

# Purpose in Action

## Expanding Opportunity Through the AOF Deal Team Model

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An analysis of how AOF Deal Teams combine Apollo's capital and employee expertise to help strengthen nonprofit execution and expand opportunity at scale – while deepening employee engagement, networks, and firmwide value.

## About Apollo Opportunity Foundation

The Apollo Opportunity Foundation's mission is to expand opportunity by deploying capital and engaging its people to invest in career education, workforce development and economic empowerment for all.

AOF combines philanthropic investments with sustained, trust-based partnership to help grantees strengthen strategy, operations, and networks, generating lasting organizational and community strength.

## APOLLO

### About Apollo

Apollo is a high-growth, global alternative asset manager. In its asset management business, Apollo seeks to provide its clients excess return at every point along the risk-reward spectrum from investment grade credit to private equity. For more than three decades, Apollo's investing expertise across its fully integrated platform has served the financial return needs of its clients and provided businesses with innovative capital solutions for growth. Through Athene, its retirement services business, it specializes in helping clients achieve financial security by providing a suite of retirement savings products and acting as a solutions provider to institutions. Apollo's patient, creative, and knowledgeable approach to investing aligns its clients, businesses it invests in, its employees, and the communities it impacts, to expand opportunity and achieve positive outcomes. As of March 31, 2026, Apollo had approximately \$1.03 trillion of assets under management. To learn more, please visit [www.apollo.com](http://www.apollo.com).



### About FSG

FSG is a leading social impact strategy and evaluation firm that helps foundations, corporations, and nonprofits develop strategies that create measurable change. FSG was founded in 1999 by Mark Kramer and Michael Porter. They co-authored the Harvard Business Review seminal article "Creating Shared Value."

FSG brings deep expertise in evaluation, corporate purpose, and systems change, offering evidence-based insights that strengthen decision-making and impact. Widely trusted for their rigor, thought leadership, and collaborative approach, FSG is a preferred partner for organizations seeking to align mission, strategy, and meaningful community outcomes.

# About This Report

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Since its launch, the Apollo Opportunity Foundation (“AOF”) has created a distinctive operating model that goes beyond check-writing by pairing philanthropic funding with the time and talent of Apollo employees to help grantees advance their missions.

At the center of this approach is the AOF Deal Team: a group of 5-10 Apollo employees representing different businesses, levels and geographies, who work together to help enhance an AOF grant’s return on investment. In partnership with the grantee, the AOF Deal Team collaborates on strategic advisory, skills-based projects and employee engagement to accelerate impact and create value over a long-term horizon.

This model is a natural extension of Apollo’s investing mindset, designed to ensure every dollar and hour of support delivers the greatest possible value for grantees, employees, and the communities grantees serve.

Three years after its founding, AOF commissioned the social impact consulting firm FSG to assess what makes the AOF Deal Team model different, the impact it’s delivering for employees, grantees, and the firm, and how it can serve as an example for other corporate funders seeking to deepen their impact.

## Approach

FSG used a mixed-methods approach, combining quantitative and qualitative inputs to capture both measurable patterns and lived experience.

The analysis draws on:

- **Interviews with AOF grantee organizations**  
to understand how grantees experience the partnership, what support they receive, and where they see the greatest value.
- **A survey of AOF grantees**  
to capture structured feedback, including open-ended responses.
- **A survey of AOF Deal Team members**  
to assess the employee experience and the perceived effects on skills, purpose, networks, and culture.
- **Focus groups and interviews with Apollo stakeholders** to incorporate perspectives from across the firm.

## Use of External Research

To situate AOF’s approach in the wider corporate philanthropy and pro bono landscape, FSG also reviewed and referenced relevant external research and convening insights, including work from Taproot Foundation, Chief Executives for Corporate Purpose, and Association of Corporate Citizenship Professionals:

- Taproot Foundation (November 18, 2025). [“Building the Next Generation of Pro Bono—Brave, Bold, Together”](#).
- Taproot Foundation – IGNITE 2025: [“Where Purpose Meets Possibility”](#) Summit (New York City, 22–23 Oct 2025).
- Chief Executives for Corporate Purpose – [Giving in Numbers: 2025 Edition](#).
- Association of Corporate Citizenship Professionals – [6th Annual CSR Insights Report](#).

## Contents

- 5 The Apollo Opportunity Foundation**
- 6 Executive Summary**
- 7 Introduction**
- 9 Model Differentiators**
  - Approach
  - Structure
  - Practices
- 13 The Model's Impact**
  - Grantees
  - People
  - The Firm
- 17 Conclusion**

# The Apollo Opportunity Foundation

The Apollo Opportunity Foundation (“AOF”) seeks to expand opportunity in communities where Apollo employees live and work around the globe by deploying capital and engaging its people to invest in career education, workforce development and economic empowerment for all.

## Key Stats Since Launch

**28**

Grantees and AOF Deal Teams

**\$24M**

Grant dollars deployed

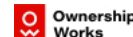
**230+**

AOF Deal Team Members

**10,400**

Employee hours volunteered

## Grantee Portfolio as of June 2026

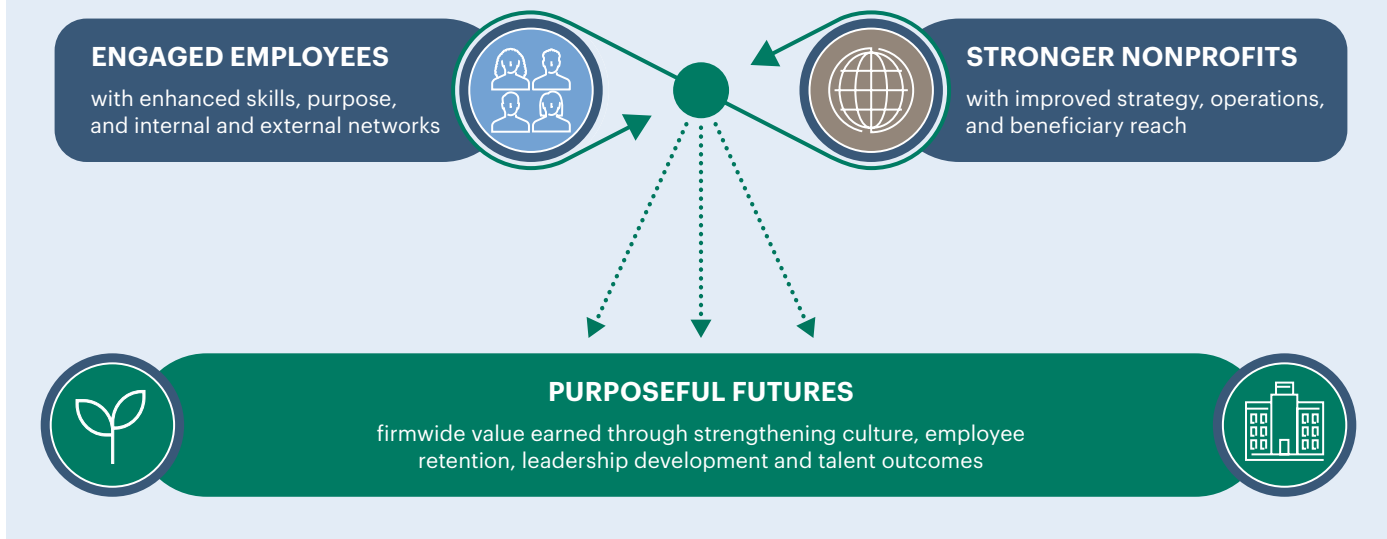


# Executive Summary

The AOF Deal Team model pairs grantmaking with Apollo employees' time and talent, applying an investing mindset to help grantees set clearer goals and strengthen execution. It delivers benefits for grantees, employees, and Apollo that build over time, because firmwide capability and networks make each new cycle of support more effective.

## What the Findings Show:

The AOF Deal Team model delivers a blend of mutually reinforcing benefits:



These results reinforce each other, creating a virtuous cycle of stronger delivery, deeper engagement and greater impact.

- 1. Stronger execution for grantees:** AOF Deal Teams help grantees sharpen priorities and strengthen strategy and operations, building capacity to deliver and scale impact.
- 2. Impact becomes tangible:** As grantees progress, employees see results first-hand, making the work real and credible.
- 3. Purpose drives commitment:** First-hand impact deepens purpose, increasing engagement and willingness to contribute for employees.
- 4. Capability and relationships grow:** Engagement builds skills, networks and leadership experience.
- 5. Firmwide value scales support:** Apollo strengthens culture, talent pathways and cross-firm networks, making AOF Deal Teams easier to sustain and more effective – feeding better support back to grantees.

# Introduction

## What is an AOF Deal Team?

An AOF Deal Team is a group of 5-10 Apollo employees representing different businesses, titles and geographies, who work together to help enhance an AOF grant's return on investment. In partnership with the grantee, the AOF Deal Team collaborates on strategic advisory, skills-based projects, and employee engagement to accelerate impact and create value over a long-term horizon.



### Sponsor

Champions the relationship



### Captain

Leads the partnership



### Members

Spearhead projects and lead engagement



### Admin

Track deliverables and logistics

AOF is rooted in the same philosophy that defines Apollo Global Management's investment approach: a focus on opportunity, a belief in value creation, and a commitment to rigorous diligence. By applying this philosophy to philanthropic work, grantees can benefit from a model that is credible, practical, and effective.

AOF's Deal Team model pairs grant funding with sustained, hands-on support from Apollo

employees. By applying the investor mindset in a nonprofit context, teams help grantees sharpen strategy, strengthen operations, and overcome real execution constraints.

The design emphasizes key philosophies at the core of Apollo's approach to corporate philanthropy and employee engagement:



### AOF goes beyond check writing

AOF Deal Teams provide what grant funding alone may not: access to ideas, time, and talent.



### Employees are the engine of AOF

From nomination to review and evaluation, AOF's engagement with grantees is consistently employee-driven.



### Relationships unlock opportunity

Deeper, sustained relationships expand access, insight, and impact for grantees and employees alike.



### Enhancing ROI Through Guided Autonomy

AOF Deal Teams have the flexibility to adapt support to grantee needs and unlock the full Apollo ecosystem.

# There are four replicable components of the AOF Deal Team model

## CROSS-FUNCTIONAL TEAM

- ⊙ Each AOF Deal Team is made up of a mix of employees from different geographies, locations and seniority titles. This composition widens the range of skill sets represented and creates opportunities for colleagues at every level to contribute.
- ⊙ The model contrasts with traditional corporate models where volunteers are typically composed of early and mid-career professionals, limiting the array of skills and experience a grantee can draw on.

## LONG-TERM PARTNERSHIP

- ⊙ Each AOF Deal Team works with its grantee for a minimum one-year grant cycle, to allow time to understand needs, build trust, and shape a clear strategy for lasting impact.
- ⊙ The model is built to solve a common gap in corporate volunteering programs, where support is often limited to one-off days or short bursts of support. For many nonprofits, the burden and costs of short-term “help” outweigh the benefits, while employees are also increasingly asking employers for more sustained opportunities that are integrated into talent development programs.



## INVESTOR MENTALITY

- ⊙ Each AOF Deal Team leverages the investment expertise of the team members to maximize value creation for the grantee.
- ⊙ Unlike conventional models that emphasize volunteer time, this approach also focuses on the skills and experience they bring, giving employees a familiar way to contribute, stretch their skills in a new setting and offer grantees support that draws on their strengths.

## FLEXIBILITY FOR INTERVENTIONS

- ⊙ AOF Deal Teams deliver a range of support, depending on grantee needs, to help them best meet objectives.
- ⊙ This contrasts with traditional programs which typically offer one type of support or resource. This approach makes it harder for grantees to pair money with capability in a way that drives sustained progress. Employees also lose the chance to contribute across the full problem, build a broader set of skills, and see change through from start to finish.

# Model Differentiators

The differentiators fall into three connected areas: the model's **approach** (the mindset employees bring), its **structure** (how teams are organized), and its **practices** (how grantees and employees work together in practice).

Historically, employee volunteering has often meant short, practical service days that sit apart from what

people do in their day jobs. A growing number of corporate foundations are now shifting toward skills-based volunteering, linking employees to grantees in ways that apply core expertise and build it further. Done well, this can give nonprofits access to capabilities they would struggle to fund, while giving employees development opportunities with clear purpose.



## APPROACH

### ADAPT APOLLO'S INVESTMENT PROWESS TO THE SOCIAL SECTOR

1. Emphasize Investor Mindset and Values
2. Combine Time, Talent, and Treasure



## STRUCTURE

### PROVIDE DISCIPLINE AND RIGOR WHILE ALLOWING FOR FLEXIBILITY

1. Mirrors Business Structures
2. Leverages Full Breadth of Apollo's Expertise



## PRACTICES

### BUILD TRUST AND FOSTER EMPATHY FOR MUTUAL GROWTH

1. Facilitates Joint Grantee and Employee Leadership
2. Encourages Learning, Growth, and Creativity

## APPROACH:

# Adapt Apollo's Investment Expertise to the Social Sector



### 1. Emphasize Investor Mindset and Values

The AOF Deal Team model gives Apollo employees a practical way to channel the core capabilities of Apollo for good, empowering them to leverage their investment expertise and business acumen to advance social impact.

Employees lean into the investor mindset and skills from their day-to-day roles. Apollo emphasizes a disciplined, data-driven, and creative approach to uncover value, often operating where others see too much complexity. This investment philosophy maps to the social sector naturally: from helping grantee leaders think more strategically, to setting up meaningful new ways of working, to building growth plans and ensuring strong management teams. The AOF Deal Teams co-opt Apollo's long-term thinking to create value, drawing on the best of Apollo's business practices to drive social change.

**86% of AOF Deal Team members indicated that their experience positively impacted their ability to represent Apollo values through their work.**

- ⦿ **GRANTEES:** Benefit from Apollo's focus on value creation, helping sharpen priorities, strengthen strategy, and deliver impact for years to come.
- ⦿ **EMPLOYEES:** Gives employees multiple ways to contribute, whether through volunteer time, specialist expertise, or co-shaping how grant dollars create impact, so they can engage in the way that best fits their capacity and skills.

### 2. Combine Time, Talent, and Treasure

Unlike traditional employee volunteering programs, the AOF Deal Team model intentionally and cohesively leverages all three resource categories – volunteer time, strategic skill sets, and grant funding – to help grantees go further.

AOF prioritizes grants that provide general operating support through multi-year partnerships. This long-term horizon provides greater runway than most company employee volunteer programs. This means the AOF Deal Team can work with the grantee over time to build trust and set long-term goals for lasting impact.

The multi-faceted relationship framework also provides the employees and grantees with an open architecture to adapt to any emerging projects, and bring on new Deal Team members with specialist skillsets as needed, throughout the length of the grant.

- ⦿ **GRANTEES:** Grantees receive funding, tactical volunteering, and specialist expertise to help meet objectives. The AOF Deal Team also acts as a thought partner, working with them to shape initiatives, overcome challenges, and receive the maximum grant value.
- ⦿ **EMPLOYEES:** Provides an opportunity to exercise a wider array of skill sets, develop leadership skills, and a deeper sense of connection to the work by leading in whatever form and fashion fits capacity.

# STRUCTURE:

## Provide Discipline and Rigor While Allowing for Flexibility



### 1. Mirrors Business Structures

The composition and guidelines for AOF Deal Teams are designed to reflect Apollo's investment philosophy and leadership principles. AOF Deal Teams adopt the following approach to drive the best outcomes - the same as they would do for any clients, Limited Partners, or portfolio investments:

- ⊙ A principal mindset
- ⊙ A flat and informal team
- ⊙ Clean sheet thinking

To help achieve the greatest return, AOF Deal Teams are composed of Apollo employees from across the entire Apollo platform: from Associates to Directors to Partners, Accounting to Data to Private Credit.

This "One Apollo" breadth of access helps grantees unlock the greatest value from the partnership, and is differentiated from traditional one-off corporate volunteering.

**92% of grantees say AOF is differentiated among funders.**

- ⊙ **GRANTEES:** Extends Apollo ecosystem and expertise to help drive greater impact.
- ⊙ **EMPLOYEES:** Accelerates the learning curve for employees to participate as it is so similar to their "day job." It also encourages Apollo's entrepreneurial energy, giving employees a sense of ownership and motivation.

### 2. Leverages Full Breadth of Apollo's Expertise

While considerable space is given to allow employees' entrepreneurial spirit to emerge, AOF provides a consistent framework to guide all AOF Deal Team activities. A core aspect of the grant relies on trust-based philanthropy, so that the grantees know they can share their honest challenges to provide space for Apollo to creatively brainstorm solutions. This openness encourages AOF Deal Teams to design unique projects that are tailored to the grantee's specific needs and the team's unique skills.

These "pro bono" type projects leverage the best of Apollo team's expertise, often focused on strategy, programs, finance, and core business operations.

**91% of AOF Deal Team members agree that the model reflects the Apollo way of doing business.**

**95% said participation changed their perspective on employees' ability to generate social impact through their work.**

- ⊙ **GRANTEES:** Provides direction and clarity for grantees to help drive long-term impact, and encourages organizations to think beyond the check and to understand the entire Apollo platform is eager to support their mission.
- ⊙ **EMPLOYEES:** Provides an opportunity to leverage their unique skill sets to give back to grantees, deepening their sense of purpose and pride in their work and Apollo.

# PRACTICES:

## Build Trust and Foster Empathy for Mutual Growth



### 1. Facilitates Joint Grantee and Employee Leadership

Each year, AOF leads an annual goal-setting process for every partnership. Each AOF Deal Team works with the grantee to set three goals that are appropriate relative to the team’s size and expertise, and the grantee’s programs and needs. This co-creation gives grantees and AOF Deal Team members a sense of ownership, creates an opportunity to learn from and with one another, and jointly navigate how to best apply employee functional skills to grantee strategic and mission-critical needs.

Some AOF Deal Team members – especially Sponsors and Captains – take on governance roles beyond the scope of their AOF Deal Team engagement, such as joining the grantee’s board of directors, an advisory board, or a volunteer committee. This reflects how the model advances Apollo’s “Life’s Work” principle, creating a career-long leadership loop in which employees build leadership skills through their AOF Deal Team, carry that growth into their career at Apollo, and return to the partnership as stronger leaders.

- Ⓞ **GRANTEES:** Reshapes typical grantor-grantee power dynamics in favor of a real partnership where teams problem-solve and grow together.
- Ⓞ **EMPLOYEES:** A sustained chance to directly shape initiatives and grow leadership skills, using judgment and critical thinking to turn goals into results.

### 2. Encourages Learning, Growth, and Creativity

AOF Deal Teams are encouraged to evolve their approach over time to test and adapt approaches to ensure the most high-value projects emerge, and to foster trust and collaboration.

Additionally, AOF curates opportunities to promote shared learning and idea exchange - both for AOF Deal Team members and grantees:

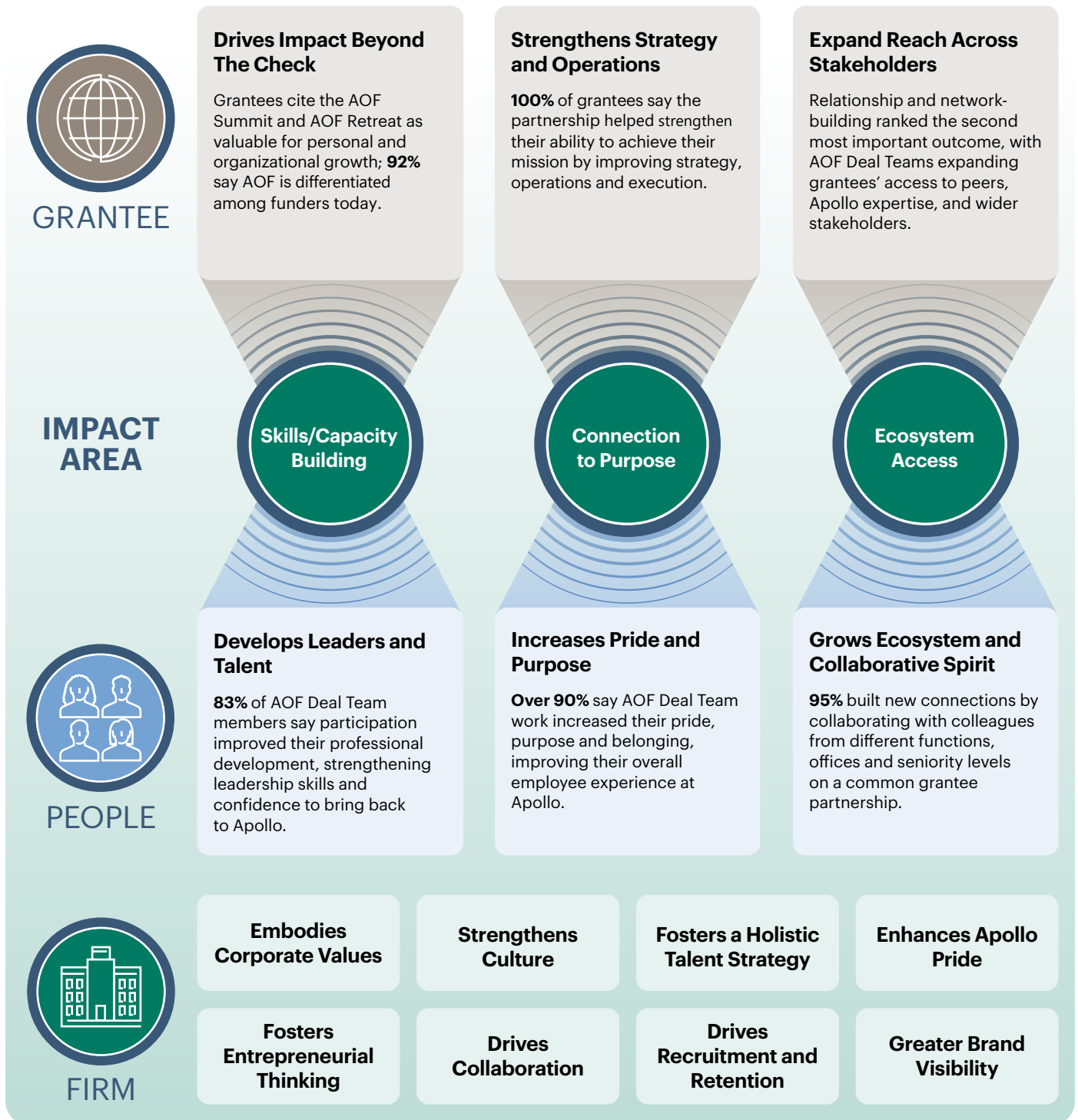
- Ⓞ **AOF Deal Team Forums:** Twice a year, AOF convenes all AOF Deal Team members to share central resources, align on goals, and feature case studies to inspire collective action.
- Ⓞ **AOF Summit:** Biennial event that convenes all grantees and AOF Deal Team members in New York for two days of shared learning and professional development (featuring internal leaders and external speakers).
- Ⓞ **AOF Insight Series:** Monthly virtual learning series for grantee teams featuring external and internal speakers addressing key areas of interest generated from grantee’s requests and ideas.

These structured learning and development experiences encourage a growth mindset and motivate all members of the AOF community to expand opportunity together.

- Ⓞ **GRANTEES:** Enables holistic talent development that organizations may not have resources to access in-house, ultimately allowing grantees to leverage Apollo’s team AND talent development practices to strengthen own team.
- Ⓞ **EMPLOYEES:** Sharpen skills and create pathways for growth and development by learning alongside colleagues and nonprofit leaders.

# The Model's Impact

The AOF Deal Team model consistently creates impact in three areas:





# GRANTEES:

## Impacts on AOF's Grantees

### 1. Builds Skills and Capacity

Strengthens Strategy and Operations

The model's structure enables AOF Deal Teams to support grantees with overall strategy, programs, operations, and engagement.

Nearly two-thirds of AOF Deal Teams support grantees on human capital and talent, and over half support financial planning activities. Most AOF Deal Teams are also involved in other areas, including growth strategy, operational strategy, and communications and marketing (one-third of AOF Deal Teams indicated they support grantees in at least one of these areas).

One grantee noted that this kind of strategy-focused pro bono support is usually inaccessible due to cost. **Girls Who Invest**, with 10 years of detailed donor data, asked their AOF Deal Team to run an analysis on important donor trends. This comprehensive analysis provided data-driven insights that shaped a development strategy across different segments of their donor base, including ways to build a more robust individual donor pipeline.

### 2. Deepens Connection to Purpose

Unlocks New Ways of Driving Impact Beyond Scope

By using resources from other leaders and teams within Apollo, the impact generated by AOF Deal Teams exceeds what was envisioned by grantees. In interviews and survey responses, grantees cited that AOF Deal Teams found creative ways to help, leading to innovative support that was not originally anticipated during the goal-setting period. This enabled them to think beyond their goals and gave them new ideas on how to drive their missions.

**Braven**, whose mission is to equip college students with the skills, confidence, experiences, and networks to transition from college to strong economic opportunities, requested help capturing

labor insights that could inform their workforce strategies. AOF arranged a labor markets webinar hosted by Apollo's Chief Economist and open to the entire AOF community of grantees, kicking off a series of AOF Insights events.

### 3. Increases Ecosystem Access

Expands Grantees' Reach Across Multiple Stakeholders

Across grantee interviews and surveys, nearly all respondents said that engagement with the AOF Deal Team expanded their network with other like-minded nonprofits and with Apollo employees. Grantees frequently highlighted AOF events, such as the AOF Summit (2024) and AOF Retreat (2025), as key moments of connection and network building that created avenues to seek advice, feedback, community, and professional development.

**"Not only a company being invested financially but relationally creates the biggest long-term impact."**

Grantees also emphasized that the AOF Deal Team model significantly increased access and relationships within the finance industry and peer nonprofits.

After connecting at AOF events, **The Honor Foundation** (THF) and **The Acceleration Project** (TAP) are pursuing a partnership where veterans participate in entrepreneurship training – leveraging TAP's strength in supporting entrepreneurial growth and building on THF's expertise in providing career support for veterans entering the civilian workforce.

**100% of grantees say the partnership helped strengthen their ability to achieve their mission.**



## PEOPLE:

### Impacts on AOF's People

#### 1. Builds Skills and Capacity

Develops Apollo Leaders

Skill development for AOF Deal Team members is bidirectional: members sharpen existing skills by leveraging them on AOF Deal Teams and build new skills exercised in a new external context, such as fundraising or board development.

**"As I add more young talent to my team, I highlight AOF as a way to get more connected and learn more at the firm."**

Many employees said working with grantees challenged them to reflect on and improve their own professional practices, from building inclusive teams to setting clearer priorities.

For more junior employees, professional development opportunities include leading workstreams and presentations to senior leaders, accelerating their development and growth. One Apollo leader shared that they consider AOF Deal Team participation a factor in promotion decisions, noting that nonprofit engagement generally translates into cultural behaviors that make for a good Apollo leader.

**"I learned [from my grantee partner] that it is not the pace of the response but the impact of the response."**

#### 2. Deepens Connection to Purpose

Increases Apollo Pride and Sense of Purpose

AOF Deal Team experiences positively impact the Apollo employee experience and expand their understanding of the role of corporate philanthropy.

The majority of team members interviewed in focus groups view the opportunity as a way to bring more of their values to work and expand

their careers. 97% and 84% of AOF Deal Team members indicated that their experience positively impacted their sense of purpose and sense of belonging, respectively.

**"[The model] made me appreciate that I, a junior person, can generate meaningful impact at Apollo and for Apollo employees, with support and backing from Apollo through AOF."**

#### 3. Increases Ecosystem Access

Multiplies Inter-Apollo Network and Sense of Community

AOF Deal Teams bring together colleagues from across Apollo's businesses, levels, and offices. For many employees, this is one of the few opportunities to work closely with people they would not normally meet. In the survey, 95% of AOF Deal Team members said they built new connections across Apollo.

Strengthening their inter-Apollo networks has also helped AOF Deal Team members deepen relationships and advance in their careers, including by helping them identify new opportunities internally, or by increasing visibility with a wider range of leaders and colleagues.

**"It really helps you establish your personal brand at the firm. You can establish yourself in an authentic and organic way that people can relate to, to build deeper relationships."**

**97% of AOF Deal Team members reported increased sense of purpose.**

**95% built new connections with colleagues they normally wouldn't interact with.**

# FIRM:

## Impacts on the Firm



### 1. Embodies Corporate Values

Reinforces and Increases the Ability to Represent Apollo Core Values

There is a broad consensus across AOF Deal Teams and grantees that the model operates in a way that reflects Apollo's entrepreneurial spirit, propensity for innovation, and a desire to be contrarian— "zigging when others zag." 86% of AOF Deal Team members indicated that their experience positively impacted their ability to represent Apollo values through their work.

### 2. Strengthens Firm Culture

Creates a Platform for Cross-Firm Collaboration

While keeping social impact as the primary objective, the AOF Deal Team model was also designed to be a tool to reflect and further reinforce the best of Apollo's culture. It is strengthening employee engagement and satisfaction and helping employees – whether members of an AOF Deal Team or not – see and understand multiple ways Apollo embodies its purpose. It is also changing Apollo employees' overall perspectives on the role of corporate philanthropy in society, with 95% agreeing that their participation in an AOF Deal Team changed their perspective on believing that employees can generate social impact through their place of work.

### 3. Fosters a Holistic Talent Strategy

Partnerships and AOF Deal Team Model Expand the Firm's Talent Pipeline

A majority of AOF grantees focus on expanding career opportunities and pathways. Those partnerships can also bring organic benefits to Apollo at large.

Through relationships with grantees, Apollo reaches candidates it might not otherwise meet. In numerous cases, grantee beneficiaries have

become Apollo talent, most commonly through formal internship opportunities – building employable skills for interns while opening new pathways into the firm.

Apollo is ahead of many firms in embedding skills-based volunteering into talent strategy, not just peripheral philanthropy. As a result of the AOF Deal Team model's differentiation from other corporate philanthropy models among asset managers, it also functions as a tool to attract candidates in the broader talent marketplace. For current employees, it also supports retention, because the AOF Deal Team experience is enhancing overall employee experience.

### 4. Enhances Firm Pride

Increases Pride in the Apollo Brand

The deep relationships created by each AOF Deal Team build external champions for the firm's work and impact. Grantees universally express appreciation for the value of the partnership and often share that experience with peers. Indicators of how this positive word-of-mouth exposure is contributing to wider positive perception of Apollo as an innovative corporate changemaker will emerge as AOF gains tenure and future recognition across the field.

**"This is a model that should be done by all major funders because both [funder and grantee] get something out of it."**

**Over 90% of AOF Deal Team members indicated that their sense of purpose and belonging, pride in Apollo, and overall employee experience improved as a result of their participation.**

# Conclusion

A few years into its initial 10-year commitment, the Apollo Opportunity Foundation has honed a model for leveraging the expertise of employees that is creating tangible impact for AOF grantees, Apollo's people, and the firm. This approach has established and nurtured a network of changemakers inside and outside Apollo that more effectively advance the Foundation's mission **"to expand opportunity."**

The findings from this case study reveal how the AOF Deal Team model can further evolve to unlock additional value for grantees, employees, and the firm.

The analysis has also enabled AOF to:



**Understand what differentiates the model in corporate philanthropy**



**Capture the impact of the model across AOF grantees, Apollo's people, and the firm**



**Inform what AOF can do to accelerate impact as the model evolves**

We hope this case study also offers a practical blueprint for other corporate philanthropy teams in the investment space aiming to move beyond check writing, to pair funding with sustained employee partnership, and to create deeper impact for employees, grantees, and the firm.

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