



SAMSARA 2023 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT

Building a safer and more sustainable world

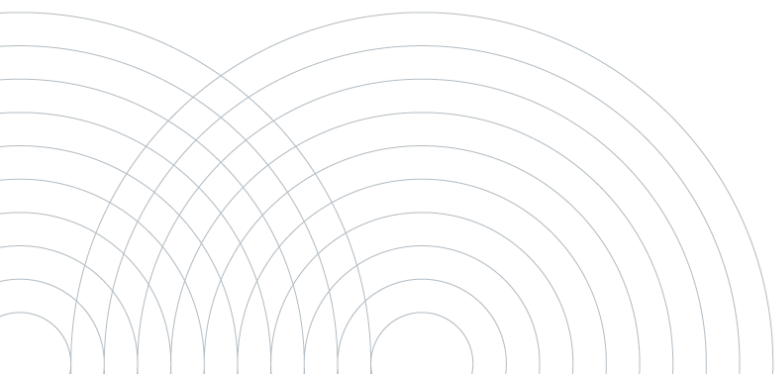


A message from Co-Founder and CEO, Sanjit Biswas

Since we released our inaugural ESG report last year, I've been lucky to spend many days and weeks with our customers in field services, construction, transportation and warehousing, manufacturing, and logistics, discussing the importance of safety and sustainability for their organizations. Our customers never cease to amaze me. They are addressing complex operational challenges with creative approaches unique to their region and industry, taking into account the needs of their own customers, partners, and stakeholders across their supply chain. At the end of the day, they are trying to better serve their end customers and employees.

You will read many examples of our customers' safety and sustainability achievements throughout this report. The City of Orlando powers 91% of its fleet with alternative fuels. Sunrun is in the process of decreasing transportation emissions by transitioning half of its vehicle fleet to electric or hybrid by the end of 2025. Superior Plus Propane saw a 90% reduction in speeding in just six months, and Chalk Mountain Services achieved a milestone of over 20 million miles without a Department of Transportation recordable preventable accident. What connects all of our customers together, though, is the desire to do better for their people and the sustainability of their operations.

Focusing on improving safety and sustainability is more important now than ever. Combined, nearly one million manufacturing injuries and truck crashes occur every year. And global emissions hit a record high in 2022. According to the International Energy Agency, energy-related emissions rose 0.9% to more than 36.8 billion metric tons for the year.





As our customers set their ESG goals, they are working across their organizations to figure out the best and most efficient way to reach their global emission reduction targets and achieve their safety plans. Increasingly, they are turning to technology to measure the safety and sustainability of their operations and improve their ESG efforts. Customers can rely on Samsara as a carbon-neutral technology partner to help meet their own sustainability goals.

Samsara's Connected Operations™ Cloud collects and connects data from across customers' assets, providing better visibility into their operations. Our customers can monitor their carbon emissions, find the best way to transition to electric vehicles, and identify and reduce their fuel, energy, paper, and food waste. They also have visibility into key safety metrics across their fleets and assets. This connected and unified view—powered by real-time data—provides our customers with actionable insights about the most critical areas for improvement across their businesses, which helps them make better-informed decisions and a more significant impact. A prime example of this is Summit Materials. Summit Materials boosted both their safety and sustainability efforts by incorporating the Connected Operations Cloud into their ESG approach, which reduced preventable incidents by 50% and an estimated reduction of more than 4,800 tons of CO2 emissions in 2022.

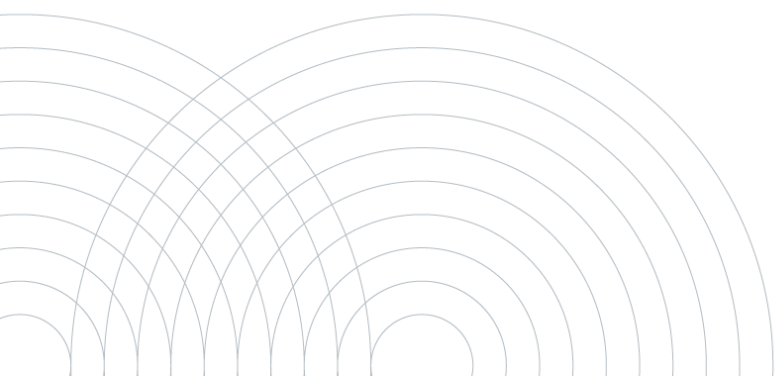
Like our customers, we use real-world data to understand where we can make the greatest impact. At Samsara, we're committed to building a more sustainable future, and we have ambitious plans to reduce our carbon footprint and operate sustainably. While we remain carbon neutral, Samsara's long-term goal is to reach net zero for our Scope 1, 2, and 3 carbon emissions by 2040, which is 10 years before the Paris Agreement goal.

This past year was important in laying the groundwork to reach this ambitious goal. We established a baseline for our carbon outputs to monitor our progress, continued investments in high-impact carbon removal projects, and made changes to our

shipment options to use more sustainable solutions. I'm particularly excited about our investment in renewable energy, which will support the construction of a new solar plant in Laredo, Texas.

I'm equally excited about our work with Samsara For Good, our giving arm, which was focused on education, homelessness, crises, and sustainability last year. Together, we supported 514 charities and saw a 24% increase in total donation amount from the prior year. Our team started a weekly reading volunteer program to help disadvantaged students through Chapter One and partnered with Airbnb.org to raise money for Ukrainians, equaling 1,648 nights of safe refuge.

And we're just getting started. In its second edition, our annual ESG report provides an update on our journey to building a safer and more sustainable world. I'm looking forward to seeing our progress as a company and the achievements we'll make in the coming years. Thank you for your engagement and collaboration as we continue on this journey, and as always, we welcome your feedback.



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01

Guiding principles

Samsara's mission is to increase the safety, efficiency, and sustainability of the operations that power the global economy. Many of our customers have been in business for over half a century and are woven into the fabric of our daily lives. These are the people who build the world's infrastructure, keep our lights on, and stock our grocery store shelves. Samsara's Connected Operations Cloud helps our customers unlock powerful insights that help create safer jobs, reduce their carbon footprints, and cut costs so they can reinvest in areas that move the world forward.

In the second edition of our Environmental, Social, and Governance (ESG) report, we uphold our commitments and share how we use data to drive change within Samsara and for tens of thousands of customers globally. We continue to adhere to our guiding principles of transparency and accountability, data-driven decision-making, and empowerment of our people and communities. These principles are at the forefront of the work we do and will continue to guide us on our mission.



Transparency and accountability

Transparency and accountability are crucial building blocks to achieving progress. Providing a comprehensive understanding of what we are doing well and where we need to improve helps us stay accountable and focused on achieving our goals.

This edition of our ESG report highlights our ongoing commitment to providing insight into our progress toward our environmental goals and positive social impact. We will disclose our fiscal year 2023 emissions, continued investment in innovative, high-impact carbon offset projects, and future commitments that hold us accountable.



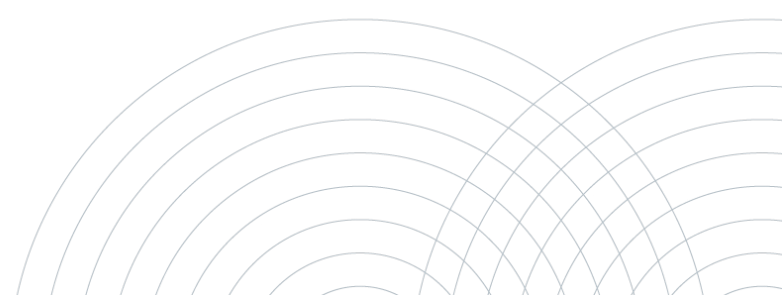
Data-driven solutions

Samsara is a results-driven organization. Data helps us set transparent and measurable goals, report on progress, and recognize achievements. We measure our existing benchmarks and identify opportunities to enhance our operations. Data also allows us to be more consistent and efficient when making decisions. For example, our logistics data provided insights on how much air transport we should transfer to sea transport in order to significantly reduce the carbon footprint associated with shipping our products, while still efficiently fulfilling our customer orders. In the same way that we help our customers gain visibility into their operations, we use data to improve our operations and enhance our community of vendors, suppliers, and business partners.



Empowering our people and communities

Samsara fosters an inclusive work environment where employees are empowered to make an impact on our teammates, customers, and communities. We welcome our teammates' diverse perspectives because this powers a healthy society. Samsara strives to create a safe work environment where employees can thrive, benefiting from workplace programs, including professional development resources and generous leave policies, as well as opportunities to meaningfully contribute to the communities in which we live and work.



02

Transforming customer operations to drive impact

“Samsara solves real-world problems with real-world impact. These industries are just beginning to digitize and the opportunity to create positive change within organizations, and the communities we live in, is massive.”

—SARAH PATTERSON
Chief Marketing Officer, Samsara

The customers we serve are an essential part of our daily lives. Accounting for more than 40% of global GDP, what happens behind the scenes of physical operations is not widely understood. Workers around the world often face dangerous conditions to ensure deliveries are met, power energy is enabled, and critical infrastructure remains intact.

These organizations influence global economies, and even slight operational improvements can make a big difference in how they affect the environment and their employees' lives. This is why we are passionate about creating solutions that lead to safer, more efficient, and more sustainable operations.

This past year continued to test the world's resilience with labor and equipment shortages, elevated fuel costs and inflation, and supply chain constraints. With the unified view provided by Samsara's Connected Operations Cloud, our customers were better equipped to address these pressing challenges. Additionally, with the growing need for sustainability, Samsara solutions continue to support carbon reduction efforts and help customers make data-driven decisions to achieve their operational goals.

By consolidating data from IoT devices and third-party assets and systems, Samsara has become the system of record for physical operations. Our products unlock the data customers need to make business-critical decisions, reduce costs, and create safer jobs—and, in turn, a safer world. Together with our customers, we drive impact at scale.

System of Record for Physical Operations

VOLUME AND BREADTH OF SAMSARA DATA



~6T
data points
processed



110M+
AI-based safety
events detected



50B+
API calls



40B+
miles driven

Reducing environmental footprints

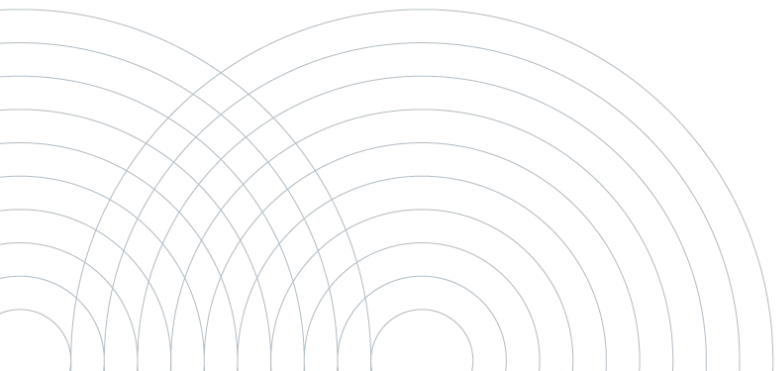
Samsara provides the solutions our customers need to reduce their environmental footprints with transparency, real-time data, and intelligent analysis. We do this by helping organizations monitor carbon emissions, identify fuel and energy waste, reduce paper and food waste, and transition to electric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

Our [2022 State of Connected Operations Report](#) research shows that for 85% of organizations, investing in technology to support more sustainable operations is a high or critical priority. As we work closely with customers, we see that sustainability is a bigger area of focus for them. Organizations seek to lower costs through greater efficiency, align with investors and stakeholders, attract and retain employees, and comply with government regulations by reducing emissions.

Samsara continues to invest in building products that help our customers on their journey to a more sustainable future. Since our last ESG report, we have released new innovations that allow organizations to surface additional opportunities.



Using the Samsara Driver App to digitize business-critical paperwork, [UFP Industries](#) reports that the streamlined workloads and increased efficiency saved **\$600,000** in back office admin costs.



MGroup Services
Plant & Asset Solutions

“We’re committed to achieving a **50% reduction** in direct carbon emissions by 2030 and reaching **net zero before 2050**.”

Solutions like Samsara help us achieve those goals.”

—ANDREW HUNT

*Director of ESG and Innovation,
M Group Services*

Accelerating fleet electrification

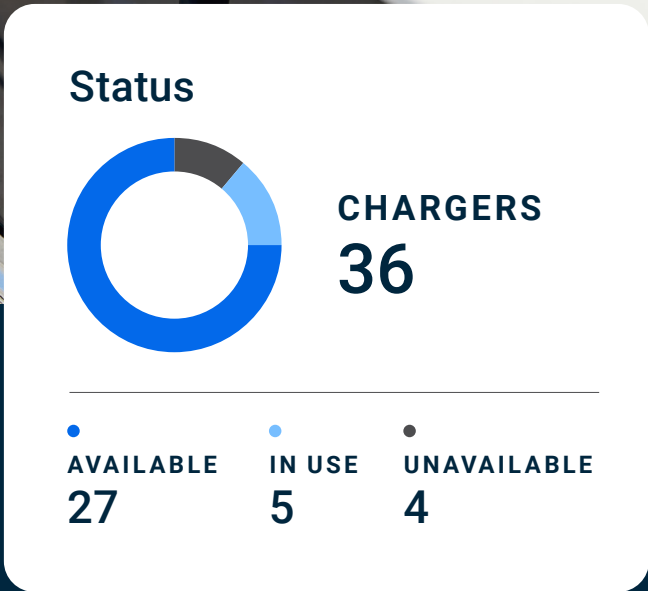
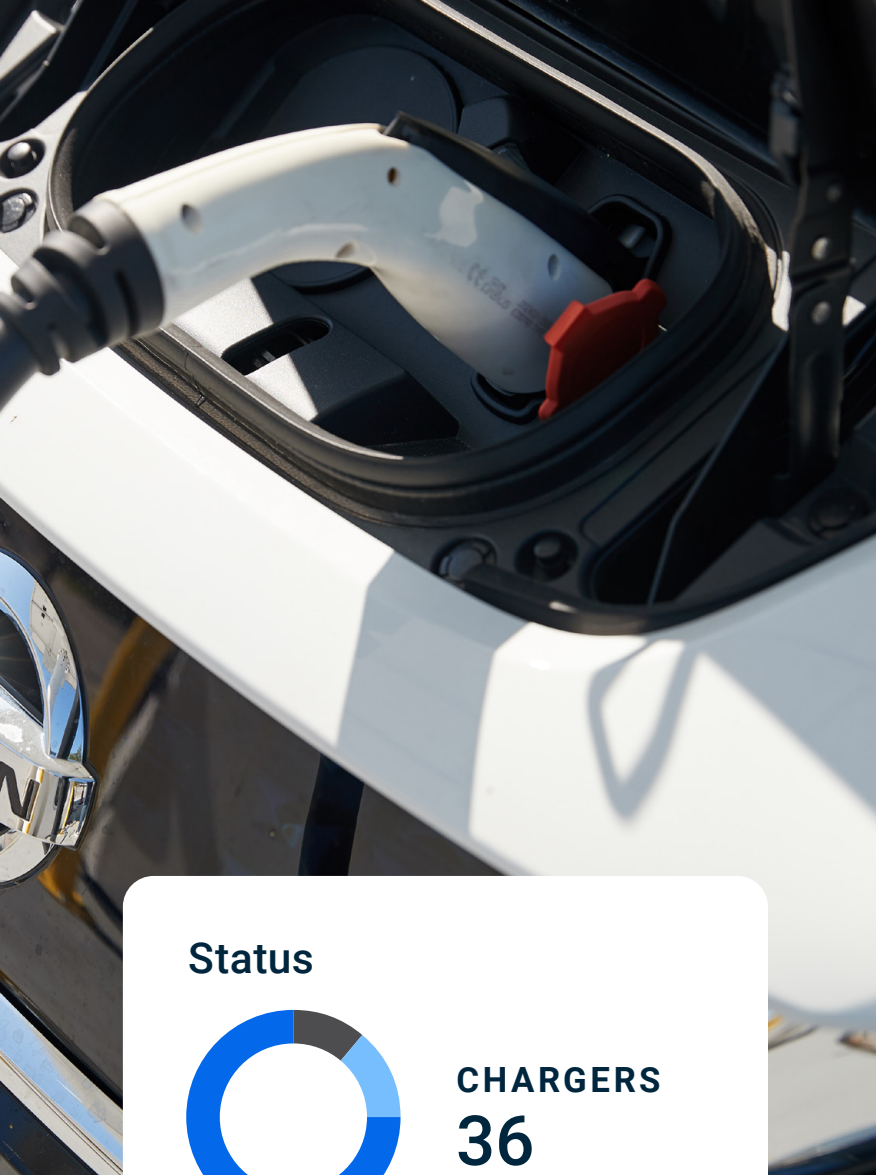
Policymakers across the world are launching zero-emission vehicle programs and setting emissions reduction goals that directly impact our customers. Additionally, growing social and investor demand for more sustainable operations is driving leaders to accelerate their transition to more sustainable fleets.

EVs have the potential to significantly reduce vehicle environmental impact across many industries, such as transportation and logistics, which contribute substantially to global greenhouse gas emissions. However, EV adoption for commercial fleets is complex and can disrupt operations. Beyond vehicle-specific factors, like cost and maintenance, organizations must also consider how new EV-specific procedures will affect employee workflows.

With our latest innovations, Samsara empowers organizations with technology designed to support every stage of their electrification journey. Our intuitive platform and workflows make it easy to manage mixed fuel fleets and enable a seamless transition to EVs while keeping operations running smoothly.



The City of Orlando shares that **91% of their fleet** is now powered using alternative fuels, putting the city on track to hit its goal of using 100% alternatively fueled vehicles by 2030.



FUEL AND ENERGY HUB

Centralizing fuel and energy data is critical when transitioning to EVs. Our Fuel & Energy Hub is the platform for customers with mixed fuel fleets to ensure their drivers and vehicles perform optimally to support their sustainability goals. With this new dashboard, operations leaders can visualize their fleet’s performance while gathering actionable insights into fuel economy, cost, and consumption to direct change with confidence and precision.



CHARGE CONTROL

Ensuring sufficient driving range among vehicles is a top concern for fleets considering electrification. To combat this, our Charge Control solution helps manage real-time EV charging at scale to identify the best vehicles for the job and easily identify those with charging issues. Customers can create custom charging profiles on a per-vehicle basis and receive notifications of inconsistencies.



EV SUITABILITY

Determining which EV investments will yield the biggest impact is foundational for electrification planning. Our EV Suitability Report provides customers with a tailored list of the most suitable internal combustion engine vehicles for EV transition. This new report allows customers to configure electrification criteria and get advanced recommendations on which vehicles will most benefit their electrification goals.



SUSTAINABILITY REPORT

Helping fleets reduce emissions and embrace sustainable operations is a top priority for us. Our new Sustainability Report lets customers visualize their fleet emissions, monitoring output across sites and vehicles to pinpoint improvement areas. This report also provides insight into current and predicted fleet and site emissions over time so customers can set more accurate targets and track progress toward their sustainability goals.



Electrification Suitability

TRUCK 21

Good



VAN 23

Excellent





FUEL AND ENERGY REPORT AND API

Samsara technology measures real-time fuel and energy consumption and costs. Using our Fuel and Energy reporting tools, customers can leverage this data to better understand fleet performance and identify areas of improvement. With the fuel and efficiency API endpoints, fleet managers can export driver and vehicle performance into external systems—such as fuel management systems or bespoke reporting tools—to gain broader visibility or automate processes. They can understand fuel usage patterns, develop programs to coach and reward fuel savings, and streamline fuel regulation compliance.




IDLING EVENTS REPORT AND API

Idling wastes fuel, is costly, and causes air pollution. With our Idling Events Report, organizations can mitigate all three by monitoring idling events. Fleet managers can view real-time data via the Samsara dashboard or integrate with other applications using our open API to understand idling duration, sites, and fuel consumption. With this information, customers can understand why idling events happen and coach and reward drivers for adjusting behavior.



Sunrun is in the process of decreasing transportation emissions by transitioning **half of its vehicle fleet to electric or hybrid** by the end of 2025.

A man with a beard and a blue long-sleeved shirt is driving a car. He is looking out the window to the right. The car's interior, including the steering wheel and dashboard, is visible. A quote is overlaid on the right side of the image.

“When you’re driving from job to job, under pressure to arrive on time, thinking about the environment might be the last thing on your mind. But how fast we drive, how hard we brake—every little decision has a big impact. That’s why I try to make a difference where I can.”

—DAVID DAILLY

*Field Technician, Morrison Energy Services
(Contract for M Group)*

Creating safer operations

Our customers' top priority is getting their employees home safely. Samsara technology reduces safety incidents and helps organizations' safety programs become a competitive advantage as they search for talent in tight labor markets. Customers can make data-driven decisions and quickly act with increased operational visibility, statuses, alerts, workflows, and reports. Building technology-based solutions that keep people safe is one of the most important things we can do for society.

Customers also benefit from our partnerships with top insurance providers like Progressive, eMaxx Assurance Group, and RLI by receiving insurance premium incentives, discounts, and annual fee reductions for safe driving. Organizations can proactively monitor crashes, thefts, and other workplace incidents, and easily identify areas of risk through consolidated safety data in one dashboard.

Since our last report, we have released the following solutions that help our customers foster a strong culture of safety and discover new ways to improve the safety of their operations.

By preventing serious injuries before they happen, [Aunt Millie's](#) said that Samsara Site Visibility has saved them potentially **\$1 million+** in injury claims.



Superior Plus Propane saw a **90%** reduction in speeding in six months. Superior also reported a **52%** reduction in on-road accident costs and reduced its rollovers by **50%**.



Chalk Mountain Services reduces risky driving behaviors through proactive driver coaching. They saw an **86% decrease** in preventable accident costs and achieved a milestone of over **20 million miles without a DOT-recordable preventable accident.**

Proactive Driver Coaching

Drivers often are only made aware of their risky driving behaviors after an incident has occurred, and have limited transparency into and ownership of their coaching experience. This can lead to a driver feeling disengaged and unmotivated. Proactive Driver Coaching elevates the in-cab experience to help drivers build safe habits during the moments that matter—in real time, before an incident occurs.

- **Our artificial intelligence (AI) technology** can automatically detect risky behaviors, such as mobile usage and not fastening a seatbelt, and delivers instant in-cab voice coaching.
- **In-Cab Nudges™** help drivers self-correct risky behaviors before a manager is notified, allowing drivers to proactively own their coaching experience in the cab.

30 days after turning on AI In-Cab Alerts for Mobile Usage Detection, Eurovia USA saw an **80% decrease in mobile usage events.**



All Aboard America shared that AI Dash Cam footage enables them to customize coaching for each driver. As a result, **85% of their drivers have a Safety Score of 90 or higher.**

Driver Safety Score experience

Fleet managers can help build trust, provide transparency, and establish clear communication with drivers through Driver Safety Scores. Individual Driver Safety Scores are calculated by subtracting the number of harsh events and time over the speed limit, weighted by miles driven, from 100. Organizations have the ability to adjust the weights of each safety metric which allow them to customize for their unique needs.

Samsara uses driver data to identify top performers and those needing coaching while giving customers a fleetwide view of risk factors and driving trends. Customers can create employee rewards and incentive programs based in part on safety scores, measure changes to fleet performance, and compare their fleet's performance against industry benchmarks.

Using Samsara AI Dash Cams for visibility both in-cab and on the road to proactively coach drivers, Liberty Energy reported recognizing exemplary driving, and reviewing incidents in real-time, resulting in a 50% reduction in vehicle accidents.

The leading open data platform

The ability to access, analyze, and act on data is a powerful tool for operational leaders to improve safety and sustainability. However, leaders often must rely on numerous systems that don't communicate with each other, producing information gaps. The Samsara Connected Operations Cloud is solving this challenge. Whether we're connecting applications to improve productivity or simplifying knowledge management, Samsara breaks down silos so that our customers can take action faster.

With Samsara's open ecosystem of partner integrations and consolidated platform, customers can run smarter, safer, and more efficient operations. Since our last report, we reached a new milestone with over 220 integrations, making our App Marketplace the largest open ecosystem for physical operations. The Samsara App Marketplace offers turnkey solutions that provide customers real-time data across their essential third-party applications. By connecting an organization's data, employees can make more timely and informed decisions, maximize workflow efficiency, and share information effortlessly.

94% of organizations agree that breaking down data silos in physical operations is critical to their organization's survival in the next decade.



Drivewyze®

eMAXX®

 HAAS ALERT

 FLEETCOR®

PRESSURE 
THE BEST IN TPMS *Pro*

PROGRESSIVE®

 PRO·VISION®

RLI®
DIFFERENT WORKS

 sambasafety

 THERMO KING

Safety and sustainability partner spotlights

RUBICON

Leveraging data from the Connected Operations Cloud with Rubicon Technologies—a provider of cloud-based technology products designed for waste, recycling, and heavy-duty fleets—public sector customers can run smarter, more effective municipal fleet operations. This provides real-time visibility on route progress with vehicle tracking, speeding and harsh driving metrics, service verification, and issues logged based on data points from the Samsara system of record. By equipping waste and recycling trucks with this technology, they can begin to detect contamination in the recycling stream before the truck arrives at the materials recovery facility (MRF). This can be very powerful because it can help to keep contamination out of the MRF and landfill streams, while optimizing operational efficiency.

THERMO KING

Thermo King®, a worldwide leader in sustainable transport temperature control solutions, has provided transport temperature control solutions for various applications, including trailers, truck bodies, buses, air, shipboard containers, and railway cars since 1938. A key ecosystem partner for Samsara, our two-way monitoring and control solution is designed to help customers ensure the integrity of temperature-controlled cargo and meet strict Food Safety Modernization Act (FSMA) compliance requirements at scale. The cloud-to-cloud integration between Samsara and Thermo King's TracKing™ platform enables customers access to temperature monitoring, set point controls, and intuitive alerting. These benefits are available on web-enabled connected devices via the Connected Operations Cloud.






PRO-VISION

Pro-Vision is a leading mobile video technology solutions provider. Trusted by thousands of organizations in 58 countries, Pro-Vision's mission is to create video solutions that enable productivity, enhance safety, and protect critical assets. Pro-Vision offers cameras with 360-degree visibility in and out of a driver's cab, so organizations can understand the full context of safety events, leading to more effective coaching and a safer environment. Footage is seamlessly integrated into our platform through our camera connector product.

AXA XL

The AXA XL group of insurance companies helps countless organizations get the right insurance and risk management services to safeguard them from unexpected losses and enhance workplace safety. As part of AXA XL's Ecosystem Preferred Partners, their customers can access preferred terms and can use Samsara's data and insights to enhance their risk management efforts and support their ESG goals.



A woman with long dark hair, wearing a black t-shirt with a circular logo and the word "samsara" printed on it, is looking at a tablet held by a man. The man is wearing a black cap with sunglasses on top, a high-visibility yellow shirt with reflective stripes, and a blue earpiece. They are in an industrial setting with machinery in the background.

“The right data is critical to support ESG initiatives. Our platform delivers relevant insights to help customers better understand their opportunities for improvement, and take action.

Product innovation is one of the most powerful ways we can make a difference in the world and we will continue to invest in helping customers at every stage of their ESG journeys.”

—JEFF HAUSMAN

Chief Product Officer, Samsara

03

Operating sustainably

“Our commitment to sustainability isn’t just a goal, it’s a mindset that requires continuous improvement and innovation. By gaining insight from our data and consistently measuring our carbon footprint across operations, we understand where to make adjustments that net the greatest impact.”

—ADAM ELTOUKHY
Chief Legal Officer, Samsara

At Samsara, we’re committed to building a more sustainable future. Like our customers, we use real-world data to understand where we can make the greatest impact. This is why we have established a baseline for our carbon outputs—to monitor the progress and results of our efforts.

Since our first carbon footprint measurements, we have continued our commitment to remain carbon neutral, including in our global office buildings and the hardware we deliver to customers. To offset our carbon emissions, we’ve invested in high-impact carbon removal projects to reduce carbon in the atmosphere. We also work collaboratively across our business to find ways to further reduce our carbon footprint, including reducing our reliance on air freight in our supply chain. Through our investment in carbon removal projects and our continued focus on reducing our emissions, we are happy to report that our customers can continue to rely on a carbon-neutral Connected Operations Cloud.

But we are only beginning our mission to reduce our carbon footprint. Samsara’s long-term goal is to reach net zero for our Scope 1, 2, and 3 emissions by 2040. Our path to net zero includes reducing all of our greenhouse gas emissions to as close to zero as possible, with any remaining emissions to be addressed through carbon removal. To achieve this goal, we have committed to implementing near- and long-term company-wide emission reductions in line with the Science Based Targets initiative (SBTi). We are committed to reaching net zero 10 years before the Paris Agreement goal.

The following section reviews our current progress and the recent developments moving us closer to our goals.

Measuring our carbon footprint

Samsara has partnered with Watershed to calculate our carbon footprint annually to further our sustainability commitments.

With timely data at hand, we can:

Set reduction goals.

Identify improvement opportunities.

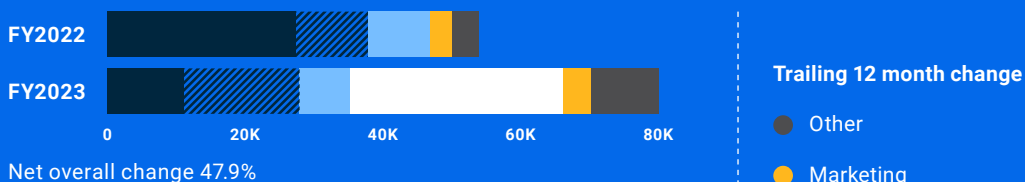
Understand how to offset our footprint through high-impact investments.

Track and report our progress to our stakeholders.

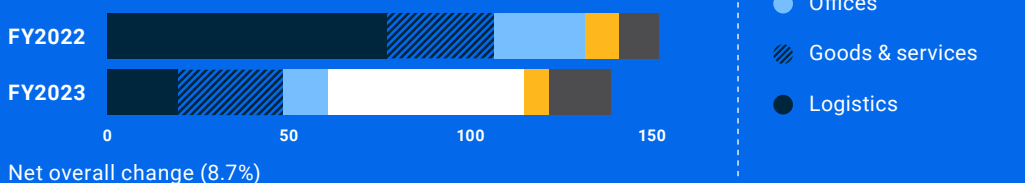
FY23 CARBON EMISSIONS

As the world rebounded from the pandemic, supply chains raced to keep up with high product demands. The resulting energy demand, combined with other factors, such as adverse weather and energy market conditions, caused carbon emissions to spike—particularly in the transportation and freight sectors. We’ve taken action to reduce logistics emissions to curb this increase, including improvements in energy efficiency, the use of alternative fuels, better logistics planning, and optimization of transportation routes. Combined, these improvements led to a 60% decrease in our FY23 logistics-related carbon emissions.

Emissions by year – tons of CO2

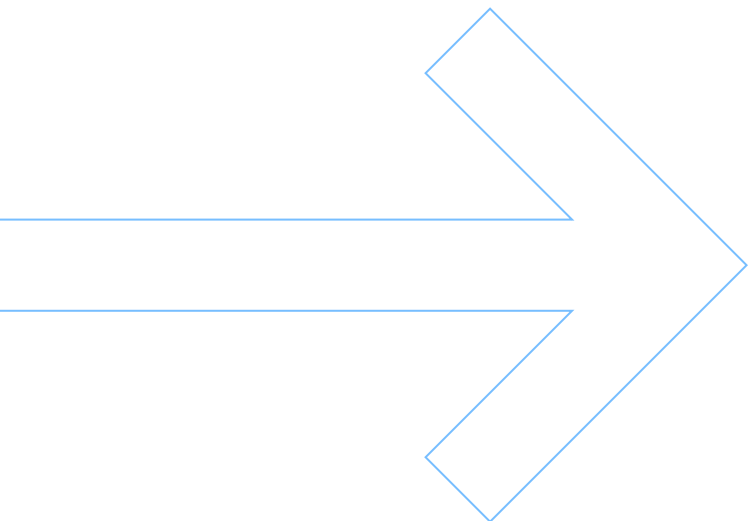


Revenue intensity by year – tCO2e per \$1M of revenue



Our total footprint for our fiscal year ended January 28, 2023 (FY23) totaled 82,964 tons of CO2, representing a 47.9% increase in our footprint from the prior twelve-month period (FY22). This increase is due largely to the continued growth of our business, increased rigor in the breadth and depth of our carbon accounting methodology, and additional areas of our hardware supply chain not previously accounted for. Despite these factors, we still achieved an 8.7% decrease in carbon emissions per dollar of revenue in FY23.

The largest categories of our FY23 emissions are tied to 1) hardware, which includes manufacturing and shipping our products, and the emissions from customers our products; 2) goods and services, which include emissions from the products and services that we purchase from third-party vendors; and 3) logistics, which includes the transportation, warehousing, and shipment of our products between our suppliers, facilities, and customers.



Supplier engagement

For most businesses, emissions from their supplier and vendor operations account for a sizable portion of a company's total carbon footprint. From February 2022 to January 2023, our top 10 global suppliers produced 56% of Samsara's emissions. One of our emissions reduction strategies includes plans to collaborate with our network of suppliers and vendors to establish plans to lower their emissions.

To do this, we plan to update procurement policies by centralizing vendor and supplier data, prioritizing those with climate commitments, and encouraging suppliers to set SBTi-approved emission goals. We benefit from working with like-minded partners who align with our path towards net zero and seek those businesses out for our network.

WHAT IS THE SCIENCE-BASED TARGETS INITIATIVE (SBTI)?

SBTi is a global body enabling businesses to set ambitious emission reduction targets in line with the latest climate science. Its focus is accelerating global companies to halve emissions before 2030 and achieve net-zero emissions before 2050

Reduction planning

Samsara is working with Watershed on a detailed reduction strategy, which we're excited to submit to SBTi this year.

In the near term, we'll focus on reducing emissions with clean power as well as communicating progress and performance internally and externally. We'll also set longer-term net-zero aligned targets involving our operations, third-party suppliers, and vendors. Samsara has also made investments in a carbon offset and removal portfolio.

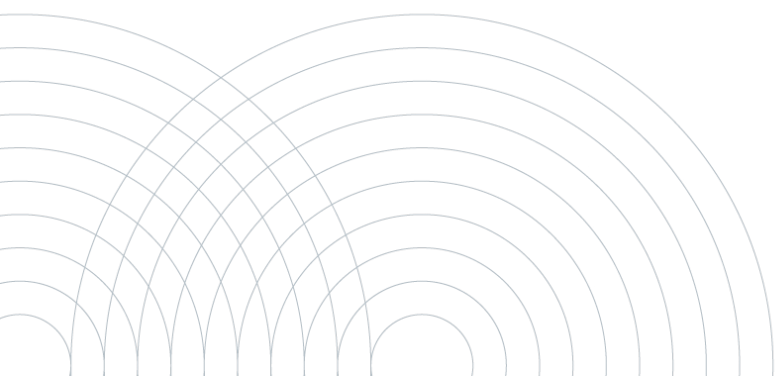


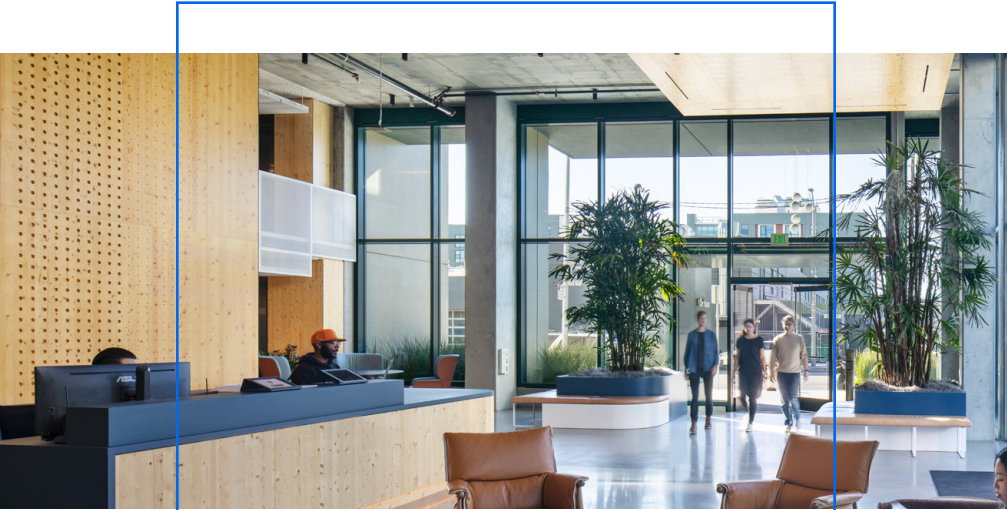
Investment in renewable energy

Investing in renewable energy positively impacts the environment, economy, and energy security, making it a valuable investment for the future. Aside from emitting little to no greenhouse gases, renewable energy can help create jobs, boost economies, and provide long-term cost savings.

Virtual Power Purchase Agreement (VPPA)

In partnership with Watershed, in November 2022 Samsara entered into a Virtual Power Purchase Agreement (VPPA), which will enable the construction of a new 10-megawatt solar plant in Laredo, Texas while attributing the environmental benefit of renewable energy generation to Samsara via Renewable Energy Certificates (RECs). Through this investment, Samsara is helping accelerate the transition to renewable energy by increasing clean power generation on the Texas grid, resulting in the avoidance of up to 13,000 tons of CO2 every year.





AWARDS AND RECOGNITIONS

1 De Haro has received the following recognitions for its innovative mass timber use and sustainability accomplishments:

- AIA San Francisco's 2022 Honor Award
- ENR 2022 California's Excellence in Sustainability—Northern California, Award of Merit
- ENR 2022 California's Best Regional Office/Retail/Mixed-Use Project, Award of Merit
- WoodWorks' 2022 Commercial Wood Design Award

San Francisco sustainable headquarters update

In July 2022, we opened our new headquarters at 1 De Haro street. Our office is in the first cross-laminated timber (CLT) building in San Francisco and the first multi-story CLT structure in California. Spanning four floors, our workspace includes onsite ENERGY STAR-certified electric vehicle supply equipment (EVSE), a designated bicycle storage facility, a Renewable Energy Generation System with a rooftop solar panel system, and other numerous features that contribute to the building's sustainability.

We prioritize sustainable design in our workspaces. Samsara uses LEED certification standards—a framework for healthy, efficient, and cost-effective buildings—to guide designs. LEED certification is a globally recognized sign of sustainability achievement and is the most common green building rating system. Samsara achieved LEED gold certification for our building's design and construction in 2022, and most recently achieved LEED platinum, the highest level of LEED certification, for our building's commercial interior in 2023.

Samsara has partnered with CleanPowerSF to power our headquarters with 100% renewable energy through their SuperGreen program. By switching completely to renewable energy, we're proud to invest in our community by supporting clean energy infrastructure and green jobs. By becoming a SuperGreen power customer, we exceeded California's Renewable Portfolio Standard (RPS) and became Green-e® Energy certified, which meets environmental standards set forth by the Center for Resource Solutions.

Building a sustainable hardware supply chain

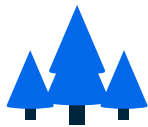
We help our customers run their businesses more sustainably and strive to do the same at Samsara. We also ensure our products are made to high standards, as our customers depend on our devices and platform to keep their operations running smoothly and safely.



~47%
shipments
via ocean



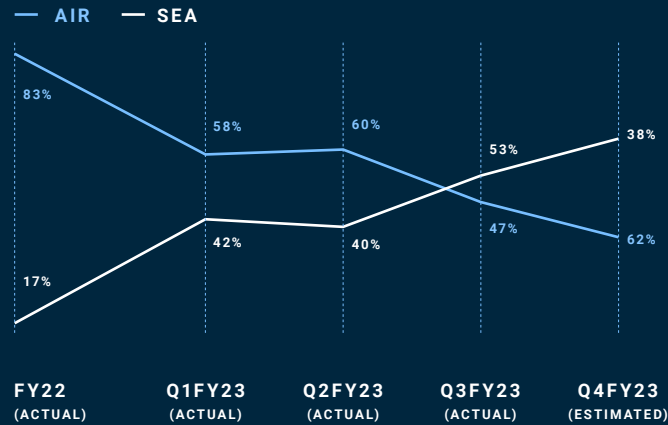
~52MM
total miles
traveled



~44k trees
CO2 reduction

Improving volume via ocean in FY23

SEA / AIR SPIT (ACTUAL / PLAN)



Exceeded Q3 OKR target with **53%** sea shipments

Q4 sea shipment rate projected at **62%**

Annual carbon emissions savings

SUSTAINABILITY IMPROVEMENT

FY22 (ACTUAL)



FY23 (ESTIMATED)



CO2 emissions reduction of **21%** projected



Reducing emissions

Ocean freight emits significantly less carbon than air freight. We have improved our annual average sea shipment rate by 26% over the previous fiscal year. By the last quarter of our fiscal year, we substantially increased our ocean shipment volume with a sea shipment rate of 48% of total units shipped.

Reducing carbon emissions starts with transparency—by measuring our emissions and making the data public, we can better understand the environmental impact of our purchasing decisions. We use industry-standard calculations for converting dimensional weight to metric tons of CO₂ and maintain a record of historical, current, and projected carbon emissions. This tracking enables us to take specific actions to reduce our carbon footprint, including using renewable energy, working with suppliers and vendors on carbon reduction strategies, recycling, better logistics planning, and more. As a result, we reduced our supply chain carbon emissions by 16% (865 metric tons of CO₂) year-over-year in FY23.

“Today, a sustainable supply chain is no longer a nice-to-have, it’s an imperative. The good news is that deliberate collaboration can increase the viability of environmental efforts. By partnering with a supply base who shares our commitment to sustainability, we mitigate risk, increase efficiency, and encourage innovation—all while improving the planet.”

—JEFF FAULKNER

Vice President, Operations, Samsara



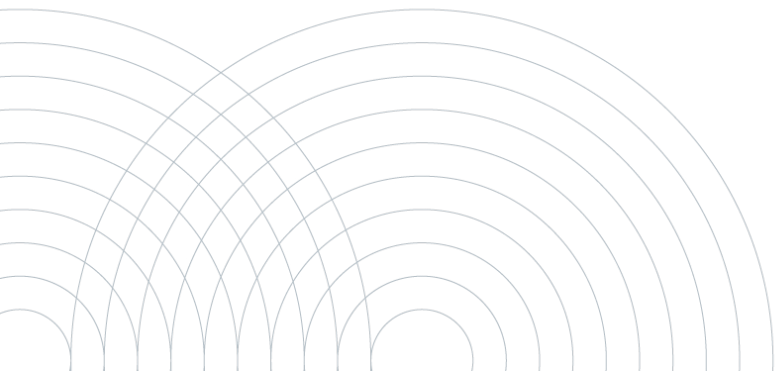
Reusing materials and waste disposal compliance

Samsara uses materials and designs products with durability and sustainability in mind for two reasons: Our devices must withstand the rigors of field use, and durable items reduce waste. Moreover, software updates and reusing components when possible lengthen our products' lifespan and reduce our hardware's environmental impact.

When unable to reuse products, we dispose of them responsibly through a certified e-waste program in the European Union and United Kingdom that meets governmental, data safety, and industry-specific regulations. To ensure Samsara devices are recycled in compliance with the Waste Electrical and Electronic Equipment (WEEE) Directive, we have established an infrastructure for the reporting, collection, and recycling of associated waste products in these regions. In collaboration with our partners in Germany, France, and the United Kingdom, we proactively manage reporting and recycling of e-waste, including battery and packaging components, following applicable WEEE regulations. We expect to partner with additional environmental compliance standards as our European market expands.

Supply chain compliance and expectations

We expect our supply chain to comply with labor, human rights, environmental, and ethical standards, including those in our Business Partner Code of Conduct. Our joint development manufacturers provide annual corporate social responsibility (CSR) reports that include commitments to safe working conditions, ethical treatment of workers and material partners, and environmentally responsible practices. Samsara collects certification from its foreign suppliers of adherence to United States trade policies, including avoiding banned suppliers or conflict sources. Such practices are reviewed annually by Samsara employees onsite at our key supplier locations.



04

Employee and community impact

Samsara is dedicated to creating a safer, more efficient, and more sustainable future, and we accomplish this by living our values, including our “Be inclusive” value. We strive to cultivate an inclusive workplace that represents the diversity of our customers and makes everyone feel safe, appreciated, and respected.

Our values and mission provide a clear sense of purpose and resonate strongly with our team members. Recent new hire surveys found that these attributes drew over a third of our applicants. To continue fostering our diverse culture and share their leadership expertise, Samsara has appointed a Global Head of Diversity, Equity, and Inclusion and a Chief People Officer.

“When we bring people from all backgrounds, viewpoints, and experiences together, we establish an open environment that spurs innovation. It’s an undeniable advantage for our people and business.”

—STEVE PICKLE
Chief People Officer, Samsara

Our 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 positively impacts the world. The digital transformation of physical operations will not happen overnight, and we are committed to working at a sustained pace to help make it happen.



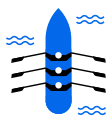
ADOPT A GROWTH MINDSET

We are curious and have an entrepreneurial spirit that leads us to seek 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.

AWARDS SPOTLIGHT

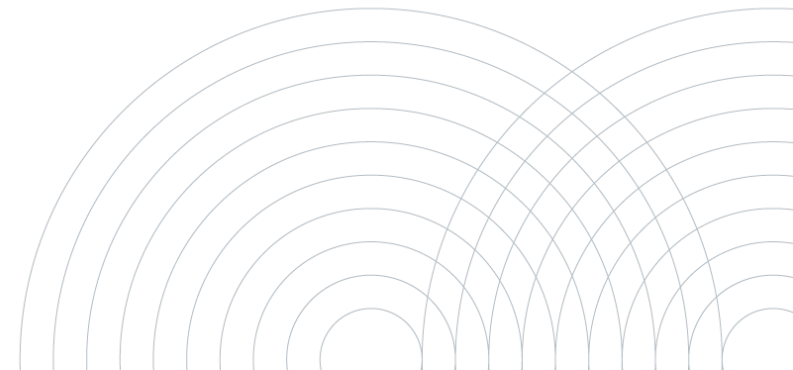
We are proud to be recognized for our efforts because they are a celebration of the entire community of employees, customers, and partners at Samsara. Below are a few awards we received this past year and in 2023 to date.

- Best Places to Work—Built In
- Sustainability Leadership Award and Artificial Intelligence Excellence—Business Intelligence Group
- IoT Analytics Company of the Year—IoT Breakthrough Award
- AI/IoT Application of the Year—The Applied Intelligence Awards
- Internet of Things 50—CRN
- The Americas' Fastest Growing Companies—Financial Times
- FreightTech25—FreightWaves
- CIO 100—CIO
- Top 50 SaaS CEOs—The Software Report

Diversity, Equity, and Inclusion report

We value and depend on our team members' unique experiences and perspectives to help us solve complex problems to become a more innovative and successful company. We are committed to increasing Diversity, Equity, and Inclusion (DEI) across all teams and ensuring that Samsara is a place where people from all backgrounds feel a sense of belonging and can make an impact.

To enable transparency and accountability, combining our internal data with publicly available data reports, we have set benchmarks to check our progress and use our data to make informed strategic decisions. We embed the value of inclusion throughout our employee lifecycle, from hiring to onboarding to developing. The [second edition of our DEI report](#) offers an in-depth look at our company's demographic data, inclusion-focused programs, and spotlights goals we hope to achieve by the end of our next fiscal year.



DEI strategic focus areas

We focus on three specific areas that have the largest impact on making Samsara a more diverse, fair, and inclusive organization.

Attraction

Inclusive recruiting requires proactive steps. We've deployed several strategies to attract a more expansive, diverse candidate pool.

Development and retention

We continue to invest in enterprise-wide programs, professional development, and ergs so all samsarians can find community and feel supported.

Oversight and accountability

We continue to create awareness and education opportunities for our leadership team, enabling them to explore the impact of diversity on business outcomes.



A data-driven approach to DEI

Hiring

We set our hiring funnel targets based on talent availability and adjust our annual targets for gender and racial/ethnic representation.

Representation in leadership

We provide visibility of our representation data at the leadership level to understand where we have opportunities to invest in a broader hiring funnel. Building a diverse leadership team allows for a greater ability to relate to employees and current and prospective customers.

“DEI data is critical as we shape our employee experience. The data shows us where we have the greatest opportunities for improvement and holds us accountable to achieving our goals.”

—MELISSA YEHL

SVP of People Strategy & Design, Samsara

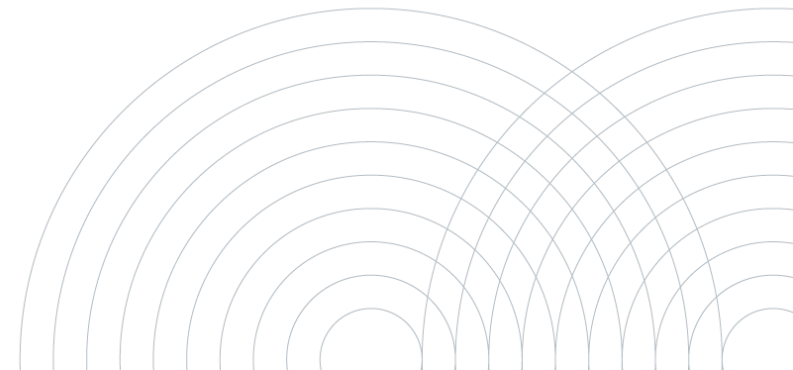




Development programs

Owl Connected Mentorship

Based on feedback from employee surveys and successful mentorship events, our employees find career development and mentorship opportunities highly valuable. Both mentees and mentors wish to build meaningful connections and learn from one another, so we launched the Owl Connected Mentorship program last year. Our mentorship platform pairs mentees with potential mentors based on their skills, goals, and preferences. Within the first month of launching the program, 31% of our global workforce was registered on the platform and completed over 400 hours worth of sessions.





ERG Leads Summit

Samsara’s growing employee resource groups are essential to engagement and retention as they help foster inclusivity and build community. We’re proud of how our ERGs recognize and advocate for our diverse workforce. We also celebrated the launch of our newest ERG: Veterans at Samsara.

We held our first ERG Leads Summit this year at our San Francisco headquarters. This two-day event included DEI planning for the fiscal year ahead, celebrated our ERG leads’ achievements, and recognized their impact in an award ceremony.

“The summit really recharged me and my passion for the mission of Samsara’s ERGs and Blaccsara, specifically. I loved spending face-to-face time with my co-chair Cordu Sock, who I’ve been working with for the past year, and really get to connect and re-align on our work together.”

—HABEN ABRAHAM
Workplace Operations Manager and
Blaccsara ERG Co-Chair, Samsara



Employee benefits and flexible work

Equitable compensation and pay transparency practices

At Samsara, we believe pay transparency promotes fairness and reduces pay disparities, particularly for underrepresented groups. Beyond firmly believing it's the right thing to do, closing the compensation gap helps us attract and retain top talent, promotes diversity and inclusion, and increases trust in leadership.

As a data-first organization, we conduct quarterly and annual market studies to track trends and identify any significant changes in the market. If needed, we update our compensation program annually to confirm it remains highly competitive. All employees are able to see the midpoint of the compensation band for their job profile, and all U.S. job posts include salary range information to both provide useful information to candidates and meet pay transparency laws.



Inclusive benefits

Samsara strives to be a great place to work with competitive pay, benefits, and perks to attract and retain the most talented people in our industry. We provide benefits where employees are cared for and supported both personally and professionally.

Benevity—Donation and volunteer management platform

Carrot—Fertility and family-forming care

Cleo—New parent program

Modern Health—Mental health and Professional Development Coaching

Hootfund—Lifestyle Reimbursement Fund

OTHER PROGRAMS

- 401(k) Matching
- Parental Leave
- Paid Sabbatical
- Flock Events*
- Flexible Paid Time Off
- Team-building Events
- Bereavement Leave
- Recognition Prize Program

**Flock Events are quarterly, in-person social events intended to further facilitate meaningful connection opportunities for remote communities with a large number of employees.*

Flexible work benefits

What the workplace looks like has changed dramatically in the last few years. Due to the digital shift and changing worker preferences, companies have the opportunity to redefine the office. Samsara is evolving the future of work to give our employees the flexibility to decide where they want to work—whether in the office, at home, or in a coworking space.

Samsara now offers coworking space options in multiple cities globally to bring large remote workforces together in a new way. We also create and support opportunities to connect local Samsarian communities. And, as a remote-first company, we offer ways to stay connected virtually by identifying and developing inclusive engagement programs and events.





HIGHLIGHTS

514

charities and
causes supported

+24%

total donation
amount

Samsara for Good

Samsara For Good is a global group of Samsara employees whose mission is “to bring the best of Samsara to those who need it most,” through charitable initiatives like giving and volunteering. As Samsara’s giving arm, the group sets four focus areas each year to deliver the most impact. Last year’s focuses were education, homelessness, crisis, and sustainability.

In June of last year, the Samsara legal team launched its in-house pro bono program. Through this program, Samsara attorneys and other Samsarians have opportunities to participate in rewarding and satisfying work, develop new skills, and collaborate with members of the broader legal community, providing pro bono legal services to individuals and organizations that otherwise might not have access to them.

EDUCATION

Samsarians started a weekly reading volunteer program through Chapter One, where employees in the U.K. and U.S. visit local schools to help disadvantaged students practice their reading skills.

HOMELESSNESS

In partnership with nine non-profit organizations globally, Samsarians raised monetary donations and collected much-needed items, such as warm clothing, children’s gifts, and health products.

CRISIS

We partnered with Airbnb.org to raise money for Ukrainians. Together, Samsara and Airbnb.org matched Samsara employees’ monetary donations by 100%, resulting in a donation equal to 1,648 nights of safe refuge.

SUSTAINABILITY

Instead of creating e-waste, we donated retired computers to several organizations to support educational opportunities, job hunting, connecting refugees with local resources, and more.

Spotlight: Product donations

Loaves & Fishes Family Kitchen has provided free meals to food-insecure communities in Santa Clara and San Mateo Counties in California for over 40 years. Their Prepared Meals Program creates and distributes up to 8,000 meals every weekday, and their A La Carte Program helps reduce food waste and greenhouse gas emissions by distributing prepared meals from producers and donors.

Samsara donated its products to help Loaves & Fishes better manage the efficiency and safety of their transportation department. Loaves & Fishes can now reach more communities and provide people with a hot meal when they need it most.



“The people we serve are more than just faces in a crowd. They are our neighbors, our friends, and members of our community. With the support of partners like Samsara, we can continue to make a difference in their lives. Together, we can help to ensure that no one in our community goes hungry.”

—HUY NGUYEN

Transportation Manager of Loaves & Fishes Family Kitchen

Industry groups

Our commitment to supporting employees also means helping our communities. Through our partnerships with industry groups, we form alliances with purpose-driven organizations that help create a safer and more sustainable world. Samsara partners with and is a member of numerous industry groups, including:

AMERICAN TRUCKING ASSOCIATIONS (ATA)

The largest and most comprehensive national trucking trade association, ATA advocates for and promotes innovative research-based policies that improve highway safety, security, environmental sustainability, and profitability. Samsara serves on the ATA Safety Policy and Technology & Engineering Policy Committees.

CANADIAN TRUCKING ALLIANCE (CTA)

The CTA is a Canadian federation of provincial trucking associations representing approximately 4,500 carriers, owner-operators, and industry suppliers. Samsara is an active member of CTA's Team Canada Elite—a group of key suppliers to the Canada trucking industry

INTERNATIONAL FOODSERVICE DISTRIBUTORS ASSOCIATION (IFDA)

Samsara is an Allied member of the IFDA. IFDA members include foodservice distributors, foodservice manufacturers, and foodservice buying groups.

COMMERCIAL VEHICLE SAFETY ALLIANCE (CVSA)

CVSA is a nonprofit organization comprised of local, state, provincial, territorial, and federal commercial motor vehicle safety officials and industry representatives. The Alliance aims to prevent commercial motor vehicle crashes, injuries, and fatalities and believes that collaboration between government and industry improves road safety and saves lives.

THE ASSOCIATION FOR THE WORK TRUCK INDUSTRY (NTEA)

Samsara is a member of the Association for the Work Truck Industry, representing more than 2,000 companies that manufacture, distribute, install, sell and repair commercial vehicles, truck bodies, truck equipment, trailers and accessories.

TRUCKLOAD CARRIERS ASSOCIATION (TCA)

Samsara is an active sponsor of the Truckload Carriers Association. The association represents dry van, refrigerated, flatbed, tanker, and intermodal container carriers operating throughout North America. TCA represents operators of over 220,000 trucks, which collectively produce more than \$40 billion in annual truckload revenue.



Industry group spotlight: Together for Safer Roads

Together for Safer Roads (TSR) is a global NGO dedicated to equity and road safety, leveraging private-sector technology, data, and expertise to prevent traffic crashes, injuries, and fatalities around the world. It works with government, businesses, and community stakeholders on local projects, fleet safety management, and technology initiatives. Started in conjunction with the United Nations’ Decade of Action for Road Safety, members support its goal of reaching Vision Zero—the elimination of all traffic fatalities and severe injuries. Samsara serves on its Global Leadership Council for Fleet Safety and supports the development of its FOCUS program, a comprehensive fleet safety curriculum for fleets.



06

Privacy, Ethics, and Governance

The proper management of personal information is essential for building and maintaining trust with customers, employees, and other stakeholders.

Samsara promotes privacy safeguards and ethical principles in its decision-making processes to confirm that we operate in ways consistent with our values. Further, in valuing data privacy and ethical data use, we can contribute to a greater societal objective of developing responsible and sustainable data ecosystems that are legally compliant and ethically responsible.

“At Samsara, we are committed to maintaining high standards of privacy and security in order to protect our customers’ data and our data. The trust of our customers is of paramount importance to us.”

—**LAWRENCE SCHOEB**
Data Protection Officer, Samsara

Customer data privacy and security

At Samsara, ensuring the privacy and protection of the data that our customers entrust to us is critical. We have invested and continue to invest heavily into the resiliency of our platform, focusing on incident preparedness and vulnerability management to provide our customers continued assurances that their data is secure and available to them. Our Chief Information Security Officer regularly reports to our Board of Directors and is responsible for a range of cybersecurity activities.

By adhering to these fundamentals, Samsara makes it easy for customers to control their data, make choices that support their compliance efforts, and best serve their business's unique needs.

THE FOLLOWING GUIDING PRINCIPLES GOVERN OUR COMMITMENT TO PRIVACY:

- Our customers own their data and may direct and control how Samsara collects and processes it. We include customizable controls in our products to give customers choices on how best to use our solutions to achieve their privacy goals.
- We are transparent about our data collection, data use, and security practices. We recognize that transparency on how we use customer data and implement privacy controls to protect it is of paramount importance to customers.
- We are committed to responsible innovation, building every Samsara product with privacy and security in mind.
- We protect our customers' privacy, firm in the belief that this approach is not merely good business, but the right thing to do. We will not provide customer data to a third party without express customer consent or a legal requirement to do so. On an annual basis, Samsara produces a report that details the number of requests for customer data made and responded to. Samsara's 2022 Requests for Data Transparency Report is available [here](#).
- We adhere to the highest data security standards. We will continuously invest in our security, infrastructure, and processes with a goal of providing our customers with the most secure solutions in the industry.
- We ensure that customer data use will benefit their operations. We use data to provide our services and improve our products to give our customers a better overall experience with our solutions.



Privacy and Ethics Board

Samsara lives these principles by thinking critically about the privacy and security issues of today and tomorrow. We established the Samsara Privacy and Ethics Board (PEB) in February 2020 to help ensure we adhere to our commitment to responsible innovation. Our Data Protection Officer chairs the PEB, a cross-functional group of key Samsara stakeholders that meets regularly to discuss potential privacy and ethical issues related to our products and industry. As part of its mandate, the PEB ensures that there is open dialogue around how the technology we design and develop may affect our environment, society, and the people our products may directly and indirectly impact. This past year, some topics raised to the PEB include responsible AI development and practices, industry-wide privacy and data protection trends, and further integrating privacy by design into our products and processes. The PEB is a means by which Samsara ensures the principles of privacy by design and privacy by default are taken into account and an integral part of our corporate culture.

Samsara security safeguards and third-party verification

Given the volume of data our Connected Operations Cloud captures, we strive to maintain the highest data security standards, recognizing the importance of securing customer data from the device to the dashboard. Aside from our internal data and security teams, who manage information security, privacy, and data protection-related policies and procedures, Samsara partners with independent entities to test and audit our systems. We engage external parties to conduct application-level, infrastructure-level, and hardware-level penetration tests, as well as take part in SOC2 compliance audits annually. We also administer a bug bounty program and encourage the security community's participation in our responsible reporting process.

Putting principles to practice

Our guiding privacy principles serve as a north star, but our daily operations require careful and deliberate planning, thorough training, and ongoing monitoring and evaluation to ensure we handle data securely and responsibly.

Samsara relies on all employees, from all walks of life, to use their thoughtfulness and ingenuity to:

KEEP AN OPEN DIALOGUE

We encourage employees and customers to raise concerns if they feel that a product is not beneficial or could pose harms that have not been fully identified or discussed. A key component of operating transparently is to proactively review and consider ethical issues, such as privacy, in light of broader changes to technology and society. We welcome informed discussion in relation to our products and customers.

VERIFY THROUGH ENGAGEMENT

The rollout of a new product or feature should be the beginning, rather than the end, of the development process. Samsara consistently analyzes how our customers use our products rather than relying exclusively on the decisions made during development. We stay true to our commitment to customer-centric, responsible innovation by designing our products and features from an ethical perspective and engaging with internal and external stakeholders, listening to feedback, and continuing to iterate and improve.



FUTURE OF PRIVACY FORUM (FPF)

FPF is a non-profit organization that serves as a catalyst for privacy leadership and scholarship, with a goal of advancing principled data practices in support of emerging technologies. Samsara is an active member of FPF and recently partnered with the organization to publish a white paper titled ["A Practical Guide to Video-Based Safety Technologies in Commercial Vehicle Fleets: Understanding Safety Programs, Data Use, and Privacy Best Practices."](#)



Ethics and compliance

At Samsara, our ethics are central to how we conduct business with our customers and partners, and how we foster a culture of teamwork, integrity, trust, and respect. Our Code of Conduct provides a framework for employees to live by our core values, and in doing so, builds an ethical and inclusive environment that sets us up for long-term success.

We established a cross-functional Compliance Committee to oversee the development and deployment of Samsara's policies, procedures, and training. Members of the Compliance Committee keep track of regulatory updates and reporting requirements, monitor compliance activity within the company, and ensure appropriate reporting procedures are in place to identify and respond to potential violations. The Compliance Committee meets regularly to oversee and advise on the company's compliance program.

We bring our employee Code of Conduct and other policies to life through dynamic and interactive training. New employees are required to complete legal and compliance

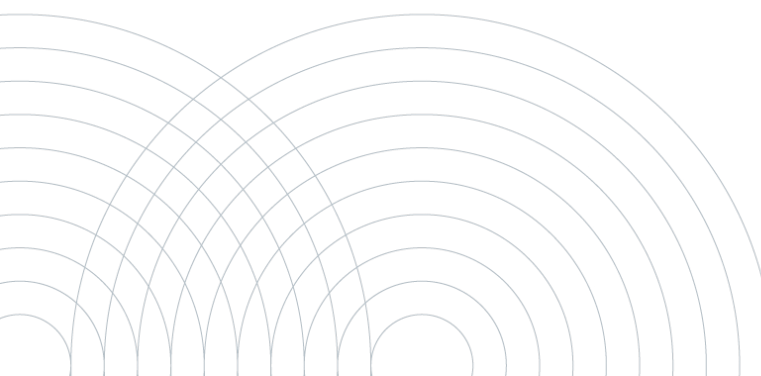
training as well as unconscious bias training upon joining the company. All personnel undergo regular training on anti-harassment, security awareness, and privacy, among other topics. We also regularly conduct surveys and tests to ensure these key trainings are effective, so employees aren't just aware of our policies, but 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 concerns or sharing feedback. That's why we created an independent Reporting and Feedback Hotline, where employees are regularly encouraged to submit anonymous feedback, suggestions, and concerns to management. The company's Compliance Officer has direct access to those reported concerns, which are elevated to our Board of Directors as needed. Our Whistleblower Policy contains additional assurances for our employees, including protections against retaliation and the ability to report concerns directly to our Lead Independent Director.

Partner accountability

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

Samsara's [Business Partner Code of Conduct](#) sets expectations and requirements for our business partners in order to foster and facilitate our mission to increase the safety, efficiency, and sustainability of the operations that power the global economy. A key theme underlying this code is a drive to continuously improve how Samsara and our business partners operate, prioritizing human dignity and respect for our planet. This code also aligns partners with our core values to focus on customer success, win as a team, and build for the long term. Our Business Partner Code of Conduct is supplemented by our Modern Slavery Statement, which reflects our support of fundamental human rights and addresses our responsibility to identify and mitigate the risk of modern slavery and human trafficking within our supply chain and business operations.



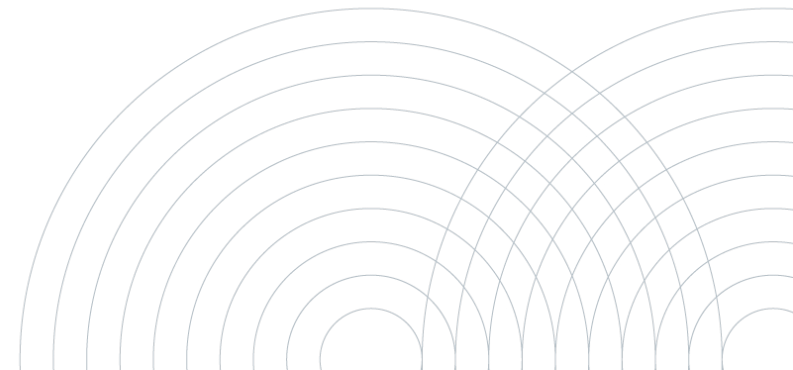


Responsible innovation

Samsara develops our products responsibly and in a manner consistent with our core value to build 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 and expansion of our product portfolio.

Continuous evaluation

We continuously evaluate how customers use our products and consider adding improvements based on customer feedback. By consistently engaging with our customers, critically evaluating our products, and iterating on solutions, we stay true to our commitment to customer-centric, responsible innovation.



Governance

We structure our Board of Directors and supporting committees to ensure fair representation and clear accountability. We require employees to act appropriately and responsibly in the workplace, whether virtually or in the office, and aim to hold our manufacturing partners to those same standards.

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 diverse skills, backgrounds, and perspectives to Samsara. Because our CEO holds the role of Chairperson of the Board, we also maintain the role of Lead Independent Director, who serves as an independent liaison with the independent directors.

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.

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

★ Lead Independent Director

👤 Committee Chair

👤 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

Enterprise Risk Management

At Samsara, every department proactively identifies, manages, and reports on the risks that may stand in the way of achieving their business goals. In addition to this first line of defense, a key element of our risk management framework is Samsara's Enterprise Risk Management (ERM) program, which is managed by our Compliance team and governed by our Internal Audit team. The goal of the ERM program is to ensure sustainable business growth and to report, evaluate, and resolve risks across the business proactively. Along with management, our Compliance and Internal Audit teams continuously assess the business's top risks, including strategic, financial, compliance, technological, and operational risks. The result of that work is presented to a cross-functional executive steering committee, which provides feedback and holds management accountable for risk mitigation activities.

Risk oversight

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

AUDIT COMMITTEE

Our [Audit Committee](#) monitors financial, reporting, and cybersecurity risks and assesses the steps taken by our management to identify and address the company's exposure to these risks. The Audit Committee reviews and establishes guidelines, internal controls, and policies that govern the risk assessment and management process. Our Audit Committee also monitors compliance with legal and regulatory requirements and directly supervises our internal audit function as well as our external auditors.

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 monitors human capital management matters, 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.

07

Building for long-term impact

How can we support your ESG goals?

Let's talk: esg-enablement@samsara.com

Transparency is a fundamental aspect of Samsara and is essential for building trust and accelerating change. This report reflects a comprehensive look at our current state and the progress we've made on our ESG journey.

As we've scaled our company, we've worked to make Samsara a more diverse and inclusive organization by investing in programs to support our employees' personal and professional growth. Social initiatives like Samsara for Good give back to the communities we operate in and beyond. We have also taken concrete steps to minimize our carbon footprint through targeted emission reductions, investing in innovative offset solutions, and opening our sustainable headquarters in San Francisco. We look forward to continuing the work ahead as we grow our company and build for the long term.

We also recognize the important role we play in driving impact in the world of physical operations. As their system of record, we help customers make important steps forward in their own ESG journeys. We're proud to be a partner in helping make communities safer and our environment greener. After all, we're here to leave the world a better place.

Appendix

Forward-looking statements and legal disclaimers

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; expectations and priorities for Samsara’s initiatives; and customer adoption of and expected results from our Connected Operations Cloud, including cost-savings and return on investment. 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, 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.

This report contains statistical data, estimates, and forecasts that are based on publicly available information or information and data furnished to us by third parties such as our customers, as well as other information based on our internal sources. While we believe the information and data from third parties included in this report are based on reasonable assumptions, this information involves many assumptions and limitations, and you are cautioned not to give undue weight to these estimates. We have not independently verified the accuracy or completeness of the information and data provided by third parties, and other publicly available information. Accordingly, we make no representations as to the accuracy or completeness of that data nor do we undertake to update such data after the date of this report.

The trademarks included herein are the property of the owners thereof and are used for reference purposes only. Such use should not be construed as an endorsement of the platform and products of Samsara.

Except as required by law, Samsara assumes no obligation to update any of the statements in this report.

Citations

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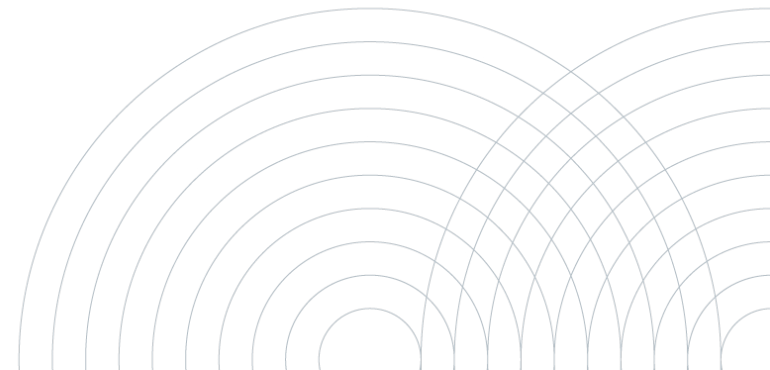
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