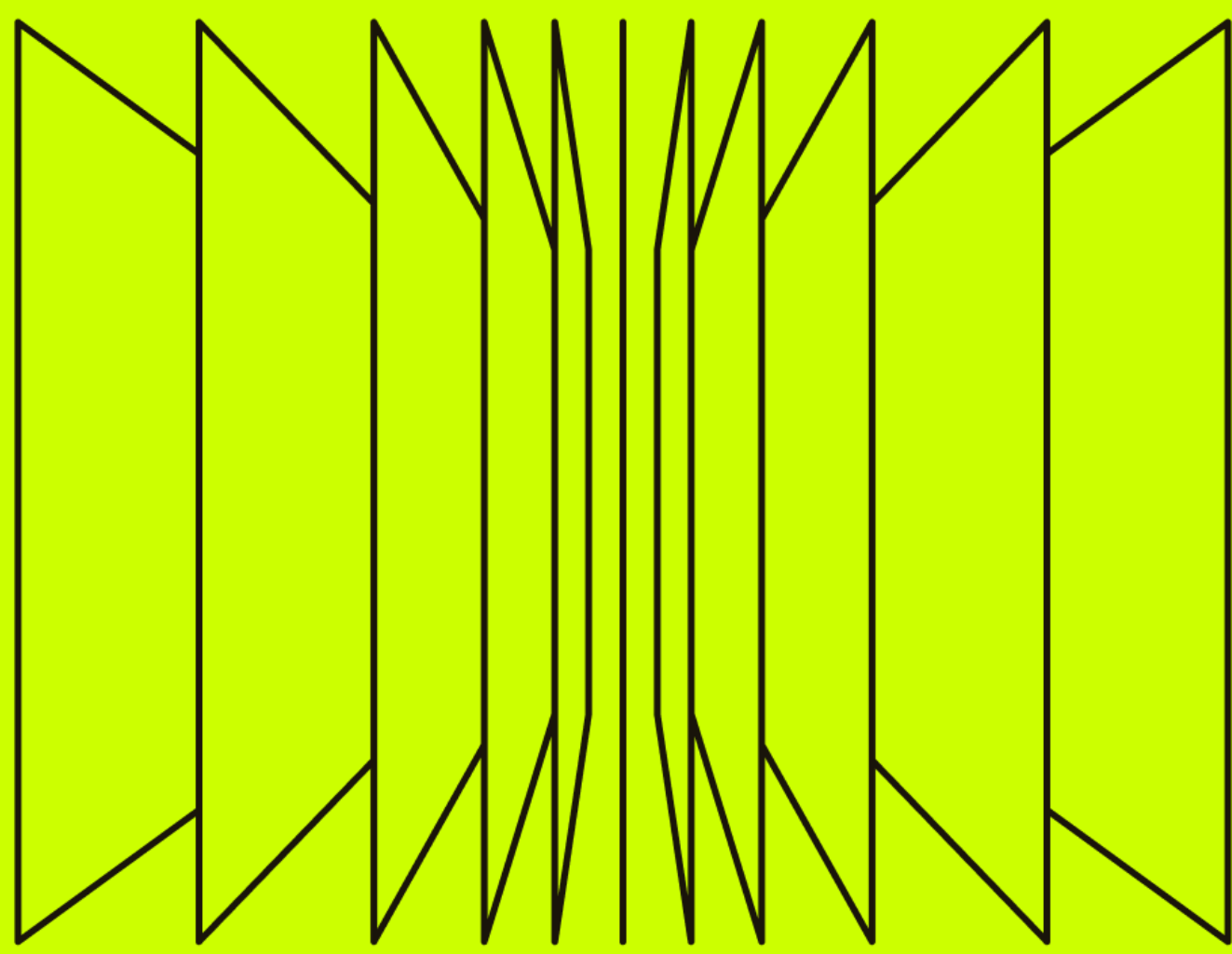


Environmental, Social & Governance 2024 Fact Sheet



Robinhood

Environmental, Social & Governance (ESG) 2024 Fact Sheet

Mission

Democratize finance for all.

Vision

To enable anyone, anywhere in the world, to buy, sell, or hold any asset—or conduct any financial transaction—through Robinhood.

Delivering on Our Mission

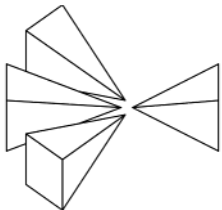
At Robinhood Markets, Inc., we are creating a modern financial services platform for everyone, regardless of their wealth, income, or background. We believe we have made investing culturally relevant and understandable, and that our platform is enabling our customers to become long-term investors and take greater control of their finances.

ESG Priorities

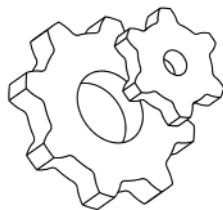
We maintain strategic programs, such as ESG, so that Robinhood continues to be a company rooted in transparency and trust. We see ESG as an opportunity to drive long-term impact for our business and to respond to a new generation of investors and customers who choose companies that reflect their values. Our 2024 Environmental, Social & Governance Fact Sheet provides an overview of our ESG performance during fiscal year 2024 (“FY24”) (January 1, 2024 - December 31, 2024). All data is reflective of FY24 unless otherwise noted.

Values

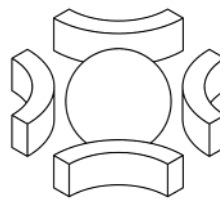
Insane Customer Focus



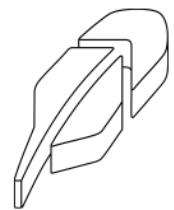
High Performance



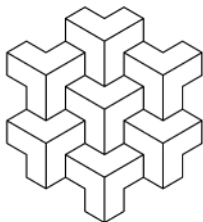
Safety Always



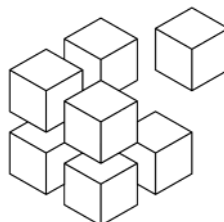
One Robinhood



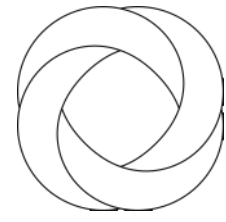
Participation is Power



First-Principles Thinking



Lean and Disciplined



Locations of Robinhood Products



United States (U.S.)



United Kingdom (U.K.)



European Union (E.U.)

Our Customers

At Robinhood, we pride ourselves on our insane customer focus and are committed to delivering an industry leading customer experience. In 2020, we launched our customer commitments to provide clarity on what the people we serve can expect from Robinhood.

25.8M funded customers

(as of March 31, 2025)

~50% first-time investors

Percentage of Robinhood customers who started investing on Robinhood in Q1 2025 and self-identified as first-time investors



~37%
women investors¹
(as of March 31, 2025)



~75%
millennial and
gen z investors
(as of March 31, 2025)

Customer Financial Education

We believe 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 offer a variety of ways for our customers to grow their financial knowledge:



[Robinhood Learn](#)



In-app education



Newsfeeds



[Sherwood Snacks](#)



[Learn and Earn](#)

[Read more](#)

Community Financial Education

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



Student-athlete [financial education](#)
through [Robinhood Money Drills®](#)



[Training educators](#) to teach personal finance



[Veterans](#) and retirement education workshops



[Financial inclusion through partnerships](#)



[Working to protect elders from financial fraud](#)

[Read more](#)

¹ This is based on Q1 2025 data in U.S. only, among respondents who report they are currently using Robinhood.

Governance: Governing Responsibly

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.



[Robinhood Markets, Inc. Corporate Governance Guidelines](#)

Governance Highlights



Annual Director Elections

All of our directors are elected on an annual basis.



Board Composition Reflects Broad Range of Skills & Backgrounds

Our Board is composed of directors who each bring valuable skills and qualifications and together bring a wide variety of backgrounds to the Board.



Retail Stockholder Engagement

We promote engagement with our retail stockholders through the Say Technologies platform by inviting our retail stockholders to ask questions on our earnings calls and annual meetings and by enabling communication directly with the company.



Lead Independent Director

Our Lead Independent Director provides strong leadership to the independent directors on our Board and guidance to our Chair and Chief Executive Officer (“CEO”).



Fully Independent Committees

We have four standing committees of the Board, each comprising independent directors.



Institutional Stockholder Engagement

We launched our engagement program with institutional investors in 2022, and as part of the program, we have continued to conduct outreach to our largest institutional stockholders and engaged with such stockholders requesting meetings.

ESG Oversight

Our Board’s Nominating and Governance 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. Our Board’s 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, building and cultivating our workforce.

Speaking Up Safely

We expect employees who identify any potential or actual violations of the Code of Conduct or any applicable law, rule, regulation, or Robinhood policy to speak to their manager, the People Team, the Ethics Office, or to make a report through the Global Integrity Helpline. Robinhood takes reports such as these seriously, with reports being acknowledged promptly and thoroughly investigated in accordance with Robinhood policy.

Security Controls

Robinhood continues to evolve our own security practices to protect our customers. To protect customer accounts from malicious actors, Robinhood integrated user device identifiers as part of our user 2FA (Two Factor) authentication process. This reduces the chances of malicious actors leveraging stolen credentials/data to take over a customer account. Additionally, we made two improvements to our internal process to secure our customer's data and scale our business securely. First, as part of improving how we protect sensitive systems internally, we made enhancements to our internal Identity Governance systems to improve how we manage and monitor employee access based on their roles and business requirements. Second, we launched an enterprise-wide Governance Risk and Compliance platform to allow us to scale our security and resiliency risk management processes with our growing global customer base into new markets with expanded regulatory oversight.

Code of Conduct

Our Board has adopted a Code of Conduct that applies to all of our officers, directors, employees, and contingent workers, including our CEO, Chief Financial Officer, and other executive and senior officers. The Board has also adopted a Code of Ethics for Senior Financial Executives. We also maintain a Vendor Code of Conduct, which applies to third parties with whom we do business.



[Robinhood Code of Conduct](#)



[Robinhood Third Party \(Vendor\) Code of Conduct](#)

Highest Security Standards

We are committed to keeping our customers’ accounts safe. We offer security tools and educate our customers to help them practice safe cybersecurity habits.



[Robinhood Privacy Policy](#)

Social: Human Capital Management (HCM)

At Robinhood, delivering on our ambitious, innovative roadmap requires a great culture—how we hire, how we work, and how we foster high performance. We hire top talent who care deeply about the mission and have a track record of impact. We remove bureaucracy, operate with urgency, and foster community through a great employee experience. We offer competitive compensation and benefits for all employees, with outsized rewards for those who deliver outsized impact. We also build an ethical and inclusive culture - where employees can connect, different perspectives can be heard, and everyone can do their best work. As of December 31, 2024, we had approximately 2,300 full-time employees.

High Performance Culture

We design our talent programs to motivate, recognize, and reward high performance. Our lean organizational structure creates more opportunities for impact, clarity, and growth. Development happens on the job.

Top Talent

Our culture of innovation is central to how we attract and keep exceptional people. We’re focused on bringing in the top talent in our industry—and doing so from a range of backgrounds and experiences to meet the current and future demands of our business.

Community & Employee Engagement

Robinhood aims to build an inclusive workplace where everyone can contribute, grow, and do great work. We invest in high-quality tools and resources for the employee experience, especially in our office locations. We also value the benefits of working in person and create office environments that foster collaboration and connection.

Employee Resource Groups (ERGs)

ERGs support an inclusive community, and as of December 31, 2024, about 60% of our employees participate across ten groups: Asianhood, Black Excellence, Christianhood, Divergent, Latinhood, Parenthood, Rainbowhood, Sisterhood, Veterans at Robinhood, and Women in Tech.

Employee Feedback & Communication



We measure organizational culture, inclusion, and engagement through ongoing surveys. This allows employees to share feedback directly with our leaders and management to make improvements. In weekly all-hands meetings, any and every employee has the opportunity to ask our senior leadership questions.

Accessibility

We provide accommodations, like extended time for assessments or specialized equipment, for any candidate or employee who requires them.

Compensation & Benefits

We offer competitive base pay, and full-time employees are eligible for variable incentive pay (cash and/or equity). U.S. benefits include:

 Medical	 Life Insurance	 401(k) Retirement Plan
 Stock	 Parental Leave	 Fertility
 Lifestyle Wallet	 Mental Health	 Performance-Based Cash Bonus
 Paid Time Off	 Tax Advantaged Accounts	

Health & Safety

The Robinhood Environmental Health and Safety program enhances the health and well-being of the company as well as continually improves safety in occupational and recreational environments across all offices.

 Hazard identification, prevention, & control	 Audits & risk assessments
 Emergency preparedness & response	 Employee safety & security training

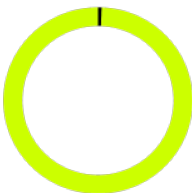
Environmental: Working Toward Sustainability

Robinhood understands 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.

2024 Carbon Footprint

In 2024, Robinhood emitted 62,758 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. 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 2024, as compared to the prior year. See the table below for a full breakdown of Robinhood’s greenhouse gas inventory.

2024 Carbon Footprint Breakdown



● Scope 1	232 mtCO ₂ e
● Scope 2	0 mtCO ₂ e
● Scope 3	62,526 mtCO ₂ e

Greenhouse Gas Inventory




Robinhood’s 2024 footprint covers the following scopes and categories:

GHG Scopes		Emissions (mtCO ₂ e)
Scope 1:	Natural gas	232
Scope 2:	Purchased electricity (location-based)	1,629
Scope 2:	Purchased electricity (market-based)	0
Scope 3:		
Scope 3.1	Purchased goods & services	54,394
Scope 3.2	Capital goods	520
Scope 3.3:	Fuel & energy related activities	657
Scope 3.5:	Waste generated in operations	248
Scope 3.6	Business travel	5,701
Scope 3.7:	Employee commuting	1,695
Scope 3.8:	Upstream leased assets	29
Scope 3.13:	Downstream leased assets	108
Subtotal Scope 3 emissions		63,352
Total Market Based GHG emissions		63,584

*Robinhood purchased 6,550 MWh of Green-e® Energy Certified wind energy RECs to offset electricity consumption at its offices as well as employees' remote work activity.

Office Efficiency: Energy, Water, & Waste

Our corporate headquarters is in Menlo Park, California. We lease additional office facilities in the U.S. and around the world. Where possible, we strive to make our offices both comfortable and sustainable. Some of our efforts include:

	Energy LED motion-sensor lighting		Water Low-water indoor plants and native species in external landscaping, low-flow faucets & lavatories		Waste Recycling bins, composting bins, and recycling e-waste following local & state ZeroWaste initiatives
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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. 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.

Renewable Energy

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 2025, we procured 6,550 MWh of Green-e® Energy Certified wind RECs. In 2024, Robinhood was one of eight companies to fund five new solar plants in Michigan. The new solar plants 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.

	Renewable Energy Certificates		Fixed-Price Virtual Power Purchase Agreement
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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.

	California Voluntary Carbon Market Disclosures Act (AB 1305) Statement
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Forward-Looking Statements

This report contains forward-looking statements (as such phrases are 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 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 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; 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 rapid and continuing expansion, including continuing to introduce new products and services on our platforms as well as geographic expansion; 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”), the risk of new regulation or bans on PFOF and similar practices, and the addition of our new fee-based model for cryptocurrency; our exposure to fluctuations in interest rates and rapidly changing interest rate environments; the difficulty of raising additional capital (to provide 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 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 platforms; 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 May 31, 2025 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 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.

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.

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: 232 metric tons of CO₂ equivalent
- Scope 2 (Location-Based): 1,629 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): 56,754 metric tons of CO₂ equivalent
 - Category 1 – Purchased Goods and Services (Market-Based): 54,394 metric tons of CO₂ equivalent
 - Category 2 – Capital Goods: 520 metric tons of CO₂ equivalent
 - Category 3 – Fuel and Energy Related Activities (Location-Based): 657 metric tons of CO₂ equivalent
 - Category 3 – Fuel and Energy Related Activities (Market-Based): 657 metric tons of CO₂ equivalent
 - Category 5 – Waste Generated in Operations: 248 metric tons of CO₂ equivalent
 - Category 6 – Business Travel: 5,701 metric tons of CO₂ equivalent
 - Category 7 – Employee Commuting (includes working from home) (Location-Based): 1,951 metric tons of CO₂ equivalent
 - Category 7 – Employee Commuting (includes working from home) (Market-Based): 1,695 metric tons of CO₂ equivalent
 - Category 8 – Upstream Leased Assets (Location-Based): 69 metric tons of CO₂ equivalent
 - Category 8 – Upstream Leased Assets (Market-Based): 29 metric tons of CO₂ equivalent
 - Category 13 – Downstream Leased Assets (Location-Based): 292 metric tons of CO₂ equivalent
 - Category 13 – Downstream Leased Assets (Market-Based): 108 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.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2023 data), 2025
- USEPA Emission Factor Hub, 2025
- Environment and Climate Change Canada. 2024. National Inventory Report, 1990–2022: Greenhouse Gas Sources and Sinks in Canada.
- Singapore Emission Factors Registry (SEFR), 2023
- Green-E Residual Mix Rates 2024 (2022 Data), March 6, 2025
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Utility-specific emission factors
- Supply Chain GHG Emission Factors for US Commodities v1.3, July 10, 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
 - Emission factors from DEFRA's 2021 Conversion Factors dataset (released June 2, 2021) are used for the calculation of Scope 3 Fuel and Energy Related Activities emissions for WTT electricity generation and WTT electricity transmission and distribution losses.
- CDP Supply Chain Scope 3 Report, 2024 data year

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was conducted:

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

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation 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 consultant;
- Review of documentary evidence produced by Robinhood;

- 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 GHG 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:



Jessica Jacobs, Lead Verifier
ESG Program Manager
Apex Companies, LLC
Cincinnati, Ohio



Trevor Donaghu, Technical Reviewer
ESG Director, National Practice Lead
Apex Companies, LLC
Pleasant Hill, California

June 14, 2025

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 opinion declaration 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.