation to Communities in Schools of Northern Virginia.



18,000+ kids
served by Amazon's support of local youth sports leagues.



\$1.09 billion
committed to create and preserve affordable housing in the National Capital Region.



241 schools
and 23,470 students received STEM education and career exploration courses through Amazon's philanthropic education programs.



39,000+ residents
have accessed free skills training and education at the AWS Skills Center in Arlington.



16,500+ residents
supported by Amazon-funded affordable housing investments.



130+ volunteer events
across our local communities supported by Amazon employees.



\$1.5 million+
contributed to support beloved National Capital Region events such as the National Cherry Blossom Festival, Capital Pride, and the Arlington County Fair.





Creating affordable housing across the National Capital Region

- \$1.09 billion**
committed to create and preserve affordable housing in the community.
- 7,500+ affordable units**
funded or preserved.
- 16,500+ residents**
supported by Amazon-funded affordable housing investments.
- \$40 million**
committed to help moderate-income residents become homeowners, including hundreds of families across the National Capital Region.

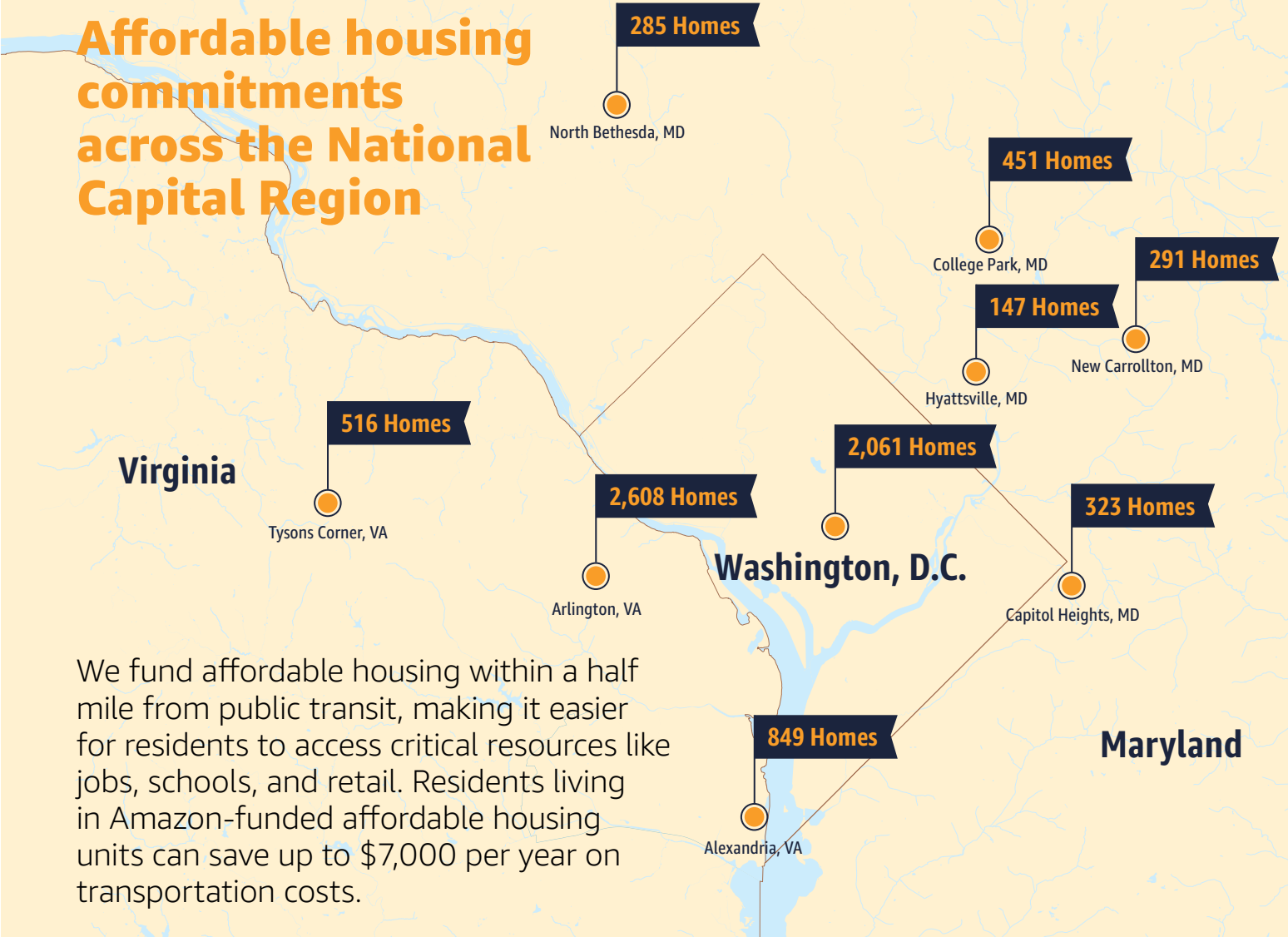
We created the Amazon Housing Equity Fund because we believe everyone should have access to housing they can afford. The National Capital Region has long faced an affordable housing shortage, and we’re committing our resources to increase the supply of long-term, affordable homes for low-to-moderate income residents. This includes a new pilot project to help moderate-income and minority families become homeowners and build generational wealth. Our \$2 billion Housing Equity Fund is a much-needed resource in addressing housing affordability across our hometown communities.

“Approximately two-thirds of Jubilee’s units are reserved for households making 30% or less than Washington, D.C.’s median family income, or just \$43,000 for a family of four. We are grateful to the Amazon Housing Equity Fund for their financial support, which will help us continue to provide housing to families who face the greatest structural barriers to finding a home they can afford in a location where they can thrive.”

– Jim Knight, president and CEO, Jubilee Housing



Affordable housing commitments across the National Capital Region



We fund affordable housing within a half mile from public transit, making it easier for residents to access critical resources like jobs, schools, and retail. Residents living in Amazon-funded affordable housing units can save up to \$7,000 per year on transportation costs.



Station U & O, Washington, D.C.

Station U & O, a mixed-use residential and retail development in D.C.’s Ward 2, will provide 108 affordable apartment homes. These units will serve residents earning between 30% to 80% of the area median income. In addition to retail, the development is conveniently located near shopping, schools, and transit.



Strathmore Square, Bethesda, MD

This development will include 122 affordable homes in an apartment community of 574 units. Located near the Grosvenor-Strathmore Metro Station in Bethesda, the project will be developed in partnership with the Washington Metropolitan Area Transit Authority



Dominion Square, Tysons, VA

The first 100% affordable housing multifamily development in Tysons will provide 516 new, affordable apartment homes and a new community center close to the Spring Hill Metro Station, in partnership with Fairfax County and the Arlington Partnership for Affordable Housing.



Tackling food insecurity

3.9 million+ meals

delivered directly to underserved families across the National Capital Region.

\$1.8 million

donated to local organizations since 2021 to help alleviate food insecurity in our communities.

400,000 meals

provided to families in the region thanks to a \$200,000 donation to the Capital Area Food Bank.

We support the critical work of several organizations that help individuals and families facing food insecurity across the National Capital Region. We do this through donations of food and financial support, and by delivering prepared meals and groceries on behalf of these organizations throughout our communities.

"Amazon's partnership with the Loudoun Education Foundation is unmatched. We especially appreciate their willingness to deliver nearly 1,000 meal bags each week to 35-40 schools for our Fueled program. Amazon has efficiently distributed over 50,700 meals to Loudoun County Public Schools, allowing us to dedicate our donated dollars to more food for more students."

— Kirslyn Schell-Smith, Fueled program coordinator, Loudoun Education Foundation



Alleviating hunger for students across the National Capital Region

To help address food insecurity and support families as students went back to school, Amazon donated more than \$155,000 worth of products from Amazon Fresh to Food For Neighbors, Abingdon Elementary School in Arlington, and DC Food Project. With this support, more students facing food insecurity had access to fresh and shelf-stable food, as well as essential toiletries. The donations helped these partners build and stock school food pantries and provide snack baskets in dozens of classrooms, ensuring that elementary, middle, and high school students had the food they need to succeed.



"We were thrilled to have Amazon's generous support as we rolled out our services to Arlington Public Schools. This is a big investment in the local community. Access to a dependable food source helps students meet their immediate nutritional needs, which helps them be better students. Students are able to focus in school, and have less pressure to work long hours to provide for themselves and their families."

— Karen Joseph, founder and executive director, Food For Neighbors





Broadening horizons through education

\$1.8 million in scholarships

awarded to 45 National Capital Region students by the Amazon Future Engineer program.

13,000+ students

have access to three AWS Think Big Spaces in Virginia.

241 schools

and 23,470 students received STEM education and career exploration courses through Amazon’s philanthropic education programs.

27,000 students

received food, shelter, clothing, and school supplies through a \$1 million+ donation to Communities in Schools of Northern Virginia.

We believe in the transformative power of education, and we invest in programs to help children and higher education students unlock their potential. AWS Think Big Spaces allow students to explore and cultivate an interest in science, technology, engineering, and math (STEM) subjects. The expanded AWS Girls’ Tech Series empowers and encourages girls and young women to pursue STEM education and careers. Amazon Future Engineer—our childhood-to-career computer science program—inspires and educates thousands of students in the National Capital Region each year. And Amazon’s donations to local partners help underserved students access food, shelter, clothing, and school supplies—so they can focus on learning.

“Amazon’s philanthropic partnership makes a real difference to families living in our communities. Rising back-to-school costs are a burden for lower-income families. This effort empowers APAH parents and students to start the school year equipped with supplies and resources they need to thrive.”

— Garrett Jackson, director of resource development and communications, Arlington Partnership for Affordable Housing (APAH)



Exploring cutting-edge technology in Virginia Think Big Spaces

Whether they’re playing the role of geologist for a day and making their own rocks or experimenting as a scientist using augmented reality software to examine plant cells, the students who come to the AWS Think Big Space at River Oaks Elementary School are learning in a place that isn’t like an ordinary classroom. The Think Big Space, made up of two brightly colored classrooms with cutting-edge technology in the elementary school, was the first of its kind when AWS partnered with the district in 2019 to create it. It has become a model for AWS Think Big Spaces globally.

The River Oaks Elementary School Think Big Space energizes students when they visit during lab sessions—whether they’re learning to create snap electrical circuits, studying animal habitats, or using new dry erase boards to jot down their own big ideas for the future.

“I tell the kids that they could be a game changer—a world changer—in this room. You could be an astronomer or an engineer or a geologist. I want to give our students an opportunity to see what the future holds for them.”

— Bill Nau, teacher, River Oaks Elementary School Think Big Space





Expanding access to skills training

400 hours of free education

for every student participating in the AWS re/Start cloud computing program.

39,000+ residents

have accessed free skills training and education at the AWS Skills Center in Arlington.

50+ higher education institutions

and secondary schools across the region receive free, ready-to-teach cloud computing curriculum through AWS Academy to help students pursue industry certifications and in-demand cloud jobs.

Amazon offers a vast array of education and training programs in the National Capital Region to help individuals develop the skills they need for technology careers. In 2022, AWS opened an AWS Skills Center in Arlington, offering free in-person classes for adults with little or no technology experience. The Skills Center showcases real-world applications of cloud computing and related career possibilities. AWS re/Start is a free training program with a focus on helping unemployed or underemployed individuals build essential skills for careers in cloud computing while connecting them to potential employers. And Amazon Career Choice empowers Amazon front-line employees to learn new skills for professional success through fully funded, pre-paid college tuition, career certificates, and other options.

“The benefits of cultivating initiatives that prepare Virginians for high-demand jobs cannot be understated. The AWS Skills Center will benefit learners as they can open new career opportunities in technology and improve their employment and wage prospects. It is also incredibly important to support the pipeline of skilled talent for our local employers that power Virginia’s economy.”

— Virginia Secretary of Labor Bryan Slater

Changing careers—and lives—with AWS re/Start

When the restaurant he managed closed due to the COVID-19 pandemic, Rick Armstrong knew the time was right for a career change. He’d always been interested in technology and the opportunities made possible by cloud computing were practically endless.

Rick was accepted into AWS re/Start, completed the free, three-month program with Per Scholas, and received his AWS Certified Cloud Practitioner certification in January of 2021. By March, he was employed as an account manager at DLT Solutions (now TD SYNnex Public Sector). He has been promoted twice since then and has been certified as an AWS Solutions Architect Associate. He’s now working towards his AWS Certified Security – Specialty certification.

“AWS re/Start has changed my life. I’m in an exciting new field, helping our biggest customers and partners get the most out of their AWS subscriptions. Equally important, after 20 years in hospitality, this new career path allows me to be more available and present for my family. My advice for anyone considering such a change: just seek out the knowledge and go for it.”

— Rick Armstrong, re/Start program graduate





Contributing to a thriving, vibrant community at Metropolitan Park

In choosing Arlington as the site of Amazon's second headquarters, we made a commitment to become part of the fabric of the neighborhood and to be among the most trusted business and community partners in the region. We are thrilled to welcome the public to our new home—Metropolitan Park—and look forward to contributing to a thriving, vibrant community for generations to come.

2.5-acre public park

featuring native plantings and trees, walking paths, a children's play area, dog run, community garden, public art installations, seasonal farmer's markets, and more.

10 retailers

opened at Met Park, 80% of which are women- or minority-owned and operated.

50,000 square feet of fully leased retail space.

100% renewable energy powers Met Park.

"For years, I encouraged Amazon to come to Virginia because I knew it would create jobs and opportunities for the whole Commonwealth—not just Northern Virginia. This is a great moment. I look forward to continuing to work with Amazon's leadership to realize HQ2's full potential."

— U.S. Senator Mark Warner



See what's happening at Met Park



Urban garden nourishes our community

On a 15th floor rooftop terrace at Met Park, the Amazon Horticulture team has developed a quarter-acre urban garden. Amid bees, dragonflies, and ladybugs, Amazon and local partner Love and Carrots nurture and harvest more than 800 pounds of organic produce each growing season. Donated weekly to Arlington nonprofit Kitchen of Purpose, the fresh produce is used in culinary job training and packaged in 600+ meals for food banks and shelters across the greater Washington, D.C. area.



The family tradition continues at Met Park

Good Company Doughnuts & Café builds on a heritage that started more than 60 years ago in Florida. A local, veteran-, woman-, and family-owned and operated café, Good Company opened in Arlington in 2018 and is now tempting Met Park visitors with fun doughnut flavors like Bourbon Caramel Crunch and Mango Margarita. Good Company believes in giving back to the community, delivering free meals every Thanksgiving, supporting local fundraisers, and providing free meals to children during the pandemic.



Forgotten history comes to life

To honor the National Capital Region, Amazon commissioned 18 installations from more than 25 artists. In one piece, artist Nekisha Durrett pays homage to Queen City, a Black neighborhood that was self-sustaining for 40 years before it was razed to make way for the Pentagon. The well-like tower structure is an intimate, dark, and quiet reflection space that memorializes the 903 community members displaced during the demolition of the neighborhood in 1941.



Green spaces help preserve our climate

The landscaping at Met Park was planned with 160 types of native and adaptive plantings that thrive in the region's climate and attract local pollinator species. Additionally, the soil is engineered to retain water and promote root growth while smart and low-flow irrigation systems reduce water consumption by providing only what the native plants need.



Partnering with 100+ local nonprofits

Amazon is honored to partner with more than 100 organizations taking on the most pressing issues facing the National Capital Region—from equity in education and affordable housing to inclusive economic development. Here’s a snapshot of the amazing work our partners are doing.



Aspire!

Amazon supports Aspire! in providing learning opportunities that help historically underserved young people in Arlington fulfill their potential through after-school and summer learning programs. Amazon’s funding supported the renovation and creation of a makerspace that will enable hands-on learning, STEM exploration, and career discovery for students who would otherwise lack these opportunities.



DC SCORES

DC SCORES envisions a Washington, D.C. where every child—no matter the family’s income—experiences the joys of childhood: sports, arts, service, and being part of a team. In fulfilling this mission, DC SCORES runs the only consistent public soccer leagues for both elementary and middle school youth in the District. Amazon partners with DC SCORES to support two youth soccer teams in Ward 8, one of the most underserved areas in the District.



Bridges to Independence

Amazon supports Bridges to Independence’s youth development programming, available to any youth currently in shelter, the housing program, or an alumni of either. This includes tutoring, mentoring, leadership and entrepreneurial skills, and activities such as crafts, cooking, music, swim lessons, and more. The goal is to give young people the confidence, skills, and tools they need to pursue and complete post-secondary education or vocational training, providing a pathway to economic security.

Scholarship Fund of Alexandria

Established in 1986, the Scholarship Fund of Alexandria helps ensure that all Alexandria students—regardless of their socioeconomic backgrounds—have the opportunity to attend college. The Scholarship Fund now awards over \$1 million in scholarships to Alexandria City High School graduates each spring. In addition to financial support for the fund, Amazon provides volunteers to review scholarship applicants.



Museum of Contemporary Art Arlington

Amazon is partnering with the Museum of Contemporary Art Arlington to open its second location at Met Park. Through its rotating exhibitions and dynamic programming, the museum connects the community with artists from around the world, launches the careers of emerging artists, provides established artists with opportunities to experiment, and positions Arlington as a center for the arts.

Capital Pride Alliance

Through diverse, year-round LGBTQ+ Pride programming and events in the National Capital Region, the Capital Pride Alliance celebrates, educates, supports, and inspires its multi-faceted communities to grow, preserve their history, and protect their rights for current and future generations. Amazon is a Presidential Advocate of the Capital Pride Alliance—and more than 200 Amazon employees marched in the 2023 Capital Pride Parade.



Creating even more opportunities across the National Capital Region

A leading employer

61,000+

employees in the National Capital Region across corporate, technology, operations, AWS, and retail.

\$20.50/hour

average hourly wage across customer fulfillment and transportation employees, nearly three times the U.S. federal minimum wage.

Full benefits

many of which start the first day on the job, including health care, 401(k) match, and up to 20 weeks of paid parental leave.

Building employee skills

Pre-paid college

education for our logistics employees.

\$1.2 billion

global investment to provide skills training to employees.

93%

average compensation increase for employees who graduate from the nine-month Amazon Technical Academy to become software development engineers.

Unlocking opportunity

46%

of new associates were unemployed before joining Amazon.

\$82 billion

invested in the National Capital Region since 2010.

\$2.5 billion investment

in HQ2 and surrounding area will lead to 25,000 new Amazon jobs.

167,000 jobs

supported by Amazon's investments in the region—from construction to hospitality.



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