

Robin

Diversity, equity, & inclusion report

June 2021

Introduction

On our journey to becoming the most diverse and inclusive version of ourselves, we're putting a laser focus on how we hire for diversity in all of its different forms.

We know that fundamentally changing the shape and the makeup of our team means we need to first understand the state of the team today so that we can be intentional about reaching our goal state for "tomorrow."

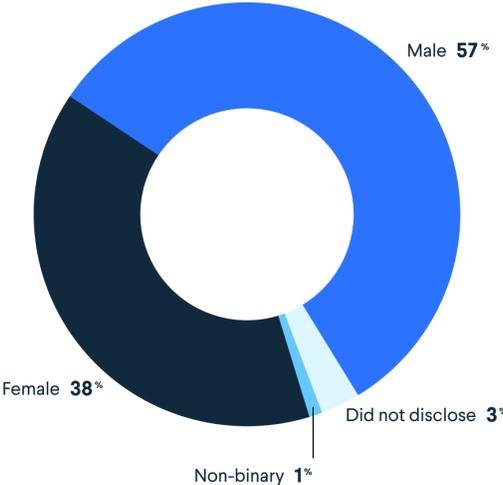
Here are the commitments we make every time we have an opportunity to diversify our team through growth:

1. **Diverse candidate slates** — Before we make an offer for a role, we will first have had at least one finalist from an underrepresented group (URG) and at least one female.
2. **Diversity sprints** — Inspired by SurveyMonkey, for the first two weeks of a search for leadership roles we will only screen URG's.
3. **Advertise our roles to URG-specific sites** — We make an effort to advertise job opportunities outside of our existing predominantly white network by keeping an ever-growing list of posting places specific to different URG's.
4. **Publish a diversity report** — In order to hold ourselves accountable for these diversity efforts, we create and publish a diversity report twice a year.

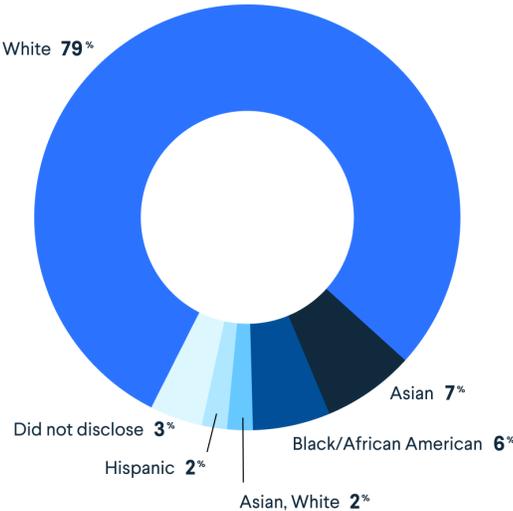
Robin by the numbers

We surveyed our entire company and ended up with 86% survey participation. The numbers below are based on our data.

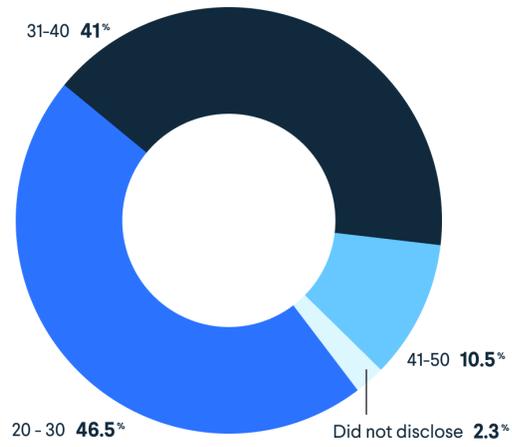
Gender



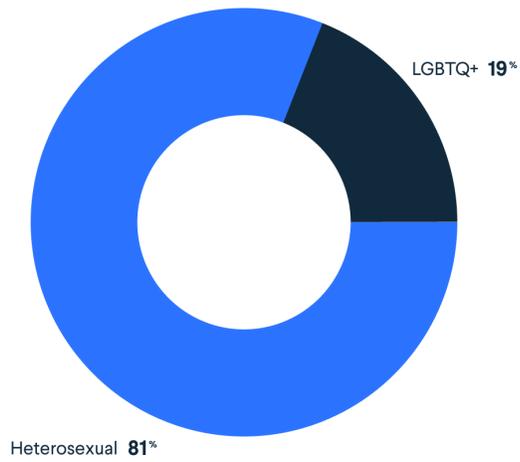
Ethnicity



Age



Sexual Orientation



Conclusion

Our DE&I report is how we measure the state of diversity at Robin today and the data informs our strategies for improvement moving forward.

Based on the data above, we have set our focus on three pillars of effort:

1. **Attract:** What candidates are we attracting and how can we ensure we are reaching a diverse pool of candidates?
2. **Grow:** Are we positioned to not only build out a D&I initiative but grow it for years to come?
3. **Give Back:** How can we give back to historically disadvantaged communities? What steps should Robin be taking to contribute positively to the world around us?

As we work towards our goals, we'll continue to update this data every six months.

The data in this report was from a survey conducted in May 2021.