

Highlights Report 2024



APOLLO
OPPORTUNITY
FOUNDATION

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A Note from the Apollo Opportunity Foundation Executive Director



Dear AOF Community,

Three years ago, we launched the Apollo Opportunity Foundation (“AOF”) with a laser-focused mission: to expand opportunity in the communities where we live and work around the globe by deploying our capital and engaging our people to invest in career education, workforce development and economic empowerment for all.

As you read through the pages of this report, you’ll see our mission alive in every program and story from the past year.

Together with our non-profit partners, we have opened pathways to education, work and economic resiliency for people around the world. I could not be prouder of what we’ve achieved.

At the heart of this work is the Apollo team: employees are the engine of AOF. They did not simply cheer on these initiatives from the sidelines; they rolled up their sleeves and got to work to expand opportunity as the One Apollo team.

In 2024, more than 1,000 employees contributed nearly 5,000 volunteer hours to AOF’s 25 grantees. Colleagues walked into classrooms to mentor students, stepped away from their desks to host workshops helping job seekers land their dream roles and stood alongside grantees to shape programs that uplift whole communities. They provided tremendous time and energy to this vital work, and we could not be more grateful.

Of course, none of this would be possible without our non-profit grantees. Their determination to transform people’s lives has been a huge inspiration, and we are honored to partner with them.

If there is one thing I hope you take away from this report, it is this: when the dedication of our employees meets the resolve of our partners, extraordinary change happens. I hope that you, like us, are motivated to do more for our communities.

In Partnership,

Lauren Coape-Arnold

*Executive Director of the Apollo Opportunity Foundation
and Global Head of Citizenship at Apollo*

Impact at a Glance

HOURS OF VOLUNTEERISM



4,683

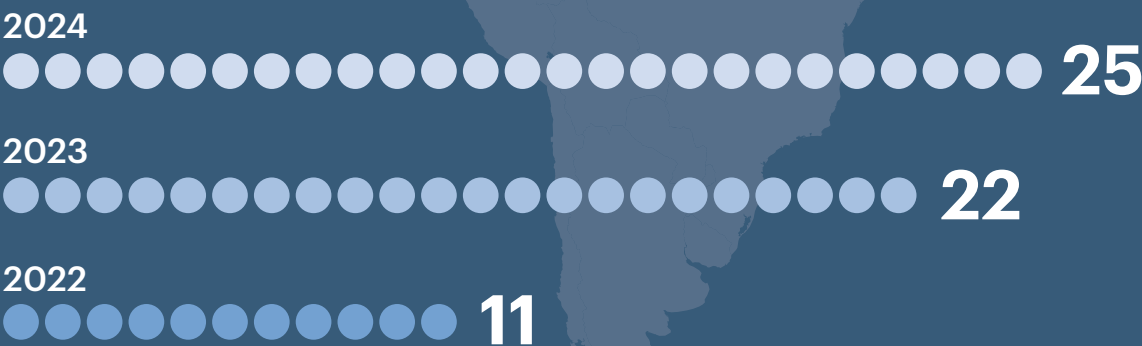
Hours volunteered
in 2024



295%

Increase from 1,185
hours in 2023

NUMBER OF GRANTEES



EMPLOYEES ENGAGED



1,100

Employees who engaged
with AOF grantees
in 2024

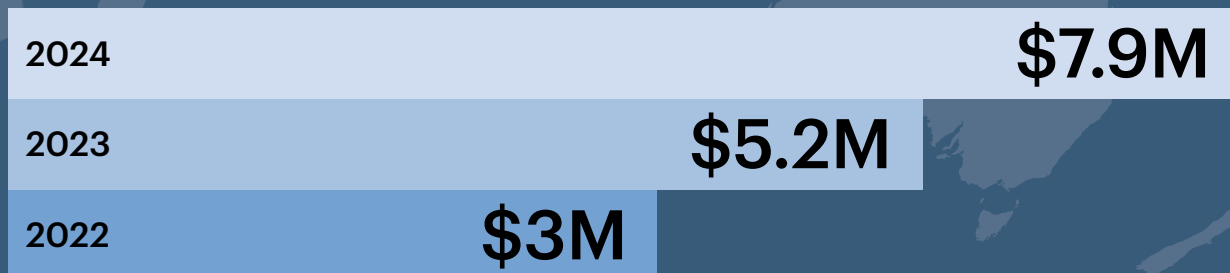


77%

Increase from 620
employees
in 2023

GRANT INVESTMENTS

Growth of AOF's grantmaking since inception



APOLLO OPPORTUNITY FOUNDATION

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

We launched in 2022 with a commitment to invest \$100 million over the next decade in employee-nominated non-profit organizations that are expanding opportunity for individuals around the globe.



Our Approach

AOF brings a bold new approach to corporate philanthropy. Our support does not stop at funding alone. Rather, we pair financial support with the skills and energy of Apollo employees to help non-profit partners achieve transformative change.

Each grantee works with a dedicated “AOF Deal Team” of five to ten Apollo employees from across offices and businesses. These teams share their time and expertise to lead engagement events, drive pro bono projects, shape initiatives and help grantees achieve more for their stakeholders.

For employees, AOF offers a chance to step out of the everyday, enrich their perspective and bring fresh insights back to their work at Apollo. For our grantees, it means access to what funding alone cannot provide: ideas, talent and commitment.

By pairing AOF’s investment with Apollo’s people, we believe we can create the best possible return on investment and unlock more opportunities across the globe.

OUR PILLARS:

The Apollo Opportunity Foundation pillars are designed to resonate with our people, connect to our industry, and focus on the moments where we can collectively impart the greatest impact on an individual's professional journey.



PILLAR 1

CAREER EDUCATION

Every young person deserves to imagine and prepare for a future in industries that can transform their lives.

We build strong foundations so young people can gain the skills and exposure to pursue opportunities in finance and other high-growth industries.

OUR FOCUS

Foundational Skills:

Deliver math, economics, technology and other finance-adjacent learning in high school and college, both in classrooms and after-school programs.

Financial Literacy:

Teach personal financial management, budgeting and investing through practical tools and resources.

Career Preparation:

Expose students to industry careers, provide mentoring and develop job-readiness skills such as interviewing and networking.



PILLAR 2

WORKFORCE DEVELOPMENT

A career path should not be limited by where someone begins. Access and opportunity open the door to growth.

We broaden the pipeline of talent by creating pathways and on-the-job learning for continued career development.

OUR FOCUS

Apprenticeship:

Offer early, paid professional experiences for students and young adults through apprenticeship and fellowship programs.

Expanded Pathways:

Create new entry points and expand access for non-traditional candidates pursuing finance and technology careers.

Reskilling and Upskilling:

Help individuals reskill to enter the industry and upskill existing workers to meet changing demands and close talent gaps.



PILLAR 3

ECONOMIC EMPOWERMENT

Entrepreneurship and leadership unlock economic power, but we must remove the obstacles that stand in the way of long-term success.

We support entrepreneurs and leaders in building businesses, accessing capital and advancing opportunity within industries and communities.

OUR FOCUS

Entrepreneurship:

Provide entrepreneurs with training, capacity building, networks and access to capital to grow their businesses and impact.

Leadership Development:

Expand leadership training, professional growth programs and opportunities for board representation.

Access to Capital:

Remove barriers to capital so entrepreneurs can scale their businesses and drive economic change.

INAUGURAL AOF SUMMIT

An Event to Remember

At AOF, we believe in going beyond financial support by offering the strength of the entire Apollo ecosystem to expand opportunity and foster partnership between Apollo and non-profit organizations. There was no better example of this than the first-ever AOF Summit held in October 2024.

Hosted in New York, more than 60 non-profit leaders from across our grantee portfolio sat shoulder to shoulder with 480 Apollo employees for two days of workshops, teach-ins, inspiring conversations, collaboration and celebration.

The goals were simple: help grantees expand their skills, give Apollo employees the chance to collaborate with them in real time and foster a deeper sense of community.

The program reflected that spirit. Apollo leaders led hands-on workshops on strategy development, financial leadership, communications and more. AOF Deal Teams rolled up their sleeves in breakout sessions, working side by side with grantees to problem-solve real-world challenges.

The power of the AOF platform was best seen in the honest dialogue around shared challenges, the collective commitment to expanding opportunity and the partnership and dedication from Apollo colleagues and AOF grantees alike. Taken together, this allowed the AOF grantees to feel a deeper sense of camaraderie with each other, and closer connection and trust with Apollo.



The AOF Summit imparted more than memories. It gave grantees new tools, more allies and fresh momentum. It also showed, in practice, what it means for Apollo to put its people and expertise to work for the communities we serve.

Grantees provided exceptionally positive feedback on the AOF Summit, including:

100%

of grantees rate the AOF Summit as Excellent (80%) or Above Average (20%)

100%

of grantees shared they feel a strong sense of partnership with AOF

100%

of grantees felt the AOF Summit made them part of a new community

96%

of grantees agreed that AOF is unique in its approach to corporate philanthropy



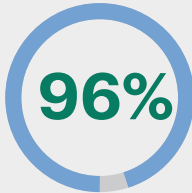




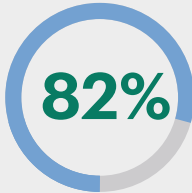
PILLAR 1

CAREER EDUCATION

Every young person deserves to imagine and prepare for a future in industries that can transform their lives.



96% of Fellows graduate from college within six years



82% of Fellows secure employment or are enrolled in grad school six months post-graduation

\$70-80K

\$70,000 – \$80,000 is the median salary for Fellows six months post-graduation, compared to \$50,000 nationally

Helping first-generation college students find their footing

More than half of all college students in the United States are the first generation in their family to attend an institute of higher education. For many, this can often mean navigating college and career paths alone.

America Needs You (“ANY”) is changing this by connecting first-generation college students with mentors who help them understand workplaces, grow their networks and launch ambitious careers.

In 2024, over 30 Apollo employees and ANY AOF Deal Team members supported this mission by welcoming 32 Fellows to Apollo’s New York office for a career day. They ran mock interviews, shared stories from their own careers and gave insight into the breadth of jobs in finance.

They also went further. Over an intensive month-long program, 45 Apollo employees ran four deep-dive sessions on pathways to a career in investment banking. Fellows got to test themselves in technical and behavioral interviews, hear how deals take shape and were introduced to contacts at major investment banks who could help with future opportunities.

AOF also supported with:

- > **Mentorship:** Volunteering for ANY’s two-year mentorship program, with 11 employees meeting Fellows monthly to share advice and support
- > **Interview Skills:** Five Apollo employees delivering a workshop on interview skills to 200 fellows as part of ANY’s “Saturday Session” curriculum
- > **Benefit Dinner:** 22 Apollo employees attending ANY’s Benefit Dinner in October to celebrate and support ANY’s work



ALICIA D. GUEVARA
CEO, AMERICA NEEDS YOU

“Apollo sees the power of mentorship and access for first-generation college students – they directly engage with the America Needs You Fellows in career readiness workshops. Their hands-on approach is more than support; it is a true partnership with deep investment in the potential of young people.”



Active across nearly every state in India



Graduates more than double household income on average

1,200+

1,200+ students placed in India's top science and technology colleges

AVANTI FELLOWS

Opening Doors to India's top science and technology colleges

In India, many young people with the talent to pursue degrees in science and technology do not ever receive the chance. Without access to test preparation, mentoring and career guidance, these individuals face barriers which keep families locked in poverty.

Avanti Fellows is changing this. The organization provides free test preparation programs, mentorship and career services to high school students across India. Its graduates significantly increase their household income and take the first step in lifting their families out of intergenerational poverty.

In 2024, AOF partnered closely with Avanti across a number of initiatives. In Mumbai, eight Avanti Fellows joined Apollo's office as part of Avanti's first internship cohort. Over the course of the program, they built skills across a wide curriculum, gained exposure to senior management and completed the summer better prepared to pursue future careers in finance.

The AOF Deal Team also facilitated introductions between Avanti and over 20 individuals and organizations aligned with its mission, helping the organization strengthen its network and broaden its reach.

AOF also supported Avanti with:

- > **AI:** Helping support implementation of generative AI across Avanti's programming
- > **Storytelling:** Creating a video to showcase the intern experience at Apollo's Mumbai office
- > **Opening Doors:** Connecting Apollo-Avanti interns to other partners in India to broaden their future career opportunities



Nithyashree GR
Mechanical Engineering at
NITK-Surathkal
Graduated from Avanti
test-prep program (2022) from
JNV Bangalore Urban



Janojit Kuli
B.Tech Electronics & Electrical
from NITK-Surathkal
Graduated from Avanti
test-prep program (2021) from
CoE Bhubaneswar



Chinmayi DS
Mechanical Engineering
from NITK-Surathkal
Graduated from Avanti
test-prep program (2022)
from JNV Hassan



VANDANA GOYAL
CO-CEO AND MANAGING
TRUSTEE, AVANTI FELLOWS

“Apollo team members have worked with us to develop our board, create mentorship programs and create a one-of-a-kind internship program. Whenever we need support or time from our network of champions within the global Apollo community, we are always met with an ‘of course’ and ‘how can I help?’”



clontarf
foundation



80% average school
attendance rate



90% of Year 12
participants completed
their final year of school



11,000+ young men
enrolled in Clontarf
academies across
Australia

CLONTARF FOUNDATION

Building brighter futures for young Aboriginal and Torres Strait Islander men

Across Australia, many young Aboriginal and Torres Strait Islander men face barriers which limit their education and employment opportunities. Without targeted support, too many miss out on the skills, confidence and pathways they need to thrive.

The Clontarf Foundation works to change this. Clontarf improves education, discipline, life skills, self-esteem and employment prospects for young men, equipping them to participate more meaningfully in society.

In 2024, AOF supported Clontarf through a range of training activities. In March, eight Apollo employees took part in Clontarf's "Super Training" event in New South Wales, joining more than 100 students for a day of team sports followed by a BBQ, which created a relaxed opportunity to connect with students and celebrate their achievements.

A highlight of the partnership came in June, when Matthew Michelini (Partner, Head of Asia-Pacific at Apollo) and members of the Sydney office visited the Endeavour Academy in Sydney. The team toured the Academy's facilities, learned about the boys' daily routines and heard directly from staff about the challenges students face and the achievements they celebrate. Over lunch, Apollo colleagues shared food and stories with the boys, gaining a deeper appreciation of Clontarf's holistic approach to education, mentoring and support.

AOF also supported Avanti with:

- > **Mentorship:** Volunteer events with students, including mock interviews and CV preparation sessions, and a Central Coast site visit (read above)
- > **End-of-Year Awards Night:** Attending Tumby Umbi Academy on the Central Coast to support and celebrate Clontarf students graduating from Year 10 and transitioning into their senior years
- > **Networking & Continuous Learning:** Hosting a "Financial Services Day" with peer firms and sharing insights on LinkedIn



GERARD NEESHAM
PRESIDENT & CEO,
CLONTARF FOUNDATION

“Apollo’s support helped us establish and strengthen our presence on the Central Coast, and enriched our program through advocacy, professional development and direct connection with our participants. In just the past 18 months, this partnership contributed to strong school attendance, record Year 12 completions and growing post-school pathways for young men across the region.”



98% graduation rate from
DREAM Charter High
School



78% of the Class of 2023
are first-generation
college students



100%

100% college acceptance
among students who
applied

DREAM

Ensuring New York students can achieve their dreams

In New York, the child poverty rate is among the most severe in the nation. For many kids, this equates to fewer opportunities to learn, grow and achieve their dreams.

DREAM is working to change this through free, public charter schools, summer programs and after-school activities which support thousands of children in East Harlem and the Bronx.

Last year, Apollo volunteers supported this mission by helping set up DREAM's new campus in Highbridge, an 85,000 square foot space which will support students from Pre-Kindergarten – 8th Grade. The school employs a “whole child” model, combining academics with initiatives for healthier minds and bodies to help kids live full lives.

Apollo volunteers also supported DREAM's summer programming, which allows 1,800 students to keep learning even in the summer while school is not in session. They stepped into the classroom to guide art projects, joined kids on the softball field and sat alongside students as they shared their hopes for the future.

140+

hours of time contributed

50 Apollo colleagues contributed over 140 hours of time to help kids grow, build skills and dream bigger. The team looks forward to expanding the partnership in 2025.



SARAH VEITH

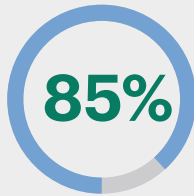
PRINCIPAL, CLIENT & PRODUCT
SOLUTIONS AT APOLLO

“Giving back through volunteering with DREAM is deeply meaningful to me; there’s nothing more rewarding than helping to open doors for talented, driven young people who are our neighbors in New York City. Supporting DREAM’s mission and serving as an AOF Deal Team Captain allows me to share what I’ve learned in the industry while empowering future leaders to find confidence in themselves and their potential. It is inspiring to be part of a community that’s so dedicated to creating opportunities and driving real change.”





FUTURES AND OPTIONS



85% of students said they felt ready to embark on their career path after taking part in Apollo Changemakers sessions



17,450

17,450 students served since founding in 1995

\$872K

\$872,000 in wages, stipends and scholarships earned by Futures and Options students in 2024

Connecting New York City classrooms to careers

Work experience can change a young person's life, giving them confidence, skills and a brighter future to work towards. However, in New York City where nearly three-quarters of public-school students come from low-income households, many never get a chance.

Futures and Options is changing that. By partnering with employers, the organization opens doors to work opportunities, mentorship and career coaching for students across the city.

In 2024, AOF was proud to get involved, welcoming five students to Apollo Changemakers, a learning and development program run in partnership with The TEAK Fellowship. Over the course of the week, the students learned about what Apollo does, networked with employees and took part in trainings designed to build confidence and practical skills.

AOF also supported with:

- > **Mock Interviews:** Helping students practice interviews and unlock more work opportunities
- > **Career Panels:** Showing students different career paths at Apollo
- > **Pro Bono Marketing Support:** Helping Futures and Options reach additional young people
- > **Senior Advisory:** Placing Jason Scheir (Partner, Hybrid at Apollo) on the Futures and Options Governing Board and Catherine Mullarney (Director, Legal at Apollo) on the Futures and Options Advisory Council



CAROLYN SILVER
EXECUTIVE DIRECTOR,
FUTURES AND OPTIONS

“Now more than ever, with national teen unemployment on the rise and the future of work in flux, it is imperative to invest in career development and exploration programs for young people. Futures and Options is incredibly grateful to the Apollo Opportunity Foundation for helping us develop our students’ employability skills and create a sense of optimism for their futures.”

Expanding opportunities for disadvantaged UK students

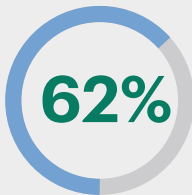
Today, just one in three UK students from disadvantaged backgrounds go on to attend a university. Many bright young minds are missing out because they lack access to the right opportunities and support.

IntoUniversity is breaking this cycle of disadvantage by helping young people reach their goals by supporting them with school, work opportunities and career advice.

In 2024, AOF was proud to launch its partnership with IntoUniversity. Future initiatives will span everything from business workshops to a mentorship program where Apollo professionals are paired with Year 13 students, giving advice on future jobs and skills to achieve their aspirations. The team looks forward to progressing this work in 2025.



58% of school leavers progressed to higher education, compared to 28% nationally



62% of Academic Support students reach higher grades

AOF's support also spans:

- > **Awareness:** Raising IntoUniversity's profile across Apollo's Sponsor network to garner more support for IntoUniversity
- > **Advisory:** Placing Natalia Tsitoura (Partner, Capital Solutions and Head of Europe Origination at Apollo) on the Advisory Panel to guide IntoUniversity's strategy

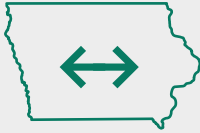
56,000
students supported in
2023-2024



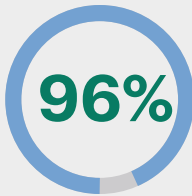
**DR. RACHEL
CARR**
CHIEF EXECUTIVE
AND CO-
FOUNDER
INTOUNIVERSITY

“Our partnership with Apollo enables over 1,700 young people each year to develop the knowledge, skills and experience they need to transition successfully out of school and into positive future pathways.”





50 counties served
across Iowa



96% graduation rate



10,215

10,215 students
served annually

IOWA JAG

Expanding opportunity for young people in Iowa

Iowa Jobs for America's Graduates' ("iJAG") goal is simple: to provide every student in Iowa with opportunities to become who they aspire to be. iJAG works with schools to help young people discover new careers, plan their next steps and gain hands-on experience in fields ranging from finance to medicine to real estate.

In 2024, AOF was proud to launch its partnership with iJAG. Nine Athene employees volunteered 64 hours. They engaged directly with students and advisors through breakout sessions, officer training and mentoring at high-profile iJAG events like the Leadership Development Conference and Career Development Conference.

The AOF Deal Team also partnered with iJAG to create Iowa's first statewide financial literacy curriculum. Built for grades 7-12, this robust programming covers everything from budgeting to investing and gives students the skills they need to succeed in life and work.

AOF's wider support included:

- > **Board Leadership:** Placing Sandy Stokley (Executive Vice President of Insurance Operations at Athene) on the iJAG Board and participating in its 25th Anniversary alongside Mike Downing (Athene Co-President and COO)
- > **Marketing Support:** Reviewing and shaping content to reach more students



DR. WENDY MIHM-HEROLD
PRESIDENT AND CEO, IJAG

“When businesses and nonprofits come together to focus on the good of the community, endless success can be accomplished. Apollo and Athene have proven themselves to be hands-on, purpose-driven partners committed to changing lives.”



Helping underserved students access premier college courses

Across the United States, talent is everywhere but opportunity is not. Many students do not receive the support they need to reach college or succeed once they are there.

The National Education Opportunity Network is working to change this. Partnering with top colleges like Stanford and Brown, it provides students from lower-income families with the chance to take real, college-credit bearing courses from college professors, building the skills to apply and excel in college.

In 2024, Apollo employees dedicated time to two strategic projects to support National Education Opportunity Network's growth. This included developing a model for external fundraising and helping track progress against key benchmarks.

Apollo volunteers also enhanced National Education Opportunity Network's social media strategy by helping redesign external marketing materials. This helped grow the organization's LinkedIn followers by 38% to 2,900, increasing visibility and helping the organization reach even more students.



80% student pass rate, earning free college-credit bearing courses



512

512 high schools served by National Education Opportunity Network



40,000

40,000 students served

AOF also supported with:

- > **Governance:** Placing Earl Hunt (Partner, Credit at Apollo) on the National Education Opportunity Network Board of Directors
- > **Advisory:** Providing pro bono advisory support with the organization's financial model, branding and data strategy
- > **Strategy:** Through a strategic partner relationship, enabled the creation of a structured, data-driven and mission-aligned methodology for expansion into new school districts in support of organization's goal of reaching 1M students over the next decade



LESLIE CORNFELD
FOUNDER &
CEO, NATIONAL
EDUCATION
OPPORTUNITY
NETWORK

“Apollo is a rockstar partner! Beyond generous grant dollars, our AOF Deal Team has been an extraordinary resource, lending their expertise in marketing, financial modeling and directly engaging with our scholars.”





PROJECT IOWA

Supporting Iowans to build lasting careers

Across Iowa, many people struggle to find a livable wage that enables them to take care of their families.

Project Iowa exists to close this gap. The organization provides support and training services to people in Iowa so that everyone can build the best possible career.

A key standout was the Rethink Poverty Simulation, an immersive exercise designed for schools and businesses that asks participants to step into the shoes of others: whether a single parent without a car trying to get to work or an elderly person forced to choose between paying for medicine or utilities.

Over 100 Athene employees contributed more than 400 hours of support in 2024.

Fifty Athene employees participated in the simulation, which built a deeper understanding of the challenges Iowans face and how to address them.



164

164 participants in the Rethink Poverty Simulation



387

387 individuals served across a variety of programs

AOF's support also spans:

- > **Mock Interviews:** 26 employees volunteering over 25 hours running mock interviews, helping students build their business acumen and develop real-world experience
- > **Locker Wars:** Six employees supporting with Project Iowa's "Locker Wars" event, raising vital funds to reach more Iowans
- > **Information Sessions:** 65 employees attending Project Iowa's "UpLift Community Conversation", which convened a panel of experts to discuss how to tackle challenges facing Iowa's workforce



SHILPI SINGHAL
DIRECTOR,
HUMAN
RESOURCES,
ATHENE

“Through 540+ volunteer hours across two years, our AOF Deal Team and employee volunteers have meaningfully contributed to Project Iowa’s initiatives in social impact, economic mobility, and workforce resilience in Iowa.”





Creating pathways to college for students from low income backgrounds

Education is meant to level the playing field, but across the United States, it can often widen the gap. Nearly 90% of students from affluent families go to college, compared with just 51% of those from low-income families.

Student Leadership Network endeavors to close this gap. The organization's programs open the doors to higher education for young people from low-income backgrounds, including through The Young Women's Leadership School ("TYWLS"), the first all-girls public school created to provide top-quality education to underserved young women.

Apollo was proud to support this mission in 2024. Nearly 60 employees welcomed TYWLS students to Apollo's New York headquarters for two events: "TYWLS in the Workplace" and "Women in Finance Mentoring Day".

During these events, employees ran hands-on activities, shared stories from their early careers and offered advice on how to navigate education and work, giving students new skills and insights for future success.



76,500

76,500 students and alumni impacted nationwide to date



~100%

Nearly 100% of TYWLS graduates accepted to college

↑2x

Twice as many SLN students earn college degrees compared to students nationally

AOF also supported with:

- > **Expanding Financial Literacy:** Scaling financial literacy programming from serving 374 students last year to 424 across TYWLS schools, helping more young women build vital skills for the future
- > **Career Exposure Days:** 21 employees volunteering at six "Cool Career, Potential Paths" days, a career series for TYWLS students in grades 6-12, helping them explore new potential professional paths



YOLONDA MARSHALL
CHIEF EXECUTIVE OFFICER,
STUDENT LEADERSHIP
NETWORK

“Our partnership has enabled us to sustain and scale our programs nationally, including expanding our financial literacy curriculum to reach more students than ever before. Apollo team members volunteer as living examples of career possibilities, giving students direct insight into professional pathways in financial services.”

Empowering New York students to aim high

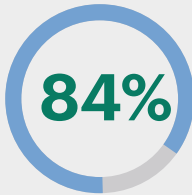
New York City has the widest income gap in the country. For students from low-income families, this can often mean access to fewer opportunities and less support than their peers.

The TEAK Fellowship is changing this. The program offers free education benefits for exceptional New York City students, helping them gain admission to the most selective high schools and colleges for a successful start to their careers.

Last year, 85 Apollo employees supported these efforts by volunteering over 370 hours. They coached students through interview prep, led resume workshops and spearheaded the week-long Changemakers program, a joint initiative with Futures and Options that helps build students' leadership and career skills.

Hosted at Apollo headquarters, Changemakers saw students gain hands-on insight into asset management, build their professional networks and take part in workshops on financial literacy, public speaking, professional etiquette and more.

The program was a success: by the end, 85% of participants said they had a clearer vision of careers they'd like to pursue.

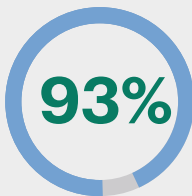


84% of TEAK Fellows are the first in their family to go to college



30%

30% matriculate to Ivy League schools each year



93% of tuition costs covered for college Class of 2024 through financial awards

AOF also supported with:

- > **Program Development:** Supporting with the launch of TEAK's 10-year Financial Literacy Program, ensuring students build money management skills that will serve them for life
- > **TEAK'S 2024 Gala:** 35 employees joining the Gala to celebrate TEAK and its community
- > **Strategy:** Through a strategic partner relationship, conducted a detailed strategic review to assess opportunities for expansion or relocation



DR. DENISE BROWN-ALLEN
EXECUTIVE DIRECTOR,
TEAK FELLOWSHIP

“Our partnership with the Apollo Opportunity Foundation and Apollo employees continues to be exceptional. Our AOF Deal Team continues to play a vital role in shaping TEAK’s financial literacy program and professional development initiatives for our Fellows.”

America Needs You AOF Deal Team Spotlight

What drew you to volunteering with America Needs You (“ANY”)?

ANY helps first-generation college students build the skills and networks to launch their careers. This one’s personal – I was an ANY Fellow in college, and the program changed my trajectory. Staying involved felt natural, and seeing Apollo colleagues, especially through the AOF Deal Team, rally behind the mission has been special. It truly feels like coming full circle.

What types of activities or initiatives did you become involved with?

I split my time between strategy and hands-on work. I serve on the National Board and Co-Captain the AOF Deal Team, which keeps me close to both the mission and the day to day. With Apollo teammates, we have hosted career days, led workshops at ANY, supported the gala and led pro bono projects – practical touchpoints where students get real experience and confidence.

What was a standout moment from your time volunteering?

At a recent Saturday workshop, our AOF team presented “Unwritten Rules of the Workplace” to a room of 200+ Fellows and mentors. What’s second nature at Apollo – email etiquette, meeting prep, feedback and even attire – was eye-opening for many students. The Q&A ran long, hands kept flying up and you could feel the energy in the room. A small session with an outsized ripple effect!

What have you learned from this collaboration?

From ANY: grit can be a superpower. Fellows turn adversity into fuel, and their results speak for themselves. From Apollo: there are more first-gen stories here than I realized. Colleagues regularly carve out time to mentor and show up for students – quiet acts that add up. It’s a good reminder that generous time, not flashy gestures, moves the needle.

Was there a specific conversation or moment that really showed you the difference this partnership is making?

It’s a pattern more than a moment. Each workshop ends with “PPV” – Public, Private Victory – where anyone can share a win. One by one, Fellows and Mentor Coaches shout out each other’s progress: first internship offer, a tough mock interview nailed, a parent’s pride, becoming an aunt – all sorts of life’s victories. It’s simple, a little vulnerable and incredibly motivating. You leave knowing the partnership is working.

What was it like working with ANY Fellows, and how do you think the partnership shaped them?

Humbling and inspiring. A mentor once told me I had what I needed – ANY would be the “polish.” I see that now from the other side. The program gives Fellows social capital, language for the workplace, and reps in real settings; Apollo adds access, mentors and projects. Together, that polish becomes shine – students start to see themselves not just as candidates, but as peers.



STANISLAV SHAMAYEV
PRINCIPAL, PRIVATE EQUITY,
NEW YORK OFFICE

“Seeing Apollo colleagues, especially through the AOF Deal Team, rally behind the mission has been special. It truly feels like coming full circle.”





PILLAR 2

WORKFORCE DEVELOPMENT

A career path should not be limited by where someone starts. Access and opportunity open the door to growth.



Helping students launch their careers

College is often seen as a sure path to a great career, but for many students from low-income backgrounds, it can often fall short when it comes to preparing them for the world of work.

Braven is tackling this through a career-accelerating experience that prepares promising young people from humble beginnings to secure a strong first opportunity after college.

In 2024, Apollo sponsored the Fall Capstone Challenge, the pinnacle of Braven's accelerator program. Over five weeks, Fellows worked in teams to develop an innovative solution to a real-world question: "How might Apollo develop a program or tool to enhance financial, investment or retirement literacy among college students?"

Over 200 Fellows across 39 teams competed, with the winners visiting Apollo's office for lunch and a networking session with employees.

It was a fantastic program, with Braven Fellows having the chance to hone the critical-thinking and problem-solving skills that are vital for success in any career.



92% graduation rate amongst Braven fellows

↑\$9.1K

\$51,656 mean salary of employed 2024 Braven graduates, compared with 23–24-year-old peers nationally



22%

up to 22% uplift in strong, full-time job attainment for Braven Fellows compared with peers nationally

AOF's support also included:

- > **Mock Interviews:** 22 Apollo employees running mock interview sessions with three Fellows, providing direct feedback to prepare them for real jobs and graduate school interviews
- > **Leadership Coaching:** Two Apollo employees volunteering 3-4 hours a week over 15 weeks to help students build core professional skills
- > **Leadership Representation:** Placing Akila Grewal (Partner, Global Head of Product at Apollo) on the Braven New York Board of Directors and Jonathan Simon (Managing Director, Human Capital at Apollo) on the Braven National Employers Council to help shape strategic direction



FLORA RITTNER
DIRECTOR, CLIENT
& PRODUCT
SOLUTIONS
AT APOLLO

“It was inspiring to see how
Braven Fellows tackled a
real-world challenge with
such creativity and rigor.”





88% of graduates attain a job within one month of completing program

↑2.5x

2.5x income increase after program



1,200

1,200 graduates supported since 2018

GENERATION HONG KONG

Breaking down barriers for Hong Kong's job seekers

In Hong Kong, a university degree is still viewed as the main route to employment. Those without one are often left feeling shut out.

Generation Hong Kong is tackling these barriers with free training and job opportunities which help struggling job seekers build skills, confidence and life-changing careers.

In 2024, AOF helped push this further. Together, AOF and Generation Hong Kong launched the city's only Junior Data Engineering program for first-time job seekers. Sixteen graduates left with vital technical skills to kickstart their careers.

To connect training with real-world jobs, AOF also created Hong Kong's first subsidized internship program for bootcamp graduates.

In 2024, 27 Apollo volunteers contributed 178 hours of support through mentoring, skills development and strategic guidance.

178
hours of support in 2024

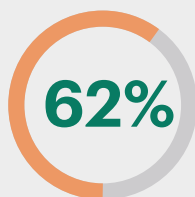
AOF also supported with:

- > **Alumni Engagement:** Building a stronger alumni strategy to support careers, wellbeing and financial health.
- > **Strategic Support:** Sharpening marketing and communications materials to reach more young people



BRIAN CHENG
CHIEF EXECUTIVE OFFICER,
GENERATION HONG KONG

“The dedicated involvement of the AOF Deal Team through volunteering, pro bono expertise and strategic guidance has been instrumental in supporting us in launching new initiatives for first-time job seekers and our growing alumni community.”



62% of GAIN interns offered an investment role or subsequent internship in 2024



12,252

12,252 students reached in 2024

1,000

1,000 applications for 2024 Investment Internship program

GAIN

Empowering the next generation of investors

Today, just 22% of investment professionals are women. The problem isn't talent, but rather a lack of opportunities, mentors and exposure to the industry.

GAIN is empowering young women to explore investment management careers through talks, mentorship and work opportunities.

In 2024, more than 100 colleagues contributed over 300 hours to panels, events and volunteer days, helping bring investment management to life for the next generation.

This included support with the GAIN Investment Insight Program, which gives students in their first year of university a taste of a career in investment management. Apollo volunteers played an active role: meeting with students, providing training and mentoring and inspiring more young women to see the investment industry as a space they belong.

Four interns also joined the Apollo team for the summer in London, gaining first-hand experience of how investment decisions are made and developing the professional skills they need to succeed.

AOF also supported with:

- > **Career Mentoring Workshops:** Eight employees volunteering to share their experiences and offer advice to GAIN scholars on the job search process
- > **Strategic Support:** Developing a plan to shape robust Advisory and Junior Boards
- > **Opening Doors:** Providing free housing for an intern in Edinburgh, which was extended to the full academic year in 2025



TANYA TRACEY
CEO, GAIN

“The partnership we have with Apollo continues to be exceptional. They remain deeply engaged with our work, setting a standard for what meaningful corporate partnership looks like.”



76K

76,000 beneficiaries
reached globally

↑5x

Girls Who Code alumni
are earning computer
science and related
degrees at 5x the national
average



16,034

16,034 students served
in College and Career
Programs

GIRLS WHO CODE

Empowering young women to code with confidence

Today, women hold just 25% of all coding jobs. Girls Who Code (GWC) is tackling this challenge by giving every girl the chance to code, use AI, and become a future leader in tech.

In 2024, AOF was honored to support this mission. Eleven Apollo employees volunteered at GWC's Technical Interview Prep Program practice day, completing mock interviews with over 85 students virtually. For many girls, it was their first time completing a technical interview, giving them the confidence and experience to land their dream jobs.

At the same event, ten employees spoke with nearly 800 students at the Apollo booth, answering questions and sharing their journeys. Two volunteers also took to the stage, offering candid advice on panels such as "Early Career Roles in the Age of AI" and "Making Your Mark in a Crowded Job Market."

It was an inspiring day, giving hundreds of young scholars a chance to learn, ask questions and kickstart a career in tech.

AOF also supported GWC by:

- > **Networking Meet-Up:** Connecting 53 college students from 31 universities with Apollo and Girls Who Code senior leaders to explore career opportunities
- > **Career Mentoring Workshop:** Five Apollo employees sharing advice and insights with nearly 100 college students
- > **Strategic Support:** Providing support for the Align 2025 internship program, AnitaB Foundation and more



DR. TARIKA BARRETT,
CEO, GIRLS WHO CODE

“We are deeply grateful to the Apollo Opportunity Foundation for their generous grant, which enables us to equip our students with the skills they need to become leaders in the tech jobs of tomorrow. More than 300 Apollo employees have volunteered their time to share their career journeys and expertise – their guidance and support have been invaluable to our students.”



Bringing more women to the finance table

Today, only 1% of US financial assets are managed by women. Girls Who Invest (“GWI”) is working to change this. The organization’s programs help college students master the fundamentals of finance and access a wide breadth of career opportunities.

In May, the AOF Deal Team also supported through hosting an in-person training day in New York for 30 scholars. Employees led panels on multi-asset investing, a session on Apollo’s Hybrid strategy and shared their experiences, giving students a sharper sense of how the investment management industry operates.

AOF also hosted seven GWI scholars as Summer Analysts across Apollo teams from Insurance Solutions to Impact Investing. The interns gained industry insights and the experience to take their first steps into it.

The AOF Deal Team also supported through:

- > **Mentoring:** 12 employees acting as 1:1 ambassadors for GWI scholars interning at NYC firms, sharing advice and building skills
- > **AI & Investing Session:** Christine Moy (Partner, New Markets at Apollo) leading an insightful session during the 2024 Summer Intensive Program at the Wharton School of Business at the University of Pennsylvania, alongside OpenAI, and hosting a lunch with Apollo interns
- > **Strategic Support:** Placing one employee on the GWI Advisory Board and two on the Leadership Council to shape strategic direction

550

550 program graduates in 2024



200

200 women placed in front-line investing internships



200

200 different universities and colleges reached



JASMIN GAO
ASSOCIATE, STRUCTURED
CREDIT AND GIRLS WHO
INVEST ALUMNA

“Participating in Girls Who Invest as a Scholar was a transformative experience that gave me a sharper sense of how the investment management industry operates and the confidence to pursue a career in finance. It’s incredibly rewarding to contribute both as an alumna and as a colleague, and to help empower the next generation of women investors to thrive and lead.”



1,572

1,572 Per Scholas alumni enrolled in more than 125 technical upskilling classes through Career Accelerator initiative



25K

25,000 learners served since 1995



20+

20+ major metropolitan areas served across US

PER SCHOLAS

Expanding access to top technology training

Across the US, towering education costs can price many people out of their dream career in tech. Per Scholas combats this by offering free, rigorous training courses in technology and connecting graduates with top employers in the industry.

In 2024, Apollo supported Per Scholas by hosting an in-person resume review and mock interview day in July. Over 30 volunteers spoke with students, offering advice and providing a constructive environment to test their skills.

An additional 24 Apollo employees connected with 23 learners for mock interviews, helping them develop the confidence and experience to land a job in tech.



AOF's wider support included:

- > **Graduation Day:** Kendall Richter (Associate, Cyber Security at Apollo) speaking to three graduating cohorts in November, where she encouraged them to be fearless in pursuing careers they're passionate about
- > **Women in Tech Mentorship Program:** Michelle Grove (Managing Director, Engineering at Apollo) signing up to mentor scholars in Per Scholas' program, which will help expand opportunities for female technologists nationwide



PLINIO AYALA
PRESIDENT & CEO,
PER SCHOLAS

“Apollo is not only a generous philanthropic partner, but also actively supports our learners by hosting career development events and even opening its doors for Per Scholas graduation ceremonies. Together, the firm and the Foundation have strengthened pathways to career success for our learners, helping us expand opportunity and drive lasting impact.”





Opening doors for LGBTQ+ and ally students

No one should have to fight harder for an education. Yet research shows LGBTQ+ students often face more debt, more loans and more harassment, putting college out of reach for many students.

Point Foundation is altering the landscape by offering financial support and programs that help LGBTQ+ and ally students access and thrive in higher education.

Over 35 Apollo employees volunteered 50 hours in support of this mission. Eleven of them reviewed over 150 applications for the next class of Point Scholars, helping select students who will go on to shape their communities and fields.

Point Scholars also visited Apollo's New York office for a career exploration day. They joined career panels, took part in a networking lunch and made valuable connections for their future.



1K+

1000+ students served



52% first-generation students

\$50M+

\$50M+ in scholarships awarded to LGBTQ+ and ally students by Point since 2001

50 hours volunteered by 35 Apollo employees

AOF also supported with:

- > **Homecoming Event:** Four employees joining Point Foundation's "Homecoming" celebration, honoring the Point community and its commitment to LGBTQ+ education
- > **Leadership Conference:** Carlos Loor (Director, Client & Product Solutions at Apollo) joining a panel discussion and networking fair at Point's National Leadership Conference in Washington, DC



JORGE VALENCIA
CHIEF EXECUTIVE
OFFICER, POINT
FOUNDATION

“Thanks to Apollo’s incredible support, Point Foundation achieved a major milestone this year, empowering 1,000 LGBTQ+ and ally students to pursue their post-secondary education.”



Creating new paths into tech for underrepresented young students of all backgrounds

College can be expensive and tough for all students, and for low-income students, those challenges can feel insurmountable.

The Marcy Lab School in New York offers an alternative path: a free, one-year program to help students from underrepresented backgrounds land their dream job in tech.

In 2024, Apollo supported the school by participating in a Career Exploration Panel, providing students with first-hand insights and advice from leaders across the investment management industry.

AOF and Marcy Lab also teamed up on a resume workshop. Over 20 Apollo and Athene employees volunteered 41 hours to review Fellows’ resumes and share practical advice. Students left better prepared to navigate interviews and pursue opportunities in technology and finance with confidence.

The AOF Deal Team also supported with:

- > **Demo Days:** joining three Demo Days, where Fellows presented projects to friends, family, staff and funders. Employees gave feedback, shared encouragement and celebrated the students’ work
- > **Finance Advisory:** Hosting a workshop with Marcy Lab’s CFO to strengthen financial planning and strategy



\$103,500

\$103,500 average annual salary of Marcy Lab graduate 60 days post-graduation



100+

100+ careers launched since 2019

\$15M

\$15M generated in starting salaries for Marcy Lab graduates since 2019



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

“Our partnership with the Apollo Opportunity Foundation has been one of the most meaningful in Marcy Lab School’s history. Fellows have benefitted from transformative professional development opportunities led by Apollo volunteers, and we have welcomed a senior Apollo leader to our Board of Directors, whose contributions are already shaping our path forward.”



The
Vedica
Scholars
Programme
for Women



126

126 scholars served
in 2024



94% placement
rate

800+

800+ alums served

VEDICA SCHOLARS

Backing the next wave of female leaders in India

Right now, India is experiencing a steep drop in female workforce participation, with over 23 million women having left work in the past 15 years.

Vedica Scholars is tackling this through a full-time post-graduate management program that empowers women to build successful careers.

Last year, Apollo employees supported this mission by volunteering over 200 hours during Vedica's "Shadow a Woman Leader" program.

For five weeks, Vedica students shadowed two senior female leaders in Apollo's Mumbai office, observing how they worked, managed teams and made decisions. The experience gave students practical insight into leadership and the confidence to picture their own futures in management.



AOF also supported with:

- > **Thought Leadership:** 15 hours of expert input from the AOF Deal Team on how best to prepare women for the world of work
- > **Curriculum Support:** Partnering with Vedica to strengthen its program and give every scholar the skills to succeed



**ANURADHA
DAS MATHUR**
FOUNDER AND
DEAN, VEDICA
SCHOLARS

“AOF is truly the wind beneath our wings – it has allowed us to fly – even as we remain rooted in our mission.”



GAIN AOF Deal Team Spotlight

What drew you to volunteering with GAIN?

GAIN provides a platform for learning, career development and networking opportunities within the investment space to students with the hope of increasing the number of young students applying to investment firms. As a female in the investment space, I have always been passionate about supporting other women and driving an increase in female talent, so GAIN was the perfect non-profit organization to get involved with.

What types of activities or initiatives did you get involved with?

I lead the AOF Deal Team for GAIN, where we support GAIN across all of their key initiatives. Specifically, I have led the Apollo Insight Days for GAIN students, where we teach students about the various businesses within Apollo, led the organization of the annual GAIN Awards which honors students who stand out across the GAIN programs, participated in a panel to provide advice to students starting their internships, and I have recently been selected as a member of the GAIN Volunteer Advisory Council.

What was a standout moment from your time volunteering?

It is hard to pick one as the whole experience has been so rewarding, but during one of the GAIN Insight Days which Apollo held for university students, there were a few quieter students who were nervous about presenting their stock pitch to Partners at Apollo. I, along with others within the Apollo investment teams

worked with these students to help them prepare. On the day of the stock pitch, the students were so confident and strong in their presentations and the Partners were extremely impressed with them. Supporting these young, bright students and seeing them find their self confidence through the process has been extremely rewarding.

What have you learned from this collaboration?

I have learned how much of a difference investment firms can make in terms of inspiring young talent through teaching the students about what they do, why they do it and the various different aspects of the role that make many of us passionate about what we do.

Was there a specific conversation or moment that really showed you the difference this partnership is making?

One of my favorite aspects about working with GAIN is the feedback that we receive from the Insight Days. After each Insight Day, either in person or through the posts we see on LinkedIn, it is clear the impact that these days have on the young students. Many of them come out of the days feeling excited and inspired, and there are quite a few students who have told me that they weren't previously considering a career in investments and now they are, which is exactly the mission that GAIN is trying to achieve.

What is it like working with GAIN, and how do you think the partnership shaped them?

GAIN is an extremely dynamic and growing organization. It has been exciting to be at the forefront of change, and Apollo's entrepreneurial and market-leading strategies have helped to support GAIN's strategy and growth.



HALLIE FARBER
PRINCIPAL, INSURANCE
SOLUTIONS GROUP
INTERNATIONAL

“I have learned how much of a difference investment firms can make in terms of inspiring young talent.”



echoing
green



PILLAR 3

ECONOMIC EMPOWERMENT

Entrepreneurship and leadership unlock economic power, but we must remove the obstacles that stand in the way of long-term success.

echoing Green

800+

800+ Fellows supported since Echoing Green's founding



\$8B

Fellows have raised \$8 billion in follow-on funding



3,000

Fellowship application pool exceeded 3,000 in 2024

ECHOING GREEN

Championing bold ideas and extraordinary leaders

Around the world, social entrepreneurs are tackling the most pressing challenges of our time, from education to economic inequality. Too often, these leaders lack not only funding, but also the sustained support needed to bring their ideas to life.

For more than 35 years, Echoing Green has been changing this. Echoing Green has built a global ecosystem which discovers emerging social entrepreneurs and equips them to test bold ideas, grow their impact and tackle the world's biggest problems.

In 2024, AOF strengthened its partnership with Echoing Green. More than 20 Apollo employees joined virtual Leader Lens events to learn directly from Fellows about their initiatives in economic mobility and education.

During the Fellowship application cycle, 30 employees also reviewed 300 applications to help determine the next cohort of Fellows who will drive bold ideas forward.

300 applications reviewed by Apollo

AOF also supported with:

- > **Due Diligence:** Partnering with Echoing Green to refine its process, embedding smart investing principles into trust-based philanthropy
- > **Strategic Planning:** Hosting Echoing Green's programs team at Apollo's New York headquarters for a strategy session



CHERYL DORSEY
CEO AND CO-
LEADER,
ECHOING GREEN

“Apollo is an invaluable champion of our mission, helping us extend the opportunities and capital available to innovators driving transformative impact.”





Empowering Japan's entrepreneurs

Starting and growing a business in Japan can be daunting, especially for those without access to mentors, networks and training.

Entrepreneurial Training for Innovative Communities ("ETIC") is working to change this. The organization connects aspiring entrepreneurs with mentors, runs accelerator programs and builds peer networks that give people the tools and confidence to succeed in business.

In 2024, AOF helped take that work further. With funding from AOF, ETIC launched Japan's first program for middle managers in the social sector.

Co-developed with the AOF Deal Team, the first classes launched in May. Over 30 leaders from 17 nonprofit organizations completed the program, learning how to run projects more effectively, strengthen their management skills and drive their organizations forward.

The results speak for themselves: 93% reported positive professional growth following the training.

Forbes
3

Three graduates of the MAKERS program were selected for Forbes 30 Under 30 Asia

2,000+

2,000+ entrepreneurs supported since 1993



157

157 students participated in ETIC's internship program in 2024



93% reported positive professional growth following the training

AOF also supported with:

- > **Research:** Providing guidance on operational transparency and data utilization strategies, which led to ETIC's English website revamp and raised its organizational standards
- > **Learning:** Hosting content sessions for ETIC entrepreneurs on effective feedback and coaching strategies, which were rated as "excellent" by 85% of participants
- > **Advisory:** Forming an advisory group to shape strategy, training and external input



YUKO MOTOKI
SENIOR COORDINATOR,
ETIC

“The generous support of the Apollo Opportunity Foundation has empowered us to venture into new territory. Their distinctive, hands-on approach—from being involved in the initial design to visiting on-site and engaging Apollo employee volunteers—has been truly remarkable.”



**Ownership
Works**



160,000

160,000 employees
reached by shared
ownership programs
since 2022

32

32 investor partners



147

147 companies with
shared ownership
programs

OWNERSHIP WORKS

Reimagining ownership to build wealth for all

Ownership for all leads to success for everyone. This is the ethos driving Ownership Works, the non-profit working to make employee ownership the standard in business.

By giving every employee the chance to build wealth at work, Ownership Works aims to uplift families, reinvigorate corporate culture and boost business performance.

Over 30 Apollo employees were proud to support this mission in 2024. The AOF Deal Team provided strategic advice to support Ownership Works' growth, from identifying companies well-suited for shared ownership to providing feedback on the employee ownership financial model template.



AOF also supported with:

- > **Knowledge-Sharing:** Passing on learnings and insights from Apollo management teams to inform Ownership Work's efforts
- > **Strategic Advisory:** Inviting Ownership Works to quarterly AOF Deal Team meetings to explore future pro bono and event partnerships



ANNA-LISA MILLER
EXECUTIVE DIRECTOR,
OWNERSHIP WORKS

“We are deeply grateful for Apollo’s continued support of Ownership Works and the shared ownership movement. With strong partnership and a shared vision, we’re building extraordinary momentum to expand economic opportunity.”



Driving small business success

Small businesses keep our communities going, but they often face real challenges, from limited resources to little financial support.

The Acceleration Project (“TAP”) is changing that. The organization’s 200 consultants work with small businesses, offering practical financial, strategic and marketing advice to help them grow and strengthen their communities.

In 2024, more than 25 Apollo employees volunteered 168 hours to support TAP’s work. With AOF support, TAP launched a donor segmentation project in Salesforce, cleaning and standardizing thousands of records and building tools to identify major gift prospects. These upgrades improved the precision of fundraising and deepened donor engagement.

Supported by AOF, TAP also launched its first “Beginner’s Guide to AI for Small Businesses” workshop. Nearly 40 entrepreneurs joined to learn about AI, popular tools, prompt engineering and more. Every participant said their understanding improved. As one entrepreneur shared: “For me it was an eye-opening experience. There is so much that I didn’t know about AI.”

AOF’s wider support included:

- > **AI Guidance:** Providing technical insights to help TAP use AI more effectively and scale faster
- > **Strategy:** Supporting the launch of TAP’s new Centre of Excellence, which gives small businesses access to smart AI tools to support their growth
- > **Forming Connections:** Linking TAP with multiple Apollo teams – including Apollo Portfolio Performance Solutions and Corporate Services – to share insight and expertise

3,584

3,584 small businesses supported in 2024



95% satisfied with TAP services



87% of small businesses served are women-owned



JANE VERON
CEO & CO-FOUNDER, THE
ACCELERATION PROJECT

“Since our inception in 2012, we have empowered more than 100,000 individuals, supported 10,000 small business owners with customized guidance and engaged over 2,400 in market-specific workshops. Working directly with Apollo Global Management employees who raised their hands to join TAP’s AOF Deal Team has made our reach exponentially greater.”



Empowering veterans to build careers beyond the uniform

Leaving the military and returning to civilian life can be challenging, with many veterans unsure how to translate their unique experience into the workforce.

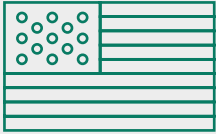
The Honor Foundation is tackling this by providing a career transition program for the U.S. Special Operations Forces, ensuring the military is the start, not the end, of a brilliant career.

Last year, 65 Apollo employees gave more than 500 hours to this mission. They mentored veterans, reviewed resumes and refined The Honor Foundation’s curriculum to best prepare veterans for the next phase of their life.

Apollo’s efforts contributed to The Honor Foundation’s ability to meet key 2025 goals: from building a second campus in Fort Liberty, Fayetteville, to developing programs for spouses and significant others so entire families can build exciting new careers.

AOF also supported with:

- > **Accelerating Fundraising:** 11 Apollo employees and their families from El Segundo and New York offices joined the “Swim for SOF” event
- > **Sharing Insights:** Over 40 Fellows visited Apollo’s New York office, where employees shared advice on moving into the private sector
- > **Unlocking Career Opportunities:** Apollo’s Portfolio Performance Solutions team connected The Honor Foundation with several Apollo portfolio companies to open their doors for alumni



1,469

1,469 veterans served in 2024

97.3%

97.3% of veterans placed into top career opportunities and education programs in 2024



93% feel more prepared to negotiate first civilian job offer after program



MATT STEVENS
CEO, THE HONOR
FOUNDATION

“The AOF Deal Team is a powerhouse partner, shaping our impact, strengthening our programs and fueling our mission for both military participants and the business community. The return on this partnership – from economic impact to serving both individuals and their family – is nothing short of tremendous.”

The Honor Foundation AOF Deal Team Spotlight

What drew you to volunteering with The Honor Foundation?

The Honor Foundation (THF) helps members of the US Special Operations Forces translate their elite experience to post-military careers. I was drawn to their story after being introduced to an industry colleague who gave up his private sector career after 9/11 and served with the Navy SEALs for more than a decade. After such selfless service, I was struck by the challenges veterans face in transition while bringing an incredible skill set to the private sector.

What types of activities or initiatives did you get involved with?

I am involved in many activities with THF, including the annual Swim for SOF, mock interview nights, speaking engagements with classes and hosting cohorts on treks to Apollo's offices to meet with employees that served in the military. Our AOF Deal Team's engagement also includes mentoring Fellows, designing and teaching business classes, increasing engagement with portfolio companies and organizing strategic workshops with Apollo corporate teams like marketing.

What was a standout moment from your time volunteering?

The standout moment every year is the annual Swim for SOF. This is a 3.3-mile swim with members of the special forces through San Diego Harbor to the USS Midway to raise money for THF. After attending as a spectator the first

two years, it inspired me to take up open water swimming. I have participated as a swimmer for the past three years with a team from Apollo. My uncle served on the Midway, so the finish has always been special for me.

What have you learned from this collaboration?

We talk about the intangibles like "grit" and "the road traveled." Elite military veterans like the Fellows coming out of THF carry this at the highest level. THF is expanding opportunity for these veterans, but it is also expanding opportunity for organizations like Apollo. Part of the collaboration with THF lies in learning how firms like Apollo can fully develop that talent within our organization.

Was there a specific conversation or moment that really showed you the difference this partnership is making?

A few have stuck with me. A former SEAL described their life during service as a repetitive cycle of prepare/deploy/debrief, only to start over again. No ability to look to the future. Then to hear how a former operator, a highly educated, decorated officer and leader, felt they had nothing to offer the private sector after service. Through my interaction with Fellows in the program, I can see the impact of this partnership as they begin to realize their value and path after service.

What is it like working with THF, and how do you think the partnership shaped them?

There is a very strong relationship between AOF's Deal Team and The Honor Foundation. You can see the dedication to their mission on both sides, which like many volunteers involved with THF is reflected in the long-term nature of the partnership. AOF's grant has had a direct financial impact on THF's ability to grow and open new campuses, but as an organization they depend just as heavily on the ongoing volunteer support of partnerships like ours.



DON BINDLER
MANAGING DIRECTOR,
REAL ASSETS,
EL SEGUNDO OFFICE

“I can see the impact of this partnership as they begin to realize their value and path after service.”

Stay Connected

We're always looking to expand our network and learn alongside other companies, foundations, and non-profits that share our commitment to expanding opportunity.

Please reach out to Foundation@Apollo.com with any ideas, or follow [Apollo Opportunity Foundation on LinkedIn](#) to stay up to date on our latest activities!

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