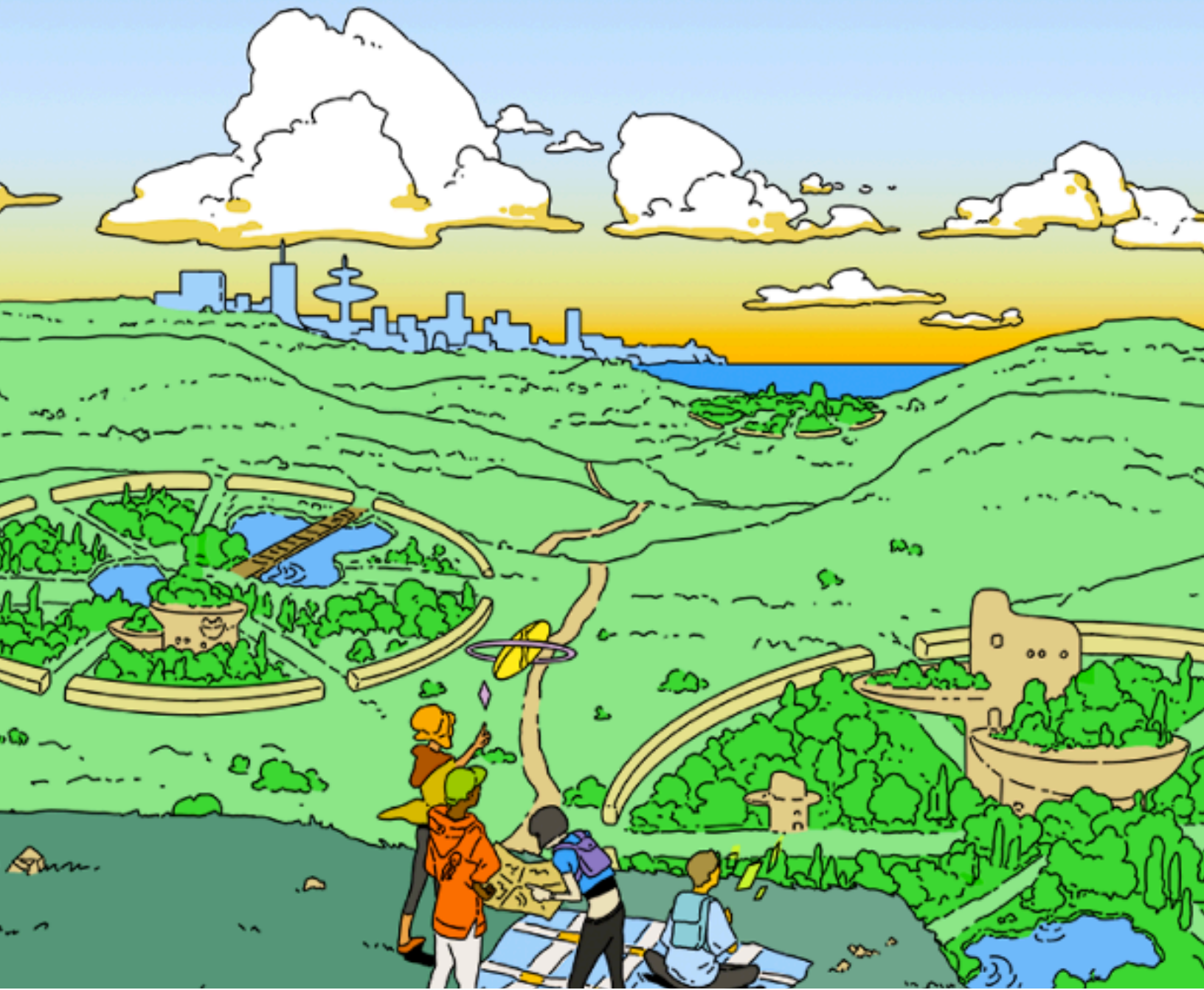


Environmental, Social & Governance Report 2023



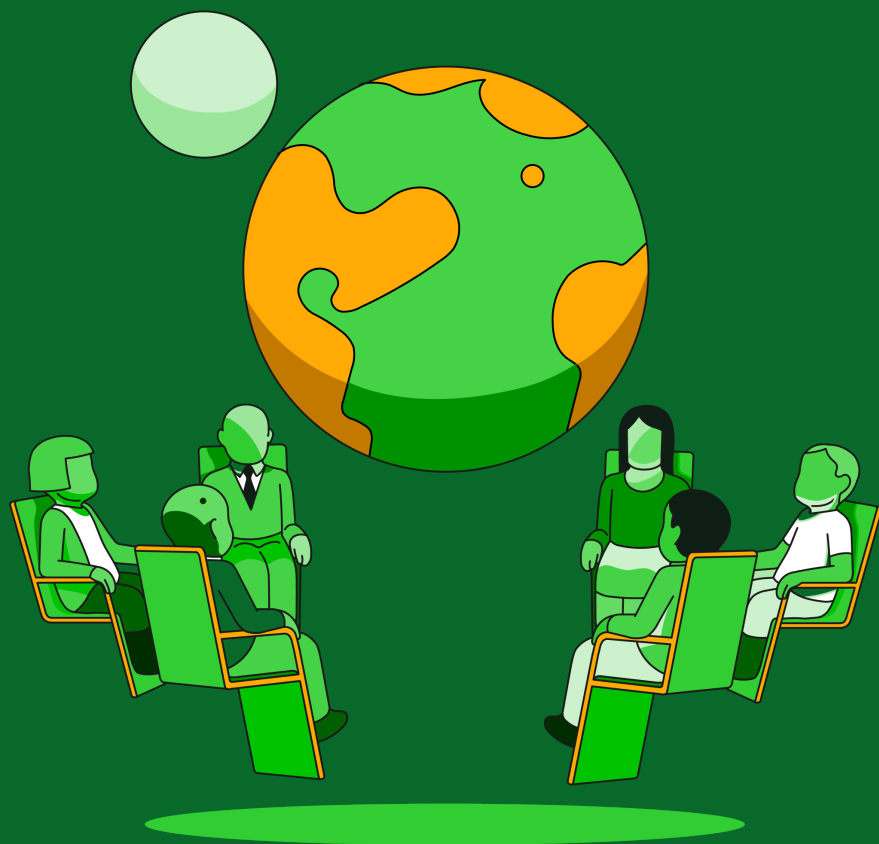
Contents

About Robinhood¹: Delivering on Our Mission	03
Environmental, Social, and Governance (“ESG”) Priorities	04
Mission and Values	05
Delivering on Our Mission	09
Access and Inclusion	10
Education	11
Community Engagement	12
Governance: Governing Responsibly	14
Governance Highlights	15
Code of Conduct	17
Ethics and Compliance Oversight	18
Privacy and Security	19
Robinhood Markets, Inc. Board of Directors	21
Social: Human Capital Management	26
Talent Strategy	27
Talent Programs	28
Diverse Representation	31
Accessibility	32
Environmental: Working Toward Sustainability	33
Environmental Footprint	34
Efficiency and Emissions Reduction Strategies	36
Forward-Looking Statements	38
Limited Assurance	42

¹ “Robinhood” and “the Company” mean Robinhood Markets, Inc., and its family of wholly-owned subsidiaries.

About Robinhood

Robinhood was founded in 2013 on the belief that everyone should be welcome to participate in our financial system. We are creating a modern financial services platform for everyone, regardless of their wealth, income, or background. The core tenet of the Robinhood offering—expanding access to our financial system through products that empower people to learn, participate, and grow—underpins each of our offerings. We remain focused on building the best products and ultimately aim to serve all our customers' financial needs.



ESG Priorities

We understand that millions of our customers have used Robinhood to enter the financial markets for the first time, and we take our responsibility to them seriously. We aim to serve our customers with existing product offerings, grow with our customers over time as they build their wealth, and create new and innovative products that are relevant to new and existing customers. We are passionate about operating Robinhood in a way that aligns with customer interests and applicable regulations and with our own mission to democratize finance for all.

Our Environmental, Social, and Governance program aims to help build a company our customers can be proud to invest with. We see ESG as an opportunity to drive long-term, positive impact for our business. By providing our customers with more transparency on our priorities and how we operate, we can harness a new generation of investors who desire to support companies that reflect their values.

This 2023 report represents an overview of Robinhood's ESG performance and a report of activities and progress undertaken in our fiscal year 2023 ("FY23") (January 1, 2023 - December 31, 2023). All data is reflective of FY23 unless otherwise noted.



Mission and Values

Our Mission

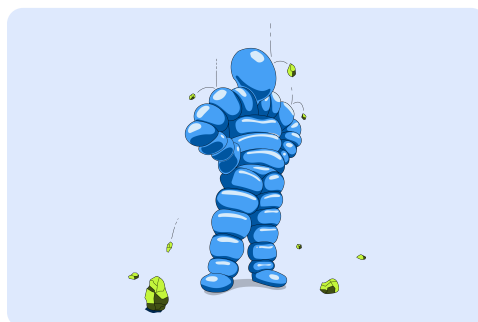
To democratize finance for all.

Our Vision

Our vision is for Robinhood to be the most trusted, lowest cost, and most culturally-relevant money app worldwide.

Our Values

These are the most important values we strive to attain in order to achieve our mission.



Safety First

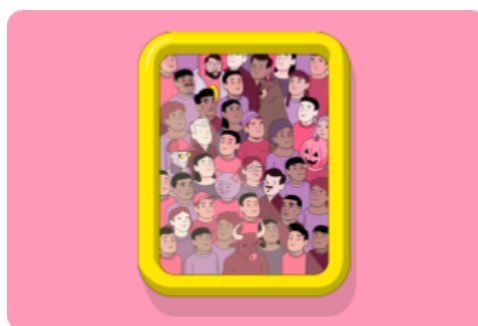
- Robinhood is a safety first company.
- We create with care, make changes thoughtfully, and we obsess over details.
- We don't compromise regulatory requirements to move fast, and when we see something amiss, we move quickly to correct it.
- We take risks responsibly with safety as the foundation of innovation.

Mission and Values



Radical Customer Focus

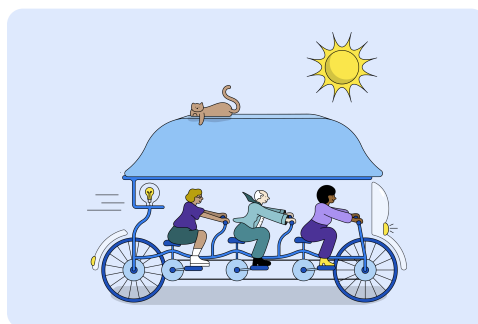
- Customers are at the center of our company.
- We listen to them, design for their needs, and aim to make our user experience simple and intuitive.
- We put what's best for customers at the center of decision-making.
- When there are customer pain points, we fix them quickly.



Participation is Power

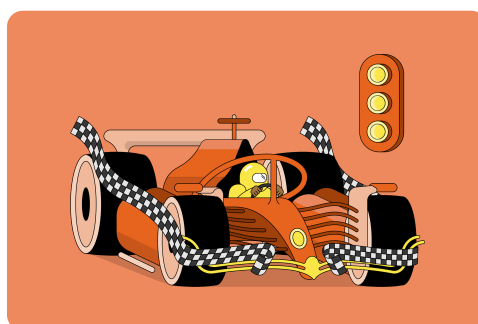
- We empower a new generation of investors.
- We seek to enable everyone to participate in the financial system and we deliver products to help them accomplish their long-term financial goals.
- We educate and empower our customers and strive to make the financial industry more inclusive.
- We were founded on the ideal that the rich shouldn't get a better deal, so we treat people fairly and strive to deliver exceptional value.

Mission and Values



One Robinhood

- We're all invested in the same mission.
- We earn the trust of our colleagues by being honest, inclusive, and transparent.
- We invite diverse perspectives, support each other, and engage in lively but kind debate in pursuit of our path forward.
- When decisions are made we move in unison with an ownership mentality.
- We hold ourselves accountable but never point the finger or evade responsibility, and we treat everyone with respect and grace.



High Performance

- Our first instinct is to take action.
- We strive for improvement and push for progress; and when something is broken, we fix it.
- We are driven by impact and constantly go after big opportunities.
- We are making Robinhood a place people want to be by investing in our employees, leveraging diverse perspectives, and rewarding top performance.

Mission and Values



First-Principles Thinking

- We are inventors, dreamers, and problem solvers.
- We question assumptions and seek creative solutions rather than just following the crowd.
- We use data and experiments to inform our decisions, but we also make bold bets, challenge the status quo, and are often a first mover.
- And ultimately, we bravely do what's right even when it's scary and hasn't been done before.



Lean and Disciplined

- We do more with less.
- We pursue operational excellence so that we can deliver exceptional value to customers.
- We set ambitious goals, monitor progress, and regularly benchmark our performance to increase efficiency and effectiveness.
- We are respectful of each other's time, so when we change course we do so intentionally after weighing the tradeoffs.

Delivering on Our Mission

Delivering on Our Mission

We use technology to provide access to the financial system in a way that we believe is simple and convenient for our customers. We believe investing should be familiar and welcoming, with a simple design and an intuitive interface, so that customers are empowered to achieve their goals. We pioneered commission-free stock trading with no account minimums, which has since been adopted by the rest of the industry. Our mobile-first, intuitively designed app delivers an investing experience that is familiar and welcoming for those previously left out of markets. We continue to build relationships with our customers by introducing new products that further expand access to the financial system. Through these efforts, we believe we have made investing culturally relevant and understandable and that our platform is enabling our customers to become long-term investors and take greater control of their finances.

Expanding Internationally

We believe there is a significant opportunity for Robinhood to grow internationally. The Robinhood Wallet was our first offering to customers internationally and is empowering customers around the world to take custody of their own crypto. We launched brokerage services in the United Kingdom (“U.K.”) on a rolling basis in December 2023, and reached full availability in March 2024. The U.K. customers have access to commission-free trading of United States (“U.S.”)-listed stocks and American Depositary Receipts (“ADRs”). Additionally, we launched the [Robinhood Crypto](#) app to all eligible customers in select jurisdictions in the European Union (“E.U.”) in December 2023.

Access and Inclusion

Access and Inclusion

24.2M

Robinhood Funded Customers
(as of June 30, 2024).

~50%

Percentage of Robinhood customers who started investing on Robinhood in Q2 2024 and self-identified as first-time investors.

~1/3

Customers on the platform self-identify as a woman.*

Robinhood is creating a new generation of investors. Through intentional and targeted educational resources and community partnerships, we will continue to strive to make investing and wealth generation more accessible for millions of diverse investors.

Women Investors on Robinhood* (standard error 4.7%)**



Black/African-American Investors on Robinhood* (standard error 2.4%)**



Hispanic/Latino Investors on Robinhood* (standard error 2.0%)**



*This data comes from a Robinhood survey, powered by Dynata, based on a sample of approximately 7,500 Americans who have a brokerage account. The sample is representative of the U.S. population across age, gender, and income. Data was collected between April 2024 and June 2024.

**Monthly data were aggregated into quarterly estimates by summing counts and calculating proportions. The total standard error for each quarter was derived by accounting for within-month, between-month, and between-quarter variations.

Education

Education

The more financial education people receive, the better equipped, and thus more empowered they will be to make personal investment decisions that support their long-term goals. We've expanded our financial educational resources and offer a variety of ways for our customers to grow their financial knowledge:

- **Robinhood Learn.** Robinhood Learn is an online collection of guides, feature tutorials, and an extensive financial dictionary available to anyone. It is designed to provide people with a breadth of financial education and is regularly updated to provide timely and relevant information for anyone to learn and grow.
- **In-App Education.** Our in-app education resources cover investing fundamentals including why people invest, a stock market overview, and tips on how to define investing goals. This allows customers to understand the basics of investing before their first trade. We plan to continue to release additional Learn modules to provide customers access to information that can help build financial confidence.
- **Newsfeeds.** Our newsfeeds give customers access to free, premium news from sites such as Barron's, Reuters, and Dow Jones.
- **Sherwood Media.** Sherwood Snacks is an accessible digest of business news stories written for a new generation of investors. Its bite-sized news stories bring new and existing investors the latest market-moving news without all of the complicated financial jargon. Building on the success of Robinhood Snacks, we formed Sherwood Media, LLC, a subsidiary that is the home for news and information about the markets, economics, business, technology, and the culture of money.



Community Engagement

We live our values at Robinhood through meaningful community engagement and partnerships with mission-aligned organizations. Our work focuses on financial inclusion and financial education.

- **Student-Athlete Financial Education:** We created Robinhood Money Drills in 2022, a first of its kind program for students and student-athletes to support early fundamental financial education. This program is designed to help prepare students and athletes for a sound financial future before, during, and after their professional careers. As part of this four-year program, Money Drills aims to provide funding for financial education - including courses and speaker series - for students and student-athletes. Programs are in place at Coastal Carolina University, Duke University, Florida State University, Kansas State University, Texas Christian University (pictured below), University of California Berkeley, University of Memphis, and West Virginia University.



- **Teacher Training:** Robinhood partners with the Council on Economic Education and several of its state chapters, including Alabama, Delaware, Florida, Montana, and Nebraska. We hosted Family Financial Fun Nights for over 250 families, helped train over 1,050 teachers how to educate their students on personal finance, and aided 22 schools to set up in-school savings programs which allowed 1,594 students to save \$94,859.33 (an average of \$59.51 per student).

Community Engagement

- **Retirement Education Workshops:** By choice or by circumstance, the way people earn a living and save for retirement is changing. Robinhood developed a retirement education curriculum for independent workers, small business owners, and entrepreneurs. We established partnerships to serve distinct communities with this programming, including Bunker Labs, an organization that supports entrepreneurs from the veteran and military spouse communities; the U.S. Black Chambers, Inc., known as the “National Voice of Black Businesses”; and Creative Ladder, a nonprofit that supports early- and mid-career creative professionals.
- **Financial Inclusion:** Robinhood was founded on the belief that everyone should be able to participate in the financial markets, developing a platform with products that enable individuals to participate in our financial system regardless of wealth, income, or background. We engage in thoughtful partnerships with organizations who are similarly committed to financial inclusion such as the National Association of Securities Professionals, National Bankers Association, and Operation HOPE.

"Operation HOPE remains committed to forging transformative partnerships with leading innovators, like Robinhood... Together, we can harness the power of innovation to empower individuals and communities with the knowledge and tools they need for a brighter, more financially secure future."

- **John Hope Bryant**, Founder, Chairman and CEO, Operation HOPE

Governance

Robinhood has a steadfast commitment to maintaining high standards of business, professional conduct, and compliance. We seek to earn and keep the trust of our customers and stakeholders each day by upholding our values and maintaining a culture of integrity.



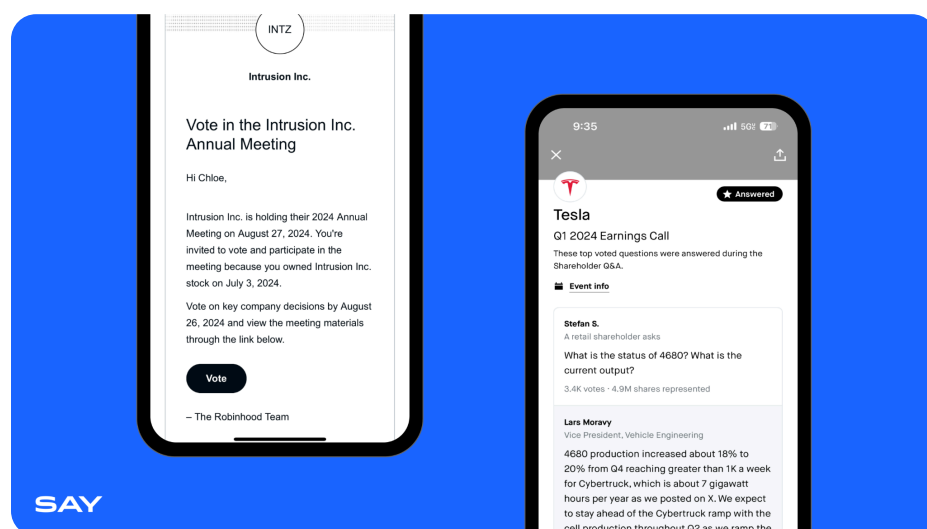
Governance Highlights

- **Majority Voting for Directors.** For election of directors at our annual meetings, each director nominee will be elected only if they receive a majority of votes cast in favor of their election.
- **Six Independent Directors.** As of June 26, 2024, in addition to our Co-Founders, our highly experienced Board consists of six independent directors, including a new director appointed in 2024.
- **Diverse Board Across Skills and Backgrounds.** Our Board is composed of directors who each bring valuable skills and qualifications and who represent a diversity of gender, age, and racial/ethnic backgrounds.
- **Lead Independent Director.** Our Lead Independent Director provides strong leadership to the independent directors on our Board and guidance to our Co-Founder, Chair, and Chief Executive Officer (“CEO”).
- **Fully Independent Committees.** We have four standing committees of the Board, each comprising independent directors.
 - In addition to three standard standing committees (Audit, People, and Nominating and Governance “NomGov”), we also have a standing Safety, Risk, and Regulatory Committee (“Safety Committee”) to oversee Robinhood’s enterprise risk management and ethics and regulatory compliance programs.



Governance Highlights

- **Robust Annual Board and Committee Performance Assessment.** Our annual Board and committee performance assessments include one-on-one discussions between each director and our Lead Independent Director.
- **Executive Sessions.** Our independent directors regularly meet in executive sessions in Board meetings and committee meetings.
- **Retail Stockholder Engagement.** We promote engagement with retail stockholders through the Say Technologies platform. Our retail shareholders are invited to ask questions on our earnings calls, at our annual meetings, and receive regular updates on our business via the app.
- **Institutional Stockholder Engagement.** We launched our engagement program with institutional investors in 2022, and as part of the program, we continued to conduct outreach to our largest institutional stockholders and engaged with such stockholders requesting meetings.
- **Stockholders' Right to Call Special Meetings.** Pursuant to our [Bylaws](#), stockholders representing 25% of the voting power of all shares then entitled to vote are able to call special meetings.
- **Clawback Policies for Incentive-Based Executive Compensation.** We maintain clawback policies, which allow us to recoup incentive-based compensation paid to executive officers in the event of certain detrimental conduct, as well as in the case of certain accounting restatements in accordance with the applicable Nasdaq listing standards.



Code of Conduct

We seek to maintain robust, transparent governance and oversight practices through written policies, procedures, and internal controls to guide our actions and promote high levels of responsibility, integrity, and compliance across our businesses.

Our Board has adopted a [Code of Conduct](#) that applies to all our officers, directors, employees, and contingent workers. Our [Vendor Code of Conduct](#) applies to third parties. The Board has also adopted a [Code of Ethics for Senior Financial Executives](#) that applies to our CEO, CFO, and Corporate Controller. The full text for these and other documents can be found online in the Corporate Governance section of the Company's Investor Relations website at investors.robinhood.com/governance.

Robinhood is committed to promoting a safety-first culture that encourages all who support the Company to conduct themselves to the highest legal and ethical standards. Employees receive regular compliance training on our Code of Conduct as well as our cybersecurity, anti-bribery, anti-harassment, anti-money laundering, and insider trading policies to seek to ensure that they remain compliant while operating within Robinhood. Employees may also receive targeted compliance training specifically related to their role or function. Camp Sherwood is Robinhood's onboarding program, which is designed to immerse new hires into the Robinhood culture and set them up for success.

Speaking Up Safely

We expect employees who identify any potential or actual violations of the Code of Conduct or of any applicable law, rule, regulation or Robinhood policy to speak to their manager, the People Team, or the Ethics Office or to make a report through the Global Integrity Helpline. The Helpline is available 24 hours a day, seven days a week. Reporters have the option to remain anonymous when sharing concerns, unless prohibited by law. Reporting to Robinhood does not prevent an employee from reporting conduct that they believe to be an actual or potential violation of law to the government or regulators.

Robinhood prohibits unlawful retaliation or attempted retaliation against anyone for making a good faith complaint or bringing inappropriate conduct to our attention, for helping a colleague make a good faith report, or for cooperating in an investigation. We also prohibit retaliation against anyone for their good faith refusal to carry out a request or perform an action that would violate the Code of Conduct.

Robinhood is committed to taking reports seriously. Reports will be acknowledged and investigated in accordance with Robinhood policy. We aim to provide a response in a reasonable time frame.

Ethics and Compliance Oversight

Ethics and Regulatory Compliance Oversight

The Safety Committee oversees our ethics and integrity programming, including, but not limited to, periodically reviewing the Company’s compliance program and its financial crimes framework policies, the status of significant legal and regulatory matters, resourcing, and compliance risks. The Safety Committee operates under a written charter that is available in the Corporate Governance section of the Company’s Investor Relations website at investors.robinihood.com/governance.



Privacy and Security

Protecting our customer and employee data is a top priority. We work to continuously improve the protections we afford our customers and the data they entrust to us. Privacy and security work in concert from risk management planning through product design and incident response. We also have a robust process for reviewing new technology, including the development use of artificial intelligence.

Privacy

We are committed to complying with applicable data protection laws and creating a privacy program that is scalable and agile enough to adapt to and harmonize with global privacy laws across the locations where we operate. Our goal is to be upfront with our customers about the way we collect, use, and share their personal information. We communicate this information through our Privacy Policy, in-app notifications, and our customer help desk. We encourage customers to contact us directly through our dedicated [Privacy Inbox](#) with questions or concerns about our data practices.

We integrate privacy and safety by design at Robinhood. We engage privacy and security experts throughout the software development lifecycle and operational design processes. We also have a self-service feature in our products that enables our customers to take advantage of their data subject rights.

More information about our approach to security, privacy, and customer agreements can be found online in the Disclosure Library section of the Company's website at <https://robinhood.com/us/en/about/legal/>.



Privacy and Security

Security

Our Global Information Security Program, led by our Chief Security Officer, is designed to raise security awareness, as well as to continuously improve robust security policies and safeguards to protect personal and financial data.

Robinhood has a threat detection, threat intelligence, and incident management program, which monitors systems, people, and our environment for potential attacks. Our vulnerability management program performs regular vulnerability scans and relies on our risk-based information security program to promote coverage of critical areas. Robinhood has established an offensive security team that actively tests our security controls, which imitates methods an attacker might use to identify any weaknesses.

We maintain an incident response plan that includes required responses in the event of an information security incident. Our goal is to treat security incidents with the highest priority and attention. We are committed to notifying regulators and any affected individuals of any security breaches in accordance with applicable laws and internal policy.

Security Enhancements

To strengthen the protection of Robinhood's customers, we have:

- Enhanced our data loss prevention program to further detect and restrict the ability to move data outside Robinhood.
- Deployed device approvals by default for certain high-risk workflows, including money movement flows like withdrawals.
- Pinned a dedicated Robinhood customer support number on Google search to combat malicious ads with fake Robinhood customer service numbers.
- Improved password hygiene alerting, which nudges customers to change passwords who have had their email/password combinations exposed in a third-party data breach outside of Robinhood.
- Published an article on phishing and how customers can protect themselves from scammers.

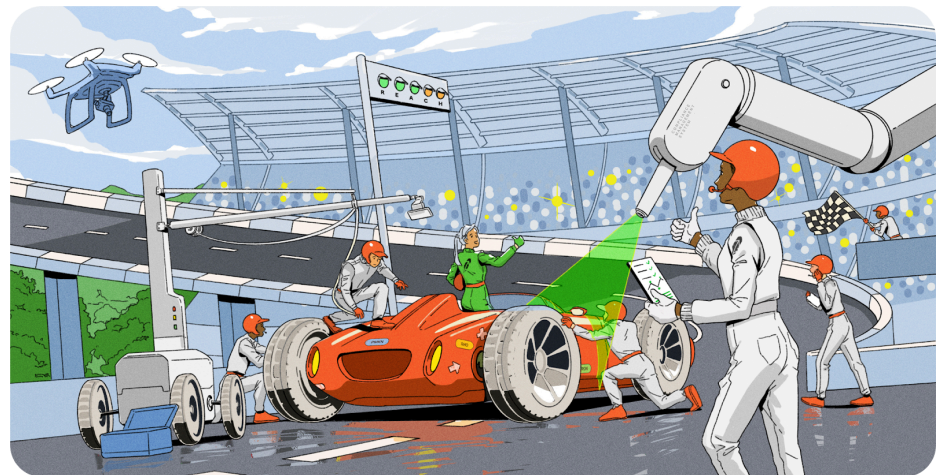
More information about our risk management, strategy, and governance with respect to risks from cybersecurity threats can be found in Part I, Item IC of our [2023 Form 10-K](#) of the Company's Investor Relations website at investors.robinhood.com/governance.

Robinhood Markets, Inc. Board of Directors

Corporate Governance Guidelines

The Board adopted Corporate Governance Guidelines to establish the basis for the corporate governance of the Company and to comply with applicable law and Nasdaq listing standards. The Corporate Governance Guidelines set our Board's policy with respect to, among other things, conduct of Board meetings, director qualifications and tenure, Board diversity, term limits, director stock ownership requirements, leadership development, and succession planning. The [Corporate Governance Guidelines](#) can be found online in the Corporate Governance section of the Company's Investor Relations website at investors.robinhood.com/governance.

The Board oversees the management of our business and affairs, including the development of strategy and management of risk. Our Board monitors corporate governance best practices, changing regulatory requirements and feedback from stakeholders to make decisions that are in the best interests of Robinhood and its stockholders. We have established a strong corporate governance framework that is designed to protect the interests of our stakeholders, including composing a Board that includes highly skilled, diverse, and independent directors. Our Lead Independent Director has robust responsibilities that promote effective independent oversight. We will continue to evaluate and update our governance practices as appropriate and as our Company matures.



Robinhood Markets, Inc. Board of Directors

Board Diversity Policy

The Board is committed to fostering a culture of integrity, inclusion, dignity, and mutual respect and believes in reflecting, in its composition, the wide diversity of the Company’s stockholders, employees, customers, and other stakeholders. The Board seeks to combine the skills and experience of its long-standing Board members with the fresh perspectives, insights, skills, and experiences of new members from different backgrounds. The Board believes that the Company benefits from differences in the skills, regional and industry experience, social and ethnic background, race, gender, and other distinctions between directors such as cognitive and personal strengths. To this end, it is the policy of the Board that when searching for director nominees, the NomGov Committee will include women and individuals from historically underrepresented communities in the candidate pool and will recommend director nominees with individual attributes that contribute to the total diversity of viewpoints, experience, and expertise represented on the Board. The Board and NomGov Committee consider this policy annually during their self-evaluations and when nominating directors for election to the Board. The following table presents disclosures (as of July 2, 2024) required by Nasdaq’s listing standards with respect to our current directors:

Board Size				
Total Number of Directors	8			
Part I: Gender Identity	Male	Female	Non-Binary	Gender Undisclosed
Number of Directors	5	3		
Part II: Demographic Background				
African American or Black		1		
Alaskan Native or Native American				
Asian	1			
Hispanic or Latinx	1			
Native Hawaiian or Pacific Islander				
White	3	2		
Two or More Races or Ethnicities				
LGBTQ+				
Demographic Background Undisclosed				

Robinhood Markets, Inc. Board of Directors

ESG Oversight

The NomGov Committee oversees our corporate governance framework and ESG strategy, reporting efforts, and program, including risks related to our corporate governance practices, the performance of our Board, and the composition of our Board. The People Committee oversees risks relating to executive compensation and Human Capital Management (“HCM”), including risks related to our executive compensation plans and arrangements, our compensation philosophy and practices, succession planning, and other HCM matters, including risks related to, among other things, culture and inclusion efforts. A copy of each [Committee Charter](#) is available on the Company’s Investor Relations website at investors.robinhood.com/governance.

Oversight of Risk Management

Robinhood, like most public companies, faces a number of risks, which include, among others, strategic, financial, business and operational, legal, regulatory, compliance, and reputational risks. While our Board maintains ultimate responsibility for the oversight of such risks, Robinhood has implemented a multi-layered approach to manage risk in our operations, including through Board, Board committee, and management oversight of these risks.

Our Board has responsibility for the oversight of enterprise risk management and reviews strategic and operational risks. Our Board performs this oversight at each regular Board meeting or as needed through discussions, Board committee reports highlighting all significant committee activities, management reports, and meetings with external advisors with expertise on relevant risk-related matters. Our Board also evaluates relevant risks when reviewing or approving significant transactions. Our Chair, Lead Independent Director, and the chairs of our Board committees meet with leaders in senior management to identify and discuss risks and exposures and escalate potential issues to the relevant Board committee or the Board, as appropriate. The Board’s committees assist the Board in risk oversight by addressing and overseeing certain categories of risk management within the purview of each committee as described in the chart on the next page.

Our Board believes its leadership structure effectively supports the risk oversight function of the Board. Management’s reporting processes are designed to provide visibility to our Board regarding the identification, assessment, and management of risks and management’s strategic approach to risk mitigation. Subject to Board and Board committee oversight, management is responsible for our day-to-day risk management processes. Our Board and Board committees are in regular communication with management regarding risk identification and mitigation, including through management’s attendance at Board and committee meetings and direct communications outside of meetings.

Robinhood Markets, Inc. Board of Directors

Board of Directors

Regularly reviews the Company’s strategy and management of associated short-term, intermediate-term, and long-term risks, including through discussions with management, Board committee reports highlighting all significant committee activities, management reports, and meetings with external advisors with expertise on relevant risk-related matters, as well as evaluates relevant risks when reviewing or approving significant transactions.



Audit Committee	NomGov Committee	People Committee	Safety Committee
<p>Oversees our financial, reporting, and disclosure risks, including risks related to our internal control over financial reporting and disclosure controls and procedures; the qualifications, independence, and performance of our independent auditors; and the performance of our internal audit function</p> <p>Also discusses with management and our independent auditor guidelines and policies with respect to risk assessment and risk management</p>	<p>Oversees our corporate governance framework and ESG strategy, reporting efforts, and program, including risks related to our corporate governance practices; the performance of our Board; and the composition of our Board</p>	<p>Oversees risks relating to executive compensation and HCM, including risks related to our executive compensation plans and arrangements; our compensation philosophy and practices; succession planning; and other HCM matters, including risks related to, among other things, culture and inclusion efforts</p>	<p>Oversees risks related to significant financial, strategic, and operational matters as well as legal and compliance matters; creation and application of regulations and policies; trends in our major risk concentrations; and the steps management has taken to assess, monitor, and manage such risk exposures, trends, and concentrations; the delegation of certain risk oversight and responsibility; our cybersecurity risk management programs; and our enterprise-wide compliance programs</p> <p>Also consults with the chairs of other Board committees to discuss risk-related matters delegated to those committees in relation to the Company’s enterprise risk management framework and regulatory compliance programs</p>



Robinhood Markets, Inc. Board of Directors

Management

Responsible for day-to-day risk management processes, including through our Enterprise Risk Committee and functional owners' interactions with employees, committee members, and Board members



Internal Audit

Provides independent and objective assurance regarding the effectiveness of internal controls that mitigate current and emerging risks in order to strengthen the internal controls ecosystem within the Company

Compliance

Establishes and maintains the Company's compliance with internal and external regulations and requirements

Establishes and maintains financial compliance with internal control over financial reporting and SEC disclosure controls by advising on controls implementation and through routine testing of control effectiveness to mitigate financial reporting and disclosure risks

Enterprise Risk Management

Establishes the standards for identifying, measuring, and monitoring the risks of the Company, thus facilitating informed risk-based decisions

Principal role is one of oversight and governance

Our management Enterprise Risk Committee comprises senior leadership at the Company and reviews compliance and other top risks

Social

Robinhood is committed to breaking down barriers that have historically prevented millions of investors of all backgrounds and socioeconomic statuses from participating in the financial markets. At Robinhood we remain focused on hiring exceptional talent and building a high performance culture in order to best serve our customers.



Talent Strategy

Robinhood's HCM strategy is focused on building a high performance culture, investing in top talent, and building community. We want our employees to experience meaningful career growth and reach their goals, and we strive to build a high performing, inclusive community in the workplace. At Robinhood, we believe that recognizing and rewarding high performance is critical to business success.

Top Talent

We are dedicated to attracting and retaining the top talent in our industry. Our hiring process includes job postings and interview protocols that are designed to be objective and consistent. We also aim to provide best-in-class immigration services and partner closely with universities to attract early-career talent.

High Performance

We design our talent programs to motivate, recognize, and reward high performance. We maintain a lean organization structure to provide internal development, set clear goals, and assess performance based on impact.

Community

Robinhood is building an inclusive workplace where everyone feels valued and empowered to do their best work. We invest in high quality tools and resources for the employee experience, especially in our office locations.

We also build an inclusive community through nine Employee Resource Groups (ERGs) that, as of December 31, 2023, engage about 60% of our employees: Asianhood, Black Excellence, Divergent, Latinhood, Parenthood, Rainbowhood, Sisterhood, Women in Tech, and Veterans at Robinhood.



Talent Programs

Compensation and Benefits

To meet the current and future demands of our business, we offer competitive compensation packages to attract the best talent from a range of sources.

In addition to competitive base pay, full-time employees are eligible for variable incentive pay (cash and/or equity), which is linked to Company and individual performance. We also offer benefits for employees and their families, including domestic partners and their children, as applicable. Benefits include:

- A robust offering of medical, dental, and vision insurance for U.S. employees; Robinhood pays 100% of monthly premiums for employees and we cover roughly 90% for any dependents on select plans
- Employer-paid life and disability plans
- Retirement savings plans with a competitive employer match
- Employee Stock Purchase Program
- Parental leave, including 16 weeks of fully paid, flexible parental leave following birth or adoption in the U.S.
- Fertility lifetime benefits up to \$25,000
- \$2,500 lifestyle wallet spending account credit per year
- On-demand employee well-being and mental health support and 12 free therapy sessions a year for employees and eligible dependents
- Employee Assistance Program for employees to receive confidential 24/7 support regarding emotional well-being and financial or legal matters
- Paid time off, sick leave, company holidays, and volunteering time off
- Tax-advantaged accounts like Flexible Spending Accounts (“FSA”), Dependent Care FSA, Health Savings Accounts, and commuter benefits

Talent Programs

Learning and Development

We strive to create HCM programs, tools, and resources that nurture, sustain, and embed our unique culture across the entire employee lifecycle. We set high standards for performance and provide our employees professional and technical development so we can grow together.

Robinhood has a career framework to help employees understand the expectations of their role and enable them to drive their career growth and development. We invest in leadership and talent development, knowing a great employee experience requires equally great managers who know how to set direction, unlock potential, and build high-performing teams. Using a third-party coaching platform, Betterup, we provided professional 1:1 coaching services for over 400 employees, prioritizing managers, ERG leaders, newly promoted employees, and individual contributors to support their development.

We use Lattice, a performance review and growth platform that enables employees and managers to effectively create long-term career goals, seek developmental feedback, and track progress along the way. We introduced individual growth plans to create a structure for employees to receive more frequent performance and career development feedback throughout the year. Additionally, employees can access an ongoing education stipend as part of our lifestyle wallet benefit to access upskilling resources outside the Company.



Talent Programs

Employee Engagement

We seek to create an environment that's engaging for all employees. The following programs are in place:

- **Access to Management:** In weekly all-hands meetings, any and every employee has the opportunity to ask our senior leadership questions.
- **Provide Feedback:** We measure organizational culture, inclusion, and engagement through our three engagement surveys a year, allowing employees to share feedback and comments directly with our leaders.
- **Process Transparency:** Reporting aggregates the engagement survey results and encourage all managers to discuss the findings with their teams to help ensure we are constantly improving the employee experience.
- **Take Action:** Management takes employee feedback seriously, and improvements have been made, including the spot bonus recognition program, greater transparency of compensation programs, and a flexible lifestyle wallet for wellness benefits.



Diverse Representation*

Robinhood Gender



Robinhood Race/Ethnicity (U.S. only)

White	Asian	Hispanic or Latino	Black or African American	Multi /Indigenous	I do not wish to answer
43.3%	34.8%	7.0%	5.4%	4.8%	4.8%

Robinhood Gender By Role

Individual Contributor	
Men	65.9%
Women	34.1%
Management	
Men	64.2%
Women	35.8%
Executive	
Men	75.8%
Women	24.2%

Robinhood Race/Ethnicity By Role (U.S. only)

White	Asian	Hispanic or Latino	Black or African American	Multi /Indigenous	I do not wish to answer
Individual Contributor					
40.9%	35.9%	8.0%	5.4%	5.3%	4.5%
Management					
52.7%	29.8%	2.9%	5.2%	2.9%	6.5%
Executive					
60.6%	27.3%	0%	3.0%	3.0%	6.1%

*All statistics shared above are a result of employee self-identification as of March 31, 2024 and pertain to our global workforce unless otherwise noted.

Accessibility

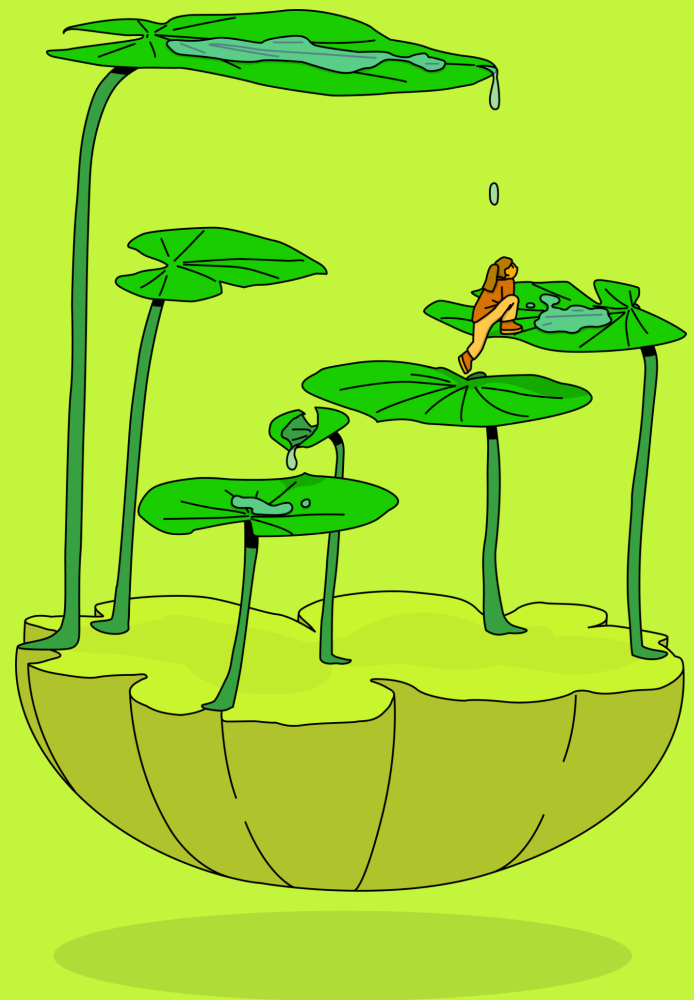
Building an inclusive culture includes supporting the diverse needs and abilities of all our employees. Here's how we're fostering accessibility at Robinhood:

- **Accommodations:** We offer necessary accommodations during hiring and onboarding, such as a sign language interpreter or extended time for a technical exam. In work areas, we provide enhanced accessibility depending on the situation.
- **Internal Inclusion:** We provide leaders with resources on how to lead more inclusive and accessible meetings.
- **External Inclusion:** In evaluating vendors with new technology vendors for hiring and learning, we develop a robust checkpoint system addressing the areas of accessibility.
- **Education & Discovery:** By incorporating content on mitigating bias in key processes like recruiting and hiring materials, feedback loops, performance reviews, and promotions, we ensure that inclusive practices are a part of our organizational fabric.



Environmental

Robinhood is committed to understanding and responsibly managing our environmental impact, including carbon emissions that contribute to climate change. We understand that protecting our planet helps sustain long-term economic growth, and we utilize our corporate capabilities to address environmental challenges. Since 2019, we've completed an annual greenhouse gas (GHG) inventory. We report Scope 1, 2, and 3 emissions across our value chain and ensure data quality through external assurance.

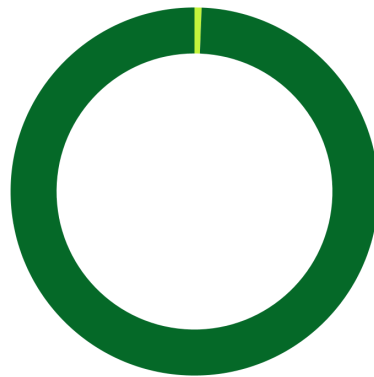


Environmental Footprint

2023 Carbon Footprint

In 2023, Robinhood emitted 62,935 metric tons of carbon dioxide equivalent (“mtCO₂e”). Through purchases of Renewable Energy Certificates (“RECs”), we were able to fully offset our Scope 2 emissions along with select Scope 3 category emissions related to electricity consumption. Robinhood’s inventory shows our largest Scope 3 emissions categories as purchased goods and services (i.e., professional services and information technology). Within this category, Robinhood’s partnerships in cloud usage and marketing have significant levels of emissions for our inventory. Where available, Robinhood utilizes supplier-specific emissions information to best understand our footprint. Our partners in cloud usage have integrated more renewable energy into their operations, resulting in decreased emissions in 2023, as compared to the prior year. See the table on the following page for a full breakdown of Robinhood’s greenhouse gas inventory.

2023 Carbon Footprint Breakdown



● Scope 1	393 mtCO ₂ e
● Scope 2	0 mtCO ₂ e
● Scope 3	62,541 mtCO ₂ e

Environmental Footprint

Greenhouse Gas Inventory Methodology

Robinhood's 2023 footprint covers the following scopes and categories:

GHG Scopes	Emissions (mtCO ₂ e)
Scope 1: Natural gas	393
Scope 2: Purchased electricity (location-based)	1,634
Scope 2: Purchased electricity (market-based)*	0
Scope 3:	
Scope 3.1: Purchased goods & services (market-based)	56,510
Scope 3.2: Capital goods	693
Scope 3.3: Fuel and energy related activities (location-based)	709
Scope 3.3: Fuel and energy related activities (market-based)	702
Scope 3.5: Waste generated in operations	236
Scope 3.6: Business travel	2,576
Scope 3.7: Employee commuting (location-based)	2,054
Scope 3.7: Employee commuting (market-based)	1,813
Scope 3.8: Upstream leased assets (location-based)	33
Scope 3.8: Upstream leased assets (market-based)	11
Subtotal Scope 3 emissions	62,541
Total Market Based GHG emissions	62,935

* Robinhood purchased 5,754 MWh of Green-e® Energy Certified wind energy RECs to offset electricity consumption at all of its offices as well as employees' remote work activity.

Inventory Boundary

Reporting period: Fiscal year 2023 (January 1, 2023 to December 31, 2023).
Operational Control: As described in the GHG Protocol - under the operational control approach - companies account for 100% of emissions from operations over which it, or one of its subsidiaries, has operational control. For Robinhood, operational control is defined as any facility or operation in which employees were present and had the ability to influence operating policies that relate to resource consumption. Robinhood also considers emissions associated with our employees working from home within its inventory boundary.

Greenhouse Gas Inventory

We are working to improve our environmental footprint through a measurement plan and sustainability programs. Since 2019, we've completed an annual GHG inventory. We report Scope 1, 2, and 3 emissions across our value chain, including building operations, cloud usage and contracted co-located data centers (we do not own or operate data centers), employee work from home, purchased goods and services, marketing, and business travel. Our GHG inventory has expanded each year to include additional relevant categories. Robinhood's 2023 inventory maintains the same operational boundary as 2020-2022, but it introduces some changes to calculation methodology to align with the latest science and emissions factors.

Efficiency and Emissions Reduction Strategies

Reducing our carbon footprint through energy efficiency and emissions reduction strategies remains Robinhood's most significant opportunity to reduce our environmental footprint. We are proud to share how we're addressing reductions in our largest emissions categories.

Office Efficiency: Energy, Water, Waste

We lease office facilities in the U.S. Our corporate headquarters is in Menlo Park, California, with additional leased offices in: Chicago, Illinois; Denver, Colorado; Lake Mary, Florida; New York, New York; Westlake, Texas; and Washington, D.C.

We work with every building owner to identify value chain impacts and environmental efficiency wherever possible.

- **Energy:** We use LED motion-sensor lighting in designated areas to switch off when not in use.
- **Water:** We have low-water indoor plants and native species in external landscaping, and we have installed low-flow faucets and lavatories.
- **Waste:** We offer recycling bins and programs and since 2017, at our headquarters we have been composting and recycling waste and e-waste following local and state ZeroWaste initiatives.

Purchased Goods & Services: Cloud Providers

Robinhood's most significant source of emissions is in the Scope 3 Category 1, Purchased Goods and Services. This category includes our cloud providers, a significant source of both spend and historic emissions. Robinhood does not own or operate any data centers. In the past, this has been a significant source of our overall emissions. However, we are proud to partner with cloud service providers who have either achieved zero emissions or have a public commitment and are making progress to do so.

Transportation Emissions

We want to do our best to make our employees commute as emissions-efficient as possible. We encourage employees to participate in the following initiatives:

- **Employee Commuting.** Employees at specified locations can access paid public transportation passes, stipends for public transportation costs, and electric vehicle charging stations. Designated offices also offer bike-to-work options with bike storage, lockers, and showers.
- **Headquarters Shuttles.** We partner with a local shuttle company that offers three bus routes from different local pickup points to our headquarters. These routes cover AM and PM timeframes, connections to regional trains, and routes where commuter traffic is the heaviest.

Efficiency and Emissions Reduction Strategies

Business Travel

Robinhood is developing an effective emissions reduction strategy for business travel, which involves promoting virtual meetings and utilizing low-emission transportation options. We set guidelines for offsetting unavoidable travel emissions, and we monitor travel-related carbon output to aid in tracking progress.

Renewable Energy Certificates

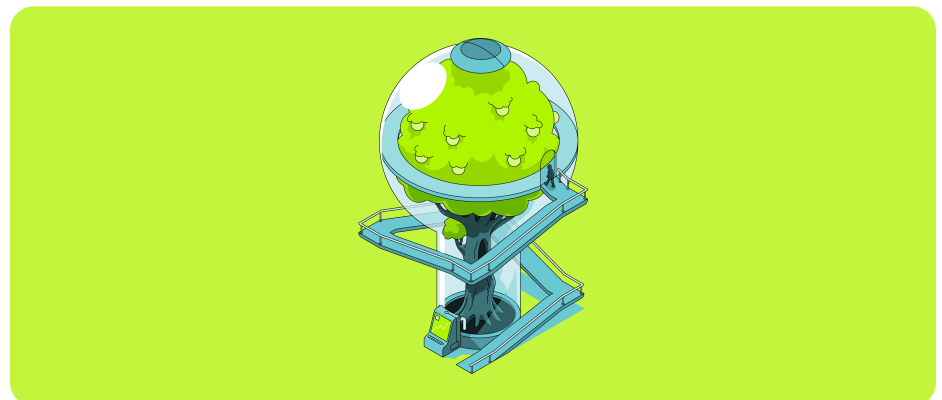
Since 2022, Robinhood has invested in and supported clean energy projects, purchasing RECs covering 100% of Robinhood's total office electricity for two years. In 2024, we procured 5,754 MWh of Green-e® Energy Certified wind RECs.

Fixed-Price Virtual Power Purchase Agreement

Robinhood was one of eight companies to fund five new solar plants in Michigan. The new solar plants - totaling nearly 100MW - are expected to generate more than 110,000 MWh of clean energy per year for five Michigan communities. This effort will help these communities avoid more than 52,000 tons of carbon dioxide annually. Robinhood plans to use the resulting RECs, which provide proof of production of carbon-free electricity, to offset our electricity-related emissions in the coming years.

Environmental Regulation

We are subject to applicable federal, state, local, and foreign laws and regulations relating to climate risk and environmental impact, including those required by the U.S. Environmental Protection Agency. In addition, we are or may become subject to various climate disclosure regimes regulating the disclosure of GHG emissions and related information, such as the E.U. 's Corporate Sustainability Reporting Directive and California's Climate Corporate Data Accountability Act and Climate-Related Financial Risk Act. The interpretation and enforcement of such climate disclosure regimes remains uncertain, and compliance may require the investment of significant resources, increase our costs, disrupt our business operations, and pose reputational and other risks.



Forward-Looking Statements

Forward-Looking Statements

Forward-Looking Statements

This report contains forward-looking statements (as such phrase is used in the federal securities laws), which involve substantial risks and uncertainties. Forward-looking statements generally relate to future events or our future financial or operating performance. In some cases, you can identify forward-looking statements because they contain words such as “believe,” “may,” “will,” “should,” “expect,” “plan,” “anticipate,” “could,” “intend,” “target,” “project,” “contemplate,” “estimate,” “predict,” “potential” or “continue” or the negative of these words or other similar terms or expressions that concern our expectations, strategy, plans or intentions. This report includes, among others, forward-looking statements regarding that we see ESG as an opportunity to drive long-term, positive impact for our business; that we believe our platforms are enabling our customers to become long-term investors and take greater control of their finances; that we believe there is significant opportunity for Robinhood to grow internationally; that through intentional and targeted educational resources and community partnerships, we will continue to strive to make investing and wealth generation more accessible for millions of diverse investors; that we plan to continue to release additional Learn modules to provide customers access to information that can help build financial confidence; that we will continue to evaluate and update our governance practices as appropriate and as our Company matures; that compliance with certain climate disclosure regimes may require the investment of significant resources, increase our costs, disrupt our business operations, and pose reputational and other risks, and other statements relating to our business plans and objectives; our strategies and systems for implementing our goals; our commitments to programs and policies; and our expectations and priorities for ESG initiatives, including statements related to the expected or intended impact of our sustainability investments, emissions reduction strategies and inclusion efforts. Our forward-looking statements are subject to a number of known and unknown risks, uncertainties, assumptions, and other factors that may cause our actual future results, performance, or achievements to differ materially from any future results expressed or implied in this report. Reported results should not be considered an indication of future performance. Factors that contribute to the uncertain nature of our forward-looking statements include, among others: our limited operating experience at our current scale; the difficulty of managing our business effectively, including the size of our workforce, and the risk of continued declining or negative growth; the fluctuations in our financial results and key metrics from quarter to quarter; our reliance on transaction-based revenue, including payment for order flow (“PFOF”), and the risk of new regulation or bans on PFOF and similar practices; our exposure to fluctuations in interest rates and rapidly changing interest rate environments; the difficulty of raising additional capital (to provide any liquidity needs and support business growth and objectives) on reasonable terms, if at all; the need to maintain capital levels required by regulators and self-regulatory organizations; the risk that we might mishandle the cash, securities, and cryptocurrencies we hold on behalf of customers, and our exposure to liability

Forward-Looking Statements

for processing, operational, or technical errors in clearing functions; the impact of negative publicity on our brand and reputation; the risk that changes in business, economic, or political conditions that impact the global financial markets, or a systemic market event, might harm our business; our dependence on key employees and a skilled workforce; the difficulty of complying with an extensive, complex, and changing regulatory environment and the need to adjust our business model in response to new or modified laws and regulations; the possibility of adverse developments in pending litigation and regulatory investigations; the effects of competition; our need to innovate and invest in new products, services, technologies, and geographies in order to attract and retain customers and deepen their engagement with us in order to maintain growth; our reliance on third parties to perform some key functions and the risk that processing, operational or technological failures could impair the availability or stability of our platform; the risk of cybersecurity incidents, theft, data breaches, and other online attacks; the difficulty of processing customer data in compliance with privacy laws; our need as a regulated financial services company to develop and maintain effective compliance and risk management infrastructures; the risks associated with incorporating artificial intelligence technologies into some of our products and processes; the volatility of cryptocurrency prices and trading volumes; the risk that our platforms and services could be exploited to facilitate illegal payments; and the risk that substantial future sales of Class A common stock in the public market, or the perception that they may occur, could cause the price of our stock to fall. Because some of these risks and uncertainties cannot be predicted or quantified and some are beyond our control, you should not rely on our forward-looking statements as predictions of future events.

More information about potential risks and uncertainties that could affect our business and financial results is included in the section of our Form 10-Q report for the quarter ended June 30, 2024 titled “Risk Factors” and our other filings with the SEC, which are available on the SEC’s web site at www.sec.gov. Moreover, we operate in a very competitive and rapidly changing environment; new risks and uncertainties may emerge from time to time, and it is not possible for us to predict all risks nor identify all uncertainties. The events and circumstances reflected in our forward-looking statements might not be achieved and actual results could differ materially from those projected in the forward-looking statements.

Except as otherwise noted, all forward-looking statements are made as of the date of this report, and are based on information and estimates available to us at that time. Although we believe that the expectations reflected in our forward-looking statements are reasonable, we cannot guarantee future results, performance, or achievements.

Except as required by law, Robinhood assumes no obligation to update any of the statements in this report whether as a result of any new information, future

Forward-Looking Statements

events, changed circumstances or otherwise. You should read this report with the understanding that our actual future results, performance, events and circumstances might be materially different from what we expect. The standards of measurement and performance contained in this report are developing and may be based on assumptions, estimates or information collected on a delayed or incomplete basis. The inclusion of information in this report is not an indication that Robinhood deems such information to be material or important to an understanding of the business or an investment decision with respect to Robinhood securities.

Limited Assurance



TO: The Stakeholders of Robinhood Markets, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Robinhood Markets, Inc. (Robinhood) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Robinhood. Robinhood is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO², N²O, CH⁴, HFCs

GHG Emissions Statement:

- **Scope 1:** 393 metric tons of CO² equivalent
- **Scope 2 (Location-Based):** 1,634 metric tons of CO² equivalent
- **Scope 2 (Market-Based):** 0 metric tons of CO² equivalent
- **Scope 3**
 - **Category 1** – Purchased Goods and Services (Location-Based): 57,105 metric tons of CO² equivalent
 - **Category 1** – Purchased Goods and Services (Market-Based): 56,510 metric tons of CO² equivalent
 - **Category 2** – Capital Goods: 693 metric tons of CO² equivalent
 - **Category 3** – Fuel and Energy Related Activities (Location-Based): 709 metric tons of CO² equivalent
 - **Category 3** – Fuel and Energy Related Activities (Market-Based): 702 metric tons of CO² equivalent
 - **Category 6** – Waste Generated in Operations: 236 metric tons of CO² equivalent
 - **Category 6** – Business Travel: 2,576 metric tons of CO² equivalent
 - **Category 7** – Employee Commuting (includes working from home) (Location-Based): 2,054 metric tons of CO² equivalent
 - **Category 7** – Employee Commuting (includes working from home) (Market-Based): 1,813 metric tons of CO² equivalent
 - **Category 8** – Upstream Leased Assets (Location-Based): 33 metric tons of CO² equivalent
 - **Category 8** – Upstream Leased Assets (Market-Based): 11 metric tons of CO² equivalent



Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were in most cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2023 to December 31, 2023

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Robinhood and their consultants;
- Review of documentary evidence produced by Robinhood and their consultants;
- Review of Robinhood data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Robinhood to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions opinion declaration shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Robinhood has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Robinhood, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Two handwritten signatures in blue ink. The signature on the left is 'Megan O'Neil' and the signature on the right is 'David Reilly'.

Megan O'Neil, Lead Verifier
Program Manager
Apex Companies, LLC
Atlanta, Georgia

David Reilly, Technical Reviewer
Principal Consultant
Apex Companies, LLC
Santa Ana, California

August 20, 2024

This verification opinion declaration including the opinion expressed herein, is provided to Robinhood and is solely for the benefit of Robinhood in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.