

Impact by the Numbers

Q1 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.

65,343

People impacted since 2008, including...

15,083

Individuals with previous barriers to work employed

41,157

Income dependents impacted through employment

9,312

Additional individuals trained in computer literacy

Q1 2023 Impact Snapshot

56%

Female impact workforce

Equal access to employment

Sama is focused on providing equal opportunities for men and women. At the end of Q1, 56% 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 set at \$1.90 a day 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.

70%

lived below the \$1.90/day poverty line before Sama

76%

were un/underemployed before Sama

30%

faced barriers to pursuing higher education before Sama

59%*

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

*Number reported is only for our Nairobi DC.

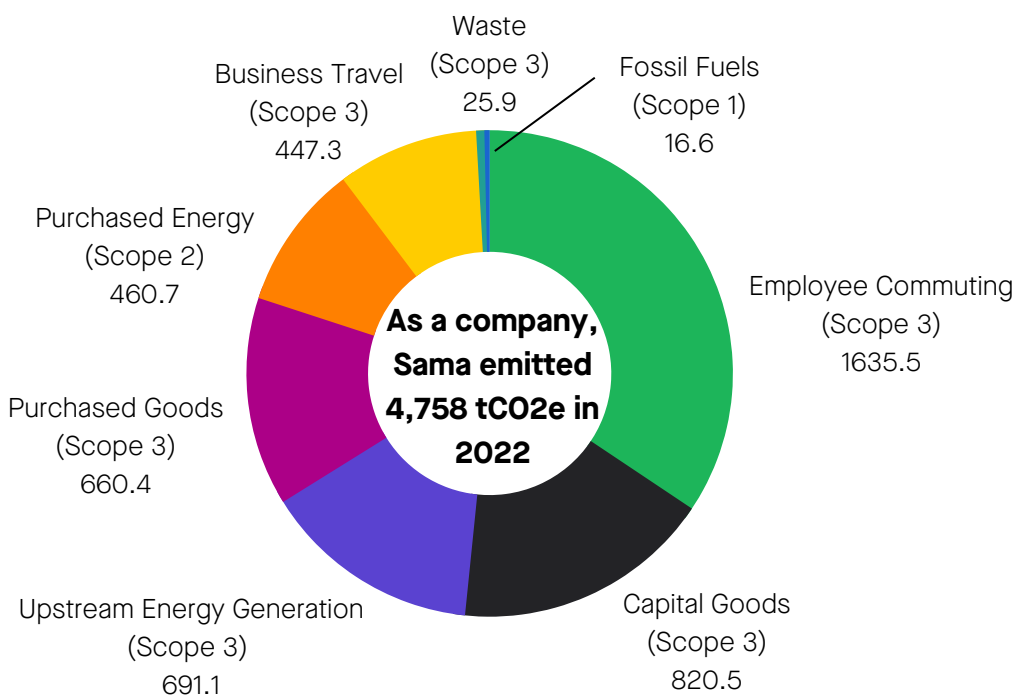
Climate Action at Sama

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 50% per employee by 2030.

Sama's 2022 Carbon Footprint

Sama uses the standards set out by the Greenhouse Gas Protocol initiative (GHG Protocol) to measure its carbon footprint. We are using our 2022 footprint as the baseline year for our carbon reduction goals.



To reduce emissions and make sure we're meeting our targets, we'll pursue strategies including sourcing more renewable energy in all our offices, monitoring our cloud usage, and minimizing the purchase of emissions-heavy capital purchases.

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.