

Apollo Management International LLP

2024 Gender Pay Gap Report

Expanding Opportunity

At Apollo, we believe that extraordinary results come from extraordinary people. Our commitment to expanding opportunity is rooted in our values to Champion Opportunity and Outperform Expectations and extends across our workplace, marketplace, and community.

We make talent decisions based on merit, on the skills, experience, and performance that drive results. We do not use diversity quotas or targets, nor do we make hiring decisions based on demographic characteristics. Reducing individuals to a single trait whether gender, race, ethnicity, or any other protected characteristic misses the full picture of their capabilities, contributions, and potential impact.

Expanding opportunity within our workforce strengthens our ability to attract, develop, and retain top talent whilst driving innovation, performance, and long-term success. A diverse and high performing team brings together varied experiences, perspectives, skills, and backgrounds across all levels of the company.

Expanding opportunity within our workforce means we:

- Encourage greater innovation by drawing on different perspectives, experiences, and ideas;
- Improve the quality of decision-making, productivity, and teamwork among our employees;
- Experience higher employee engagement and are likely to increase employee retention; and
- Maintain a reputation for good corporate governance practices that are socially and economically responsible.

To this end, Apollo aims to promote and implement talent strategies which expand opportunity and ensure excellence at all levels of our workforce:

- Across all components of the Company's business practices, including our Code of Business Conduct and Ethics, anti-discrimination policies, and work practices, so that our policies, procedures, and culture, empower and support employees from all backgrounds; and
- In our development and training programs, including through our education programs and community and corporate social responsibility initiatives.

Fostering a modern, high-performance culture that values excellence, resilience, and diverse perspectives helps us stay laser focused on our mission and outperform expectations over the long-term.

What Gender Pay Gap Reporting Represents

This report reflects Apollo Management International LLP's ("AMI") UK Gender Pay Gap data using the snapshot date of 5 April 2024.

As of 5 April 2024, the data shows a mean hourly gender pay gap of 30% and mean gender bonus pay gap of 46%. This represents an improvement from the previous year's figures of 41% and 62% respectively.

These figures are based on a comparison between average pay for all men and average pay for all women across all levels of AMI's workforce regardless of role, seniority or performance, and, therefore, reflect the proportion of men and women in senior roles. They are not a measurement of equal pay which examines whether men and women are paid equally for equal work (e.g. a man and a woman performing similar roles in a similar manner), a principle that Apollo is committed to. Apollo has a pay for performance culture and integral to our compensation philosophy is that individual compensation decisions are made based on factors such as an individual's role and performance, regardless of gender or other demographic characteristics.

How Apollo is Addressing the Gender Pay Gap

Apollo has a holistic approach to increasing the representation of women across all levels at the firm, which will ultimately close any gender pay gaps. This includes a focus on retention as well as recruiting of female talent.

Some highlights are set out below:

Driving Change Through Inclusion:

- As part of our “Expanding Opportunity” approach, we are working diligently to design a framework for a more inclusive interview process. This will help us attract and hire diverse talent and foster a more balanced workforce.
- We are also committed to interviewing qualified diverse candidates and ensuring that interview slates draw from robust talent pools of promising individuals.
- Celebrating progress and supporting growth, our events throughout the year continue to spotlight progress and create spaces for dialogue and inspiration around gender equity in the workplace.
- In 2024, we proudly hosted our annual Equity, Hybrid & Yield Women’s Breakfast, a signature event celebrating the voices and achievements of women within our organization. The event featured an inspiring panel discussion, where our employees shared their personal career journeys and reflections on working life at Apollo. This engaging forum not only provided valuable insights, but also strengthened our commitment to fostering an environment where diverse perspectives and experiences are celebrated and encouraged.
- In addition, our Apollo Women’s Empowerment network (“AWE”) hosted several events including their guest speaker series featuring senior leaders from across the firm; networking opportunities through the annual paint & sip event or employee network quiz; as well as partnership opportunities with external organizations like Level 20 to support ongoing career and leadership development.

Senior Engagement and Commitment:

- In 2024, we expanded the impact of our functional communities, which are focused on Women in Finance and Engineering, which assist with the recruitment of talented women, specifically for those two critically important functions.
- We continued our focused effort to engage senior leaders on our culture agenda, including participation in key recruiting initiatives as well as through engagement with industry organizations like The Women’s Bond Club.
- Our Expanding Opportunity Steering Committee, which consists of senior leaders across the firm, is taking an active role in retention of existing talent and advancing culture.

Recruiting:

- We encourage our recruitment vendors to source comprehensive candidate slates for all roles.

- For the second consecutive year, we are proud to partner with GAIN UK, welcoming four talented female interns to join us this summer. This collaboration is part of our ongoing commitment to creating opportunities for women in the workplace.
- Additionally with both GAIN UK and Girls Who Invest we have senior women at Apollo who are involved at the board level, which assists with strengthening the partnership to drive better hiring outcomes.
- Coordinated, inclusive network opportunities led by our women's network, AWE, with support from the senior leadership of the firm, to foster relationship building with senior leaders.

Leadership Development:

- Ongoing development of our senior leaders continues with a focus on core management skills, cross collaboration, communication styles, inclusive leadership and coaching skills.
- The successful launch of our 'pilot' Apollo Mentorship program demonstrated an opportunity to ensure employees are connected to mentors across the organization in various geographies, levels and businesses. Whilst not exclusive to women employees, we believe that mentorship is imperative for success and a powerful tool to drive success for underrepresented populations.

Benefits & Commitment to Employee Wellbeing:

- At Apollo, we take an inclusive approach to benefits, designed to holistically support the physical, mental, and financial wellbeing of our employees and their families.
- Building on our extension of enhanced paid maternity leave last year, we are proud to expand our benefits to include concierge services for assistance with substantial stressful life events. We believe this program will enhance the employee experience and ultimately, retention of talent.
- We also continue to champion flexibility and balance through our global hybrid working model. Additionally, our global slowdown period offers employees dedicated opportunities to recharge and refocus, fostering a culture that values rest and productivity.

Statutory Disclosure Apollo Management International LLP

Hourly Pay Gap		Bonus Pay Gap	
Mean	Median	Mean	Median
30%	42%	46%	81%

Proportion of Women (Men) at Each Hourly Pay Quartile			
Lower	Lower Middle	Upper Middle	Upper
79% (21%)	39% (61%)	25% (75%)	26% (74%)

Proportion of Employees Receiving Bonus	
Women	Men
90%	99%

I confirm that the information and data reported in the statutory disclosures for Apollo Management International LLP are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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Appendix: Year on Year Comparison

	Hourly Pay Gap	
	2023	2024
	41%	30%
Mean	41%	30%
Median	54%	42%

	Bonus Pay Gap	
	2023	2024
	62%	46%
Mean	62%	46%
Median	86%	81%