

# Impact by the Numbers

## Q4 2023

Since 2008, Sama has worked to provide equitable access to training and employment throughout the world. Today we are focused on providing a bridge to formal employment in East Africa.

68,636

People impacted since 2008, including...

15,332

Individuals with previous barriers to work employed

41,574

Income dependents impacted through employment

11,730

Additional individuals trained in computer literacy

### Q3 2023 Impact Snapshot

51%

Female impact workforce

#### Equal access to employment

Sama is focused on providing equal opportunities for men and women. At the end of Q4, 51% of our impact workforce was female.

#### Providing opportunities for individuals with the greatest barriers to employment

Sama is committed to hiring team members who have experienced barriers to formal employment. Our workforce consists of young professionals who report either being unemployed and/or report earnings below the international poverty line prior to joining the company. One in three also report facing barriers to pursuing higher education. In our Nairobi office, many report living in an informal settlement or low-income neighborhood before joining Sama.

72%

lived below the poverty line before Sama

67%

were un/underemployed before Sama

22%

faced barriers to pursuing higher education before Sama

61%\*

reported living in informal settlement or a low-income neighborhood before Sama

\*Number reported is only for our Nairobi DC.

### Notes & Definitions

Sama's impact workforce is defined as individuals who joined the company as entry-level associates and faced specific barriers to employment prior to joining Sama.

Sama uses administrative data and supplemental data gathered through online surveys completed by Sama team members to evaluate impact.

Workers are defined as all individuals who have received training from and worked at Sama. Trained are defined as individuals that completed AI 101.

Dependents impacted is determined using workers' self-reported data.