

Blackstone Ireland Limited

Gender Pay Gap Results 2025

The Gender Pay Gap Information Act 2021 (the "Act") was signed into law on 13 July 2021, and the subsequent Regulations were effective from 31 May 2022. Initially, employers with 250 or more employees on a "snapshot date" in June were in scope. As of 2025, this has been narrowed to employers with 50 or more employees, which includes Blackstone Ireland Limited ("BIL" or the "Firm").

Our Gender Pay Gap Figures

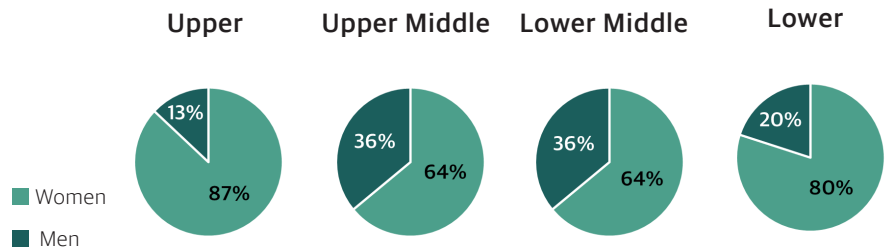
This report presents figures that reflect the gender pay gap, not pay equity. The gender pay gap compares the average and median earnings of all women in the organisation with the average and median earnings of all men, inclusive of performance-driven incentives, without adjusting for factors such as position seniority, job grade, professional experience, location, or other elements that typically affect individual pay levels. The Firm'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.

The gender pay gap at Blackstone Ireland Limited is largely attributable to the size of our Irish business, where a concentrated workforce has a greater proportion of males in senior and investment professional roles. This results in higher average pay for male employees compared to female employees. Blackstone is making a consistent effort to reduce the gap by increasing the proportion of women in senior and investment professional roles.

Blackstone continues to foster a culture of inclusion inside our Firm and in our industry. The Firm's Employee Resource Groups (ERGs) are designed to engage, retain, and develop our talent. They include our Women's Initiative, OUTBX (LGBTQ+ community), Veterans, Working Families, and Diverse Professionals Network. All employees are welcome to join our ERGs. Additionally, our recruiting efforts are designed to broaden the background and experiences of the high-potential talent Blackstone attracts. We also cultivate partnerships with external organizations to broaden the talent pipeline and facilitate their professional growth through their careers.

Representation

Proportion of men and women in each hourly pay quartile: 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 Pay Gap Figures

The Pay Gap reflects the difference between the average (or median) pay for all male employees and the average (or median) pay for all female employees, regardless of role. Employees who joined after the bonus payout or year-end planning may have a lower hourly pay due to the absence of bonus in the previous performance year.

Hourly		Bonus	
Mean	Median	Mean	Median
37.8%	5.5%	63.2%	58.4%

Bonus and Benefit in Kind

Percentages represent the proportion of men and women who received a bonus or Benefit in Kind in the relevant period, expressed as a percentage of all male or female employees.

Bonus		Benefit in Kind	
Men	Women	Men	Women
88.4%	93.3%	93.0%	100.0%

Our gender pay gap figures have been validated independently.