



2021 Year End Report

Content



Words from the CEO



Words from the CEO

Richard Robinson



2020 was probably the hardest year of my professional life. We had to pause our plan to raise a Seed round as capital markets were temporarily frozen. The economic impacts of the pandemic meant that we were forced to work remotely for the first time in some of our careers. Our customers' goals and priorities changed. And our people were afraid of what might happen to our company, their careers, their families and their friends.

But we kept going. And 2021 is the year that we began to enjoy the results of the resilience we showed, and the investment we made in our people. Moving into 2022, our business is growing faster than ever before. But rather than being complacent, with each new achievement, we're becoming more and more ambitious.

We want to make contracts simple for everyone in the world. We want to win some of the world's biggest and most prestigious companies as clients. We want to tackle extremely difficult technical challenges in product design, software and machine learning. And one of the most ambitious things we're determined to do is to achieve all of these goals without compromising our values. Having been trained in two elite law firms, I was accustomed to a culture of excellence – mostly achieved through rigorous, constant and unrelenting scrutiny. At times, it was how I imagine it must feel to work in a 3-star restaurant: exhilarating, intense, and at times humiliating and draining. Increasingly, the world is reflecting on these types of environments and people are questioning whether they're conducive to consistent high-performance and whether these jobs are worth the sacrifices they demand.

When I started Robin, I didn't have a complete picture of the culture I wanted to build, but I wanted the business to function quite differently to the places where I'd previously worked. The work we do at Robin is fundamentally different to the demands of a professional services firm, so it wouldn't make much sense to transplant the culture of a law firm to a software business. But beyond the differences between technology and law, I wanted to make sure Robins felt three things about their jobs.

First, I wanted them to believe that the company had a mission they cared about, and to see their role in helping us achieve it. When working in law, it was so easy for me to be disconnected from the clients and the reasons my contribution mattered – that ultimately left me feeling hollow and unmotivated.

Second, I wanted Robins to feel that they weren't constantly being asked to give their whole lives to work, and that they would be supported when matters outside of work demanded their time or attention. I lost count of the number of dinners, birthdays, weddings and chats I had to cancel at the last minute because work would unpredictably throw up a project that would consume my spare time. Successful startups grow quickly, and it's impossible to control the pace of growth – especially if you are really successful. That means we can't promise people they will always have an easy time. We want people who take pride in their work and take ownership over it, and that means being committed and making occasional sacrifices to ensure our customers are delighted. But in return, no one should feel like they are carrying the world on

their shoulders alone. Everyone in the business makes the same commitment, and my job is to ensure everyone has the resources that mean they're well rested and never routinely overstretched.

Finally, I wanted people to feel like they had a real, meaningful stake in the company's success. My hope was that by making everyone an owner, people would weigh the decisions they make more carefully, they would value the contribution they make, and they would feel more committed to the journey – especially when things get tough. I hope we are succeeding in living up to those values. **We want to show the world, and in particular the legal industry, that there is a new, modern way to do business, and it starts by putting humanity first.**

The Notes



The Notes: Engineering

Engineering is core to what we do at Robin AI, and so as the business has grown rapidly over 2021 so has our engineering and product team. From 3 people at the start of the year we will soon be in double figures. Our back-end development and machine-learning teams have grown and as we are now building technology to tackle all stages of the contract life cycle process we have brought in new expertise in product design and front-end development.



In the last quarter our biggest focus has been a new web-based contract editing platform.

Our vision for this project is to build the most powerful and most popular software platform for reviewing, editing and negotiating commercial contracts - ultimately displacing Microsoft Word which has held that title for the last two or three decades. It's a perfect example of how we're using everyone in our multi-disciplinary team to build a completely new kind of technology, in line with our vision to not just slightly improve the workflow of lawyers but to overhaul the outdated technological infrastructure used by the legal industry.

The prospect of getting to build such a tool from the ground up is hugely appealing to the kind of ambitious and talented engineers we're bringing into our team. And seeing the new product deliver value to our customers over the coming months will add further impetus and motivation to the whole company.



James Clough
CTO



The Notes: Operations

Managing rapid growth is not an unusual problem for a start-up like Robin – and in times of economic uncertainty, it's a nice problem to have. Even so, during 2021 these challenges were slightly different – how to build a new, diverse, organisation with the right culture while also adapting to the revolution in working practices triggered by the pandemic. We have had to improve in a host of areas in order to keep up with the pace of growth, changing how we work in almost every area of the business.

We had three goals in operations over the last year:



Build a high-performing team that could cope with our growth and that was diverse from day one



Give that team the tools and support they needed to perform at their best without compromising their wellbeing



Embed a culture aligned to our values



There is one area, however, in which we have maintained a mundane and curiously old-fashioned practice - preserving a dedicated desk for every employee. For us, this is part of something fundamental – the commitment to give our team the tools they need to perform at their best.

We think that means at least having the option of a comfortable, well equipped space to work. But we don't insist people use it. Many of the team prefer to avoid the commute and spend only one or two days a week in the office.

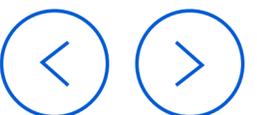
Thursdays, however, have become an important ritual for us over the last few months. Every Thursday, we all come in to meet and work in person. It helps massively with cross-functional projects while also giving people the space to focus during the rest of the week.



As we stare down the end of the year and a third move to a new, larger, office, it's difficult to believe how much the business has changed since January – and daunting to think how much it might change in 2022. Still, we can't wait to welcome new team members and crack on with the process – even if it does mean another hunt for new desk space!



James Torrance
COO



The Notes: Legal and Product

As 2021 draws to a close, Robin's Legal and Product team looks and feels radically different to the team of twelve months ago. The team has grown from just two lawyers (one of whom was also the company's CEO!) to a group of seven dedicated legal professionals, drawn from major law firms, hedge funds and legal service providers. This increase in size has also provided an opportunity to create more structure and progression paths within the team, while maintaining a keen focus on Robin's client service. The team is also looking forward to the arrival of several fantastic new hires, plus a healthy pipeline of promising new candidates who will help the company serve its clients and grow its product offerings in 2022!

During the year, the Legal and Product team has implemented a variety of new initiatives with clients old and new, ranging from the delivery of bespoke pieces of work in response to specific client requests, to streamlining Robin's own systems to more accurately pick up and allocate client documents within the team. The team has also expanded its industry capabilities, with fantastic new hires to support the company's corporate and commercial clients in addition to Robin's core of market-leading City institutions. Team members have also dived head first into tricky legal engineering projects, including the initial development and roll-out of automatic boilerplate edits to certain client documents. These legal engineering projects are particularly exciting because they demonstrate how effectively members of the Legal and Product team can collaborate with our incredible technical team to create novel ways of handling complex legal documents. In this respect, the term 'transformative' is not an exaggeration!

In addition to its busy client and engineering work-streams, the team has also provided extensive support in Robin's client outreach and sales efforts, with team members taking an active role in new client sourcing efforts, sales pitches and onboarding meetings, along with the development of playbooks and other critical client materials. The team has also invested large amounts of time in mapping out plans for a more formal internal training programme, with the ultimate objective of enabling Robin's lawyers, regardless of seniority, to develop their understanding of the company's clients, their documents and all the relevant legal elements.



The new year will bring a huge variety of exciting opportunities and challenges for the Legal and Product team, with new clients, new product initiatives and a broader range of skills, personalities and experiences within the team. The only element that will not change is the team's core values – a commitment to excellence, supporting others, and a focus on diversity (in every respect)!



Jake Foster
Head of Legal & Product



How Do You Fix a Broken Lawyer?

Technology holds the key to restoring wellbeing in the legal industry.

How Do You Fix a Broken Lawyer?

The traditional answer from law firms has been blunt: more money and a couple of firm-sponsored mindfulness sessions. In practice, this is usually no more than a sticking plaster for the underlying issues: most lawyers (whether in-house or in private practice) face short deadlines, enormous volumes of documentation and demanding internal and external clients, all of which can have a deeply adverse impact on a lawyer's general wellbeing. The vast majority of legal professionals enter their careers bright-eyed with an excellent academic record and a positive 'can-do' attitude, so this unfortunate and all-too-common outcome is a major problem for both the individual lawyer and their organisation.

The basics of a lawyer's role are intrinsically stimulating, involving intellectually challenging issues and dealing with constantly shifting relationships and power dynamics. However, too often a lawyer's original love of these aspects of their role can be overwhelmed by the need to do too much, with too little, in too short a period of time. Technology is often (rightly) cited as a major culprit in this; far from becoming a tool which has driven more enlightened ways of working, the ability to communicate instantly across the globe has increased pressures on employees across many industries, and none more so than law.

So how can the tide be turned?

As with most forms of medicine, prevention is better than cure. **All the yoga sessions in the world won't turn a frazzled corporate lawyer into a happy, rested and creative member of the team unless the underlying issues are addressed.** The surest way to enhance a lawyer's life (at least professionally!) is to ensure that they have the tools needed to simplify and expedite the more

repetitive aspects of their job, in order to help them focus on the strategic, operational and legal areas which are professionally interesting and value-accretive for their organisation. Since so much of a transactional lawyer's job involves reviewing, revising and negotiating similar documents on a regular basis, there is a clear need for a solution that can help a lawyer process documentation at a faster rate while maintaining high levels of accuracy and consistency.

Traditional legal technology solutions have focused on creating platforms for gathering contracts, or searching within individual documents for pre-defined words and phrases. With recent advances in Artificial Intelligence, and in particular the development of sophisticated natural language processing models, technology is becoming increasingly capable of taking the burden of identifying issues within legal contracts and revising (or suggesting revisions) to relevant clauses. Robin AI's unique core service offering for clients does just this, allowing them to rely on Robin's proprietary systems and legal experts to process and deliver contracts which have been reviewed, revised and negotiated to the same high standard that a law firm or financial institution would expect of their legal team, and usually with a faster turnaround time!

Professionals of all descriptions are seeking greater flexibility in their working patterns, along with an increased focus on getting the most out of their careers. A brilliant lawyer can be (and often has been) used by organisations simply as an expensive risk-mitigation device, but by freeing that lawyer so that they can apply their energy to broader commercial and strategic issues, Robin's solutions can help unlock real value for lawyers and their organisation.



Jake Foster
Head of Legal & Product



The rollout of AI tools like Robin's should also be set against the wider context of a shifting legal industry.

How Do You Fix a Broken Lawyer?



With more effective tools at their disposal, lawyers will be empowered to break free of the more mundane aspects of their roles, applying creative solutions to decisions which are mission-critical to their organisations. In addition, Robin's products enable legal and deal teams to work remotely in a way that chimes with the modern shift towards flexible working practices.

For example, Robin's searchable library product, Queryable Contracts, provides organisations with a cloud-hosted facility to capture, organise and search vast quantities of documents which might have previously lived only in one team member's email inbox or C: drive.



No longer will a junior lawyer be required to trawl through thousands of poorly-categorised emails or file folders to find a single contract – that time will be far better spent conducting crucial research, pursuing new client leads or training others in their organisation.

While Robin's product offering aims to lead the way in promoting lawyer wellbeing through the use of technology, Robin is also putting into practice certain concepts which historically have been little embraced in the legal industry.



Chief among these are flexible but well-defined working practices (being rigid enough to withstand the constant intrusion of electronic communication in lawyers' lives, but flexible enough to permit lawyers to do their best work regardless of where or when they choose to work) and a focus on developing other skillsets seen historically as 'non-traditional', such as sales or tech development.

It is perhaps unsurprising that the mental and physical wellbeing of highly intelligent individuals is closely linked to the variety of work and experiences they are able to pursue regularly, so Robin encourages its lawyers to explore other interesting aspects of its business as frequently as possible. Of course, client care is paramount, and since lawyers tend to feel real satisfaction when their clients succeed with their help, broadening a lawyer's skillset can be a shortcut to boosting their engagement with (and enjoyment of) their work.

Together, new technologies and a greater focus on working practices which are better attuned to individuals' professional and social interests can help restore a focus on wellbeing in an industry which has somewhat lost its way. Robin AI is proud to be making great progress in both respects, and, as the company continues to grow and experience success with clients and its product development roadmap, is directly benefiting from a holistic investment in its lawyers' wellbeing. A straw poll of the Legal and Product team suggests that few of our lawyers would turn down a free yoga class with colleagues, but happily it's not the only trick in Robin's repertoire!



Jake Foster
Head of Legal & Product

“Robin's products enable legal and deal teams to work remotely in a way that chimes with the modern shift towards flexible working practices.”

Jake Foster
Head of Legal & Product

Company Updates

Investing in Robin

2021 was a significant period of fundraising to accelerate growth. We were able to successfully secure the capital we needed to grow our team and expand our service.



Why Forward Partners invested in Robin AI

“Richard is an exceptionally strong founder with a rare mixture of deep domain expertise and entrepreneurial proof points that we’ve been fortunate enough to support from the early days. Robin’s product has consistently improved and together with larger datasets, great engineering talent and top data scientists, we are looking forward to seeing how Robin will continue to help relieve the pressure General Counsels are facing today.”

Nic Brisbane
CEO at Forward Partners

Why Episode 1 invested in Robin AI

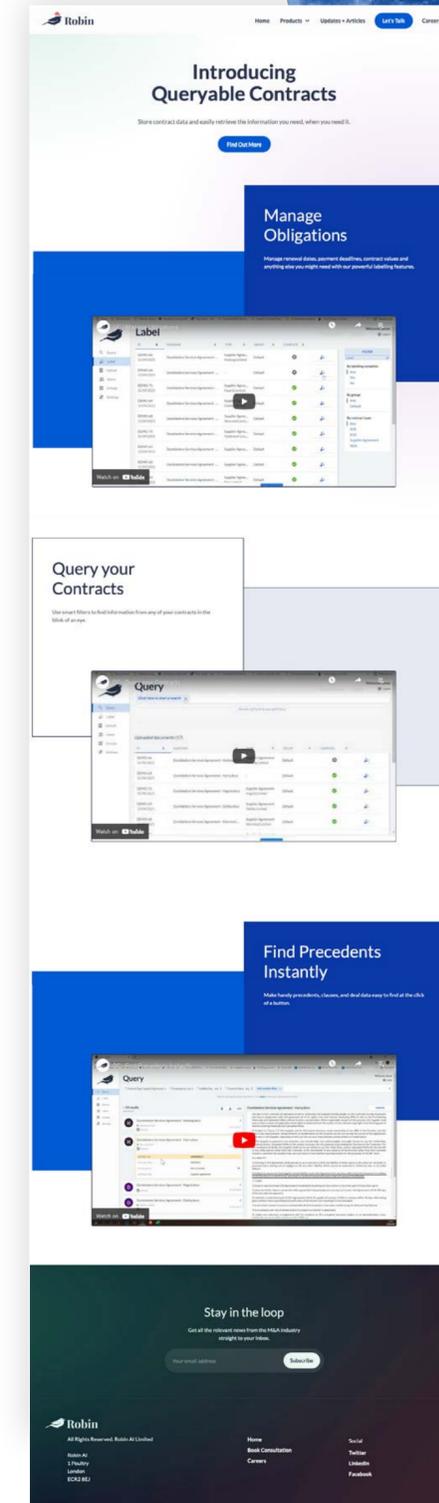
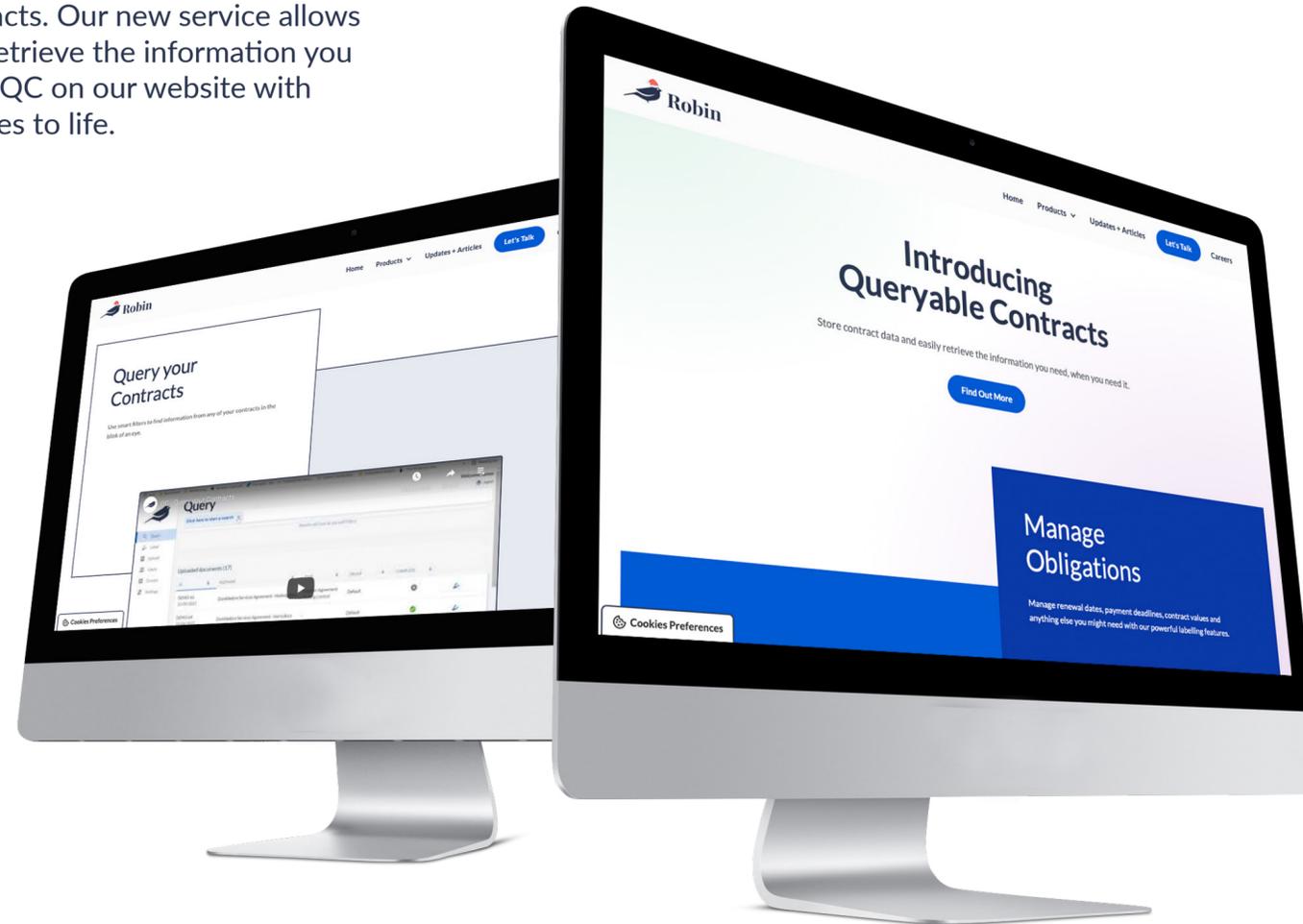
“We are thrilled to support Robin AI in this stage of their growth. There are a few companies in the portfolio which could easily raise a solid Series A but are doing so well on product and revenue development that we feel an extension to hit impressive milestones is merited to get that headline-grabbing Series A. Robin is one of those companies for us. We are thrilled to be investing alongside our co-investor Forward Partners and new investor SoftBank.”

Adrian Lloyd
Partner at Episode 1

Product Release

In addition to our existing contract review service, in Q4, we launched our new Queryable Contracts service (QC).

QC finally offers a solution to anyone frustrated by how difficult it is to manage large volumes of contracts. Our new service allows you to store contract data and easily retrieve the information you need, when you need it. We launched QC on our website with demos to show how the platform comes to life.



A Year of Growth

2021 has been an exciting and game changing year for Robin. We received an enormous amount of support from major accelerators and programmes for growing startups.



Creative Destruction Lab

We received valuable early support from the Creative Destruction Lab, a mentorship programme run by Oxford University for massively scalable, seed-stage technology companies. We were introduced to mentors who are leaders across software and technology during intensive, all day sessions. Their feedback helped shape our direction while maintaining focus on priorities.



Google Black Founders Fund

This Google programme selects 30 startups with missions to change the current state of diversity in tech. We received cash grant funding and credits for Google services as well as support from Google coaches and staff.



Tech Nation

We were selected to join Tech Nation's applied AI cohort as one of the most exciting companies in the UK applying AI to change the world. Applied AI is Tech Nation's first growth programme for Artificial Intelligence to help the UK's most promising founders who are applying AI in practical areas and creating real-world impact. The programme is based on peer-to-peer support and the shared experience of later-stage founders.



SoftBank Emerge

SoftBank, the largest technology investor in the world, recently selected to support us on our journey to build one of Europe's most diverse software companies, to tackle one of the legal industries biggest problems: to make contracts simple. The Emerge programme promotes diversity in tech and entrepreneurship by partnering under-represented founders with the resources they need to scale their business.

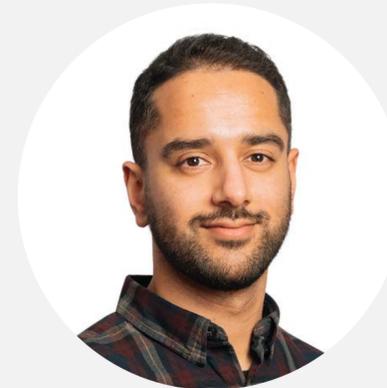
Roundtable: Building Tech @ Robin AI

Roundtable: Building Tech @ Robin AI

We asked four of our amazing team members what it's like to work on the tech side of things at Robin.



Cristi Burca
Senior Machine Learning Engineer



Sumner Bhandal
Product Designer



Emma Cooke
Machine Learning Engineer



Merul Parmanand
Junior Legal & Product Specialist

Roundtable: Building Tech @ Robin AI

Here's what they had to say:

Not many of us mere mortals get to see how a tech product is taken from an idea stage to launch. How does that process look from your end?



Merul

From the legal side, we factor in right at the beginning. We are part of discussions with people like Sumner and Emma in deciding what we want the product to look like. Once an interaction is built, we can then provide feedback and suggestions. The legal team is essentially the test group or end users so it's great to be able to do this testing in house.



Sumner

That's pretty on the nose. In an ideal world, we'd have a lot more back and forth throughout the process. But generally, I think we have quite a unique situation here. We had an idea of what we wanted to do, but there was no template as to how that might work. We ended up having a lot of conversations around what people use, problems they have with those solutions, and how they wish it would do better. We had an initial idea of the industry standard for document reviewing, including Microsoft Word, and questions around where its falling short and what Robin can do better. That was our starting point and we ramped it up from there.

Roundtable: Building Tech @ Robin AI

How does the design process at Robin compare to other companies?

Sumner



At other companies I've been at, generally someone higher up in the organisation will have an idea of what something will be and how it will work. At Robin, that doesn't really happen. You're supported by the team to use your intuition and form your own independent analysis as to how you think a product should be shaped. It's less of a prescribed solution and more of a collaborative result.

Emma



I'd say that's true across the board and not just design specific. That's one of the perks of working at Robin, you have freedom to tackle problems in the way you think is best. And it's quite nice to be able to be that creative with your solutions.

Merul



I think it's certainly helpful, because my experience with technology before this in law firms was fairly limited. I was involved in a few trials of different NDA software, but it was never the case where we'd be looking to build something in house. At most we would request for bespoke pieces to be added to an existing software by a third-party provider, so creativity was never really an option. The fact that at Robin we're able figure out what we want and then build it from the ground up is really helpful, and will ideally match the needs of the rest of the legal sector.

Cristi



That's the exciting bit about working at a product company, you have to figure out the way that works best for yourself and also for a lot of other people. As Sumner said, it's not as if you have a template that you can just apply. That's the challenge.

Roundtable: Building Tech @ Robin AI

Is it daunting having so much freedom, and how do you manage the unknowns around what you're doing?



Merul

It's quite scary! I've never been in a position where we've been asked our opinions about what we want the software to look like. When you work in a law firm, you're always tending to the needs of your clients; you have very little room to manoeuvre in terms of building something. The fact that I've been asked questions here about what I would prefer in a piece of software to review a document is new and something I'm still getting used to.



Emma

I would say I don't find it daunting, but I guess I have a very different background coming from research. I'm used to being handed a concept and asked to investigate the best solution. So, I need freedom! However, we need to use that freedom very carefully, as there's a fine balance between creating a product that gets clients' attention without rocking the boat too much.

Do you feel supported in making mistakes for the purposes of learning from those mistakes?
And is that something that motivated you to take risks and creatively problem solve?



Cristi

It's quite alright to try different things here. James (Clough, COO) is happy for us to experiment with the best possible solution. But if it doesn't work, then that's fine. You're then in a better position to make decisions going forward.

Roundtable: Building Tech @ Robin AI

Innovation is almost an overused buzzword now, but it seems that freedom is very much part of the creative process at Robin. What role does the compactness of the current team play, and do you think this innovative culture can be maintained as the company grows?



Emma

Having that close contact is really important, integral almost to our agility in developing and testing products. As we scale, it's going to be a challenge to maintain that, but I think it certainly is a key aspect of our work that we need to maintain as the company grows.



Sumner

I'm actually in quite a nice position because scale and growth of the company is actually beneficial for me. We're quite lucky because we have amazing legal and tech pools of resources to dip into. As we grow, I have more people to collect more diverse feedback from, so I'm looking forward to that.



Cristi

Yeah, that makes sense. The more users you have interacting with the system, the better your perspective is on what works and what doesn't.



Sumner

Exactly, and everyone's got something to bring to the table. So, we try to encourage people to vocalise their thoughts on projects. Richard hammers home quite often the fact that if anyone's ever got any feedback or questions about anything product-related, please ask. Please feed anything back. He will not bite your head off! It's always very beneficial. It will save us from going months down the line before realising we've made a horrendous mistake.

Roundtable: Building Tech @ Robin AI

Any final reflections of how your own time at Robin?



Merul

Honestly, it's just nicer to work in a more relaxed environment. You're still getting the work done, working hard, and making sure the clients are happy, but with the freedom to build something that is changing how future work is done. It's quite exciting.



Sumner

I think it goes a long way to say when most people are in on a Thursday, everyone feels very comfortable talking to each other. You could just walk into the kitchen and sit with anyone having their lunch. It's just comfortable, which is a good sign.

Interviews with the Team

4 Questions with Anna Udall

Software Engineer @ Robin AI



Tell us more about your journey to Robin.

I had 1.5 years of experience as a Software Engineer in another start-up prior to working at Robin. Before that, I worked in a variety of jobs in Hospitality and the Arts. My background is Art, I studied Fine Art at University and produced work that centred around Art in the digital age. Whilst researching, my interest slowly turned to coding so around 3 years ago I decided to change careers and teach myself Computer Science.



What's your favourite part about working at Robin?

It's very exciting to find a realm in which technology hasn't been fully harnessed and embraced yet, where there's opportunity to make that leap and make such an impact. When choosing Robin, I particularly enjoyed the prospect of collaborating with Legal and Machine Learning - two very different industries with very different ways of working, together in one space. Having that contrast, makes for diverse, bigger-picture thinking.



What's your day to day like at Robin?

My day to day in terms of tasks and projects is always really varied. So far I've had a great balance of planning, designing and implementing features so I never seem to stay in one place. In terms of team, I'm working with some great programmers who always keep an open door. We have a great culture for professionalism, code quality and knowledge sharing so I always feel I'm achieving my best and learning a lot.



Tell us a fun fact about yourself.

I love long walks and looking after my plants.

4 Questions with Lisa Callen

Legal & Product Specialist @ Robin AI



Tell us more about your journey to Robin.

I studied business alongside my law degree and really enjoyed both subjects. Robin AI has allowed me to explore and apply my skills in both these fields, whilst developing my technical legal skills alongside great lawyers.



What's your day to day like at Robin?

The majority of my work focuses on legal work, mainly contract review. A growing portion of my work involves engaging with the tech and engineering side of Robin, discussing product improvements and training our AI tools to reach the level of specification and accuracy our clients need.



What's your favourite part about working at Robin?

Working at a start-up is challenging and is completely different culture-wise! We're still a small team at Robin and given that it's tight-knit, we're able to bounce around ideas and all be part of key conversations. I love the openness and flexibility I have in how and where I work. It's exciting to be part of a business that is trying to change the way things are traditionally done.



Tell us a fun fact about yourself.

I run regularly once a quarter.



Soundbites from the Team

Soundbites from the Team

“Having joined Robin AI nearly 2 years ago, I’ve seen our product offering progress from a proof of concept idea, to the fully fledged application it is today, which encompasses the latest Web and Machine Learning technologies. From an engineering perspective, Robin AI offers unique, interesting challenges; designing and building innovative products for the Legal sector is incredibly rewarding. I’m excited to see how the product evolves in the coming months as we continue to fulfil our vision to create ground breaking products and features.”



Tim Jackson
Head of Engineering

“I applied to Robin AI because I wanted the chance to join a company in its ascendancy and develop it, its culture, and its product. The team has been amazing since joining and it really feels like everyone is pulling in the same direction. I’ve only been here a week, but it already feels much longer!”



Miles Stanton
Legal & Product Specialist

“As a software developer I know that a supportive team is the key to building an excellent product. And Robin delivers on that front with seamless communication, knowledge sharing and a sense of shared responsibility.”



Evgeny Romanenkov
Software Engineer

“I was initially partnered up with Robin AI over a year ago as an MBA student at The University of Oxford through a mentorship programme for massively scalable tech companies called Creative Destruction Lab. At the conclusion of the programme, I had the opportunity to join the company as an MBA summer intern and this is where I was able to visualise the level of impact I could have at a rapidly growing company like Robin. I was able to conceptualise campaigns, execute marketing activities and optimise tactics based on real time analytics. All of this made it a very easy decision to stay on as a full time Robin once I graduated!”



Neha Reddy
Head of Marketing

Team Biographies



Team Biographies



Richard Robinson
CEO

Richard is the CEO and founder of Robin AI. Richard founded Robin AI back in 2019, driven by a compulsion to seek out the hardest problems he can find, and a desire to prepare himself for a life of leadership. Before entering the world of entrepreneurship, Richard spent 5 years at Clifford Chance and Boies Schiller Flexner, two of the most prestigious law firms in the US and UK. On top of this, he was a member of the British debate team and coached the England one.

When he's not curating his sneaker collection, he's likely catching the sporting actions of Aston Villa or the Dallas Cowboys.

 **LLB (Law)**, University of Manchester



James Clough
CTO

James is the CTO and co-founder of Robin AI. Previously a theoretical physicist at Imperial College London and a Machine Learning researcher at Kings College London, James holds a PhD in AI and has spent years using machine learning in healthcare to help diagnose disease from medical images and patient histories.

When he's not working, he's probably thinking about Champions League result permutations or enjoying a pub quiz.

 **PhD Artificial Intelligence**, Imperial College London



Team Biographies



James Torrance
COO

James joined Robin AI as COO, after spending five years as a strategy consultant in Life Sciences. He graduated from London Business School in 2016 after starting his career at Deloitte, specialising in group level tax accounting, tax reporting systems and the management of global tax outsourcing projects.

His passions include his dog Gibson, any sport involving a lot of kit, and negotiations with CTO James Clough on who will be the office's "other James".

 **MBA**, London Business School



Sumner Bhandal
Product Designer

Sumner is a user interface specialist who designs experiences, interactions and implementation strategies that look to solve everyday problems that the legal industry have learned to work around.

Having plied his trade as a Graphic Designer, he expanded his repertoire to adopt human-centred research methods through studying Human Computer Interaction, and married that with a working knowledge of inclusive design to try and make the digital world a bit more accessible. His interests outside of work include long weekends and good food.

 **BA Graphic Design**, De Montfort University



Team Biographies



Cristi Burca

Senior Machine Learning Engineer

Cristi leads our Machine Learning efforts. Originally a full stack developer, he brings solid engineering practices, statistical know-how and a relentless drive to help others do their best work.

When he's not learning about new technology, Cristi's probably out exploring some new corner of London.

 **BSc Computer Science**, Babes-Bolyai University Of Cluj-Napoca



Lisa Callen

Legal & Product Specialist

Lisa joined Robin in July 2021. She works in the Legal and Product team, supporting clients and colleagues on NDAs, RLs and B2B agreements. Before joining Robin, Lisa gained experience in a range of practice areas, including capital defence work in the US.

In her spare time Lisa reminisces on playing the recorder in Year 3, and runs regularly once a quarter.

 **LLB (Law with Business)**, University of Birmingham

 **LLM LPC**, BPP Law School



Team Biographies



Emma Cooke

Machine Learning Engineer

Dr. Emma Cooke is extremely passionate about solving complex mathematical problems. Emma designs and implements innovative Natural Language Processing (NLP) solutions to give lawyers the time to do what they most enjoy.

Outside of work, Emma can be found scaling cliff faces, frozen waterfalls and summiting secluded mountains around the world.

 **PhD Mathematics**, Imperial College London



Jake Foster

Head of Legal & Product

Jake joined Robin as Head of Legal and Product in July 2021, after a decade advising clients in the M&A group at Skadden, Arps, Slate, Meagher & Flom. Jake supports clients throughout their partnership with Robin, from initial meetings to service delivery, and is responsible for the operation and development of the Legal and Product team. Outside work Jake splits his time between restoring late '80s racing bikes and occasionally riding them, and considers himself a superfan of the whimsically stylish French pro cyclist Warren Barguil.

 **LLB (Law)**, University of Cambridge

 **BA Anthropology**, UCL



Team Biographies



Tim Jackson
Head of Engineering

Tim leads our Engineering function, overseeing the day-to-day software development of Robin AI's products and technology, and ensuring our roadmap and strategic goals are realised.

Tim is an experienced engineer and a startup veteran, with his hands-on background enabling him to bring technical ideas and concepts to the table to solve complex problems. He's a true believer that things should be done the right way and strives to ensure best practices and continuous improvements are implemented so that engineers are empowered to do their best work at Robin AI.

 **BSc Computer Science**, Durham University



Merul Parmanand
Junior Legal & Product Specialist

Merul is a Legal & Product Specialist with vast experience working in the private legal sector, particularly within the Corporate and Commercial spheres. Whilst thoroughly comfortable in reviewing and negotiating NDAs, Merul also enjoys bridging the gap between law and technology and has been heavily involved in implementing and developing the internal processes at Robin to help maximise efficiency and productivity in delivering legal services.

His interests outside of work include playing cricket, drawing and any other activity that involves food.

 **LLB (Law)**, University of Birmingham



Team Biographies



Neha Reddy
Head of Marketing

Neha leads our marketing team and is an experienced digital marketer who had a career in the advertising world before completing her MBA from The University of Oxford. She's led marketing campaigns for clients across various industries with a focus on building brand awareness, creating compelling content experiences and driving lead generation.

Her favourite form of stress relief is taking 90's throwback dance classes and she considers herself a proud ABBA enthusiast.

 **MBA, The University of Oxford**



Evgeny Romanenkov
Software Engineer

Evgeny is a web-developer with a focus on web API development. He started his career in media analytics and was shocked by the amount of busy work everyone did daily. Since then, he has committed himself to automating the boring stuff and has streamlined work in media, agriculture and local government. When Robin approached him to make contracts simple, he immediately jumped at the opportunity, and has since worked tirelessly to make contracts accessible to all.

When not coding Evgeny spends his time planning his next carpentry project, with hopes of one day having only self-made furniture in his flat. He also enjoys playing board games and D&D with his friends, as well as the occasional kayak trip up the Thames.

 **MA Ancient History and Greek, University of St Andrews**



Team Biographies



Miles Stanton

Legal Product Specialist

Miles is the primary legal and product specialist handling the supplier agreements of our clients. He has prior experience in the software space and is interested in the intersection between law and technology. As a specialist in legal drafting and negotiation, he hopes to use these skills, alongside his creativity and his passion, to assist Robin in designing and executing their technological services.

Outside of work he likes to play squash and football, cook, and attend gigs.

 **LLB (First), LLM (Distinction)**, University of Birmingham

 **CIPP/E (Certified Information Privacy Professionals / Europe) Qualified**



Anna Udall

Software Engineer

Anna started her career in conceptual art, working at prestigious spaces such as the Tate and the BALTIC Centre for Contemporary Art. After teaching herself computer science, she made a career switch into software engineering in 2019. She joined Robin AI in September 2021.

Outside of work, Anna loves long walks and looking after her plants.

 **BA Fine and Studio Arts**, Northumbria University





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