

Impact by the Numbers

Q1 2024

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.

69,551

People impacted since 2008, including...

15,360

Individuals with previous barriers to work employed

41,621

Income dependents impacted through employment

12,570

Additional individuals trained in computer literacy

Q1 2023 Impact Snapshot

50%

Female impact workforce

Equal access to employment

Sama is focused on providing equal opportunities for men and women. At the end of Q1, 50% of our impact workforce was female.

Providing opportunities for individuals with the greatest barriers to employment

Sama is dedicated to recruiting team members who have faced barriers to formal employment. Three out of every five members of our workforce are young professionals who were either unemployed and/or earning below the international poverty line of \$1.90 a day before joining our company. In our Nairobi office, over half of our staff lived in either an informal settlement or a low-income neighborhood prior to joining Sama.

60%

lived below the poverty line before Sama

60%

were un/underemployed before Sama

22%

faced barriers to pursuing higher education before Sama

60%*

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

*Number reported is only for our Nairobi DC.

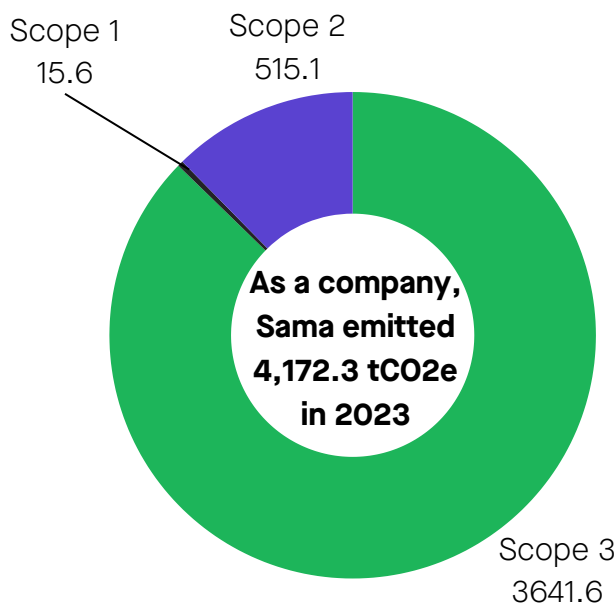
Climate Action at Sama

As a part of our climate action work this year Sama has set carbon reduction targets to be validated by the [Science Based Targets Initiative \(SBTi\)](#). Science-based targets provide companies with a clearly-defined path to reduce emissions to limit the global temperature rise to 1.5°C as set by the Paris Agreement goals.

As a company, Sama commits to reduce **Scope 1 & 2 emissions by 50% by 2030** and reduce **Scope 3 emissions by 52% per employee by 2030***.

Sama's 2023 Carbon Footprint

Sama uses the Greenhouse Gas (GHG) Protocol standards to measure its carbon footprint. We witnessed a 12% drop in our overall 2023 absolute emissions from our 2022 baseline emissions of 4,758 tCO₂e.



In 2023, our reduction efforts focused on transitioning to renewable 100% energy in our North America offices, dramatically reducing the company's emission-heavy capital purchases, especially computers, and working to optimize our cloud usage.

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.

*Sama updated its Scope 3 target from a reduction from 50% per employee to 52% per employee by 2030 to better align with the latest science in the field.