



Blackstone Europe LLP Gender Pay Gap Results 2024

As we release our gender pay statistics for Blackstone Europe LLP for the eighth year, we are happy to report that our mean gender pay gap continues to be below norms for the Financial and Insurance sector, and there is significant improvement in reducing our median gender pay gap. Our inclusive culture continues to be a key aspect of our success due to its impact on our most important asset - our people.

Our Hourly Pay Gap figures

Blackstone’s approach to pay is gender neutral, with women and men paid equally for doing equivalent jobs across our business. 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.

This year, the significant improvement in the median hourly pay gap demonstrates the impact of Blackstone’s actions to increase the proportion of women in investment professional roles. There has been a small increase of 1.56% in the mean hourly pay gap. This is because a number of our highest paid female employees decided to progress their careers beyond Blackstone in the 12 months to April 2024, reducing average pay for women. When taking an eight-year view since 2017, our mean hourly pay gap has reduced by 9.64% and our mean bonus gap by 29.08%. During this period, the proportion of women in investment roles has increased to 38% and the proportion of women in support roles has decreased to 48%.

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 targeted recruiting efforts are designed to attract high potential, under-tapped talent to Blackstone. We also cultivate partnerships with external organizations to broaden the talent pipeline and facilitate their professional growth through their careers.

Hourly Pay Gap

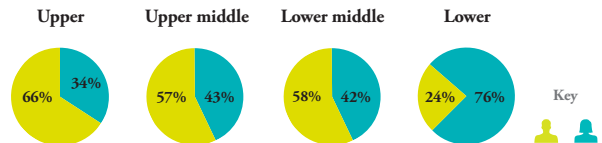
The difference between the average (or median) pay for all male employees and the average (or median) hourly pay for all female employees, regardless of role.

Hourly pay comprises salary and allowances paid in April 2024.



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 2024.

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



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 2024, 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 Farhad Karim, the Chairman of Blackstone Europe LLP.