

The Blackstone Group International Partners LLP Gender Pay Gap Results 2023

As we release our gender pay statistics for The Blackstone Group International Partners LLP (BGIP) for the seventh year, we are happy to report a continued improvement in reducing our gender pay gap and building a diverse, inclusive workforce. Diversity, Equity and Inclusion continue to be a key aspect of our success due to its impact on our most important asset - our people.

Our Hourly Pay Gap figures

We have a gender pay gap which is driven by having a higher proportion of male employees in our investment professional roles. The average pay for these roles is higher than for support and administrative roles where a higher proportion of employees are female. This results in higher average pay for male employees compared to female employees. Blackstone has put in efforts to consistently reduce the gap through increasing the proportion of women in our investment professional roles. Blackstone's approach to pay is gender neutral and we are confident that women and men are paid equally for doing equivalent jobs across our business.

This year, we clearly see the outcome of Blackstone's commitment to reduce the gap through a distribution focus. Over the seven years since 2017, our mean hourly gap has reduced by 11.2% and our mean bonus gap by 32.29%.

Blackstone continually seeks to build on its efforts to attract and retain the brightest minds across a wide spectrum of disciplines. These efforts take several forms: internal networks to engage, retain and develop our existing talent populations (we have five networks employees can join as members or allies for women, minorities, LGBTQ individuals, working families, and veterans); recruiting efforts designed to attract untapped talent pools to Blackstone; and partnerships with external organizations. Through Blackstone's five affinity groups, we provide impactful programming and events focused on networking/community involvement, professional development, and mentorship. Blackstone incorporates inclusion best practices in our talent programmes and processes and highlights remedies to reduce bias in our talent development curriculum, especially workshops that focus on assessment, feedback, and leading meetings.

Hourly Pay Gap

The difference between the average (or median) pay for all male employees and the average (or median) hourly pay for all female employees, regardless of role.

Hourly pay comprises salary and allowances paid in April 2023.

Mean

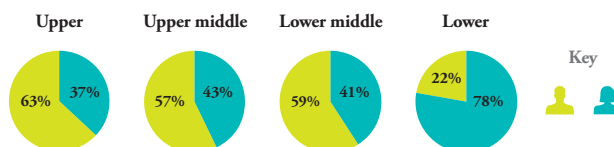
18.8%
(2022: 24.7%)

Median

26.8%
(2022: 26.0%)

Proportion of men and women in each hourly pay quartile:

This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal groups (i.e. quartiles) and the percentage of men and women in each quartile is shown.



Our Bonus Pay Gap figures

Bonus Pay Gap

This is the difference between the average (or median) bonus pay for all male employees and the average (or bonus) bonus pay for all female employees for the 12-month period to April 2023.

Bonus pay includes annual bonuses, distributions and deferred stock compensation.

Mean

43.1%
(2022: 47.1%)

Median

56.4%
(2022: 67.4%)

Proportion of men and women receiving a bonus

This is the proportion of men and women who received a bonus in the 12 months to April 2023, expressed as a percentage of all male or female employees.



Our gender pay gap figures have been independently validated and are confirmed as accurate by Marc Bolland, the Chairman of BGIP.