2024 Ripple Impact Report

FINTECH FOR A BRIGHTER TOMORROW

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Catalyzing Impact through Blockchain

Since 2018, Ripple Impact has been at the forefront of using blockchain to drive meaningful change. In 2024, we took our mission even further—launching bolder partnerships, funding more innovative solutions, and empowering our employees to make a bigger difference. This report highlights our most impactful moments, illustrating how we're using technology to connect communities and unlock potential on a global scale.

From Vision to Value

When I joined Ripple in 2013, we were a small team of entrepreneurs in cramped quarters, fizzing with big ideas about how we could apply new technologies - specifically blockchain and cryptocurrency - to solve some of the business world's most persistent problems. We had more ideas than we could possibly implement, but that never held us back. We embraced cycles of ideation, experimentation and iteration, sometimes falling short, sometimes glimpsing breakthrough potential.

Now, a decade later, we've proven our vision. Across our core businesses - Payments, Custody and Stablecoins - we've refined our focus, established product-market fit, and created durable value propositions for our customers and partners worldwide. Our solutions are modernizing institutional financial infrastructure and we're delivering on the promise of the Internet of Value, enabling the world to move value as seamlessly as information moves today.

What energizes me most is witnessing the maturation, growth and accelerating velocity of Ripple's products. They have transformative power not only for business, but for society and the organizations tackling our world's most urgent societal challenges. Through our partnerships with leading universities, nonprofit organizations and purpose-driven startups, we remain relentlessly committed to unlocking greater economic opportunity for everyone, everywhere.

I'm confident that Ripple's role in creating positive change will continue to expand through Ripple Impact, a cornerstone of our company with a proven track record of pioneering blockchain and crypto applications for social good. Just like our early startup team, Ripple Impact operates at the cutting edge, discovering and demonstrating how emerging financial technologies can drive meaningful change.

And they will.

Monica Long,
President

Companies built to last create lasting impact.

Thriving companies often share a common trait: they match their business growth with growing contributions to a better world. Companies with ample financial resources, innovative technology and talented employees can be a vital force in driving positive social and environmental impact, both globally and in the local communities they serve.

Ripple's ambition to be a catalytic changemaker is in its DNA. Among the company's founding principles is the idea that blockchain and crypto technology can help democratize money, making financial services more accessible, affordable and equitable for all. More recently, blockchain has been hailed as an important tool in making global systems more sustainable, including voluntary carbon markets.

As Ripple Impact enters its 8th year, we remain committed to unleashing the power of our people, our products and our purse to create lasting impact at scale. We have now deployed more than $200M USD for good, accelerating financial inclusion through pilots with leading NGOs and mission driven startups, broadening blockchain and crypto research and innovation at more than 60 universities globally and breathing new life into the fight against catastrophic climate change through investments in carbon removal and carbon markets infrastructure.

Ripple is globally recognized as a leader in corporate social and environmental impact, both within its own industry and beyond. This report, which highlights our work over the past year, is a testament to the power of collaboration. We are indebted to our nonprofit and academic partners for their subject matter expertise and collaborative enterprise. We are inspired by our employees, who remain committed to, and engaged in, inspiring, impact driven projects that go beyond the bounds of their everyday responsibilities. And we are grateful to Ripple's leadership, who deeply understand and continue their unwavering commitment to the power successful companies have to help others succeed in a more equitable and sustainable world.

Ken Weber,
Vice President, Social Impact

Ripple Impact by the Numbers

$200M+

Donated since 2018

$21M

In grants distributed in 2024

60

Global university partners

1,500+

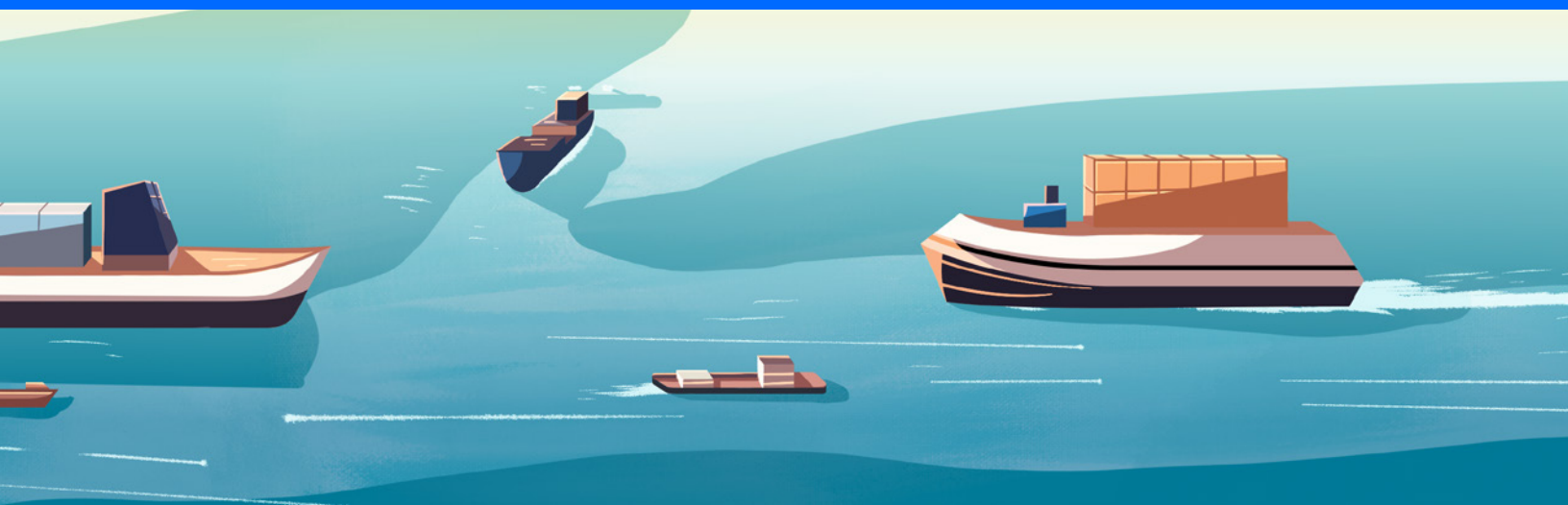
Blockchain research papers and technical projects funded

95%

Carbon removals secured to achieve net zero by 2030

80%

Employee participation in giving and volunteering programs



01

Impact Finance

Impact Finance

In 2024, Ripple expanded our strategy to encompass Impact Finance, including a broader range of applications built on XRPL and leveraging Ripple USD to make financial services more accessible, affordable and equitable. Through partnerships with Mercy Corps Ventures, International Rescue Committee and the Lab for Inclusive Fintech at UC Berkeley, we are funding pilots and research that can scale how blockchain and digital assets can enhance humanitarian aid, financial resilience and economic opportunity in emerging markets. By applying Ripple technology for good, we're unlocking new ways to create lasting impact.

$30M

Granted to nonprofits supporting impactful finance since 2018

15

Startup investments and pilots launched in emerging markets with Mercy Corps Ventures

$1M

Committed to International Rescue Committee for aid innovation

Impact Finance Partners

Impact Spotlight

Raising the Standard for Stablecoins with RLUSD

In December of 2024, Ripple officially launched Ripple USD (RLUSD), an enterprise-grade, USD-denominated stablecoin created with trust, utility, and compliance at its core, backed by Ripple's years of experience working with crypto and the existing financial system. RLUSD is issued on both the XRP Ledger and Ethereum blockchains, offering flexibility and scalability for a broad range of financial use cases including potential to accelerate financial inclusion.

RLUSD presents significant opportunities for Ripple Impact initiatives, including philanthropy, expanding financial services for unbanked populations, cross-border payments, and humanitarian aid delivery in remote areas.

Shortly after launch, Ripple Impact partnered with Mercy Corps Ventures and DIVA Donate to implement an anticipatory-aid-delivery pilot in Kenya using RLUSD. This innovative system uses satellite data and smart contracts to hold donated RLUSD in escrow, automatically disbursing funds when pasture conditions become distressful for pastoral communities. Running through June 2025, this second-phase pilot builds on previous success that demonstrated a 75% reduction in transaction costs and 90% faster delivery of funds compared to traditional transfer methods.

Impact Spotlight

Innovating Aid with International Rescue Committee

At Ripple's annual Swell Conference in October, Ripple announced a strategic partnership with the International Rescue Committee (IRC) to improve humanitarian aid delivery through blockchain technology. This collaboration will leverage Ripple's cross-border payments solution and creation of a dedicated RLUSD stablecoin fund to support IRC's crisis response capabilities.

Backed by Ripple's $1 million multi-year commitment, this partnership focuses on optimizing cross-border fund transfers and digitizing cash relief programs. By combining Ripple's compliant blockchain payment infrastructure with IRC's humanitarian expertise spanning 40+ countries and $70M+ in cash relief programs, the alliance aims to create more efficient, transparent aid delivery systems.

This initiative represents a significant step toward leveraging blockchain solutions to address global humanitarian challenges, potentially transforming how aid reaches those in crisis situations worldwide.

"The IRC is committed to exploring innovative solutions that help us respond rapidly to communities impacted by humanitarian crises. We're excited to partner with Ripple, a trusted leader in blockchain payments, to explore how their technology, like stablecoins, can enhance the speed and efficiency of cash-relief, particularly in regions with limited access to traditional banking infrastructure in times of crisis."

David Miliband President and CEO,
International Rescue Committee

Impact Spotlight

Unlocking Opportunity with Mercy Corps Ventures

2024 marked four years of Ripple's partnership with Mercy Corps Ventures and the launch of our Unlocking Opportunity initiative, which supports emerging market entrepreneurs building and piloting solutions for financial resilience through blockchain and fintech. Mercy Corps Ventures made eight investments in early stage companies, launched seven pilots, and provided $191M in financing to small businesses or individuals last year.

MERCY CORPS VENTURES

In 2024, Mercy Corps Ventures delivered impactful results for emerging market entrepreneurs, with Ripple proudly serving as a catalytic funder and collaborator.
37M
People reached by Mercy Corps Ventures portfolio companies
15
Investments and pilots supported in emerging markets
$5.5M
Committed by Ripple since 2020

Pilot

Boosting Smallholder Farmer Incomes with XRPL Traceability

This pilot leverages the XRPL blockchain for traceability and financing solutions from WËIA to boost incomes for 300 smallholder farmers in Colombia and Spain. Farmers gain immediate access to agricultural inputs through Farm Now, Pay Later, while QR codes track their products from planting to harvest. The program connects farmers to formal markets and provides businesses with verifiable sustainability data. Running through 2025, the pilot could expand financial inclusion and increase farmer incomes.

Courtesy of Mercy Corps

Impact Spotlight

Lab for Inclusive FinTech

The UC Berkeley Lab for Inclusive FinTech (LIFT) transforms financial access for unbanked and under-banked populations through evidence-based research. Launched in 2020 with Ripple funding, LIFT combines expertise from Berkeley's Institute for Business and Social Impact with the Center for Effective Global Action and the Blum Center.

Since 2023, LIFT has supported 25 research projects across 14 countries, mobilizing over 40 researchers across 15+ institutions to evaluate solutions for underserved populations in both emerging and advanced markets. One-quarter of LIFT's research examines how blockchain can create accessible financial systems for the 1.4 billion unbanked adults worldwide.

This work connects academic findings with industry partners and policymakers to develop scalable, ethical and real solutions.

25

Financial inclusion research projects

14

Countries represented across research portfolio

40

Researchers across 15+ institutions

02

Breakthrough Blockchain Research & Innovation

University Blockchain Research Initiative

Solving Tomorrow's Business & Real World Problems Today

Since its launch in 2018 as the first program of its kind globally, Ripple's University Blockchain Research Initiative (UBRI) has built partnerships with 60 leading universities worldwide, catalyzing research and reshaping academic programs to accelerate blockchain and crypto adoption.

In 2024, UBRI expanded its global impact by welcoming Yonsei University (South Korea), National Kaohsiung University of Science and Technology (Taiwan), Nanyang Technological University (Singapore) and eBS Universitat (Germany) to the network while strengthening support for established partners like Morgan State University and the National University of Singapore's Fintech Lab. The year culminated with our most successful UBRI Connect conference to date, hosted at the University of Zurich, Switzerland. This gathering brought together the world's foremost academic and industry leaders to exchange insights and foster collaborations that will shape blockchain's future.

Through these highly collaborative partnerships, UBRI continues to nurture the next generation of innovators while advancing foundational research in blockchain technology and digital assets.

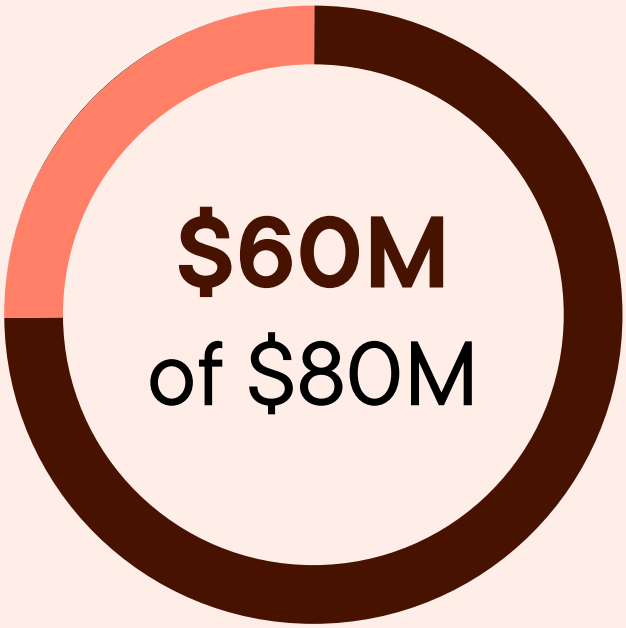
183
Scholarships and fellowships funded

250
Research papers and technical projects published

$5.7M
Distributed to university partners

Powering Blockchain Innovation: Funds Distributed 2018-2024

Ripple initiated the University Blockchain Research Initiative (UBRI) in 2018 with a $50M commitment, scaling up to $80M in 2022. By the close of 2024, Ripple had deployed $60M (75%) to our university partners. These grants have provided 60 universities worldwide with financial and technical resources that fuel the development of blockchain courses and talent pipelines; innovative fintech labs; scholarships; and the publication of research that advances the understanding and application of blockchain technology.



Impact Spotlight

Yonsei University

In September 2024, Ripple expanded the UBRI network to include Yonsei University in South Korea—our 58th global academic partnership and 12th in the Asia Pacific region. This strategic multi-year collaboration positions Yonsei at the forefront of blockchain research, with particular focus on artificial intelligence integration, financial applications and information systems development.

12th

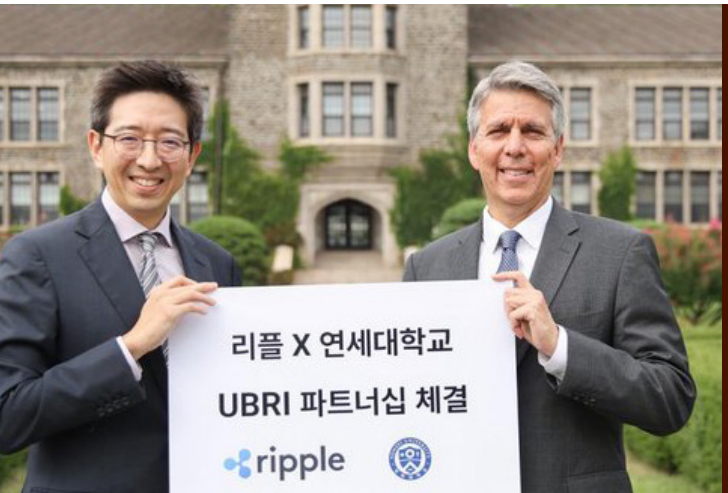
UBRI partner in Asia Pacific Region

Beyond research funding, the partnership supports experiential learning through hackathons and the establishment of an XRPL validator on campus. This validator not only enhances the university's research infrastructure but also provides invaluable hands-on experience for students and faculty while contributing to the XRPL network's security
and decentralization.

$300K

Multi-year grant provided by Ripple

By bringing together Yonsei's academic excellence and Ripple's technological expertise, this collaboration creates a powerful platform for advancing blockchain innovation in one of Asia's most dynamic technology hubs.



"We are excited to receive a grant through Ripple's UBRI program, allowing us to further explore cutting-edge research areas and foster a deeper understanding of blockchain's impact on the finance and management industries."

Jun Kyung Auh, Associate Professor of Finance and Artificial Intelligence, Yonsei University

Impact Spotlight

Cornell University

Cornell University in Ithaca, New York is at the forefront of digital asset adoption and preparing the next generation of blockchain leaders with their Cornell FinTech Initiative. With Ripple's support through UBRI, Cornell has advanced blockchain research and learning on campus, hosting 15 events, awarding 21 fellowships, and producing 50 research projects and 45+ published papers.

50
Blockchain research projects

45
Published papers

21
Fellowships

"Ripple's UBRI partnership has advanced blockchain education and research at Cornell, supporting the DEFT Lab's cutting-edge work on DeFi and economics, engaging students through a payments innovation hackathon, and shaping key discussions on stablecoins, payments, and CBDCs at an invite-only roundtable."

Susan Joseph, Executive Director of the Cornell FinTech Initiative
Cornell University

Supporting the Next Generation of Blockchain & Crypto Leaders

UBRI established four new university partners in 2024, bringing our partner network to 60 universities across 26 countries. Funding was renewed for 10 university partnerships with grants supporting 183 scholarships and fellowships funded 250 research papers and technical projects published across the network.

New UBRI Partners in 2024

NKUST

YONSEI UNIVERSITY

NANYANG TECHNOLOGICAL UNIVERSITY SINGAPORE

EBS Universität für Wirtschaft und Recht

Accelerating the UBRI Partner Network
$15M
$10M
$5M
0
2018
2019
2020
2021
2022
2023
2024
4.3M
12.3M
11.8M
10M
9.2M
6.7M
5.7
17
33
37
45
50
56
60
Funds Distributed ($M)
Universities

Ripple Effect: UBRI's Cumulative Impact
2000
1500
1000
500
0
645
986
1054
1520
Courses
Events
Fellowships
Research
2024
2023
2022
2021
2020
2019

Impact Spotlight

Expanding Blockchain Frontiers at NYU Abu Dhabi

In 2024, Ripple extended its groundbreaking partnership with NYU Abu Dhabi, reinforcing our commitment to blockchain research in the Middle East. This milestone brings our total funding to over $1 million, supporting innovative student initiatives through the Ripple Blockchain Collaboratory.

Since its 2021 launch, the collaboration has driven cutting-edge research and project-based courses in blockchain, cryptocurrency, and fintech. By integrating with the Corporate Sprint Accelerator Program, the partnership has become a catalyst for launching and scaling blockchain startups in the UAE, demonstrating Ripple's ongoing dedication to nurturing emerging technological talent in the region.

UBRI Spotlight

UBRI Connect 2024

UBRI Connect is Ripple's academic conference bringing together scholars, researchers, and thought leaders in the UBRI network to showcase blockchain initiatives, share knowledge, and inspire future research. UBRI Connect 2024 was hosted in Zurich, Switzerland, on September 10-11, welcoming more than 200 attendees from 50+ universities.

Hosted by the University of Zurich, Swiss FinTech Innovation Lab, and UZH Blockchain Center, UBRI Connect 2024 was the largest to date. This two-day event united leading blockchain academics for unparalleled research, presentations, and dynamic discussions across diverse topics like interoperability, real-world asset tokenization and financial inclusion. Other highlights included the pre-UBRI Connect EMEA Summit hosted by the UK Centre for Blockchain Technologies, and the annual UBRI Awards, recognizing eight network leaders for their outstanding contributions.

55
Speakers

40
Sessions

20+
Countries Represented

50+
Universities Represented

UBRI Award Winners

The UBRI Awards annually celebrate the exceptional academics and educators from across the UBRI network. Nominated by their institutions, these outstanding individuals are chosen by a dedicated committee of peer representatives.

UBRI Educator: Courses

Roberto Caparroz,
Fundação Getulio Vargas (FGV)

Raša Karapandža,
University of Pennsylvania

UBRI Educator: Programs

Will Cong,
Cornell University

UBRI Innovator

Agostino Capponi,
Columbia University

UBRI Maverick

University of Pennsylvania,
Blockchain & Digital Assets Project

UBRI Visionary

Kenneth Chung,
University of Pennsylvania

XRPL Contribution

Walter Hernandez Cruz,
University College London

UBRI Legend

Yifen Tian,
University of Michigan

UBRI Impact

Emma Nassari,
University of Kansas

Event Spotlights

Morgan State University Students Excel at SimTrade Competition

Ripple sponsored the 2024 SimTrade competition, bringing together 57 students from the National University of Singapore, Morgan State University, and Brazil's Fundação Getulio Vargas. The competition simulated cryptocurrency trading over 30 days, enhancing student decision-making and risk management skills while deepening their understanding of blockchain and digital assets. Morgan State students excelled, with six placing in the top 10, including third-place winner Kazem Alkhars.

Roma Tre University Hackathon

The XRPL Hackathon at Roma Tre University brought together 60 student developers from across Italy, organized in partnership with University of Trento and XRPL Commons. This three-day national event featured cryptography and blockchain tracks with a €10k prize pool, combining seminars, discussions, and hands-on challenges.

Australian National University

Carnegie Mellon Universi

Duke University

FGV

International Institute of Information Technology Hyderabad

The University of Kansas

Korea University

Kyoto University

Morgan State University

Northeastern University

NUS National University of Singapore

Princeton University

TU Delft

Berkeley University of California

University of Nicosia

The University of North Carolina at Chapel Hill

University of Michigan

University of Waterloo

UCL

uni.lu Université du Luxembourg

Texas The University of Texas at Austin

東京大学 The University of Tokyo

Penn University of Pennsylvania

USP Universidade de São Paulo

Toronto Metropolitan University

University of Cape Town

Georgetown University

جامعة نيويورك ابوظبي NYU ABU DHABI

ITAM

03

Sustainability & Carbon Markets

Leading on Crypto Sustainability and Carbon Markets Innovation

Ripple's commitment to sustainable global financial services shines through via its utilization of XRPL, a carbon neutral blockchain technology since 2020, and its progress toward achieving net zero as a company by 2030.

In 2024, Ripple secured 95% of carbon removals needed for its 2030 net-zero goal. Beyond purchasing renewable energy globally, Ripple invests in proven nature based methodologies such as biochar, enhanced rock weathering, and sustainable agriculture projects through multi-year agreements with partners like Varaha, Indigo and Living Carbon.

We're also strengthening global carbon markets through Centigrade, a joint venture with Rocky Mountain Institute that leverages AI and XRP Ledger technology to shorten go-to-market times for project developers and streamline due diligence for buyers for project developers and buyers. The platform now hosts more than 20 methodologies and 10 million tonnes of credits.

95%

Carbon removals secured on our path to net zero by 2030

$30M

Invested to date in climate-positive nonprofits and mission-driven companies, accelerating sustainable solutions

93k tCO_2e

Carbon removals to be retired by Ripple through 2030

Sustainability Partners

Centiqrade · RMI · Watershed · BLOCKCHAIN x CLIMATE · THE CLIMATE PLEDGE · SABA

Progress to Net Zero Carbon

Ripple continues to make decisive progress toward our 2030 carbon neutrality goal through a comprehensive strategy of emissions reductions, renewable energy purchases, and multi-year advance commitments to high quality carbon credits. As we enter 2025, Ripple has secured 95% of the carbon removals needed to achieve net zero by 2030.

Since 2020, our partnership with Watershed, a leader in corporate carbon accounting, has enabled us to measure our global emissions across all scopes. This data-driven approach has revealed that, like most financial services organizations, our environmental impact is predominantly driven by Scope 3 emissions. In response, we've implemented targeted initiatives to address our highest emission sources, including business travel and our office footprints globally.

These milestones demonstrate our methodical approach to climate action, balancing ongoing carbon removal with long-term operational improvements to create lasting environmental benefits.

Contracted Carbon Removal Tonnes by Pathway and Year
On track to retire almost 93k tCO₂e of removals through 2030
(in tCO2e)
30,000
20,000
10,000
0
2025
2026
2027
2028
2029
2029
3,000
1,600
2,500
4,500
1,600
4,200
7,000
1,100
6,200
9,500
700
9,200
13,000
550
20,200
8,000
Permanent
Reforestation
Soil Carbon

Impact Spotlight

Accelerating Sustainable Aviation

Ripple is accelerating the adoption of sustainable aviation fuel (SAF) as a key pillar of our journey toward net-zero carbon by 2030. By joining the Sustainable Aviation Buyers Alliance (SABA), we're partnering with an coalition of influential companies committed to purchasing sustainable aviation fuel certificates (SAFc) to scale this transformative climate-positive technology.

500K

Tonnes of abated CO2e expected over the next five years

Ripple's purchase of 1,500 SAFc is already making a tangible impact by enabling Alaska Airlines flights to use SAF, reducing carbon intensity by approximately 75% compared to conventional jet fuel. Ripple's commitment is part of SABA's landmark deal, which is projected to generate $200M in SAFc purchases and abate 500,000 tonnes of CO2 emissions generated by commercial flights.

75%

Estimated reduction in carbon intensity relative to conventional jet fuel

What makes SAF particularly promising is its compatibility with existing aircraft and commercial aviation infrastructure, requiring no system upgrades while utilizing renewable or waste feedstocks. Despite these advantages, SAF currently represents less than 0.5% of global jet fuel supply—a gap Ripple is actively working to close as an early investor in this scalable climate solution.

SABA

"By participating in this historic investment, Watershed customers are providing a powerful demand signal for SAF and affirming the role SAFc will play in corporate emissions reduction initiatives."

Claire Kiely, Head Marketplace Carbon Supply
Watershed

Watershed

Impact Spotlight

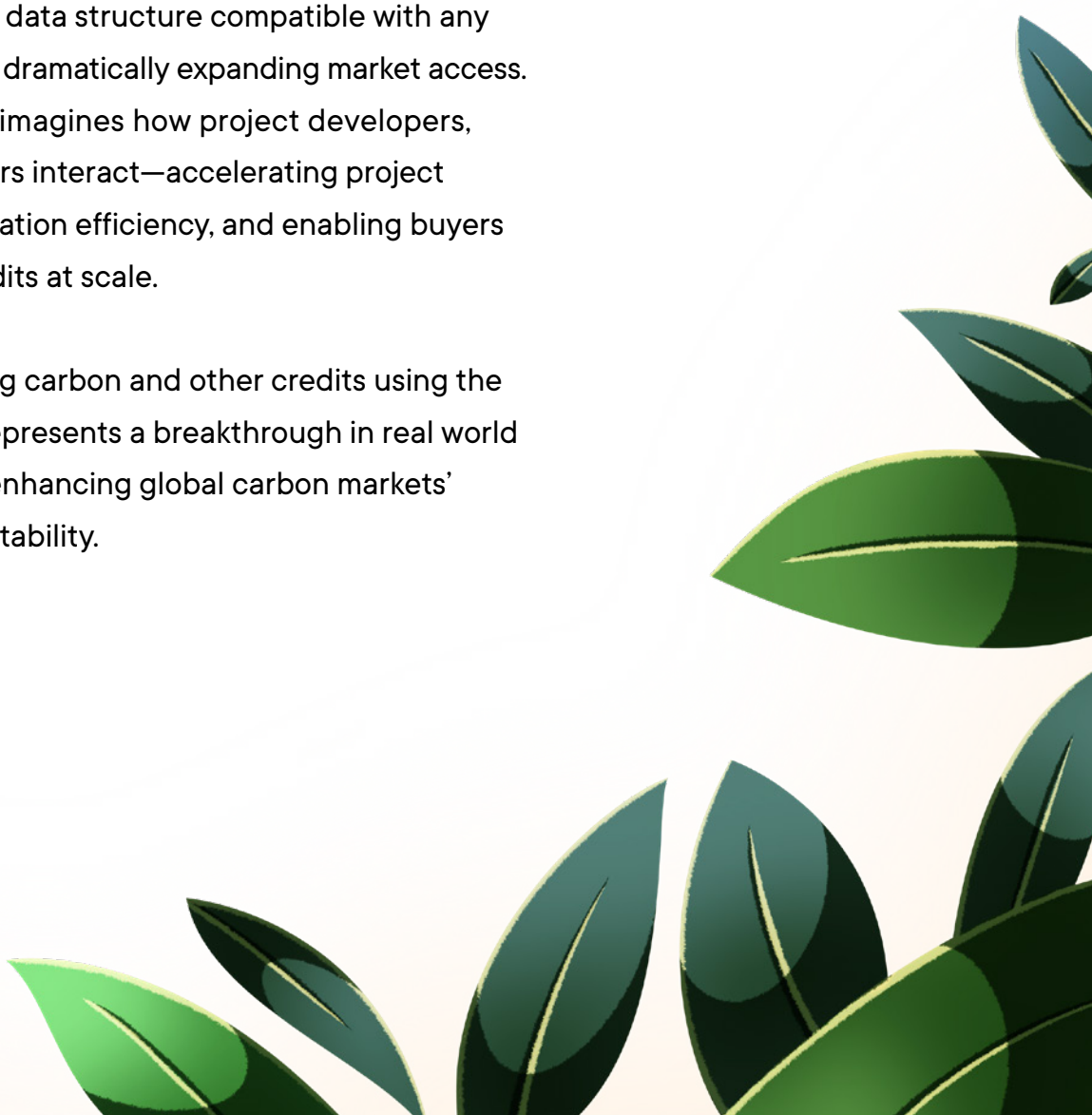
Centigrade: The Future of Carbon Markets

Co-founded by Ripple and Rocky Mountain Institute, Centigrade is transforming voluntary carbon markets through enhanced transparency and accessibility. By combining AI capabilities with XRPL blockchain technology, Centigrade's intelligent, data rich platform streamlines the issuance and marketability of high-quality carbon credits and enriches the due diligence and purchasing process for buyers. The platform now hosts more than 20 methodologies and 10 million tonnes of credits.

In 2024, Centigrade achieved a significant breakthrough by establishing a standardized data structure compatible with any carbon credit methodology, dramatically expanding market access. This innovative software reimagines how project developers, service providers, and buyers interact—accelerating project launches, enhancing verification efficiency, and enabling buyers to identify high-quality credits at scale.

Centigrade is also tokenizing carbon and other credits using the XRP Ledger. This offering represents a breakthrough in real world asset tokenization, further enhancing global carbon markets' integrity, liquidity and investability.

Centigrade



Carbon Market Investments

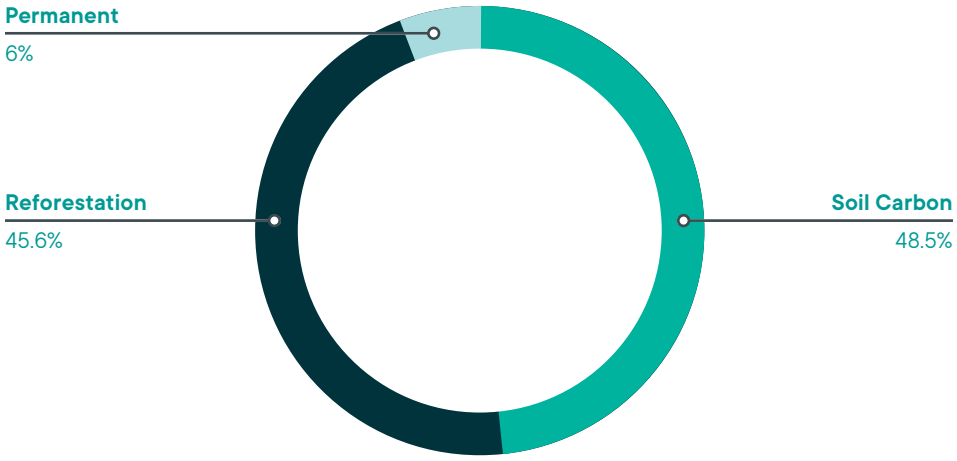
Ripple's climate investment strategy centers on carefully curated partnerships with high-quality carbon removal projects, leveraging advanced market purchases and prepayment offtakes that provide critical upfront capital. This innovative financing approach enables emerging climate solutions to scale more rapidly.

As of year end 2024, Ripple's investments and purchases with some of the most promising, scalable carbon removal technologies totaled more than $25M. Our diverse portfolio spans biochar production, enhanced rock weathering, and regenerative agriculture with industry leaders including Indigo, Eion, Varaha, Cultivo, and Living Carbon.

This portfolio represents more than 185,000 tonnes of committed carbon removal, reflecting Ripple's dedication to supporting high-quality, durable carbon removal solutions and catalyzing scalable climate impact. By prioritizing scientific rigor and long-term impact in our selection process, we are not only offsetting our own emissions but also helping to establish the infrastructure needed for a sustainable, low-carbon future globally.

Aggregate contracted tonnes by pathway (2025-2030)

94% of contracted removals to 2030 are nature-based; with permanent contributing the remainder



Reforestation
Includes forestry projects that plant trees to store carbon

Soil carbon
Includes sustainable grazing or regenerative agricultural projects that store carbon and improve soil health

Permanent
Includes projects that store carbon on geologic (1,000 year+) timescales

XRPL: Transparently Sustainable Blockchain

The XRPL continues to stand out as one of the most sustainable major Layer 1 blockchains with exceptionally low energy consumption of approximately 410353 kWh annually. This efficiency stems directly from its unique consensus mechanism, which doesn't require mining to settle transactions.

Reinforcing this commitment to sustainability, XRPL Commons, an independent organization, manages the XRPL's decarbonization strategy and has developed an environmental assessment framework that measures the chain's carbon footprint, tracking both core network operations and extended activities through validator data and automated metrics.

XRPL Commons provides a transparent public dashboard giving real-time insights into the XRPL's energy use and emissions, ensuring climate disclosure that informs users, regulators, and the public about its environmental impact. This not only supports effective energy reduction and offsetting but also aligns with evolving regulatory landscapes, such as the EU MiCA mandates for climate impact disclosure.

View the XRPL sustainability dashboard at xrpl-commons.org

XRPL Energy and Emissions Insights

Carbon Footprint	
Emissions/year	63tCO_2e
Emissions/1XRP	0.00804mgCO_2e
Emissions/transaction	7.11275mgCO_2e

Values as of 2025-05-23

Electricity Consumption	
Consumption/year	410353kWh
Consumption/1XRP	0.0000204255 Wh
Consumption/transaction	0.0180716205 Wh

Values as of 2025-05-23

04

Employee & Community Impact

Empowering Employees to Make a Difference

In 2024, Ripple employees made a greater impact than ever, with 80% participating in Ripple Impact programs. From mentoring job seekers in New York to packing reclaimed food in London and supporting young students in Bangalore, employees found meaningful ways to give back. Since 2018, Ripplers have given more than $1.7 million with our matching donation program, reinforcing Ripple's commitment to making a lasting difference in communities worldwide.

Beyond volunteering and philanthropy, employees also played a key role in advancing blockchain for good. As UBRI Champions, Ripple employees mentored students on college campuses, fostering the next generation of blockchain leaders. Employees also supported Ripple partners in applying blockchain to real-world impact use cases like humanitarian aid and financial inclusion.

416

Nonprofits supported by employees in 2024

$1.7M+

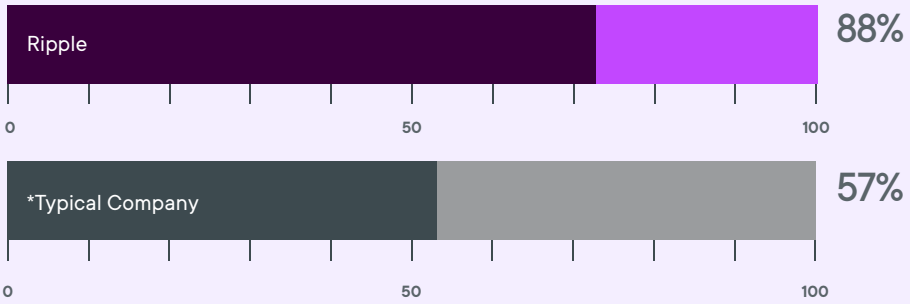
Employee donations and matching since 2018

80%

Employee participation in Ripple Impact giving and volunteering programs

We're Great Place to Work Certified™!

88% of employees a Ripple Labs say Ripple is a great place to work compared to 57% of employees at a typical U.S. company.*



A Great Place to Work

Fortune Best Workplaces for Parents™ 2024 (Small And Medium)
Fortune Best Workplaces in Technology™ 2024 (Small And Medium)
Fortune Best Medium Workplaces™ 2024
Fortune Best Workplaces for Millennials™ 2024 (Small And Medium)
Fortune Best Workplaces in the Bay Area™ 2024 (Small And Medium)

*Great Place To Work® 2021 Global Employee Engagement Study

Employee Giving

Ripplers showed incredible generosity through our matching donation program, supporting causes and charities that matter most to them and coming together to aid communities affected by natural disasters like flooding in Brazil and hurricanes Helene and Milton in the U.S. Four employees ran the London Marathon to raise funds for Great Ormond Street Hospital Children's Charity. Thanks to employee donations, corporate matching, and our LEGGOS values award contributions, we raised $355,800 for nonprofits and charities worldwide.

2024 Employee Impact by the Numbers

$355K
Donated Through Matching Donation Programs

$102K
Raised for GivingTuesday

480
Employee Donors

1,500
Hours Volunteered

30
Volunteer Events

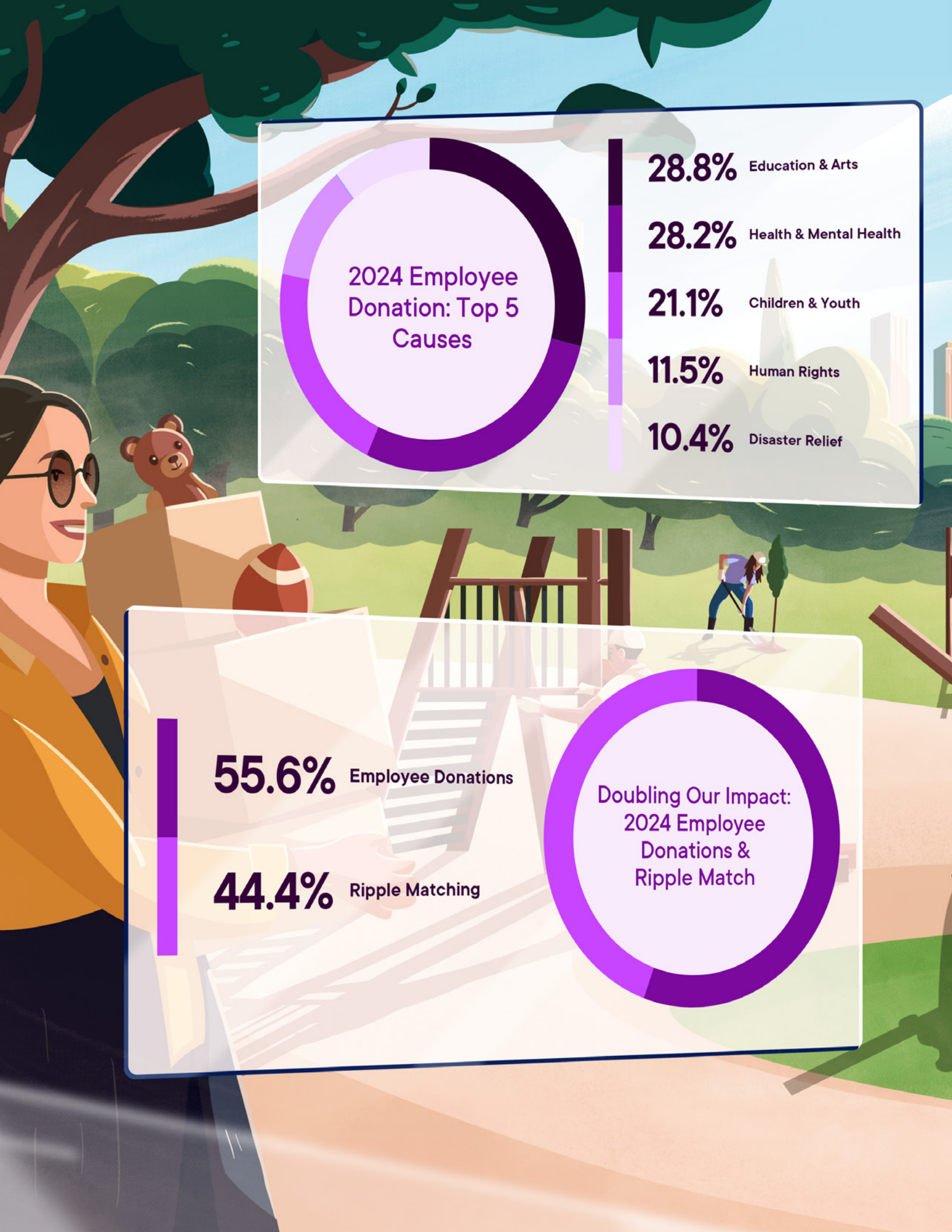
416
Nonprofits Supported

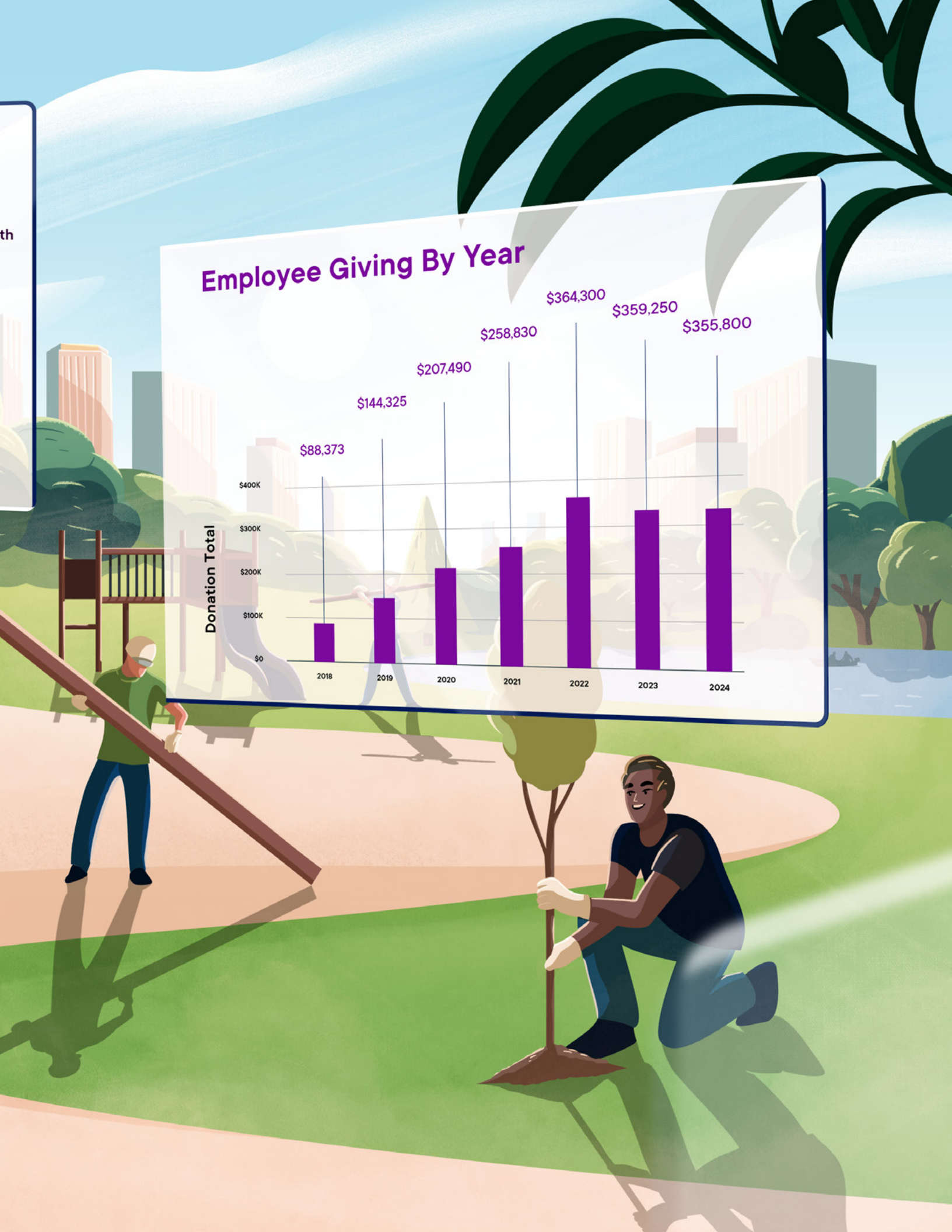
How Ripple Supports Employee Giving

100%
Donation matching up to $1,000 annually per employee

$5K
Donation to nonprofits chosen by our annual LEGGOS Values Award winners

200%
Donation matching for Employee Resource Groups and disaster response


2024 Employee Donation: Top 5 Causes
28.8% Education & Arts
28.2% Health & Mental Health
21.1% Children & Youth
11.5% Human Rights
10.4% Disaster Relief
55.6% Employee Donations
44.4% Ripple Matching
Doubling Our Impact: 2024 Employee Donations & Ripple Match


Employee Giving By Year
Donation Total
$400K
$300K
$200K
$100K
$0
$88,373
$144,325
$207,490
$258,830
$364,300
$359,250
$355,800
2018
2019
2020
2021
2022
2023
2024

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What if we have a
cryptocurrencies
payment systems?
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Felix

KABOOM!
@kaboom

Impact Spotlight

Rooted in Impact: Supporting Singapore's Green Plan

As part of APAC Development Week, Ripple employees in Singapore partnered with the National Parks Board to contribute to the OneMillionTrees movement—a nationwide effort to restore nature and enhance urban biodiversity. Through this initiative, Singapore aims to plant one million trees by 2030, a key pillar of the Singapore Green Plan.

150

Hours volunteered

40

Employee volunteers

Ripplers rolled up their sleeves to plant trees that will improve air quality, support local ecosystems and create a more resilient urban environment. This effort was more than just a day of volunteering—it was a contribution to Singapore's vision of becoming a City in Nature. With nearly 770,000 trees already planted, the movement continues to grow, and we're proud to play a role in shaping a greener future for generations to come.

Impact Spotlight

Bringing Joy and Opportunity to Students in Bangalore

Ripple employees joined the Aahwahan Foundation at Government Primary School Lalbagh Siddapura, providing over 100 students with "Happiness Kits" containing essential school supplies. Through meaningful engagement and educational activities, our team helped create opportunities for children who might otherwise face resource limitations.

100+

Students supported

25

Employee volunteers

Volunteering Highlights

Reforestation in Iceland

The Ripple team based in Reykjavik, Iceland continued their annual support for the Reykjavik Forestry Association, supporting reforestation efforts in Heiðmörk, a proclaimed municipal conservation area of Reykjavík.

Fighting Food Insecurity in Toronto

Ripplers from our Toronto office volunteered twice at the Daily Bread Food Bank, where demand has surged to over 300,000 people relying on its services. Ripplers helped sort and pack food, ensuring essential supplies reached community members in need.

Running for Children's Health

Four Ripplers—Aleks, Anca, Helen, and Joe—ran the London Marathon, raising over £10,000 for Great Ormond Street Children's Hospital Charity.

Boosting Bay Area Youth Literacy

Ripplers in San Francisco embraced the holiday spirit, donating 135 new books and raising $13,000 for Eat. Learn. Play. Foundation's efforts to bridge the literacy gap for Oakland students.

Beyond the Check

Building Brighter Futures with Eat. Learn. Play. Foundation

Ripple employees teamed up with Eat. Learn. Play. Foundation and KABOOM! to transform the schoolyard at Manzanita Campus in Oakland. Inspired by students' own drawings of their dream play space, volunteers brought their vision to life—building a new playground, nature exploration area, outdoor classrooms, and vibrant murals. This marks Ripple's fifth playground build and a particularly special one, as Ana Guardado, a Ripple legal team member, attended Manzanita Elementary as a child. Ana rallied her colleagues to give back to the school that shaped her, demonstrating the personal connections that drive Ripple's community efforts.

270+

Hours volunteered

46

Employee volunteers

With this build, Eat. Learn. Play. has revitalized 10 schoolyards, impacting 13 schools in partnership with KABOOM! and Oakland Unified School District. Ripple continues to be a proud partner in this work to ensure that kids across the Bay Area have safe and inspiring places to play and learn.

EAT. LEARN. PLAY.

ripple
KABOOM!

Living Our Values

Each year, Ripple honors ten exceptional employees who truly embody our six core LEGGOS values. Winners receive a $10,000 cash prize and the opportunity to direct a $5,000 donation to their chosen nonprofit organization, creating positive impact both within our company and throughout our communities.

The 2024 LEGGOS Winners and Charity Choices

Angel Gutierrez Software Engineer II
LIFT NYC & La Tiendita

Chenxi Guo, Data Scientist II
The West Fund

Jack McIver, Director, Business Development
Help for Heroes

Jessica Bacchi, Lead Visual Experience Designer
San Francisco SPCA & Boys & Girls Club

Luke Judges, Sr. Partner Manager
Alzheimer's Society

Natalia Garcia, Finance Integrations Analyst
Girls Who Code

Patrick Henderson, Sr. Workplace Operations Specialist
World Central Kitchen

Siaw Hui, Legal Counsel
Dementia Singapore & The Sherpa Foundation

Subhashish Gupta, Sr. Staff Partner Engineer
The Akshaya Patra Foundation & Tata Memorial Centre

Our LEGGOS Values

Live It
We are passionate. Attitude fuels our entrepreneurial spirit.

Enjoy It
We have fun. There's no roadmap for where we're going and we enjoy the journey.

Get It Done
We deliver. We seek out the next problem, drive forward with purpose and give our all down to the very last detail.

Go For It
We are bold. We dream big, embrace risk, and learn from our mistakes.

Own It
We are accountable together. There's no such thing as someone else's problem.

Say It
We are transparent. We are direct, open and embrace tough conversations.

Employee Resource Groups

Celebrating Cultures and Developing Career Paths

At Ripple, we focus on creating a workplace where every employee feels respected, valued, and empowered. Ripple's seven Employee Resource Groups (ERGs) provide a sense of community, align with our mission and values, and offer opportunities for personal and professional growth. In 2024, Ripple's ERGs organized cultural events, hosted informative speakers, and facilitated career-focused discussion panels, including:

Neuroscience of Neurodiversity Workshop
hosted by Able at Ripple

Blocks & Bots: An Exploration of Blockchain and AI
hosted by Black at Ripple

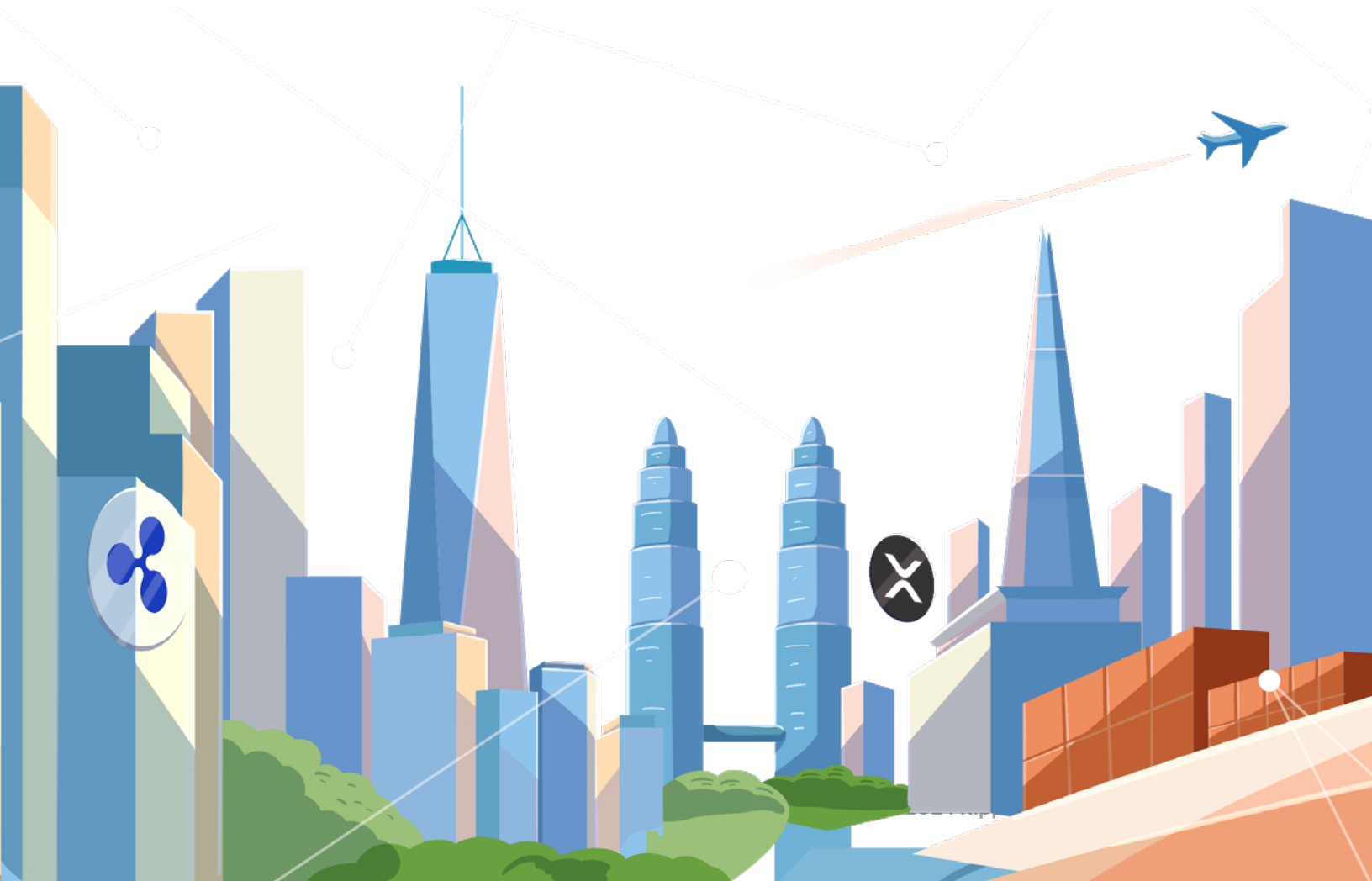
Book Drive for Brooklyn Book Bodega
led by Parents at Ripple

Mid Autumn Festival Grocery Bags for Asian Seniors
hosted by Asian at Ripple

Association of Women in Crypto Partnership
led by Women at Ripple

Playground Build at Oakland's Esperanza Elementary School
led by Amigues at Ripple

05
Global Philanthropy



Catalyzing Change Through Crypto Giving

Ripple's philanthropy fuels partners and impact across our core impact pillars—blockchain research, impact finance, sustainability and employee impact. Since 2018, we have partnered with leading nonprofits worldwide, providing funding in both XRP and cash, along with technical resources to scale solutions that address global challenges with lasting impact.

In 2024, Ripple provided funding to over 70 universities and nonprofits, with more than half receiving multi-year support. Ripple also joined Pledge 1%, committing one percent of profits to issues like accelerating blockchain innovation, expanding financial service and giving back locally. When disasters struck, Ripple responded swiftly, providing XRP donations to relief organizations like World Central Kitchen to aid communities affected by Hurricanes Helene and Milton.

$21M

Given in 2024

$200M

In donations since 2018

70+

Nonprofits and universities received funding from Ripple in 2024

Courtesy of World Central Kitchen/WCK.org

Impact Spotlight

Emergency Relief to Hurricanes Helene and Milton

In 2024, Ripple donated to World Central Kitchen (WCK) to support critical relief efforts following Hurricanes Milton and Helene across Florida, Georgia, North Carolina, and Tennessee. Founded by Chef José Andrés, WCK quickly mobilized its Relief Team to deliver up to 80,000 fresh meals daily to affected communities.

1.3M

Meals served to North Carolina families by World Central Kitchen

Ripple also provided funding to Volunteer Florida, which manages the Florida Disaster Fund—the state's official private fund for disaster response. This organization awards grants to service organizations working directly with affected Floridians in hurricane-devastated areas.

45

Service organizations supported through Volunteer Florida

In North Carolina, WCK's commitment extended beyond immediate response, with meal services continuing into 2025 for families rebuilding after these devastating storms. These partnerships reflect Ripple's dedication to supporting resilient disaster response organizations that provide immediate, tangible aid to communities during their most vulnerable moments.

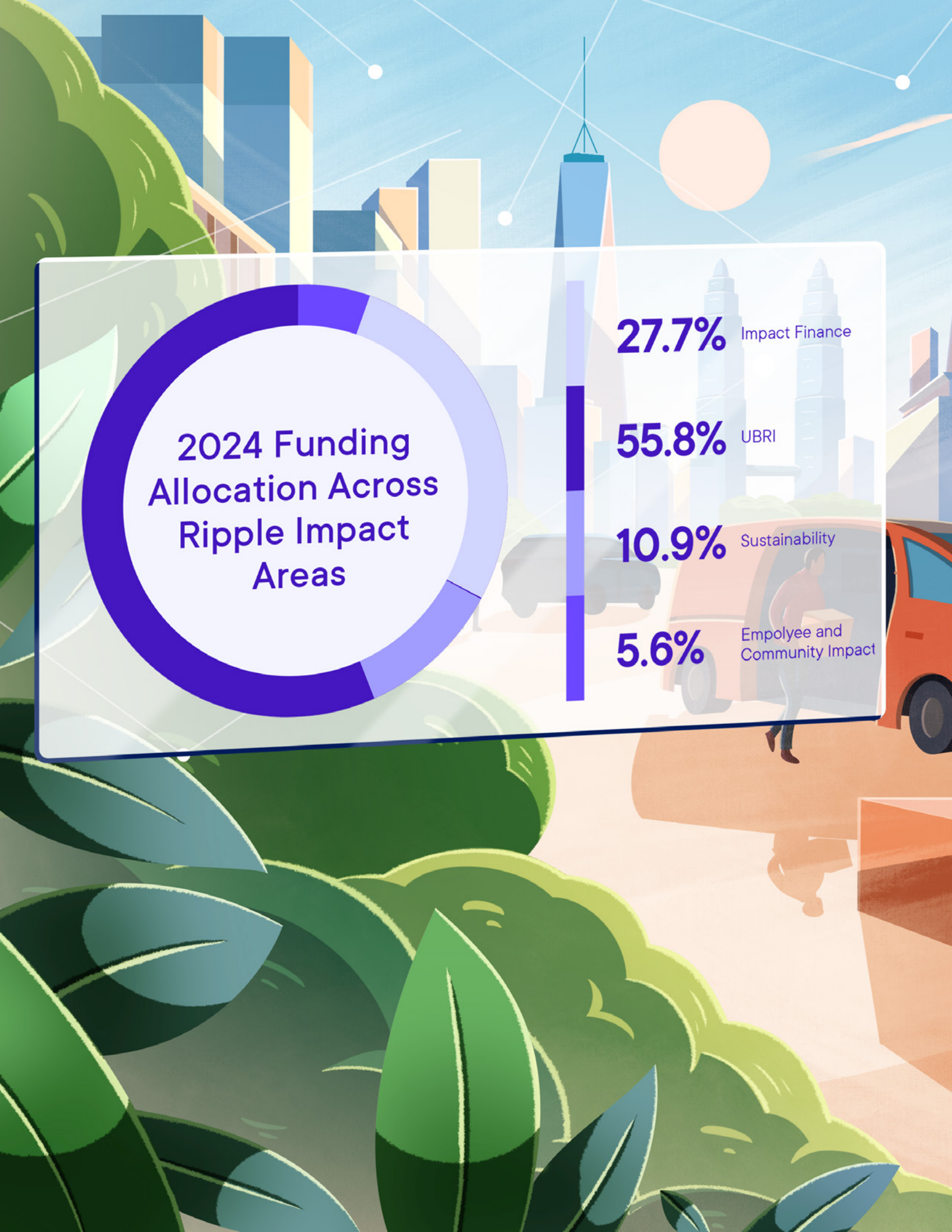
$250K

Donated by Ripple to rapid response efforts

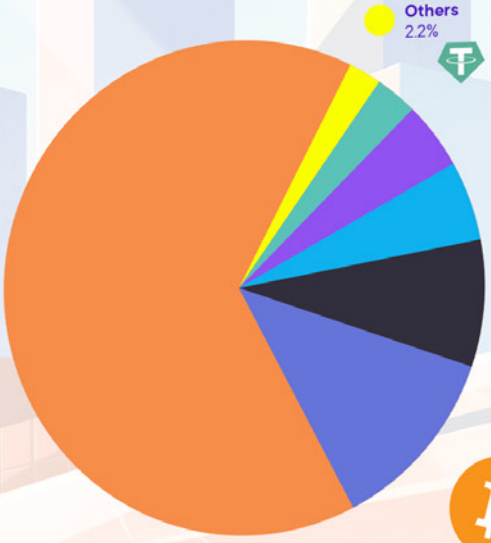
"World Central Kitchen is a team of food first responders—we mobilize quickly to provide fresh meals to communities in crisis. Thanks to supporters like Ripple, WCK was able to respond swiftly after Hurricanes Helene and Milton, delivering nourishing meals to first responders and families impacted by the storm."

Tracy Ganti, Director, Corporate & Foundation Relations
World Central Kitchen

World Central Kitchen


2024 Funding Allocation Across Ripple Impact Areas
27.7% Impact Finance
55.8% UBRI
10.9% Sustainability
5.6% Empolyee and Community Impact

XRP's Rising Philanthropic Impact



- Others 2.2%
- (USDT) 2.6%
- Solana (SOL) 2.6%
- US Dollar Coin (USDC) 5.2%
- XRP (XRP) 8.6%
- Ethereum (ETH) 12.5%
- Bitcoin (BTC) 64.3%

XRP rose from the 9th most donated cryptocurrency in 2023 to 3rd in 2024, according to The Giving Block's Annual Crypto Philanthropy Report. As nonprofits increasingly embrace digital assets, XRP's rapid transactions and strong community support make it an effective tool for global giving.

Source: The Giving Block

Impact Spotlight

Ripple Impact at Swell

Ripple's annual Swell conference brings together industry leaders to explore the future of blockchain and digital assets. This year's event in Miami was the largest yet and emphasised the importance of giving back. Ripple donated $25,000 in XRP to Nicklaus Children's Hospital, South Florida's only licensed specialty hospital for children, and gave attendees the opportunity to contribute their own XRP donations through The Giving Block. The conference also featured a fireside chat with David Miliband, President and CEO of the International Rescue Committee, on global humanitarian challenges and how blockchain can support aid efforts.

"We are grateful to Ripple for their generous support during the Swell conference. This donation will have a meaningful impact on the lives of children and families in our care and we appreciate Ripple's commitment to supporting South Florida communities."

Corey Brown, Director of Corporate Relations
Nicklaus Children's Hospital Foundation

Nicklaus Children's Hospital FOUNDATION

Thank You from the Ripple Impact Team

Ken Weber

VP Social Impact

Lauren Weymouth

Senior Director, University Partnerships

Jonathan Perri

Senior Manager, Social Impact

Emma Nasseri

Program Manager, University Partnerships

Fintech for a Brighter Tomorrow

In 2024, Ripple Impact continued to demonstrate that blockchain and digital assets can be a force for good. Our collaborations with academic, nonprofit and community partners, along with the launch of RLUSD and growing adoption of XRPL by developers for social impact, highlight the real-world potential of blockchain to address global challenges. As we look ahead, Ripple remains committed to leveraging its technology, resources, and network to create lasting, positive impact.