

APOLLO
OPPORTUNITY
FOUNDATION

Apollo Opportunity Foundation
2023 Highlights

Apollo Opportunity Foundation

The Apollo Opportunity Foundation seeks to expand opportunity in communities where we live and work around the globe by deploying capital and by engaging Apollo employees to invest in career education, workforce development and economic empowerment.

“

AOF’s approach is guided by a diverse group of Apollo teammates who reflect our key organizational strengths: rigorous analysis and deep due diligence underpinned by a desire to expand opportunity across our communities. We are building on Apollo’s legacy of engaging employees to drive change in ways that reflect their unique passions.”

EARL HUNT

PARTNER, AOF BOARD MEMBER & GRANTS COUNCIL CO-CHAIR

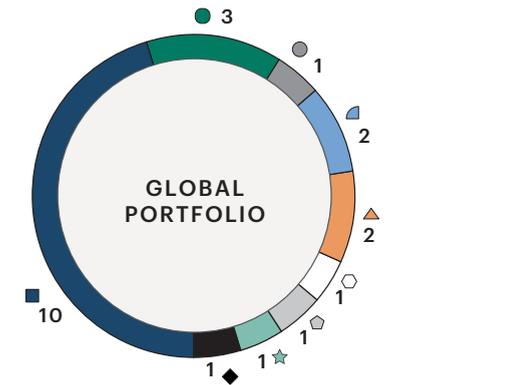
At Apollo, we have a long history of leveraging our resources, engaging our employees and establishing initiatives across our platform in a way that creates long-term positive outcomes in our communities.

The Apollo Opportunity Foundation (“AOF”) launched in 2022 with a commitment to invest more than \$100 million over the next decade in employee-nominated non-profit organizations across the globe that are working to expand opportunity for underrepresented groups. The three pillars of the AOF mission are:

- **Career Education:** providing early exposure and preparation for careers in finance and high-growth industries through educational programs, mentorship and financial literacy
- **Workforce Development:** expanding career pathways through professional development, upskilling/reskilling and coaching
- **Economic Empowerment:** offering leadership development and network-building opportunities for emerging leaders, as well as access to capital for entrepreneurs

In 2023 — AOF’s second year of operations — the Foundation continued its momentum by growing its giving and further integrating into Apollo’s culture. Employees are a critical component of AOF’s approach, as employee engagement is a key driver in our grantmaking decision process. In 2023, more than 620 employees across the entire firm were involved with AOF and contributed more than 1,185 hours of volunteerism and engagement with grantees. Engagement with grantees is led by Apollo “Deal Teams,” each made up of 5 – 10 employees who volunteer to manage grantee relationships, build organizational capacity and foster employee engagement.

In 2023, AOF committed \$5.2 million in grants to 22 organizations, an increase from approximately \$3 million in grants to 11 organizations in the prior year. To ensure we are continuing to evolve and maximize our impact, we seek feedback from both employees and our grantees and continue to strengthen our model to drive social change.



2023 Apollo Opportunity Foundation Portfolio

22 Grants
Totaling **\$5.2 million**

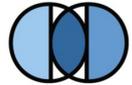
Read on for stories of impact from each of AOF's 2023 grantees (listed in alphabetical order).

| CAREER EDUCATION | |
|---|---|
| FOUNDATIONAL SKILLS | |
|  |  |
|  | |
| FINANCIAL LITERACY | |
|  |  |
| CAREER PREPARATION | |
|  |  |
|  | |

| WORKFORCE DEVELOPMENT | |
|---|---|
| APPRENTICESHIP | |
|  |  |
|  | |
| EXPANDED PATHWAYS | |
|  |  |
|  |  |
| RESKILLING AND UPSKILLING | |
|  |  |

| ECONOMIC EMPOWERMENT | |
|---|---|
| ENTREPRENEURSHIP | |
|  |  |
| LEADERSHIP DEVELOPMENT | |
|  | |
| ACCESS TO CAPITAL | |
|  |  |

The Acceleration Project (“TAP”)



THE
ACCELERATION
PROJECT

TAP champions efforts to promote small businesses and

invest in their continued growth. TAP’s business consulting services empower small businesses in entrepreneurial ventures, leveraging its team to help sustain growth. TAP has provided mentorship and personal engagement to over 100,000 businesses, dedicating 56,000+ hours of expertise.

AOF’s TAP Deal Team advises TAP on critical strategies to maintain its expansive efforts and has engaged the broader Apollo ecosystem in the following ways:

- 5 Apollo employees joining coaching sessions with TAP consultants to gain an understanding of business models
- 30+ Apollo employees contributing to the development of a best-practices document for small business owners operating in the restaurant industry
- Leaders of the Apollo Women Empower network featuring a TAP minority-owned business at their holiday fair at Apollo’s headquarters



TAP consultants in action.

2,500+ Small
Business Owners

Supported by TAP through webinars, small coaching sessions and/or individual meetings.

94% Gain
in Management Expertise

TAP small business owners report feeling more equipped to manage their business after receiving TAP coaching and engagement.

“ Apollo’s involvement with our organization has been very effective for us. **Our Deal Team has been extremely generous in their willingness to leverage their industry relationships to access expertise in multiple verticals.**”

JANE VERON

CEO & CO-FOUNDER, THE ACCELERATION PROJECT



Apollo Human Capital leaders present at a Saturday career workshop in New York.

“Apollo is a strategic advisor to ANY, particularly in growth strategies... the involvement of various team members is invaluable to our students as they navigate potential corporate careers.”

HOSEA HARVEY
INTERIM CEO & GENERAL COUNSEL, AMERICA NEEDS YOU

America Needs You (“ANY”)



ANY is an economic mobility initiative providing ambitious, first-generation college students with mentorship and opportunities for career development. During the two-year program, Fellows participate in monthly training workshops to strengthen their leadership skills and access effective tools in support of their success. In 2023, AOF supported the organization with funding for general operations including the growth and development of FirstGenU, ANY’s virtual program offering 10 modules across pathways in career development and leadership skills.

AOF’s ANY Deal Team partners closely with ANY to enhance students’ career readiness. Notable engagements include:

- Placing Stanislav Shamayev, Principal (Private Equity) and ANY alumnus on the ANY Governing Board
- Placing Nicole Bonsignore, Partner (Human Capital) on the New York Advisory Board
- 5 employees presenting at New York workshops on recruitment and hiring
- 3 employees serving as Mentor Coaches to 3 Fellows

86%

Of Fellows in good standing secured an internship or full-time job.

1,800+ Students

Have registered for the new FirstGenU platform, ANY’s digital career development and networking program.

Avanti Fellows



Avanti Fellows is a nonprofit organization dedicated to equitable access in STEM fields

for under-resourced communities in India. Avanti supports high school students with test preparation and educational programs to matriculate its Fellows into top-tier STEM undergraduate courses.

AOF's general operating support grant provided over 10,000 Avanti Fellows with online test preparation for one year, allowing them to gain access to high-quality career and employment pathways.

AOF's Avanti Deal Team has championed the impact of Avanti programming in 2023 by:

- Developing and implementing Avanti's strategic 5-year plan
- Onboarding Paulomi Shah (Partner, Operations and Head of Enterprise Risk Management and Trade Operations) to the USA Board of Directors
- Onboarding Utsav Bajjal (Partner, Head of India Private Equity) to the India Board of Directors
- Hosting a Fireside Chat with Avanti's Founder in Mumbai for 187 employees
- Hosting a lunch and learn in NYC for 15 employees

37,000+

Students engage in Avanti's programming across India. Avanti is the largest test-preparation initiative for economically underserved populations in India. Avanti leads one of the country's largest digital learning initiatives.

200% Increase

840 Avanti Fellows ranked in the top 5% of STEM colleges in India — compared to half as many the year prior. Including medical and allied college students, the figure exceeds 1500 students.



Avanti leadership and Apollo employees gather in Mumbai.

“ **The Deal Team has spent significant time with us** to help Avanti refine its five-year strategy... With our strategy in place, we are excited to execute against our collective plans over the next year, **deepening our engagement with the broader Apollo community in India.**”

VANDANA GOYAL
CO-CEO, AVANTI FELLOWS



Apollo employees and Braven team members at the Braven Summit.

“ Our partnership with Apollo has contributed to our mission by **empowering our Fellows to gain the skills, confidence and networks critical to career success** through their participation in our volunteer opportunities. The Professional Mentors and Mock Interviewers our Deal Team helped recruit had a direct impact on our Fellows by sharing their professional expertise and life experiences during mentorship opportunities.”

AIMÉE EUBANKS-DAVIS
FOUNDER & CEO, BRAVEN

Braven



BRAVEN Braven is a national organization focused on career-accelerating experiences for underrepresented young individuals who are first-generation, low-income and/or students of color. Braven’s programming is centered around developing the skills, confidence, experience and networks to help these students embark upon meaningful careers. In 2023, AOF provided general operating support focused on driving the expansion of programming at the City College of New York and Rutgers University–Newark.

AOF's Braven Deal Team has strategically engaged with Braven in the following ways:

- Akila Grewal (Partner, CPS) and Jonathan Simon (Managing Director, Human Capital) serving on the New York and Newark Braven boards, respectively
- Thought partnership through the expansion of the NYC and Newark regions
- 23 employees volunteering as mock interviewers
- 2 employees volunteering as mentors

38% Increase

In Fellows joining the organization, propelled by AOF funding enabling Braven to widen its reach and expand operations to another NYC campus.

1,800+ Fellows

Participated in Accelerator programming in 2023. This program provides pre- and post-graduates with the ability to work with Braven to improve first-job retention rates.

The Clontarf Foundation



clontarf
foundation

The Clontarf Foundation improves access to education, life skills and employment for Indigenous men in Australia. Since its founding in 2000, the Clontarf Foundation has grown from serving 25 boys to 11,400 boys in 168 schools across Western Australia, Northern Territory, Victoria, New South Wales, Queensland and South Australia. Full-time mentors offer these boys positive learning and opportunities for growth in host schools. The organization has over 6,000 alumni who have found employment upon completion of high school.

AOF's Clontarf Foundation Deal Team adds impactful value to the Clontarf Foundation by:

- Assisting in expanding Clontarf's operations to the Central Coast, resulting in 58 total Clontarf academies in New South Wales
- Planning to volunteer at the Super Training event in Q1 2024, engaging with over 150 students from the Sydney, Central Coast and South Coast regions

200 New Members

200 boys joined the program in newly built academy facilities on the Central Coast, which AOF's grant helped launch.

160 Schools

160 schools hosted a Clontarf Academy in 2023, serving 10,131 participants.



Boys from the new Wyong and Berkeley Vale Academies on the Central Coast, both of which are supported by AOF.

“ The AOF Deal Team has played an important role in **bolstering the Clontarf Foundation's impact and reach, particularly through its support in expanding Clontarf's operations to the Central Coast.** This expansion marks a crucial milestone, as it ensures that Clontarf's geographical spread now covers all regions in New South Wales, thereby extending its support network to a wider audience.”

GERARD NEESHAM
CEO, THE CLONTARF FOUNDATION



AOF team supports EG at its annual Big Bold Benefit.

“ Apollo has been an instrumental partner to Echoing Green for several years... Thanks to this gift, we have been able to **expand opportunities for underrepresented individuals in the social innovation ecosystem by supporting proximate leaders.** The funds have also helped Echoing Green launch the Signal Fund, a founder-first capital solution for social innovators.”

CHERYL DORSEY
PRESIDENT, ECHOING GREEN (1992 FELLOW)

Echoing Green (“EG”)

echoing green

EG discovers emerging social entrepreneurs and invests deeply in the growth of their ideas and leadership. For over 35 years, EG has built a broad, dynamic ecosystem to support these leaders as they solve the world’s biggest problems. Through an intensive 18-month Fellowship program and beyond, EG provides the tools and community needed to bring entrepreneurs’ solutions to life and lead transformative change. In 2023, AOF provided support for general operations including the launch of the Signal Fund, which provides catalytic capital and technical assistance to alumni Fellows.

AOF’s EG Deal Team and Apollo employees partnered with EG in the following ways:

- 58 employees spent approximately 290 hours reviewing 500+ Fellowship candidates as part of the annual application evaluations
- Bill Lewis (Partner, Private Equity) serving on the EG Governing Board of Directors
- Employees volunteering as Finalist Judges to help select the 2023 Class of Fellows
- Engagement in the "Leader Lens Series" for Fellows and EG Partners

Launch of Signal Fund

EG launched its Signal Fund in 2023 to provide the capital and technical assistance Fellows need to achieve business milestones. The fund has piloted five new investments in EG alumni and has set out to reach its goal of \$40 million in fundraising.

70% of Organizations Sustained

The percentage of organizations funded by EG over the last 35 years that are still in operation has well outpaced the average social enterprise start-up rate of 40%.

Entrepreneurial Training for Innovative Communities (“ETIC”)



ETIC is an organization supporting Japanese entrepreneurs through incubation programs

and peer-support communities. The organization offers programs providing resources and networks for each ETIC member. ETIC also partners with corporations, foundations and institutions who advocate for and provide financial assistance to Japanese nonprofits and social enterprises.

AOF's ETIC Deal Team is building capacity and capabilities for ETIC to develop new programs. The areas of support include:

- Developing a middle manager capacity-building and network program to address issues in the sector; the AOF Deal Team was deeply involved in program design and selection through the Advisory Committee
- Translating materials and ETIC's website to increase opportunities for international exposure



ETIC's 30th anniversary celebration.

2,000 Founders

For three decades, ETIC has supported Japan's rising entrepreneurs by nurturing leadership capabilities across a number of sectors.

32 Middle Managers Served

In AOF-funded programs tailored for developing capacities of middle managers in organizations working to expand opportunity for underrepresented individuals.

“As **highly committed project members and ambassadors**, our AOF Deal Team strives to deeply understand our perspective, contributing to every aspect of the project outcome. **AOF's ETIC deal team has been actively engaged with our organization** by providing pro-bono support, forming an advisory committee, participating in in-person events, and offering volunteering opportunities to Apollo employees.”

MITSUHIKO YAMAZAKI

DIRECTOR OF INTERNATIONAL PARTNERSHIPS,
ENTREPRENEURIAL TRAINING FOR INNOVATIVE COMMUNITIES



Members of the Apollo Legal Team provide career advice to F&O alumni in Apollo's headquarters.

“Futures and Options is **incredibly grateful** for the support and partnership that AOF has offered our team, **better positioning us to empower our youth to acquire transferable skills**, pursue higher education and successfully compete in a global 21st-century economy.”

CAROLYN SILVER
EXECUTIVE DIRECTOR, FUTURES AND OPTIONS

Futures and Options (“F&O”)



F&O is an organization empowering

underserved high school students by facilitating access to employment opportunities, work-readiness education and career coaching. F&O addresses the role that inequity plays in professional and economic stability, working to close the gap through intentional post-secondary educational guidance for more than 14,600 students since 1995.

AOF's F&O Deal Team supported programs and offered strategic guidance to the organization in a variety of ways in 2023:

- 40+ Apollo employees volunteering to host five F&O students in *Changemakers*, Apollo's one-week immersive program that provides an overview of the firm, insight into its individual departments and project-based learning
- 8 employees from Apollo's Legal Team hosting a career panel for 17 alumni students
- Jason Scheir (Partner, Hybrid Value) serving as a member of the Board of Directors

94% Increase in Students Served

The number of unique youths who participated in at least one F&O program increased from 1,927 to 3,734 in 2023.

334 Internships

F&O served 334 youth in its Internship Program in 2023.

Generation Hong Kong

Generation

香 HONG KONG 港

Generation Hong Kong bridges the gap between education and employment in Hong Kong. Through career preparation and job placement, Generation Hong Kong has dedicated resources for training students early in their careers. The organization plays a critical role for many first-time job seekers trying to enter the workforce.

AOF's Generation Hong Kong Deal Team supports the mission of Generation Hong Kong through:

- Collaborating on Generation Hong Kong's strategic plan, including the expansion of alumni engagement and a train-and-place program for first-time job seekers
- 17 employees volunteering at a career workshop event in the Hong Kong office, providing in-person coaching to first-time job seekers

1,000 Job Seekers Supported

Since the formal establishment of Generation Hong Kong in 2018.

89% Retention

Upon completion of the Generation Hong Kong program, graduates have success in their first jobs.



Apollo Hong Kong-based employees provide career coaching to first-time job seekers.

“ With the Apollo Opportunity Foundation expanding its footprint to different parts of the world, **we are truly honored to be the first grantee to partner with AOF in Hong Kong.** This partnership represents a significant milestone in our mission to support economic mobility and create pathways for the under-represented youth in our community. **We are grateful to AOF and everyone in the Apollo Hong Kong office** for their belief in our mission as well as **their time, active engagement and advice to drive positive change together.**”

BRIAN CHENG
CEO, GENERATION HONG KONG



GAIN Insight Day hosted at the Apollo London office.

“ The engagement we have seen from the Apollo team has been brilliant — very engaged activity across all areas of our work and a model for other sponsor firms to follow. We feel that this is a great partnership and one that has been incredibly beneficial for GAIN and instrumental in our growth. **We have found everyone at Apollo to be supportive, generous with their time and great to work with.**”

TANYA TRACEY
CEO, GIRLS ARE INVESTORS UK

Girls Are Investors UK (“GAIN”)



GAIN’s mission is to inspire young women to pursue careers in the financial services industry by providing inspirational talks, offering career support and connecting them with career opportunities. GAIN acts as a crucial lever for expanding access to the world of investing. In 2023, AOF supported the organization by providing funding for general operations that expanded the depth of events, programs and online resources available to GAIN students.

AOF’s GAIN Deal Team twice welcomed students to the London office in 2023:

- Over two dozen sixth-form students attending “Insight Day,” where 26 Apollo colleagues hosted the students for a lunch, presentation, panel discussion and networking opportunity
- 25 students attending a “Get Ready to Apply for Internships Workshop,” hosted by nine employees on best practices when applying to internships and what it means to intern at Apollo

10,240 Students

Reached through events, programs and financial empowerment content across GAIN’s operations in 2023.

260%

Year-over-year increase in the number of students taking part in GAIN-Apollo programs.

Girls Who Code ("GWC")



Girls Who Code is an international organization bridging the gender gap in the technology field. GWC offers young women the chance to participate in summer, college, and career programs to build coding skills and enhance exposure to careers in tech. GWC also provides college networking opportunities to help foster connections in a predominantly male field.

Girls Who Code joined the AOF portfolio late 2023; the AOF Girls Who Code Deal Team has planned a number of engagements in 2024 including:

- Hosting the GWC summer meet-up at Apollo headquarters
- Supporting technical interview prep and virtual networking with GWC students
- Having Apollo representation at the GWC Hiring Summit and upcoming tech conferences for women
- Volunteering with career mentoring workshops



Girls Who Code students convene for a summer meet-up at Apollo headquarters.

670,000 People Served

Girls Who Code's programs have reached 670,00 girls, women, and nonbinary individuals across 6,300 programs around the world since 2012.

7x Opt for Computer Science

Girls Who Code alumni are choosing Computer Science & related majors 7x times higher than the national average.

“Apollo Opportunity Fund has been an excellent partner... Apollo Opportunity Fund's general operating support is **helping GWC to sustain and expand resources**, while also ensuring our programs reach as many female and nonbinary students, from 3rd grade to middle-school, high-school, and into college, as possible.”

TARIKA BARRETT
CEO, GIRLS WHO CODE



AOF Board Member & Grants Council Co-Chair, Earl Hunt, with GWI Scholars.

Girls Who Invest (“GWI”)



GWI is dedicated to transforming investment management by attracting women

investors to the industry, supporting their advancement and developing future changemakers and leaders. In 2023, AOF issued a grant for general operating support and the advancement of alumni programming.

GWI hosts two competitive education programs for rising sophomores and juniors in college which allow students to master the fundamentals of finance and gain access to exclusive career opportunities.

AOF's GWI Deal Team provided scholars and the organization with:

- Access to Apollo's proprietary online learning platform
- Mentorship and advice as GWI Ambassadors during Summer 2023
- Collaborative development of industry-leading retention and advancement strategies for female investing professionals

“ Apollo is an exemplary partner. The generous grant from AOF has provided the opportunity to be innovative with the use of resources, and their **Deal Team structure** has **catalyzed significant momentum** around the partnership within a short period of time. Apollo’s support has already fortified our current programs and operations and, more importantly, **has empowered Girls Who Invest to expand our reach and ambitions**. Apollo’s continued thought leadership and financial support will provide the resources to enhance our core pipeline programs and help us mature as an organization alongside our alumni community.”

KATHERINE JOLLON COLSHER
PRESIDENT AND CEO, GIRLS WHO INVEST

Over 600 Scholars Served in 2023

GWI concluded its eighth year of academic and professional training, with 200-plus Summer Intensive and 400-plus Online Intensive scholar graduates who joined the alumni community, which now exceeds 2,500 individuals. Of the alumni who are working full-time, more than 75% are currently working in finance.

Increasing Access to Investing Careers

The 2023 GWI Summer Intern cohort included:

- 75% people of color
- 22% first-generation college students
- 32% people from historically underrepresented communities
- 39% socioeconomically disadvantaged people

The Honor Foundation (“THF”)



THE HONOR FOUNDATION

THF is a nationwide career transition organization for members of the U.S. Special Operations Forces (“SOF”). THF supports the transition of U.S. Force Members from elite military service to the private sector, creating the next generation of corporate and community leaders. Since 2014, THF has served over 2,500 service members and their families.

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AOF's THF Deal Team supported the organization's mission in a variety of ways, including:

- 9 Apollo employees raising approximately \$16,000 at THF's annual *Swim for SOF* event in San Diego, CA
- THF CEO Matt Stevens was featured as a guest speaker during Apollo's Veterans Day programming, speaking to 200 employees about leadership and service
- 21 employees volunteering in mock interviews and resume reviews with THF Fellows



The Honor Foundation leadership team and Fellows visited Apollo headquarters.

15% Capacity Increase

The Apollo Opportunity Foundation's grant supports THF's opening of two new campuses in 2023, increasing the capacity by 15% to serve an additional 100 SOF members annually.

Virtual Pilot

To further its impact, THF is currently piloting a fully virtual variation of the program for non-SOF military members. This includes podcasts and community support as THF aims to bring career education to the 200,000+ individuals who exit the military annually.

“ Our Apollo Deal Team is fantastic! They are helping us think critically about the program's impact on the military participants and the business community that employs them. They support us in many ways, from program engagement to curriculum enhancement and fundraising.”

MATT STEVENS
CEO, THE HONOR FOUNDATION



Marcy Lab students receive career coaching by employees at Apollo headquarters.

“ The Apollo Opportunity Foundation's involvement has been incredibly beneficial for Marcy Lab because it allows us to show our fellows how technology plays a pivotal role in the financial services sector. The ability to bring our student community into Apollo's offices and interact with leaders across the firm has **expanded their views of what's possible in their careers.**”

REUBEN OGBONNA
EXECUTIVE DIRECTOR & CO-FOUNDER, MARCY LAB SCHOOL

The Marcy Lab School



The Marcy Lab School operates a one-year educational program to build and refine students' software engineering skills as a creative alternative to the traditional college experience. The Marcy Lab School offers an accelerated pathway for job placement in the tech industry and blazes a trail for young, underrepresented students to succeed. In 2023, AOF funding supported general operations and the technical team that serves students throughout different aspects of their Fellowship and career outcomes.

The Marcy Lab School operates a one-year educational program

AOF's Marcy Lab School Deal Team engaged with the organization and its students in 2023 by:

- Hosting a Career Day at Apollo with 20 employees and 20 students to advise Marcy Lab students on possible technology careers in finance
- 7 employees touring the Brooklyn campus and conducting speed networking and mock interview sessions with 40+ students
- Planning to engage in pro-bono finance work related to structuring an Investment Policy Statement

\$108K Average Starting Salary

Throughout the grant period, 45 students completed the program and earned an average starting wage of \$108K, investing in their economic and social mobility.

Increased Alumni Support

The Marcy Lab School implemented a rigorous alumni program for its job-seeking Fellows. The 12-week, 5-days-a-week program ensures that graduates feel supported and motivated in their job search.

National Education Equity Lab (“NEEL”)



NEEL is an educational organization that partners with competitive colleges to bring college-credit-bearing courses to promising students who lack access to high-quality secondary education. To combat economic disparities, NEEL’s initiatives create equal opportunities for students to prepare for and succeed at top universities at no cost. The organization works with over 380 high schools in 140 cities.

AOF’s NEEL Deal Team is maximizing the outcomes of NEEL by:

- 3 members of Apollo’s Credit Team building a strategic financial plan for NEEL to embark on its ambitious growth plans
- Itai Wallach (Partner, Private Equity) advising NEEL leadership on the educational landscape
- Hosting a strategic planning summit to continue to strengthen support for NEEL



NEEL scholars attend a Wharton School of Business at the University of Pennsylvania Personal Finance course.

8,800+ Increase in Students Served

Since December 2022, NEEL has increased the total number of students served from 11,000 to 19,800 across 31 states and 140 cities.

83% Scholar Success Rate

Percentage of students completing their course who pass and earn widely transferable college credits and a transcript from the university, at no cost.

“ We continue to **value our partnership with Apollo** and the approach AOF has taken to its grantmaking in its inaugural year. **Everything has been seamless and clear.** We look forward to continued collaboration with our efforts to bring college-credit-bearing courses and support from our nation’s top universities into under-resourced high schools, at no cost to scholars — at scale.”

LESLIE CORNFELD
FOUNDER & CEO, NATIONAL EDUCATION EQUITY LAB



Anna-Lisa Miller, Executive Director of Ownership Works, delivers opening remarks at Ownership Works' Shared Ownership Fundamentals Partner Convening.

“ Thank you to AOF for helping us fuel the shared ownership movement and **catalyze a new era of corporate leadership and responsibility** — one that generates superior financial returns for businesses, investors and employees.”

ANNA-LISA MILLER
EXECUTIVE DIRECTOR, OWNERSHIP WORKS

Ownership Works



Ownership Works

Ownership Works collaborates with companies and investors to create wealth through

broad-based employee ownership programs.

Ownership Works recognizes the wealth-building opportunity to uplift employees and their families, as well as improve business performance by giving employees an increased stake. Ownership Works aspires to create \$20 billion in wealth for employees by 2030 and to continue increasing workers' access to wealth creation in the working world.

AOF's Ownership Works Deal Team has driven engagement for Workers' equity by:

- Participating at Shared Ownership CEO and Executive Convenings
- Attending a CHRO Convening
- Providing strategic advisory support to the Ownership Works team

88 Companies

Ownership Works supported 88 companies with implementing shared ownership programs, impacting 111,500+ employees.

>\$395 Million

Ownership Works has delivered over \$395 million in shared wealth to participating company employees since its founding.

Per Scholas



Per Scholas advances economic equity through rigorous training for tech careers, and by connecting skilled talent to leading businesses. Per Scholas offers a no-cost training program positioned to help low-income individuals launch successful careers in the technology sector. In 2023, Per Scholas operated in 22 locations across the United States.

Per Scholas advances economic equity through rigorous training for tech careers, and by connecting skilled talent to leading businesses.

AOF's Per Scholas Deal Team partners with Per Scholas to advance its mission by:

- 20 volunteers conducting an in-person career workshop at the Apollo headquarters for 35 NYC-based Per Scholas learners
- 25 volunteers connecting virtually with Chicago-based learners for mock interviews and resume reviews
- Connecting Apollo's Women in Tech group for future engagements
- Greg Sills (Managing Director, Finance) continuing his service on the National Governing Board

4,664 Learners

Per Scholas enrolled 4,664 learners in 2023, a 24% increase over the previous year and exceeding the original goal of 4,500 learners.

3 New Campuses

Per Scholas grew from 19 to 22 campuses nationwide offering in-person learning opportunities, in addition to remote training.



John Cortese (Partner, Credit) and Natalie Hall (Principal, Sustainability) conduct a mock interview at a career workshop.

“What we love most about the AOF Deal Team is how engaged, responsive and enthusiastic each member is, which seems to be **a reflection of Apollo's community-centric approach... everything feels extremely purposeful.** We feel that **it's a safe space to try different things.** Both the firm and the Foundation have been incredibly supportive, and we truly appreciate the work that we've been able to do together.”

PLINIO AYALA
PRESIDENT & CEO, PER SCHOLAS



Point Foundation scholarship recipients.

“ We greatly value the talent and expertise Apollo brings to its partnership with Point Foundation in support of our LGBTQ students. **The AOF Deal Team’s contributions have significantly impacted our work.** We look forward to continuing the collaboration and are eager to work with Deal Team members on ways to leverage Apollo’s subject matter expertise.”

JORGE VALENCIA
EXECUTIVE DIRECTOR & CEO, POINT FOUNDATION

Point Foundation



Point Foundation provides scholarships to Scholars who identify as LGBTQ+ and often face more loans and debt when pursuing higher or post-secondary education. Point Foundation challenges these odds through financing, leadership development and mentorship to alleviate the financial and mental strain of seeking aid. The organization supports students who are primarily students of color, transgender or nonbinary students and first-gen students.

AOF's Point Foundation Deal Team was formed in late 2023 and began planning the following engagements for 2024:

- Contributing to review Point Foundation’s thousands of applications for the 2024-2025 Flagship Scholarship
- Hosting an in-person Career Exposure Day for Point Scholars at Apollo headquarters
- Participating in Point’s National Leadership Conference in Washington, D.C.

525 Students Supported

Students received financial support, mentorship and leadership training in the 2022-2023 year.

230 Scholarships

Point Foundation offers scholarships to help students with financial assistance up to \$1,500, awarding 230 total scholarships in the 2022-2023 academic year.

Project Iowa



Project Iowa identifies and supports underemployed and unemployed Iowans seeking career advancement and support. Project Iowa provides career training workshops and advice to assist with career placement and increasing wages to a livable standard.

Particular areas of focus include hard and soft-skills training, including basic technology training, assessments of skill levels and competencies, job search training, and job placement services.

AOF's Project Iowa Deal Team has continued to aid career mobility for local Iowans through:

- Kim Estes (Athene Document Management Senior Representative) joining the Project Iowa Board of Directors and being featured at their annual celebration
- Hosting a Lunch and Learn with Project Iowa leadership to introduce 65+ employees to their mission
- Organizing a community workshop for 20 employees to volunteer to coach 20 participants



Kim Estes (first row, far right) and the Project Iowa team.

\$22,488

Average annual increase in wages earned after completion of Project Iowa, with 400 individuals completing the program and becoming more financially stable.

82% Placement

Project Iowa places a majority of its program participants into higher-paying roles.

“ The operational funding received from **AOF** has significantly assisted us in meeting our **mission** and has allowed us to devote more time to expanding programming options and serving individuals in our community.”

JULIE FUGENSCHUH
EXECUTIVE DIRECTOR, PROJECT IOWA



Students attend a TYWLS at the Workplace event at Apollo headquarters.

“ AOF has enriched the student experience and helped inspire the next generation through its generous commitment to education and financial literacy. We are excited to continue our **collaboration with AOF to expand the reach and depth of our programs** and empower more students by exposing and preparing them for meaningful careers.”

YOLONDA MARSHALL
CEO, STUDENT LEADERSHIP NETWORK

Student Leadership Network (“SLN”)



**Student
Leadership
Network**

SLN is a national organization driving college access and success for underserved high school students. At the center of their work, the College Bound Initiative (“CBI”) and The Young Women’s Leadership Schools (“TYWLS”) models have granted students high-quality guidance and educational opportunities that are critical to thrive during the college admissions process. In 2023, AOF supported general operations as well as the development and launch of a financial literacy program for TYWLS.

AOF’s SLN Deal Team continues to advance its mission with programs and mentorship to expose students to diverse careers, including:

- Developing financial literacy programs for 370 TYWLS students at multiple sites
- 14 employees hosting a TYWLS at the Workplace event in the Apollo headquarters for 30 students
- Stephanie Drescher (Partner, Chief Client and Product Development Officer) continued serving on the Board of Directors, a position she has held since 2012

370 Students

Received new financial literacy programming, powered by AOF’s funding and Deal Team.

50 Schools Nationwide

In 2023, SLN served 50 schools nationally, including the expansion to seven affiliate schools across New York, Missouri, California, Georgia, North Carolina, Nevada and Maryland.

The TEAK Fellowship

TEAK FELLOWSHIP

The TEAK Fellowship is a free 10-year

NYC-based program that helps talented students from low-income families achieve their potential. Through intensive after-school and summer classes, TEAK prepares middle school students to gain admission to the nation's most selective high schools and colleges. TEAK's strong support system ensures that students thrive in their high schools and graduate from college ready to pursue their professional goals and positively impact the world.

AOF's TEAK Deal Team has provided strategic perspectives and tactical support to help accelerate the organization's work and impact. Apollo employees also work with TEAK on long-term financial planning and modeling, helping ensure sustainable business operations for years to come. This has included projects such as:

- Financial literacy program planning
- Changemakers immersive summer program at Apollo
- Middle School Fellows mentorship
- College Fellows professional coaching



Changemakers Program at Apollo headquarters.

40+ Employees

Engaged with 15 TEAK Fellows during the immersive one-week Changemakers Program in 2023.

Expanding Financial Literacy

Developed the Financial Literacy Curriculum to provide ongoing support for a 10-year financial literacy program for Fellows and families.

“The support received from Apollo has been extremely helpful and comprehensive. We are pleased to have thoughtful partners that can help us strategize short- and long-term goals for the program. We are grateful for AOF's support, which **has helped us achieve the tremendous success** we have today. Together, we are helping bright and deserving young people cultivate passions and skills that will enable them to excel, as well as launch the careers of their choice upon graduation.”

DR. DENISE BROWN-ALLEN
EXECUTIVE DIRECTOR, THE TEAK FELLOWSHIP



Vedica scholars graduate from the program.

Vedica Scholars Programme for Women



The
Vedica
Scholars
Programme
for Women

The Vedica Scholars Programme for Women empowers Indian women to pursue meaningful careers and prepare for professional excellence by offering a comprehensive, full-time postgraduate management program. In response to the declining presence of women in the workforce in India, Vedica offers multidisciplinary curriculum courses in management, liberal arts, communication and personal growth.

AOF's Vedica Scholars Deal Team supported the program in 2023 by:

- Hosting a Fireside Chat with Vedica's Founding Dean, Dr. Anuradha Das Mathur for 187 Apollo employees in Mumbai
- Hosting a Vedica Scholar for a 5-week shadowing experience in Mumbai, gaining 240 hours of on-the-job learning

“ We are deeply privileged to be one of Apollo’s global grantees and join an extraordinary cohort of organizations. This is an important step in our journey to take Vedica to the world. **With Apollo’s support and guidance, we are confident that Vedica will maximize the spread and impact it has on professional and personal outcomes for women** across the country, and in time, across the globe.”

DR. ANURADHA DAS MATHUR
FOUNDER AND DEAN, VEDICA SCHOLARS PROGRAMME FOR WOMEN

100% Placement

Vedica has robust placement support for Scholars to receive a career opportunity after programming each year.

4x Program Growth

Vedica has consistently scaled its program to serve more promising young women, increasing from a class of 30 women in 2015 to 120 women in 2022.

