



SAMSARA ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT 2022

# Building a safer and more sustainable world



## A message from Co-Founder and CEO Sanjit Biswas

Samsara's mission is to increase the safety, efficiency, and sustainability of the operations that power the global economy. We have a tremendous opportunity to transform the world of physical operations with technology, but today, many organizations still run their businesses with pen-and-paper processes and spreadsheets.

We pioneered the Connected Operations Cloud to change this. Samsara enables businesses to harness Internet of Things (IoT) data to develop actionable insights and improve operations. We connect disparate data sources together in one place, providing a single pane of glass for customers to visualize their entire operations. This insight helps our customers transform their businesses and reduce their impact on the environment.

Everything we do is in support of the people serving the world. Physical operations represent more than 40% of the global GDP, and link us to the products and services we need most. Our customers span mission-critical industries, including transportation, wholesale and retail trade, construction, field services, logistics, utilities and energy, government, healthcare, education, manufacturing, food and beverage, and more. These industries are also larger emitters of global greenhouse gases. For example, Statista estimates that the global transportation sector alone produced 7.3 billion metric tons of CO<sub>2</sub> emissions in 2020. It's clear that physical operations industries have a significant opportunity to reduce the world's environmental footprint.

As a society, we've reached an inflection point as the environment sits at a tipping point. Stakeholders are demanding that companies benefit society while also growing revenue. Operating ethically, accountably, and with strong governance has a new urgency in a world of increased transparency.

Technology has a role to play in ESG progress and business resiliency. Customers tell us that by using our solutions, they've reduced safety incidents, saved hundreds of thousands of gallons of fuel, and reduced their emissions. Samsara is in a unique position to help these organizations improve and measure the impact of their efforts, as we work together to make the world's operations safer and more sustainable.

This inaugural ESG report highlights where Samsara currently stands in our ESG efforts, and outlines the important work we will focus on. We remain guided by our principles of transparency and accountability, data-driven solutions, and empowering our people and communities. This report details how we govern our company and operate with integrity and ethics, and how we support, empower, and keep our employees safe. It shares how Samsara measures the environmental impact of our own operations, and the impact our Connected Operations Cloud is having on customers.

I hope you find this report useful and helpful in your own journey. We thank you for reading, and welcome any feedback to help us improve.



# Contents

<b>ESG priorities and pillars</b>	<b>5</b>
Guiding principles	
<b>Transforming customer operations to drive change</b>	<b>7</b>
Creating safer operations	
Video-based safety solutions	
<b>Reducing environmental footprints</b>	<b>14</b>
Fuel and energy visibility	
OEM telematics integrations and APIs	
Equipment monitoring	
Driver App	
Electrification	
<b>Operating sustainably</b>	<b>24</b>
Measuring our carbon footprint	
Decreasing our carbon footprint	
Carbon neutrality and offset projects	
Establishing our new headquarters	
Recycling and waste management	
Building a sustainable hardware supply chain	
<b>Employee and community impact</b>	<b>31</b>
How we build a diverse, equitable, and inclusive Samsara by 2025	
Our Samsara values	
Employee resource groups	
Employee benefits and perks	
Employee safety	
Samsara for Good	
<b>Governance</b>	<b>41</b>
Corporate governance structure	
Ethics and compliance	
Partner accountability	
Privacy, security, and responsible innovation	
<b>Our journey forward</b>	<b>49</b>
<b>Appendix</b>	<b>50</b>

01

# ESG priorities and pillars

## Guiding principles

Our mission at Samsara is to increase the safety, efficiency, and sustainability of the operations that power our global economy. Over our seven-year history, we've focused on building an enduring company that makes a positive impact on the world. In this time, we've helped thousands of customers, deployed more than two million IoT devices, and processed trillions of data points to develop actionable business insights and improve operations.

Throughout our journey, our guiding principles of transparency and accountability, data-driven solutions, and empowering our people and communities have been at the forefront of everything we do. We create tools for sustainability and analytics-driven insights for our customers. We invest in our people, address climate risks, and promote social justice within our communities. We look at how we can minimize our carbon footprint in our own daily operations, and we use these principles to guide us on our mission.



## Transparency and accountability

Transparency has always been core to our business. We believe that transparency drives accountability, and accountability drives progress. In 2019, we set our initial goal of carbon neutrality, and made investments in carbon offset projects, while holding ourselves accountable to reducing our footprint going forward. In July 2021, we published our first Diversity, Equity, and Inclusion (DEI) report. This DEI report tracked our demographic data, detailed our inclusion-focused programs and initiatives, and set key targets for ourselves.

Now, our inaugural ESG report continues our commitment to transparency as we progress towards our goals.



## Data-driven solutions

As a results-driven organization, we use data in everything we do. Our Connected Operations Cloud empowers customers to leverage data insights for social good by creating a safer workplace for their employees while decreasing their environmental footprint. In our ESG report, we're using our own operational data to measure our current state baselines, future plans, and to identify opportunities for improvement. In the same way we help our customers, we're using data to develop actionable business insights to improve our operations.



## Empowering our people and communities

At Samsara, we've built an inclusive, open community, where employees from diverse backgrounds are empowered to be a force for good, both on the job and in the broader community. By volunteering, donating our products to impact-driven organizations, and matching employee contributions, our Samsara for Good program strives to bring the best of Samsara to those who need it most. Our employee resource groups focus on providing support to diverse communities while fostering greater connections between Samsarians.

02

# Transforming customer operations to drive change

“Our customers keep the world running. Our solutions help them digitize their operations so that they can cut greenhouse gas emissions, reduce safety and security incidents, and make the world a better place.”

**SARAH PATTERSON**  
*CMO, Samsara*

Creating a safer, more efficient, and more sustainable world is at the heart of our mission at Samsara. We believe our greatest impact will come from building technology-based solutions for our customers to improve their operations with better data.

Samsara customers represent the industries that power the global economy. Transportation, construction, field services, energy, government, food and beverage, and other organizations rely on our technology to keep their operations moving. These enterprises are vitally important to our economy, and even small shifts in operations can dramatically reduce their environmental impact and improve the lives of their employees.

We know the value we can deliver to companies when our customers bring their operations together on one platform and use data to add intelligence to their operations. As more customers deploy the Samsara Connected Operations Cloud, we're able to provide even deeper insights and drive safety and sustainability improvements at scale.

Our Connected Operations Cloud consolidates data from our IoT devices and a growing ecosystem of connected assets and third-party systems. This makes it easy for organizations to access, analyze, and act on data insights. Our purpose-built suite of solutions enables customers to deploy a digital, cloud-connected strategy across their operations. Our catalog of IoT hardware for connected operations captures data for telematics, equipment monitoring, video-based safety, and site visibility.

Samsara empowers organizations to achieve their own ESG goals by combining operations data in one unified platform. Customers have the ability to drive safer operations, increase business efficiency, and advance sustainability initiatives while improving the lives of their employees and the customers they serve.

## Creating safer operations

Building technology-based solutions that keep people safe is one of the most important things we can do for society. Customers look to Samsara to help them foster a culture of safety and find new ways to improve the safety of their operations. We use our data-driven approach to monitor real-time conditions and analyze asset status, vehicle use, and site visibility to improve safety in multiple scenarios.

Samsara provides video analytics, real-time site monitoring, AI-based alerts, and asset tracking to inform recommendations and provide insights. Our customers can actively monitor workplace environments by leveraging IoT data and AI to extract patterns and improve their safety programs.

Our video-based safety products improve vehicle safety, provide equipment monitoring, and enhance remote site visibility for security. When a worker enters an unsafe area, real-time alerts can flag this dangerous activity while it's happening. Over time, analytics can enhance awareness of dangerous situations and identify areas for improvement.

Advanced AI video processing powers our data-driven approach to safety. In our last fiscal year alone, we processed more than 85 billion minutes of video footage, including harsh braking, distracted driving, and motion alerts for sites. As a result, our customers are better able to prevent and manage safety incidents, no matter where they occur.

“Our customers’ number one priority is getting everyone home safe at night. We are committed to helping them achieve that goal. Our approach doesn’t just provide better visibility into safety—it enables behavioral change that ultimately saves lives.”

**KIREN SEKAR**  
CPO, Samsara

### CUSTOMER IMPACT SPOTLIGHT

**97%** said Samsara data has improved visibility into their organization’s safety

**90%** agreed Samsara has helped improve employee safety within their organization

Customers say Samsara has helped decrease the following within their organization:

- 84%** Harsh driving
- 72%** Distracted driving
- 65%** Preventable accidents
- 53%** Collisions



\*Safety & Sustainability Enterprise Customer Survey 2022

“Since we started working with Samsara, we have a clearer, more holistic view of safety. We have more data. We’re able to give feedback to our drivers faster and more accurately. We use that information to make better decisions and to show how much safety is improving at Dohrn.”

**ROBERT HOWARD**

*COO, Dohrn Transfer Company*



## Video-based safety solutions

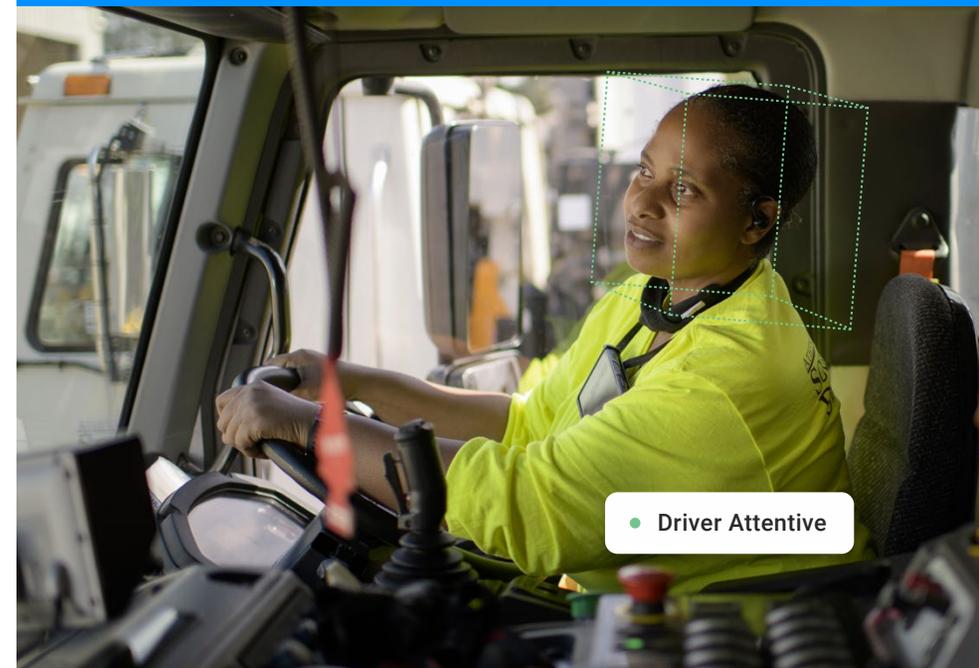
Our safety solutions allow customers to view, analyze, and archive videos. We utilize proprietary AI embedded in our IoT dash cams to detect safety events in real time. By detecting risky behaviors like distracted driving, harsh braking, or tailgating, our system can alert drivers with in-cab audio alerts while video is stored in the cloud to provide personalized driver coaching. In addition, our Site Visibility application can identify unusual activity or workplace hazards.

- ↓ **Summit Materials** saw a **33% decrease** in preventable vehicle accidents
- ↓ **Athens-Clarke County** saw a **50% reduction** in harsh driving events
- ↓ **ArcBest** marked 2020 as one of the **safest in the past 11 years**—the number of its injured ABF Freight field employees was down 12%, with 139 fewer employee injuries
- ↓ **Liberty Oilfield Services** reduced its motor vehicle accident rate by **more than half** in 2021

“Keeping our buses connected with IoT sensors and dash cameras has become an integral part of ensuring student safety. Now, we have increased visibility into behavior on the road—such as harsh braking or rolling stop signs—and we’re able to coach drivers more effectively as a result.”

PAMELA TAYLOR

*Director of Transportation, Baker County Schools*





### SCORING AND REPORTING

Our safety coaching tools use driver data to identify top performers and those in need of coaching, while giving customers a fleet-wide view of risk factors and driving trends. Customers can create employee rewards programs based on driver data, measure changes to fleet performance with fleet-level reporting, and compare their fleet performance against industry benchmarks.

“Safety is not only important to us because we want our employees and our community to be safe—our customers won’t do business with us unless we are safe. That’s why we get the latest safety technology on our trucks, such as disc brakes, anti-rollover protection—and, of course, Samsara.”

**DAVE NELSON**  
President, Sprint Waste



### COACHING WORKFLOWS

Our coaching solution provides video-centric software workflows to customers, enabling them to systematically coach drivers and monitor coaching effectiveness. Step-by-step coaching based on real driver behavior improves the effectiveness of live coaching sessions, whether they are conducted in person or remotely via mobile devices.

“With footage from Samsara, both drivers and managers have a clear picture of what happened on the road. It not only supports our coaching program but makes it possible to celebrate the good decisions our drivers make. This visibility is an important part of decreasing accidents across our fleet.”

**HEATH ARNOLD**  
Director of Safety and Security, ABF Freight



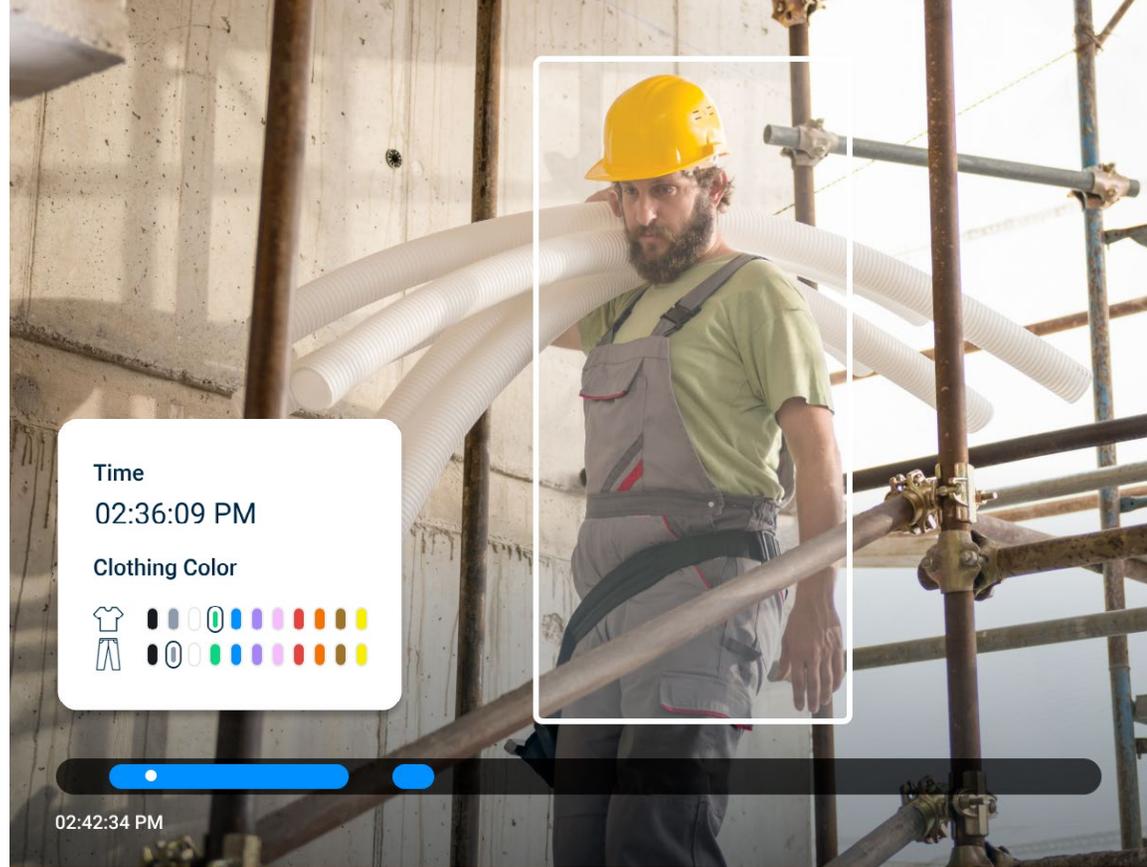
### INTELLIGENT SITE VISIBILITY

Our Site Visibility application brings advanced AI and cloud-based visibility to IP security camera systems. Customers can leverage our AI detection to identify unusual activity or workplace hazards and alert them when employees are entering dangerous zones. Enhanced search features also streamline incident investigation by enabling customers to search long video segments for key visual indicators.

“Site Visibility offers more than just a security camera. You get so much more out of this product, with the AI features and cloud dashboard, it’s a system you can really rely on.”

**JIM TERRY**

*Director of IT, Food Express*



“By enhancing our on-campus cameras with more intelligent systems that leverage AI and real-time alerts for unusual activity, we have a more robust and comprehensive approach to student safety. If our students are safe, that has a ripple effect on the safety of our broader community as well.”

**GREG HANNER**

*Co-Director of Technology, St. Joseph’s Academy*



## CASE STUDY

---

**Bragg Companies** is one of the construction industry's largest integrated service organizations with 2,000+ vehicles and assets in eight states. Its team provides specialized crane, rigging, and heavy transport services for complex, large-scale projects such as building rocket launch facilities, theme park rides, high-rise buildings, and stadiums.

**“Our number one core value is safety, and we’re living by that with Samsara.”**

**JOE FRIGO**

*Senior Business Systems Analyst, Bragg Companies*

## CHALLENGE

### Limited in-house IT to manage complex operations

Bragg relied on matching telematics data with paper logs for many years. Siloed systems and gaps in the data made it challenging to track assets and identify ways to improve driver safety. Bragg sought a single solution that would unify their operational data and provide analytics that would drive effective change.

## SOLUTION

### Easy-to-access data improves safety

With Samsara's data and open API, Bragg built a tailored safety program that has **decreased occurrences of speeding by 86%** and **driver accidents by 43%**. Safer and more efficient driving has translated into a **15% increase in fuel efficiency**, saving Bragg \$500,000 per year in fuel costs. Better data also helped Bragg monitor and reduce Scope 1 emissions.

03

# Reducing environmental footprints

At Samsara, we provide the solutions our customers need to reduce their environmental footprint with transparency, real-time data, and intelligent analysis. We do this by helping organizations monitor carbon emissions, identify fuel and energy waste, reduce paper and food waste, and use data to find the best way to transition to electric vehicles (EVs).

Our research shows that 78% of operations and fleet leaders feel they have a greater responsibility to prioritize sustainability efforts than other industries. Samsara products are designed to help these leaders improve sustainability and efficiency in operations, from the factory to the road to the job site. For example, 64% of enterprise customers said Samsara data is a resource for measuring their organization's fuel efficiency and transportation emissions.

Customers around the world are now reducing their environmental impact with data-driven decisions, and capturing information that will help them be more efficient and reach net-zero goals in the future.

“We believe strongly in building for the long term, and sustainability is a key part of that. We are committed to building best-in-class products that help our customers reduce their environmental footprint.”

**JOHN BICKET**

*CTO and Co-Founder, Samsara*

## Fuel and energy visibility

Samsara provides detailed reporting and metrics that help customers document their emissions and track their journey to sustainability. We provide several reports which allow our customers to precisely identify the biggest areas of waste in their operations, and spotlight the best opportunities for improvement. Transportation is the largest single source of greenhouse gases generated in the United States, representing 29% of total emissions. Even small improvements in fuel efficiency can pay off dramatically in reduced emissions and fuel costs.

Samsara fuel management tools track fuel use and report on vehicle and driver behavior. Companies can reduce fuel consumption by identifying wasteful driver behaviors, such as engine idling, speeding, and unnecessary acceleration, as well as report and maintain International Fuel Tax Agreement (IFTA) compliance.

“There are a lot of factors that affect fuel use, but the main ones are driving habits and unnecessary idling—that is where Samsara is irreplaceable.”

**JONAS BIDVA**

*VP of Operations, GP Transco*



**Dohrn Transfer Company** saw a **50% reduction** in vehicle idling and a **2% increase** in fuel efficiency after implementing a coaching program based on Samsara reports. This amounted to **150,000 gallons** of fuel saved and over **\$500,000 in savings** per year.

**GP Transco** reduced idling by **35%** and saved an estimated **205,000 gallons of fuel**. In 2021, GP Transco announced it reduced its carbon footprint by **30 million pounds** of emissions.



## Fuel & Energy ☆

Vehicle Driver Benchmarks

All Vehicles Fuel Plug-In Hybrid Electric

May 22, 2020 → Jun 2, 2020

3 Tags

Attributes

Search vehicles

Vehicle	Efficiency ⓘ ▼	Fuel Used ⓘ
🚗 <a href="#">MB2809 FH28</a>	122.5 MPGe	3.1 gal
🚗 <a href="#">MB668 FH56</a>	122.0 MPGe	0.0 gal
🚗 <a href="#">MB358</a>	112.1 MPGe	0.0 gal

“We’re excited about Samsara’s ability to help us close the gaps in our data so we can accurately measure our emissions and report on our progress.”

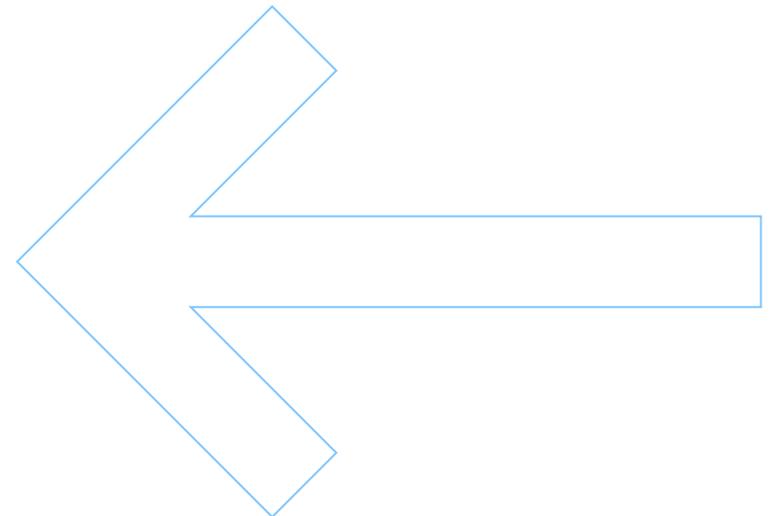
**KARLI ANDERSON**

*EVP, Chief ESG Officer, Summit Materials*



### FUEL AND ENERGY REPORT

Our solution measures fuel and energy consumption and costs in real-time by vehicle and individual drivers. Customers can compare vehicle performance to Samsara’s base of thousands of customers, allowing them to better understand fleet performance, identify areas for improvement, and set informed goals. Visibility into fuel trends also helps identify inefficient or abnormal activity. In addition, customers can compare EVs and hybrid vehicles to internal combustion engines to assess efficiency and cost savings with an EV transition.





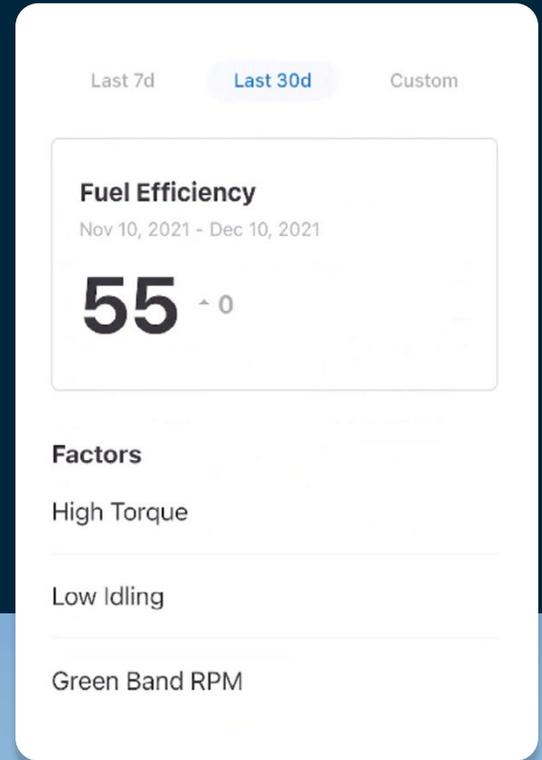
### DRIVER EFFICIENCY REPORT

Our report displays essential information about driving styles that might affect fuel consumption and vehicle wear and tear. The Driver Efficiency Score evaluates seven driving behaviors to discourage fuel-wasting behaviors like idling while promoting sustainable practices like cruise control, then ranks individual drivers against peers. Scores can be displayed to drivers with the Driver App and can be used to track efficiency performance over time, powering activities like coaching, driver gamification, and efficiency incentive programs. Customers using these insights can decrease fuel waste and lower emissions across their fleet.



### IDLING REPORT

Our report measures costs and CO<sub>2</sub> emissions associated with engine idling per vehicle, determines which routes are causing vehicles to idle, and reports on specific vehicle idling beyond predetermined limits. Engine idling wears on a vehicle and increases the overall cost per mile. By minimizing excessive idling, fleets can save thousands of dollars per vehicle annually. With insights from the Idling Report, customers can pinpoint when and where idling is occurring for coaching and route optimization, which can lead to increased fuel economy and a reduction in emissions.





## OEM telematics integrations and APIs

An increasing number of new vehicles are delivered from the factory with manufacturer-engineered telematics devices, designed to provide fleet managers with data through cloud platforms operated by original equipment manufacturers (OEMs).

Samsara builds open APIs to integrate with leading OEMs to share data from their proprietary clouds with our Connected Operations Cloud, where we analyze the data to enable customers to benefit from our applications. By building open APIs and integrating directly with manufacturer-engineered telematics devices, Samsara offers streamlined access to powerful OEM-grade data on one platform, so customers can compare mixed fleet performance to uncover actionable, eco-conscious insights.



**KOMATSU**

**VOLVO**  
Construction Equipment



**JOHN DEERE**



## Equipment monitoring

Our equipment monitoring products provide actionable insights to help customers keep equipment running efficiently, improve asset performance, increase equipment reliability, and reduce energy consumption. Using our gateways, customers gain real-time access to everything from utilization data, engine hours, and diagnostics for trailers, off-highway vehicles, and heavy equipment in a centralized dashboard.

Customers can use this data to improve their operations and sustainability by ensuring equipment is properly monitored and maintained. Unscheduled outages can slow down an entire project, and fixing an issue early (or remotely) reduces truck rolls and the chance of equipment failure.

In addition to our gateways, customers can use our sensors to track the temperature of fixed locations and mobile environments to ensure food safety during transportation, monitor cargo loads and doors, track warehouse conditions, and document environmental conditions that meet quality requirements and regulatory compliance. Customers can prevent food spoilage with automated logging and be proactively alerted when a temperature falls out of the desired range, avoiding food waste and refused loads.





## Driver App

Logging inspections, required procedures, shipping documentation, and hours of service (HOS) compliance using traditional pen-and-paper methods takes extra time, introduces errors, and wastes paper. By leveraging mobile workflows, drivers can quickly and reliably meet requirements while easily logging data and reducing paperwork. Real-time, cloud-enabled electronic document capture simplifies driver workloads and centralizes data for back-office administration, making it easy to investigate claims and improve efficiency by going paperless.

Athens-Clarke County saves **12,000+ pieces of paper each month** using our Driver App. Since going paperless, Athens-Clarke County has reduced manual errors and **decreased unsafe driver vehicle inspection reports (DVIRs) by 56%**. In addition, Athens-Clarke County resolves maintenance issues faster, which means less downtime for its fleet.

In FY22 alone, drivers digitized about **22 million documents** with the Samsara Driver App, resulting in reduced errors, improved processing time, and elimination of a significant quantity of paper.



## Electrification

EVs have the potential to dramatically reduce the environmental impact of transportation, one of the largest contributors to greenhouse gas emissions. EVs are becoming increasingly popular for consumers, and we're seeing new options arrive for the commercial market.

Transitioning to EVs and operating a fleet successfully requires new intelligence about how vehicles are used on the job. Samsara provides a range of reports to help organizations determine which vehicles make sense for electrification and what a fleet's overall health looks like at any given time.



### CUSTOMER SPOTLIGHTS

The City of Sacramento has moved **52%** of their new vehicles purchased in the last three years to electric or alternative fuel. With Samsara, the City of Sacramento also has the data and flexibility it needs to identify and eliminate inefficiencies across its fleet.

“Having customizable data to make conclusions about our fleet is key. Samsara technology helps us monitor our mileage and maintenance costs so that we can compare our EVs’ cost per mile with that of our legacy vehicles.”

**MARK STEVENS**

*Fleet Manager, City of Sacramento*

The City of Fort Lauderdale uncovered that **46%** of their fleet could transition to EVs.

“To address climate issues within our city, it’s really important that we continue to reduce our carbon footprint, and continue to reduce the amount of fuel that we’re using.”

**NANCY GASSMAN**

*Assistant Public Works Director for Sustainability,  
City of Fort Lauderdale*



### FLEET ELECTRIFICATION REPORT

By tracking electrification criteria like average and max miles driven, fuel costs, and more, Samsara helps customers identify which light-duty vehicles in their fleets are most qualified for replacement with EVs.



### EV BATTERY HEALTH STATUS

Samsara computes an EV battery health metric for vehicles, based on charging history, to identify whether EVs are running at the stated capacity or experiencing battery degradation due to weather or wear.



### EV CHARGING TRENDS

Customers can identify charging trends across the fleet with an additional granular look at charging by location or by vehicle. These insights can help create and optimize charging practices and schedules to save costs on energy.



### SAMSARA PARTNER SPOTLIGHT

EVgo is a member of Samsara's Experts Marketplace—our network of trusted, certified implementation partners—to help support Samsara customers in their transition to electric vehicles. As the U.S.'s largest public fast-charging network for electric vehicles, EVgo is on a mission to expand the ecosystem of charging stations and enable electrification of the transportation sector.



## CASE STUDY

---

**The City of Boston Public Works Department (PWD)** is responsible for overseeing services like snow removal, trash collection, and recycling services for 23 neighborhoods with nearly 700,000 residents. PWD keeps Boston running and operates the city's largest fleet.

**“Being able to track our EV battery levels ultimately comes down to peace of mind. The ability to see and track our EV battery levels with Samsara has been great for us.”**

**MATTHEW BRADLEY**

*Superintendent of Automotive Maintenance, City of Boston*

## CHALLENGE

### Increase visibility and support electrification

PWD sought an easy-to-use platform that could unlock greater visibility into their expansive, diverse fleet and provide new tools to support their municipal fleet's transition to full electrification by 2030.

## SOLUTION

### New insights to drive sustainability goals

To inform the electrification strategy, PWD uses Samsara data to identify which vehicles are good candidates to transition to electric. After EVs are put into service, PWD uses Samsara to improve EV performance, leveraging insights like vehicle battery levels, charging patterns, and in-service usage. With real-time visibility into fleet performance, the City of Boston can take strategic action towards its sustainability goals.

## 04

# Operating sustainably

“Our commitment to sustainability starts with reducing our own environmental footprint. To do that, we apply a data-driven approach to measure our internal carbon footprint and select sustainability programs that will have the largest positive impact.”

**ADAM ELTOUKHY**

*General Counsel, Samsara*

At Samsara, we are building a more sustainable future through smarter operations, improved safety, and greater efficiency. We recognize this commitment applies to the products and services we create for our customers, and to how we operate our business. For that reason, we have committed to staying carbon neutral. This ongoing commitment to sustainability helps to ensure that our customers can immediately rely on a carbon-neutral Connected Operations Cloud to help better meet their own sustainability goals.

This report marks the next step in minimizing our environmental footprint. We have benchmarked our carbon outputs so we can track our progress over time. Much like our customers, we see the importance of using real-world data to see where we can have the biggest impact.

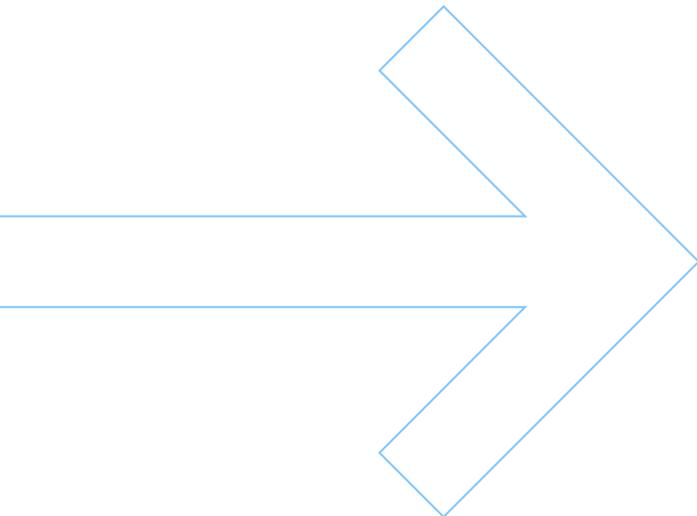
Since we first started measuring our carbon footprint, we have committed to staying carbon neutral, including at our buildings around the world, and for the hardware we ship to customers. Our new headquarters is being built with cross-laminated timber, which dramatically reduces carbon emissions. We partner with programs that help sequester and reduce carbon in the atmosphere in a safe manner. We minimize waste in our offices and recycle the electronic products we use in our work.

Our long-term goal is to reach a net-zero carbon footprint for our Scope 1, 2, and 3 emissions in line with the UN Paris Agreement on climate change. But we want to do better—we’re committing to reach net-zero 10 years ahead of the Paris Agreement goal. We’ve taken steps to evaluate our carbon footprint, set a baseline, and hold ourselves accountable to reaching this goal.

## Measuring our carbon footprint

In furthering our sustainability commitments we plan to annually measure our carbon footprint, set reductions targets, offset our footprint through investments in innovative, high-impact projects, and report to our stakeholders on our progress.

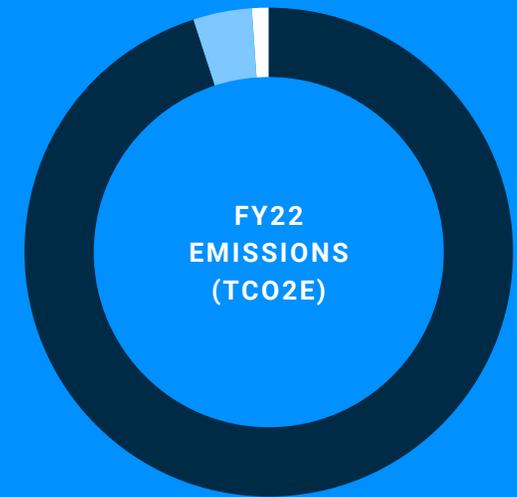
As part of our initial ESG report, Samsara has partnered with key organizations focused on sustainability to measure our carbon footprint and identify opportunities for improvement.



### TOTAL EMISSIONS FOR FY22

Our carbon emissions for FY22, before carbon offsets or removal, are shown below. Our measurements include direct emissions from our offices, including those tied to fuel and natural gas consumption (Scope 1), indirect emissions tied to electricity usage at our offices (Scope 2), and all other emissions tied to our operations, including wireless data, employee travel, final stages in our supply chain, and product shipments (Scope 3).

<b>Scope 3</b>	<b>53,504 (95%)</b>
<b>Scope 2</b>	<b>2,347 (4%)</b>
<b>Scope 1</b>	<b>235 (&lt;1%)</b>
<b>Grand total</b>	<b>56,086</b>



The largest categories of our emissions are tied to 1) logistics, which includes the transportation of our products between our suppliers, facilities, and customers; and 2) goods and services, which include emissions from the products and services that we purchase from our third-party vendors. Our suppliers and vendors will be a critical part of our emissions reductions strategy, and we'll work with these partners to implement strategies to reduce their emissions.

## Science Based Targets initiative

Samsara has committed to set near- and long-term company-wide emission reductions in line with the Science Based Targets initiative (SBTi) to achieve net-zero emissions. We will continue to work closely with SBTi to use the latest climate science to set a clearly defined path to reach net-zero by 2040.

SBTi is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.

The initiative is a collaboration between Carbon Disclosure Project (CDP), the United Nations Global Compact, World Resources Institute (WRI), the World Wide Fund for Nature (WWF), and one of the We Mean Business Coalition commitments. The SBTi defines and promotes best practices in science-based target setting, offers resources and guidance to reduce barriers to adoption, and independently assesses and approves companies' targets.

## Watershed

Watershed helps companies accelerate the fight against climate change by providing a comprehensive look at all of a company's emissions, then providing analysis and recommendations to reduce those emissions, along with an integrated marketplace to help directly fund carbon removal projects.

Samsara engaged Watershed to refine and validate our carbon footprint measurements, set our future climate goals, and track and disclose our progress. By measuring our Scope 1, 2, and 3 carbon emissions, we've set a reliable baseline for future progress.



## Decreasing our carbon footprint

With our improved understanding of our carbon footprint, Samsara has taken steps forward to decrease our emissions and achieve carbon neutrality through carbon offset purchases. The following are a glimpse into what we have accomplished and planned for the future.

### Carbon neutrality and offset projects

As part of our commitment to carbon neutrality, we invested in several innovative carbon offset and removal projects through our third-party partners including 3Degrees, Tradewater, and Charm Industrial. These projects represent a substantial investment and help to ensure that our customers can immediately rely on our platform to meet their sustainability goals.

### TRANSFORMER OIL RECYCLING

Used transformer oil is typically incinerated, producing harmful emissions. This project collects oil from electrical transformers and transports it to a processing facility, where it's refined to use again. This refining cuts back on emissions that would otherwise occur from incineration and reduces the need for virgin oil.

### REFRIGERANT DESTRUCTION

Tradewater collects, controls, and destroys some of the most potent greenhouse gases. They focus on old refrigerants that are up to 10,900 times more potent than CO<sub>2</sub>, including chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs). Controlling and destroying these gases is an essential element of the global strategy to prevent catastrophic climate change. Though now banned globally, CFCs remain in stockpiles of old refrigerants. This project locates, collects, and provides a safe elimination of these refrigerants, preventing harmful atmospheric leakage.

### BIOMASS CARBON SEQUESTRATION

Charm Industrial's technology takes carbon from plants, converts it to liquid and injects it deep underground, permanently removing it from the atmosphere. This liquid is injected into EPA-regulated wells, where the carbon sinks and solidifies into place for storage.

### NITROUS OXIDE DESTRUCTION

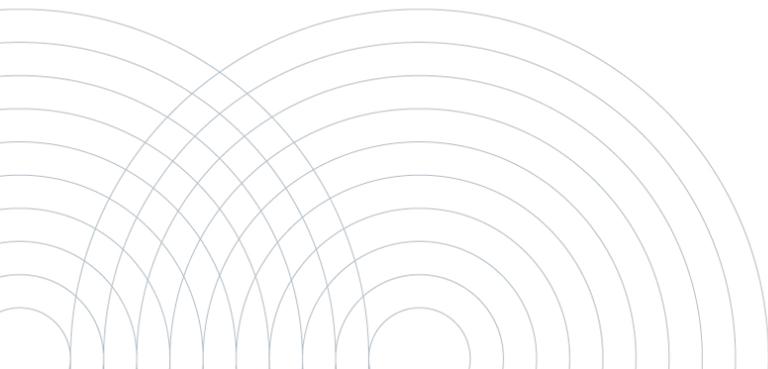
Nitrous oxide (N<sub>2</sub>O) is a greenhouse gas almost 300 times more potent in the atmosphere than carbon dioxide. Nitrogen-rich artificial fertilizers contribute a significant portion of global nitrous oxide emissions. This program helps fertilizer plants use a more advanced and expensive process to turn the nitrous oxide into harmless byproducts during production, reducing emissions to the environment. These projects are entirely funded by offset revenue and result in the permanent destruction of greenhouse gases.



## Sustainable headquarters: 1 De Haro in San Francisco

Samsara's upcoming new headquarters will be the first cross-laminated timber (CLT) building in San Francisco, and the first multi-story CLT building in California. CLT structural panels offer dimensional stability that is superior to conventional framing, with a significantly smaller carbon footprint. Other benefits include lower embodied carbon energy compared to steel and concrete, a sustainable resource through responsible forestry management, lighter materials, a more natural working environment, and faster speed of construction. Samsara is also installing an on-site Renewable Energy Generation System with a roof-mounted solar panel system that will generate around 77,000 kWh/yr of electricity for the building's use. The building has been awarded LEED Gold certification, and all improvements made by Samsara will meet LEED Gold standards or higher.

Our Workplace Design and Build Guidelines call for high-efficiency lighting and power systems, sustainable materials, and locally-sourced materials to be implemented at all of our locations wherever possible.



## Recycling and waste management

### E-waste program

Samsara has partnered with Veolia, a global waste management and energy services firm, to responsibly dispose of electronic waste from our offices. After removal from our office, Veolia transports the waste to their Veolia ERD processing facilities and provides Samsara with a certificate of recycling, along with a breakdown of quantities of each waste type that we've recycled. Our Workplace team uses a Site Energy dashboard to track energy usage and waste generation as part of our responsibility to the environment.

### Reducing food waste

We actively look for ways we can eliminate food waste and reduce hunger. During the pandemic, when our offices first reopened with limited staffing, we confirmed our daily headcount onsite before ordering meals, so we could avoid waste. We also support local organizations working to reduce hunger when we have staff working onsite. We work with Food Runners in San Francisco to pick up unserved food from our office and distribute it locally to organizations in need.

“Sustainability is a core driver of our operations internally and with our business partners. We collaborate across a diverse global network to ensure the highest level of integrity, worker safety, and environmental stewardship.”

**JEFF FAULKNER**  
*VP Operations, Samsara*

## Building a sustainable hardware supply chain

Along with helping our customers operate more sustainably and pledging to follow environmental best practices within our own company, we also want to ensure that our products are built to these same high standards, including by our supply chain partners.

We source materials and design our devices to withstand the rigors of field operations. By building durable products, we reduce the amount of waste that goes into the environment. Our product life cycles are also extended with software updates and reuse of components when possible. By reusing components, we lower each hardware device's impact on the environment. Examples of reuse include remanufacturing to meet our highest quality standards and use of recovered materials for product testing.

Products that cannot be reused are responsibly disposed through a comprehensive certified e-waste program that is compliant with city, state, and federal requirements. All electronics recycled through our e-waste program are securely wiped or otherwise destroyed in order to guarantee the safety of confidential data stored on the electronic devices, while also ensuring compliance with relevant data safety laws and industry regulations.

Samsara expects our entire supply chain to commit to respecting the highest standards of labor, human rights, environmental, and ethical conduct. We require our joint development manufacturers

to provide annual corporate social responsibility (CSR) reports that include commitments to safe working conditions, ethical treatment of workers and materials partners, and environmentally responsible practices wherever they make products or perform services for Samsara. CSR reports are received just after their yearly publication and reviewed as part of our joint development manufacturing model.

In addition to self-reporting from our manufacturers, Samsara requires affirmative confirmation of adherence to U.S. trade policies, including, but not limited to, avoiding banned suppliers or other conflict sources. Samsara employees periodically audit onsite activities to ensure compliance with CSR statements and trade policies.

Samsara's Operations team actively plans and tracks carbon emissions tied to shipments from factories to distribution centers. Using industry-standard calculations for the conversion of dimensional weight to metric tons of CO<sub>2</sub>, we maintain a record of historical, current, and projected carbon emissions. We plan to make continued progress to improve sustainability throughout our supply chain, including reducing our reliance on air shipments, consolidating shipping container loads, and planning for more efficient routing of our products to ports of entry.

05

# Employee and community impact

Samsara depends on the unique experiences and perspectives of team members across our company to develop creative solutions to complex problems and build an innovative and successful company. We are committed to increasing Diversity, Equity, and Inclusion (DEI) across all teams and ensuring that people from all backgrounds feel a sense of belonging and ownership of their impact.

“Fostering a culture of inclusion isn’t just the right thing to do, it’s the smart thing to do. Diverse perspectives and empowered employees create new opportunities, raise awareness, and open the aperture of our creativity, talent, and uniqueness to represent the full spectrum of our workforce, customers, and the communities we serve.”

**ADE MORTON**

*Sr Director, DEI, Samsara*

## How we build a diverse, equitable, and inclusive Samsara by 2025

● ON TRACK ● FY23 ROADMAP ● FOCUS AREA



Gender parity at people manager level

**Current: 40%**



40% underrepresented groups at Director+ level

**Current: 41% (+2%)**



Join and score 100% on the Corporate Equality Index

**FY23 Roadmap**



Increase women in engineering: 30% IC & 20% Director+ level

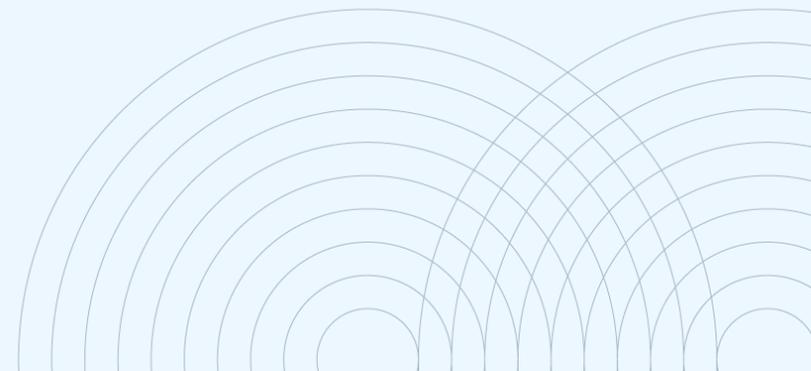
**Current Individual Contributors: 29%**

**Current Director+ level: 13%**



Top 25% (8.3) annual belonging score on employee engagement survey

**Current: 8.1**



## Our Samsara values

Samsara employees focus on five core values in their daily work.



### FOCUS ON CUSTOMER SUCCESS

We build relationships with our customers, look to solve problems, and deliver a great customer experience.



### BUILD FOR THE LONG TERM

We are building an enduring company that makes a positive impact on the world. The digital transformation of physical operations won't happen overnight, and we are committed to working at a sustained pace to help make it happen.



### ADOPT A GROWTH MINDSET

We are curious and have an entrepreneurial spirit that leads us to seek out new challenges, embracing lessons learned along the way.



### BE INCLUSIVE

We create an environment where people can bring their whole, authentic selves to work, and that reflects the diversity of the world we are helping to improve.



### WIN AS A TEAM

We win together, celebrate together, and support each other. We all operate with trust and respect, and are excited to build and contribute to the Samsara community.



## Employee resource groups

Samsara offers employee resource groups (ERGs) to build a strong community for group members and provide peer-based support and encouragement.



**AAPI** elevates Asian, Asian American, and Pacific Islander voices by facilitating support, action, and growth. Our goal is to build an inclusive and dynamic space where community members can engage in networking, advocacy, and education.

**Blaccsara** is dedicated to fostering unity and prosperity for Black and African individuals and our allies. We strive to build a community that is not only uplifting, but also empowering, educational, healing, and fun.

**The Dev Underrepresented Genders (Dev URG)** empowers gender minorities in engineering who identify as transgender, non-binary, or female. We provide an open forum, resources for professional growth, and a community of supportive developers.

**Latinxs at Samsara** empowers Latinx employees and their allies with a network of support to help them develop their careers, strengthen their leadership skills, and thrive personally and professionally.

**Pride at Samsara** engages, educates, and empowers our LGBTQIA+ and allies community. We foster a supportive and inclusive environment, aid recruitment efforts to attract a diverse candidate pool, and drive company-wide initiatives promoting inclusivity.

**Samsara Grief Buddies** have experienced significant traumatic loss, such as the death of a loved one. We strive to make life after loss manageable at work, in our personal lives, and throughout our community.

**Samswana's** mission is to empower South West Asian and North African employees and allies. Samswana provides members with a network of support to develop their careers, strengthen their leadership skills, and thrive personally and professionally.

**Women of Samsara (WOS)** enables employees to meet the women who make major contributions to our success, share experiences and support female employees in leadership, engineering, and other roles across the company. We develop their careers, strengthen their leadership skills, and thrive personally and professionally.

“Finding an ERG that you align with helps you have a community beyond the teams you work with every day at Samsara. WOS has been a place where I’ve been able to build lasting relationships across the company. These are women that inspire me to continue empowering other women within Samsara and outside of Samsara.”

**SETAHRAE JAVANBAKHT**  
*Women of Samsara (WOS)*

“The AAPI at Samsara community is important because it helps me feel seen, important, and acknowledged. Having this ERG shows me that I am not alone and gives me avenues to advocate for the community and make Samsara an even more inclusive place to work.”

**PRISCILLA LIU**  
*AAPI at Samsara*



## Employee benefits and perks

Samsara offers a wide range of programs to support our employees and ensure they have a safe and healthy work environment. Samsara encourages a well-rounded, healthy lifestyle for all employees with a stipend for wellness, professional development, and family expenses.

**Bravely**—Career coaching

**Carrot**—Fertility care

**Cleo**—New parent program

**Spring Health**—Mental health

**Talkspace**—Online therapy

**Yoga**—Employee-led yoga and meditation sessions

**Hootfund**—Wellness stipend

**Samsara Leadership Principles Program**—  
Professional development

**Learning Owl**—Virtual learning platform

 **spring health**

**CARROT**

**talkspace**

 **Bravely**

**cleo**



**16 weeks of paid parental leave for all parents**

**6-12 weeks of additional time for birthing parents**

## Leave policies

We offer a wide range of leave benefits to support our employees in times of need. Samsara offers generous leave policies for new parents, bereavement, family care, and military leave, among others. We ensure our leave policies are competitive in the market and aligned with our values. This year, we assessed and expanded many of our benefits while also adding several new paid leave policies. This included expanding paid parental leave to 16 weeks for all parents, with birthing parents receiving 6-12 weeks of additional time based on medical necessity. We also introduced a paid sabbatical program available to our employees for every five years of service.

Providing employees with paid time off to take care of personal or family matters gives them the support they need to focus on personal matters while supporting the overall good of our community.

## Ergonomic support

In June 2020, Samsara Workplace rolled out a home ergonomics program to support employee needs. It includes an online assessment tool and equipment to support a healthier home work environment. Using a defined set of approved equipment improves the work from home environment for all employees, and allows ergonomic assessments to focus on specific needs. As of April 2022, we completed 1,700+ ergonomic assessments and provided 6,500+ ergonomic items to Samsarians.

## Employee safety

Samsara is dedicated to the safety and well-being of our employees and guests in our facilities and spaces where we work. Our goal is to empower and educate employees on safe and proper work practices, and to ensure employees know about available health and safety resources.

### Flexible workplace

We value in-person interactions and office collaboration, but also give our employees the flexibility they need to be productive and make the right decisions that work for their life.

To align with this new way of working, we've also made our offices more flexible by reallocating fixed spaces and workspaces based on employee needs.

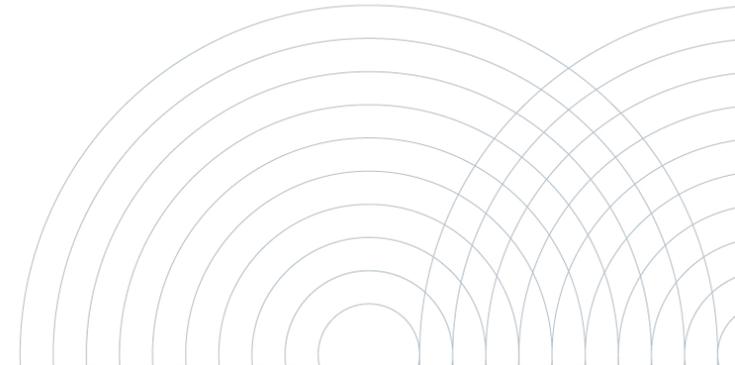
### COVID testing availability

Samsara has increased health and safety protocols following guidance from the U.S. Centers for Disease Control (CDC), the UK Health and Safety Executive (HSE), and local governmental authorities to ensure our employees continue to enjoy a safe and healthy workplace. We provide voluntary COVID-19 PCR and rapid antigen testing upon request in the U.S.

### Anti-harassment policies

All employees have the right to a workplace free of harassment, discrimination, and retaliation. At Samsara, we strive to create a workplace in which all employees are treated with respect and feel comfortable bringing forth complaints of any kind. These policies apply to everyone who works for Samsara, and we do not tolerate harassment of employees by non-employees (e.g., guests, vendors, clients), or vice versa.

All Samsara employees, contractors, and interns must complete anti-harassment and anti-discrimination training on a regular basis. All inquiries, complaints, and investigations are taken seriously and conducted in a timely manner, with principles of fairness and confidentiality. We strive to create a safe and respectful environment for all employees.





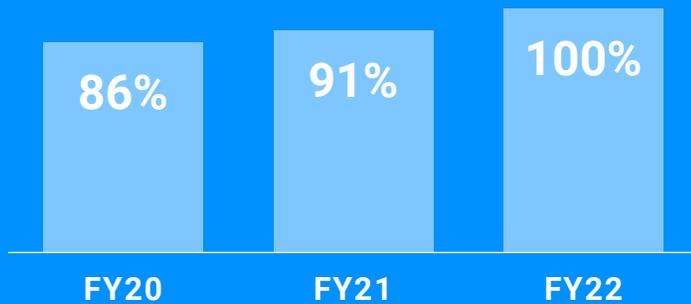
## Samsara for Good

Samsara's employee volunteer club hosts events on a regular basis. Our employees have fun giving back to the community by cleaning up beaches, restoring native plants in parks, preparing and delivering meals, and packaging and distributing food at local food banks.

Samsara matches up to \$500, or the local currency equivalent, of employee donations to certified charities and non-profits across the world. Bolstering employee contributions to causes allows Samsara to help hundreds of organizations globally.

- Samsara employees donated to organizations like the NAACP Legal Defense Fund, Campaign Zero, The Bail Project, Equal Justice Initiative, and Black Lives Matter.
- The Pride at Samsara ERG led a donation drive to Southern Fried Queer Pride, an Atlanta-based non-profit organization empowering Black Queer and Trans People of Color (QTPOC) through the arts.

### UTILIZATION OF DONATION-MATCHING FUNDS



In addition to monetary support, Samsara donates Vehicle Gateways and dash cams to non-profit organizations every quarter. Successful partnerships include Project Open Hand, Meals on Wheels SF, Fresh Truck, and the Center for Employment Opportunities.



## Spotlight: Project Open Hand

Project Open Hand started in San Francisco in 1985 to deliver life-saving meals to critically ill AIDS and HIV patients. Today the organization has grown to a 21-vehicle fleet that provides more than 2,500 prepared meals and 200 bags of groceries each day to critically ill and vulnerable populations in San Francisco and Alameda counties.

During the COVID pandemic, demand skyrocketed and meal deliveries almost doubled. Project Open Hand needed every van they had. The group uses Samsara to track each vehicle with real-time GPS awareness and detailed vehicle health monitoring. When they see a check engine light appear in the Samsara dashboard, they can decide the best way to fix that vehicle without skipping a delivery. Project Open Hand also uses Samsara AI dash cams to help coach drivers and maintain the organization's excellent safety record. By working with Samsara, the organization discovered not only insights that improved their operations, but also just how dedicated their team is to the mission.

**“More than anything, Samsara has shown us how reliable our team really is. It really boosted leadership’s overall confidence in our drivers and distribution teams.”**

**MICHAEL MCCORMICK**  
*Director of Operations, Project Open Hand*



## 06

# Governance

The policies a company puts into place mean little unless there are also processes in place to control the implementation, oversight, and reporting of these policies. At Samsara, our operations are guided by our company values, including building for the long term, adopting a growth mindset, and focusing on customer success. Our approach to corporate governance is no different. We structure our Board of Directors and supporting committees to ensure fair representation and clear accountability. We require our employees to act appropriately and responsibly in the workplace, and aim to hold our manufacturing partners to those same standards. We also actively evaluate and update our privacy practices to promote our company's and customers' continuous compliance with the changing legal and regulatory landscape.

## Our Board

We believe in the importance of strong and sound corporate governance. Our Board of Directors is a group of experienced, world-class leaders who bring a diversity of skills, backgrounds, and perspectives to Samsara.

Board of Directors	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee
SANJIT BISWAS ★			
JOHN BICKET			
MARC ANDREESSEN			👤
HEMANT TANEJA	👤		
SUE WAGNER	👤		👤
JONATHAN CHADWICK ★	👤	👤	
SUE BOSTROM		👤	
ANN LIVERMORE		👤	👤

★ Chairperson of the Board	👤 Committee Chair
★ Lead Independent Director	👤 Committee Member

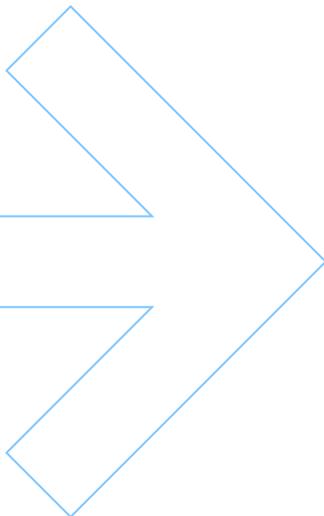
**3 female directors, 2 directors** from underrepresented communities  
**6 of 8 directors** are independent, non-employee directors  
**A Lead Independent Director** to enable independent, robust oversight

## Governance practices

Our governance practices provide a framework that enables our Board of Directors and leadership team to pursue our long-term, strategic objectives for the benefit of our shareholders and other stakeholders.

## Risk oversight

Our Board of Directors oversees our risk management processes, which are designed to support the achievement of our strategic objectives while mitigating and managing identified risks. Our Board administers this function both as a whole and through three standing committees comprised of independent directors—our Audit, Compensation, and Nominating and Corporate Governance Committees:



## AUDIT COMMITTEE

Our audit committee monitors our major financial, reporting, and cybersecurity risks, and the steps our management has taken to identify and control these exposures, including by reviewing and establishing guidelines, internal controls, and policies that govern the process by which risk assessment and management is undertaken. Our audit committee also monitors compliance with legal and regulatory requirements, and directly supervises our internal audit function.

## COMPENSATION COMMITTEE

Our compensation committee assesses and monitors whether any of our compensation policies and programs have the potential to encourage excessive risk-taking, and also assesses human capital management risks, including leadership succession and employee development and benefits.

## NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Our nominating and corporate governance committee oversees risks associated with director independence and the composition and organization of our board of directors, monitors the effectiveness of our corporate governance guidelines, and provides general oversight of our other corporate governance policies and practices, including ESG matters.



## Ethics and compliance

At Samsara, we build for the long-term and win as a team. This informs both how we conduct our business with our customers and partners, and how we cultivate a culture of teamwork, integrity, trust, and respect within Samsara. Our Code of Conduct provides a framework for how to live out our core values, and in doing so, build an ethical and inclusive environment that will set us up for success now and in the future.

We bring our Code of Conduct and other policies to life through effective and interactive training. New employees are required to complete legal and compliance training upon joining the company, and all of our employees undergo regular training relating to anti-harassment, IT security awareness, and privacy, among other topics. We also regularly conduct surveys to ensure that these trainings are working, so employees aren't just aware of our policies, but that they have the resources and tools to apply them to their day-to-day work.

We are committed to fostering an environment where open, honest communication is the norm. We want everyone in the Samsara community—from employees to customers to other business partners—to feel comfortable raising a concern or sharing feedback. That's why we created the Samsara Hootline, where employees can relay anonymous feedback, suggestions and/or concerns through a variety of reporting channels, and our independent Whistleblower Hotline, where both employees and external parties can anonymously report any concerns.

## Partner accountability

Ethics, compliance, and transparency are at the forefront of all of our business relationships, and we expect our suppliers and vendors to exhibit a similar commitment to our standards, including those relating to labor and human rights, diversity and inclusion, data privacy, environmental impact, and of course, compliance with local and international laws, in the course of their operations.

Our Business Partner Code of Conduct sets out our baseline requirements in order to foster and facilitate our mission to increase safety, efficiency, and sustainability of operations that power the global economy. A key theme underlying our code is a drive to continually improve how we and our business partners operate, prioritizing human dignity and respect for our planet. This code also helps align partners with our cultural values of focusing on customer success, winning as a team, and building for the long term.



## Privacy, security, and responsible innovation

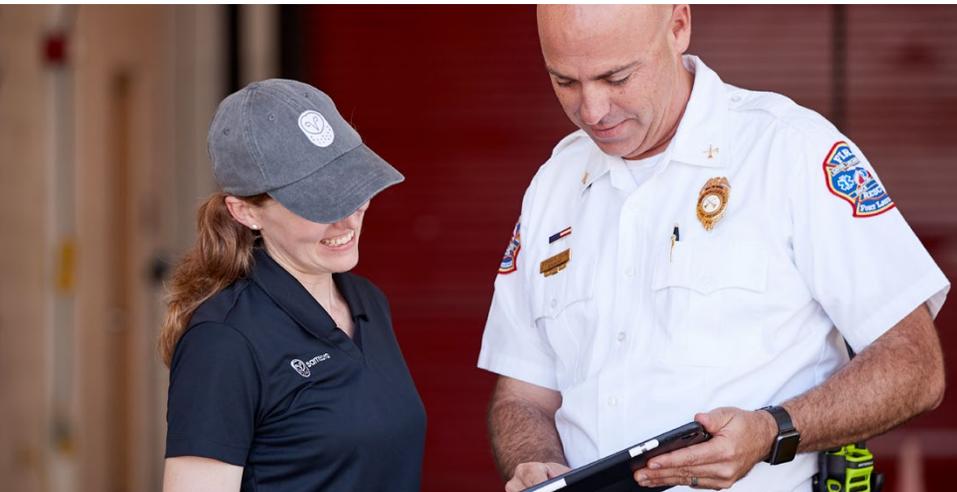
Samsara has an obligation to develop our products responsibly and in a way that adheres to our core value of building for the long term. Part of that process includes a continuous and critical consideration of how the technology we design directly and indirectly affects not only our company's bottom line, but also how the products we make impact the environment, our customers, and society at large. Samsara is committed to responsible innovation that applies our guiding principles to our decision-making process when we consider the development of our product portfolio. We keep the following core pillars in mind as we evaluate new technologies.

## Transparency and accountability

Samsara ensures that the products we introduce have a clear value to society that is easy to explain. As responsible and ethical innovators, we are always prepared to detail how these products improve safety or efficiency, or provide other benefits. We hold ourselves accountable for how we run our company, and provide reports and updates, including this ESG report, so we can meet our transparency goals.

## Continuous evaluation

The development and release of a product or device is not the end of the process for Samsara. We continuously evaluate how our products are being used by customers and consider adding new improvements based on customer feedback where appropriate. By consistently engaging with our customers, looking at our products critically, and iterating on solutions, we can stay true to our commitment to customer-centric, responsible innovation.



## Human Dignity

As we grow as a company and develop new ideas and technology, we need to ensure that social benefit remains a prime focus. We earn the trust of our customers, their employees, and the public at large with our commitment to protect the dignity of the people who interact with our products, and by making sure that the diversity of our company reflects the diversity in our society.

We design products that customers can use to make their workplaces safer and more productive, no matter if that workplace is a factory, warehouse, or the highway. Samsara aims to offer products and solutions that provide a positive benefit to the world, and it is incumbent on us to ensure that our products and solutions are designed for all people. To do so means utilizing responsible and ethical innovation, implemented with an inclusive, robust approach, and informed by how our products can help reduce existing disparities based on immutable characteristics. We will continuously evaluate our technologies to check that they do not reinforce biases. And we will always strive for diversity and representation in our workforce to challenge assumptions and encourage a variety of unique and valuable perspectives.

## Sustainability

Sustainability is core to the success of our business and it plays a part in everything that we do as a company, including product design. Every product we introduce aims to further our mission of increasing safety, efficiency, and sustainability for our customers and the operations that power the global economy.

We know our greatest impact can come from building better technology to help our customers improve their own efficiency and achieve their sustainability goals. When we say that we “build for the long term,” we are prioritizing sustainability at a broad level. This objective is in line with our ESG commitments: our business should, now and in the future, help benefit the environment, society, and the people impacted by our products.



## Putting principles to practice

Well-intentioned principles without a framework for applying them can easily go unheard and unused. Samsara relies on all of our workforce, from all walks of life, to use their thoughtfulness and ingenuity to:

### KEEP AN OPEN DIALOGUE

If a product is not beneficial or could pose harms that have not been fully identified or discussed, these concerns should be brought to light so that they can be appropriately discussed and addressed.

### VERIFY THROUGH ENGAGEMENT

The rollout of a new product or feature should be the beginning, rather than the end, of the process. Samsara will continue to evaluate how our products are being used in the real world by our customers, rather than rely exclusively on the decisions made during development. We think about our products and features from an ethical perspective and innovate responsibly by listening to feedback and continuing to iterate and improve.

### DELIBERATE AND DISCUSS

Part of working with transparency is consciously reviewing and discussing ethical issues like privacy in light of broader changes to technology and society. We welcome informed discussion in relation to our products and customers. One of our primary forums for this discussion is our Privacy and Ethics Board.

## Privacy and Ethics Board

We want to ensure that we're thinking critically about the privacy and security issues of today and tomorrow. We set up the Samsara Privacy and Ethics Board (PEB) to help with ensuring our adherence to our commitment to responsible innovation. The PEB was officially formed in February 2020 and is chaired by our Data Protection Officer. It is a cross-functional group of Samsara stakeholders that meets regularly to discuss potential privacy and ethical issues as they relate to our products and industry. It ensures that key stakeholders from across our company are regularly discussing the technology we design and develop and how it may affect our environment, society, and the people our products may directly and indirectly impact. The PEB is one of the means by which Samsara makes sure privacy by design and default considerations are taken into account and an integral part of our corporate culture.

**“Our Privacy and Ethics Board helps ensure we innovate responsibly at Samsara. Responsible and transparent innovation is a core focus of ours, and will continue to be essential as we scale.”**

**LAWRENCE SCHOEB**

*Data Protection Officer, Samsara*

07

# Our journey forward

Let's move ESG forward together.

Reach out to discuss how we can support your goals: [esg-enablement@samsara.com](mailto:esg-enablement@samsara.com)

With our inaugural ESG report, we have put a stake in the ground on our journey to build a better, safer, and more sustainable world.

Since we first started measuring our carbon footprint, we have committed to staying carbon neutral, and 2022 marks our initial baseline year in further reducing our carbon footprint. We have reported our current carbon emissions, and started planning how we can reach company-wide emission reductions in line with science-based net-zero. And we've set a goal to reach net-zero by 2040, 10 years ahead of the Paris Agreement.

Operating our company with the highest standards goes far beyond our commitment to sustainability. Improving safety, making a positive social impact, and running our company with good governance will remain a consistent focus for Samsara. We will continue to examine our actions and hold ourselves accountable for the results.

As a company, the greatest impact Samsara can achieve is through helping our customers digitally transform their operations. We will continue to drive change in the world of physical operations, in order to dramatically reduce environmental footprints and improve the lives of employees. We invite you to share this journey with us to build a better future.

08

# Appendix

## Forward-Looking Statements

This report contains forward-looking statements within the meaning of the federal securities laws. All statements other than statements of historical fact are forward-looking, including, but not limited to, statements related to the plans, expectations, and timelines for Samsara Inc. (“Samsara”) to achieve net-zero carbon emissions; intentions regarding Samsara’s carbon offset and removal portfolio; Samsara’s planned benefits offerings; Samsara’s business plans and objectives; strategies and systems for implementing Samsara’s goals; commitments to programs and policies; and expectations and priorities for Samsara’s initiatives. Such statements are subject to a number of risks, uncertainties, assumptions, and other factors that may cause Samsara’s actual results, performance, or achievements to differ materially from results expressed or implied in this report. Risks that contribute to the uncertain nature of the forward-looking statements include, among others, risks listed or described from time to time in Samsara’s filings with the Securities and Exchange Commission (the “SEC”), including the Company’s most recently filed Annual Report on Form 10-K or Quarterly Report on Form 10-Q or, which will be filed with the SEC and available on our investor relations website. All forward-looking statements in this report are based on information and estimates available to Samsara at the time of initial publication of this report and are not guarantees of future performance or outcomes. Except as required by law, Samsara assumes no obligation to update any of the statements in this report.

## Citations

The global transportation sector alone produced 7.3 billion metric tons of CO2 emissions in 2020; source: [Statista](#)

### Connected Operations Cloud Data

- Samsara processed 4.6 trillion data points January 31, 2021–January 29, 2022 (FY22)
- Samsara processed more than 85 billion minutes of video footage January 31, 2021–January 29, 2022 (FY22)
- Drivers digitized about 22 million documents with the Samsara Driver App January 31, 2021–January 29, 2022 (FY22)

Transportation is the largest single source of greenhouse gases generated in the U.S., representing 29% of total emissions; source: [United States Environmental Protection Agency \(EPA\)](#)

78% of operations and fleet leaders feel they have a greater responsibility to prioritize sustainability efforts than other industries; source: [New Samsara Research: Physical Operations Leaders Feel Magnitude of Role to Limit Carbon Emissions and Meet Sustainability Goals](#)

### [Samsara FY21 Diversity, Equity, and Inclusion Report](#)

Safety & Sustainability Enterprise Customer Survey 2022: This survey was conducted by Samsara between March 2 and March 17, 2022, using an email invitation and an online survey. The number of respondents per question ranged from 94 to 99, each representing a single enterprise customer. The percentage totals for each question's results were rounded to the nearest whole number.

- 97% said Samsara data has improved visibility into their organization's safety
- 90% agreed Samsara has helped improve employee safety within their organization
- Customers say Samsara has helped decrease the following within their organization: harsh driving (84%), distracted driving (72%), preventable accidents (65%), collisions (53%)
- 64% said Samsara data is a resource for measuring their organization's fuel efficiency and transportation emissions

### [Samsara Code of Conduct](#)

### [Samsara's Business Partner Code of Conduct](#)



samsara