

2022

VOLUME 14

# Investing In Tomorrow, Today.

ANNUAL SUSTAINABILITY REPORT

APOLLO

# Table of Contents

<p><b>3 INTRODUCTION</b></p> <p>4 About This Report</p> <p>5 About Apollo</p> <p>6 Our Purpose</p> <p>7 A Message From Our CEO</p>	<p>9 Sustainability at Apollo</p> <p>11 A Conversation with Scott Kleinman, Co-President, &amp; Dave Stangis, Chief Sustainability Officer</p>	<p><b>13 GOVERNANCE</b></p> <p>14 ESG Oversight</p> <p>16 Risk Management</p> <p>17 Stakeholder Engagement</p> <p>18 Public Policy</p> <p>19 Ethics &amp; Integrity</p> <p>20 Data Security &amp; Privacy</p> <p>21 Working with Suppliers</p>	<p><b>22 ENVIRONMENT</b></p> <p>23 Climate Strategy</p> <p>25 Operations</p>
<p><b>30 HUMAN CAPITAL</b></p> <p>32 Growth &amp; Development</p> <p>34 Health &amp; Wellbeing</p> <p>35 Expanding Opportunity</p> <p>40 Citizenship</p>	<p><b>44 ESG INTEGRATION AT APOLLO</b></p> <p>46 Private Equity</p> <p>58 Credit</p> <p>62 Infrastructure</p> <p>64 Real Estate</p> <p>67 Retirement Services</p>	<p><b>68 SUSTAINABLE INVESTING &amp; IMPACT PLATFORMS</b></p> <p>69 Sustainable Investing Platform</p> <p>74 Apollo Impact Mission</p>	<p><b>76 APPENDIX</b></p> <p>77 GRI Index</p> <p>89 SASB Index</p> <p>92 UN SDGs</p> <p>93 TCFD Index</p> <p>96 Statement of GHG Emissions Verification</p> <p>97 Legal Disclaimer</p>



# Introduction

ABOUT THIS REPORT	4
ABOUT APOLLO	5
OUR PURPOSE	6
A MESSAGE FROM OUR CEO	7
SUSTAINABILITY AT APOLLO	9
A CONVERSATION WITH SCOTT KLEINMAN, CO-PRESIDENT, & DAVE STANGIS, CHIEF SUSTAINABILITY OFFICER	11

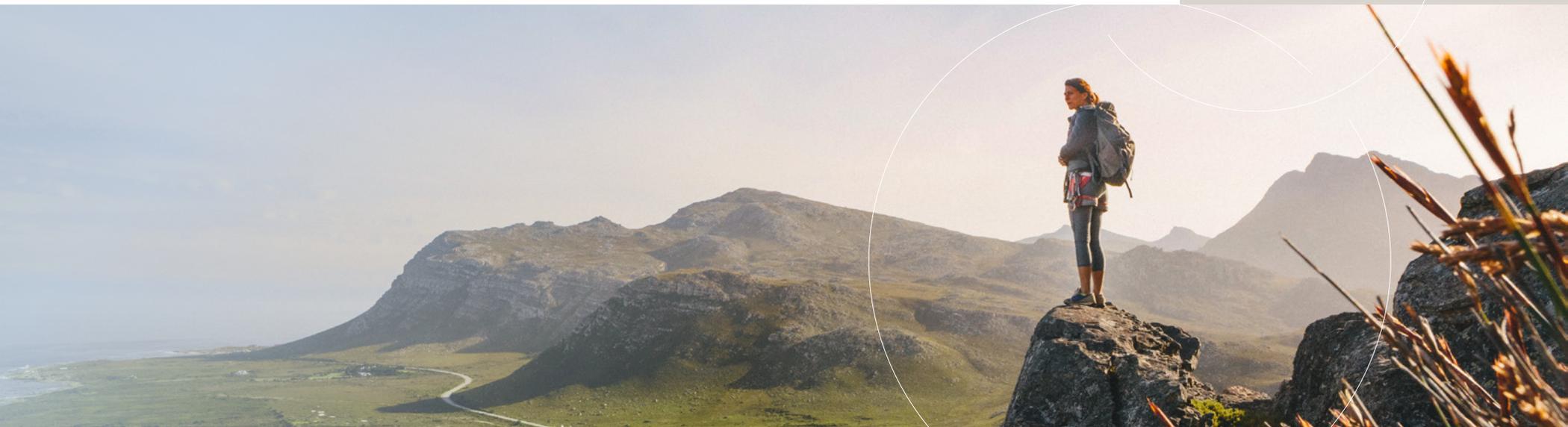


# About This Report

Apollo Global Management, Inc. (“AGM”, “Apollo”, the “Firm”, “we”, or “our”) has prepared this report to provide a comprehensive summary of our approach to sustainability, including environmental, social, and governance (“ESG”) issues, human capital, citizenship, and related performance during calendar year 2022, unless otherwise stated. This report has been prepared using the Global Reporting Initiative (“GRI”) Standards as guidance. We also used

other recognized frameworks to inform the content of this report, including the United Nations Global Compact (“UNGC”), United Nations Sustainable Development Goals (“UN SDGs”), the Task Force on Climate-Related Financial Disclosures (“TCFD”), and the Value Reporting Foundation’s Sustainability Accounting Standards Board (“SASB”) Standards. Information about alignment to some of these frameworks can be found in the [appendices](#) of this report.

We also include ESG information each year in our Annual Report filed on [Form 10-K](#) and in our [Annual Proxy Statement](#), which are filed with the U.S. Securities and Exchange Commission (“SEC”), available on our website as well as on the website of the SEC. For additional information on Apollo’s approach to ESG and sustainability, please visit <https://www.apollo.com/esg-corporate-social-responsibility>.



# About Apollo

Apollo Global Management is a high-growth, global alternative asset manager and retirement services provider. AGM has two principal subsidiaries: Apollo Asset Management, Inc. (“AAM”), our alternative asset management business, and Athene Holding Ltd. (“Athene”), our retirement services business. In our asset management business, we seek to provide our clients with excess return at every point along the risk-reward spectrum from investment grade to Private Equity with a focus on three investing strategies: yield, hybrid, and equity<sup>1</sup>. For more than three decades, our investing expertise across our fully integrated platform has served the financial return needs of our clients and provided businesses with innovative capital solutions for growth. Through Athene, we specialize in helping clients achieve financial security by providing a suite of retirement savings products and

acting as a solutions provider to institutions. We believe our patient, creative, and knowledgeable approach to investing aligns our clients, businesses in which Apollo-managed funds invest, our employees, and the communities we impact to expand opportunity and achieve positive outcomes.

## RECENT AWARDS & RECOGNITIONS<sup>2</sup>

- *Private Debt Investor’s 2022 Deal of the Year: Americas*
- *Newsweek: America’s Most Responsible Companies 2022*
- *The Human Rights Campaign Corporate Equality Index: Best Places to Work for LGBTQ+ Equality in 2022*
- *Mergers & Acquisitions: 2022 PE Innovators in ESG*
- *ABF Journal: 25 Most Innovative Companies in Specialty Finance*

- *United Way of Central Iowa: Spirit of Central Iowa 2022\**
- *Central Iowa Chapter of the Association of Fundraising Professionals: Outstanding Large Corporate Philanthropy Award 2022\**
- Top Workplaces Iowa 2022\*
- Top Workplaces USA 2022\*
- Recognized Military Friendly® Employer 2023\*
- Recognized Military Friendly® Spouse Employer 2023\*
- Military Friendly® Supplier Diversity designation—2023\*

## ACTION THROUGH PARTNERSHIP

We believe that advancing sustainability practices and performance requires commitment and collaboration across the industry. We seek to take an active role in sustainability and ESG-focused organizations, including leading or

co-leading initiatives, as appropriate. In 2022, we continued to expand our efforts by joining the [International Financial Reporting Standards Sustainability Alliance](#), [National Minority Supplier Development Council](#), and [ESG Data Convergence Initiative](#) (“EDCI”), as well as co-founded the [ESG Integrated Disclosure Project](#). Additional details about Apollo and Athene’s wide-ranging ESG network and industry-wide collaborations can be found in [Stakeholder Engagement](#).

1. For purposes of this report, the words “yield” and “credit” may be used interchangeably, and the words “equity” and “Private Equity” may be used interchangeably.

2. \* Indicates an Athene-specific recognition. || Sponsors of these awards may have other business relationships with Apollo that incentivized the sponsor(s) to include Apollo among its nominees. Awards and recognitions are not representative of any one client’s or investor’s experience with Apollo and should not be viewed as indicative of future performance of any Apollo fund or transaction.

# Our Purpose

Our clients rely on our investment acumen to help secure their future.

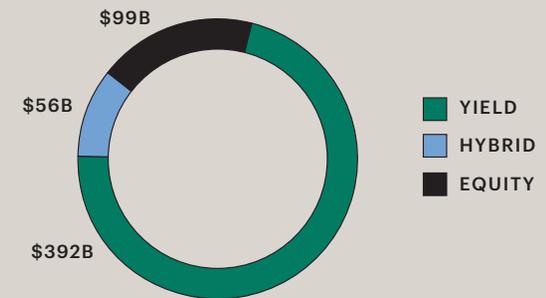
We must never lose our focus and determination to be the best investors and most trusted partners to our clients. We strive to be:

- The leading provider of retirement income solutions to institutions, companies, and individuals.
- The leading provider of capital solutions to companies. Our breadth and scale enable us to deliver capital for even the largest projects — and our small-firm

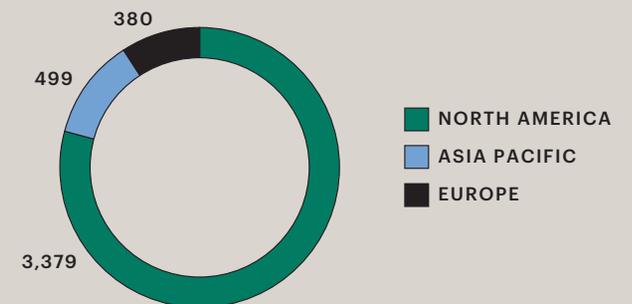
mindset ensures we will be a thoughtful and dedicated partner to these organizations. We are committed to helping them build stronger businesses.

- A contributor to addressing significant issues facing the world today — such as the energy transition, accelerating the adoption of new technologies, and social impact — where we believe innovative approaches to investing can make a positive difference.

## Assets Under Management By Asset Class



## Employees by Geography



## APOLLO BY THE NUMBERS<sup>3</sup>

**\$548B**

in assets under management

**35+**

global offices

**4,258**

employees (AAM: 2,540; Athene: 1,718)

3. Reflects data for Apollo Global Management, Inc. as of December 31, 2022.



## A Message From Our CEO

At Apollo, we're in the business of making things better. Every action and every day, we are focused on making things better for our investors, shareholders, communities, employees, and the environment. This approach is embedded in our business, culture, and operations. This is about progress over perfection. We can't wait for the best and total solution. At its core, it is that simple. Here are just a few examples:

- We launched a comprehensive Sustainable Investing Platform focused on financing and investing in the energy transition and decarbonization of industry. Across asset classes, we aim to deploy \$50B in clean energy and climate capital through 2027.
- Apollo funds made several investments in businesses that are driving better business and sustainable improvements — two examples include:
  - Summit Ridge, a leading owner-operator of community solar assets. By the end of 2023, Summit Ridge expects to have more than 500 MW of solar and 100 MWh of battery storage projects online, providing energy savings to approximately 175,000 residential

and commercial customers. The investment from Apollo-managed funds will help expand its geographic footprint and scale.

- Energos, a joint venture between Apollo and New Fortress Energy that owns and operates 11 liquefied natural gas (“LNG”) vessels that provide critical infrastructure for the delivery, storage, and regasification of LNG in isolated markets. The platform accelerates decarbonization as its customers seek to displace higher carbon intensity fuels used in power generation — such as coal or diesel — with lower cost, lower emission energy.
- We created new Private Equity value creation playbooks that support investment and management teams in driving financial value through sustainability and carbon reduction levers.
- We enhanced sustainability and ESG reporting capabilities across our platform to better serve the growing expectations of our LPs and investors.
- We implemented a broad-based, equity-like program at Venetian Las Vegas, where, after the acquisition

closed, every full-time employee was granted “Appreciation Awards,” with associated value tied to the increase, or appreciation, in equity valuation during the ownership period.

- Our Expanding Opportunity initiative creates greater access for underrepresented individuals and communities. We set a goal of achieving more than \$1B in direct and indirect spending with diverse suppliers across Apollo-managed funds’ Private Equity portfolios and we have already met the goal and increased it.
- The Apollo Opportunity Foundation will invest more than \$100M over the next decade in non-profit organizations working to expand opportunity for underrepresented individuals. Earlier this year, we announced the inaugural 11 recipients of Apollo Opportunity Foundation grants with a focus on career education, workforce development, and economic empowerment.

**Marc Rowan**  
Chief Executive Officer

## RECENT SUSTAINABILITY ACHIEVEMENTS



Apollo-managed funds deployed **\$6B in clean energy and climate investments** across asset classes in 2022, furthering progress towards our **\$50B target**.



Expanded the breadth of our investment ESG due diligence—building and deploying **enhanced carbon assessment frameworks** and **ESG value creation playbooks** for Private Equity, developing and applying sector-specific ESG, and **impact assessment frameworks** for Credit—and ramped up our ESG data infrastructure and capabilities.



Exceeded the goal of achieving more than **\$1B in direct and indirect spending with diverse suppliers** across Apollo-managed funds' Private Equity portfolio.



Increased gender representation—**49% of new AGM global hires in 2022 were female**.



Completed **12,680<sup>4</sup> hours of employee volunteer service** to support community partners, nonprofit organizations, and other philanthropic causes.<sup>5</sup>



Awarded **nearly \$3M in grants to 11 nonprofit organizations** working to expand opportunity and advance economic prosperity through the [Apollo Opportunity Foundation](#).



**Achieved carbon neutral AAM operations<sup>6</sup>** by procuring high-quality carbon removal projects and unbundled renewable energy credits.



Created **publicly disclosed policies** addressing [corporate political activities](#); [environmental, health and safety \(“EHS”\)](#); [human rights](#); [supplier responsibilities](#); and [sustainable investing and ESG](#).

4. In 2022, AAM and Athene calculated volunteer hours as separate entities (AAM hours = 6,850; Athene hours = 5,830), in aggregate their combined hours equal 12,680.  
 5. Please see Human Capital for additional information on our employee's volunteer efforts.  
 6. This applies only to AAM operations. See [Carbon-Neutral Operations and Decarbonization](#) for additional details.

# Sustainability at Apollo

Apollo has spent more than a decade developing its rigorous and detailed ESG monitoring, management, and reporting program.

We believe in the importance of incorporating ESG factors into our investment strategies in order to drive financial performance. We have worked closely with the portfolio companies of the Private Equity funds we manage to help introduce and implement best practices.

Apollo's sustainability strategy builds on these strengths to prioritize creating value for our shareholders and serving the needs of our clients and employees in a responsible way, leading to long-term positive contributions to the communities where we operate. We believe that addressing the perspectives of our constituents maximizes the long-term potential of our clients' portfolios, creating value at scale. Sustainability at Apollo is more than a negative screen, risk mitigator, or due diligence tool — it's a potential driver of opportunity and growth. Apollo's integrated sustainability approach helps mitigate risk and unearths new opportunities to create value. We continue to prioritize sustainability

efforts in our management and operations that create demonstrated value to the business. Today, this commitment continues as we look for new ways to [integrate sustainability into everything we do](#).

## HOW WE ARE BUILDING THE APOLLO SUSTAINABILITY ECOSYSTEM

From extending capabilities and hiring new leaders to enhancing our sustainability governance and toolkits, our work in 2022 focused on strengthening our foundation for continued success. The January 2022 merger between Apollo and Athene offered an opportunity to reframe and elevate our sustainability strategy to reflect the consolidated businesses and draw upon the strengths and values of each. We believe this new evolution opens even more opportunities and positions us well to continue moving in the right direction.

In 2022, we launched major initiatives including a [Sustainable Investing Platform](#) to raise and deploy



capital toward decarbonization and energy transition investments, a Supplier Diversity Program to achieve more than \$1B in diverse spend by 2024 in Apollo-managed funds' Private Equity portfolio, and the [Apollo Opportunity Foundation](#) ("AOF") with over \$100M committed to drive societal change and employee engagement. Our leadership also made a concerted effort to improve ESG data coverage and quality across the private markets. We implemented new processes to collect more robust, comparable data from Apollo-managed funds' investments across asset classes around key sustainability topics, including climate, impact, and social metrics. We took the same approach to our own operational practices and published the Firm's first full coverage reporting across all 11 recommendations of the TCFD. We expanded the breadth of our investment ESG due diligence—building and deploying enhanced carbon assessment frameworks and value creation playbooks for Private Equity, developing and applying sector-specific ESG guidance and impact assessment frameworks for Credit—and ramped up our ESG data infrastructure and capabilities.

In 2022, we enhanced how we manage sustainability at Apollo—from implementing new governance practices and policies

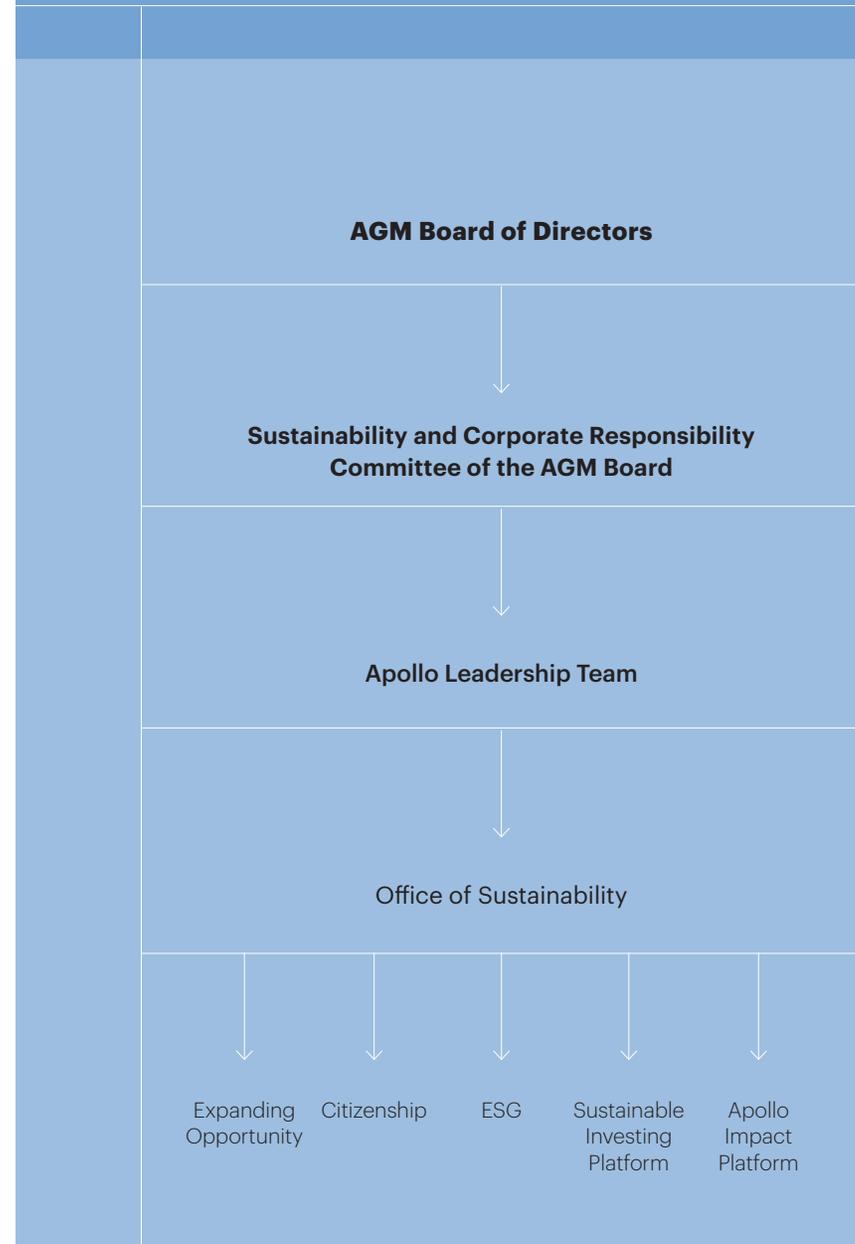
to creating a new Board-level committee, the Sustainability and Corporate Responsibility ("S&CR") Committee. With new sustainability governance mechanisms in place, we took an extensive look at our priorities, progress, and goals for 2022 and the years ahead with an eye toward building our capabilities, delivering impact across Apollo, and pivoting to be more proactive. Through self-readiness assessments and stakeholder engagement, we defined a list of key focus areas, then embedded approaches to manage these priority topics into our enterprise-wide strategy.

**COMPREHENSIVE MANAGEMENT APPROACH**

We believe we can make the most tangible impact when we intentionally integrate sustainability throughout our business, at scale, to maximize returns to our investors and our positive influence on our employees, communities, and shareholders. To learn more about how we're integrating ESG into our investment and management approach, please see [ESG Integration at Apollo](#).

We are committed to prioritizing sustainability in how we operate as a company. Our culture, in particular, is a manifestation of this because we encourage everyone, at all levels, to bring forward ideas on how we can improve.

**SUSTAINABILITY ECOSYSTEM AT APOLLO**





## A Conversation with Scott Kleinman, Co-President, & Dave Stangis, Chief Sustainability Officer

**What is Apollo's strategy when it comes to sustainability, and how did that come to life over the past year?**

**Scott:** We approach sustainability with the same rigor we bring to all facets of our business, prioritizing how we can generate strong returns for our investors, both in dollars and positive impact, effectively and at scale. With this guiding principle, we have introduced and enhanced platforms, processes, and tools to ensure sustainability is strategically integrated across Apollo in a way that makes sense for our business.

**Dave, it's been nearly two years since you joined Apollo as the first Chief Sustainability Officer. How are you advancing ESG integration and sustainability at Apollo? Where have you found success?**

**Dave:** When I look back at the past two years, I'm really proud of what we have

accomplished. It has been a phase of foundation building, during which we took an industry-leading, integrated ESG strategy and grew its reach and capabilities. A key component to this growth was being very intentional about the types of leaders we placed in critical ESG-related roles across the company. Having strong leaders in the right roles has been imperative to our success.

Under the leadership of our new Head of Sustainable Investing, Olivia Wassenaar, we launched our Sustainable Investing Platform. Across asset classes, we are targeting to raise and deploy \$100B in clean energy and climate investments by 2030. Through the incredible work of our ESG teams in Private Equity and Credit, we have developed robust capabilities, including our ESG Risk Rating framework for Credit and value creation playbook for Private

Equity, and are scaling new ways to drive operational excellence across our value chain.

**In an uncertain economy, why is Apollo prioritizing sustainability?**

**Scott:** We prioritize sustainability in alignment with our business goals. We view sustainability as a tool that enables us to unlock and generate value, evaluate and manage risk, and make a positive difference in society. When we think about sustainability, it is always in the context of our other areas of expertise. From an investment perspective, we ask, "How are we generating returns for our stakeholders?" and, "How can sustainability considerations better enable us to do so?"

We do not think of sustainability as a "nice-to-have," but rather, as a core part of Apollo's business strategy and a driver for opportunity and

growth. We are in an environment where ESG efforts are under close examination. The new attention is not changing the way we do business, but the conversation is helping us to be more precise in how we define what is driving the decisions we make and how we drive value for our clients.

### **What's next? How is this strategy going to play out in 2023 and beyond?**

**Dave:** Now that we have a solid foundation in place, we will focus on optimization and scale. For example, we are putting capital to work through the Sustainable Investing Platform, having deployed \$6B in capital in the last year. We are also continuing to expand the Private Equity Supplier Diversity Program after surpassing an initial target of more than \$1B in direct and indirect spending with diverse suppliers across our funds' Private Equity portfolio. This program is an important part of advancing our mission to expand opportunity, and we believe it will lead to better, measurable outcomes for our investors.

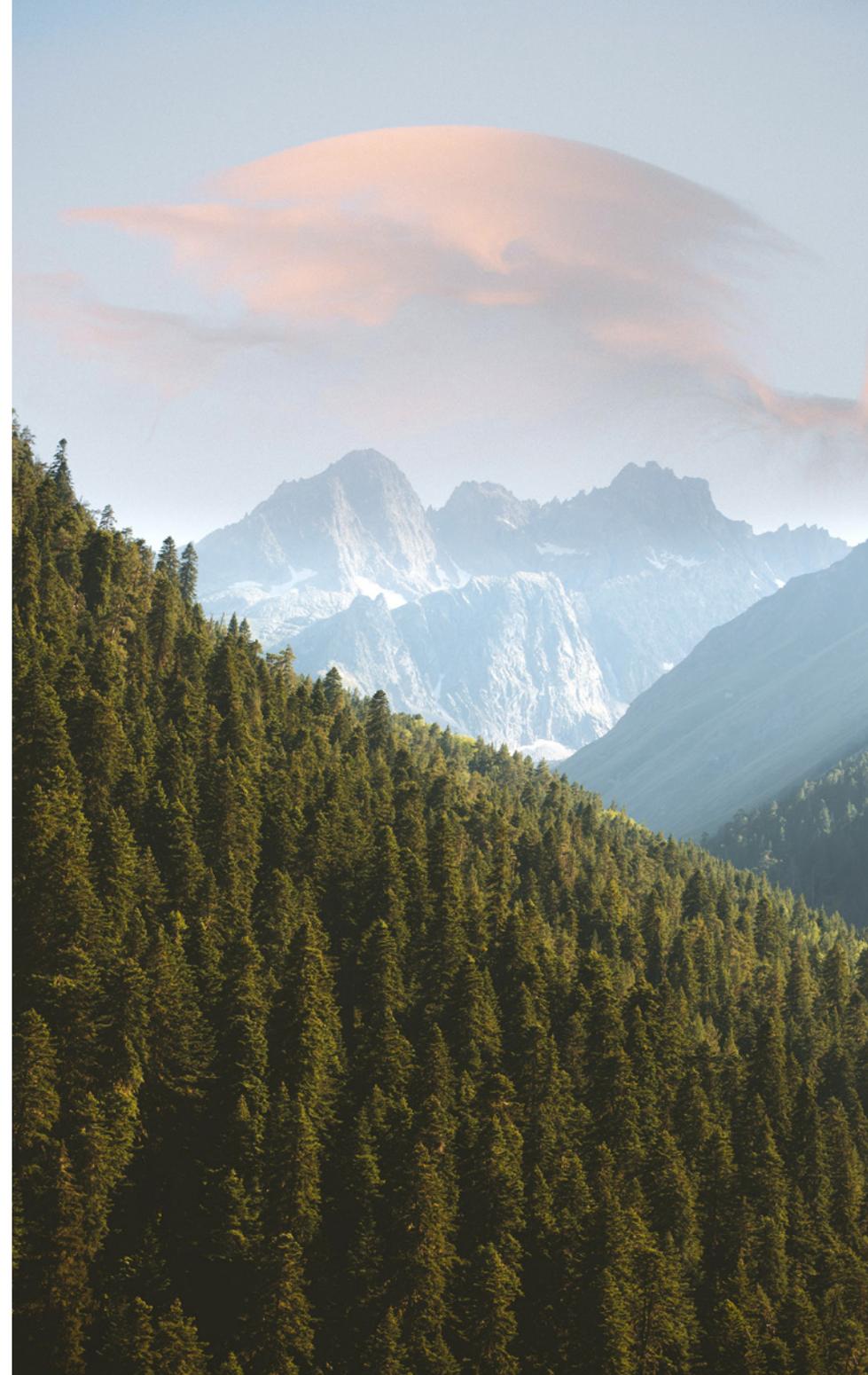
Looking forward, we will continue to keep our focus on how we can be exceptional stewards for our clients. We believe we have a powerful role to play in enabling companies to effectively manage material ESG issues in order to realize the long-term value for their business and society. We are also focused on further building and scaling governance and

IT tools, including technology and data systems, that will enable the Firm and Apollo-managed funds' portfolio companies to generate actionable insights and enhanced reporting. That includes applying new sector-based lenses to due diligence, building robustness around evaluating Credit investments, and creating more sophisticated playbooks for flagship equity investments.

### **How does sustainability affect Apollo's culture?**

**Dave:** What I have found most inspiring in my early tenure here is the palpable excitement around sustainability. There is great energy around what we can do for our business and our communities because we have aligned these objectives.

**Scott:** It is true that pride and ownership of sustainability cuts across the entire company, and the work of our Sustainability Ecosystem is at the heart of it. However, it takes everyone at Apollo to truly recognize the role that they can play no matter where in the company they work, across functions, and at all levels. It is a feeling of shared responsibility but also the fact that we have a unique opportunity to put our best insights and judgment to work and witness the difference we are making together. This mindset makes Apollo stand out and deepens our conviction as leaders in the work we are doing.



# Governance

ESG OVERSIGHT	14
RISK MANAGEMENT	16
STAKEHOLDER ENGAGEMENT	17
PUBLIC POLICY	18
ETHICS & INTEGRITY	19
DATA SECURITY & PRIVACY	20
WORKING WITH SUPPLIERS	21

# ESG Oversight

Our approach to governance is grounded in transparency and trust.

We pride ourselves on being a responsibly managed company and setting a strong example for the portfolio companies of Apollo-managed funds. This is exemplified in our governance practices and by the standards to which we hold ourselves accountable.

## BOARD OF DIRECTORS & COMMITTEES

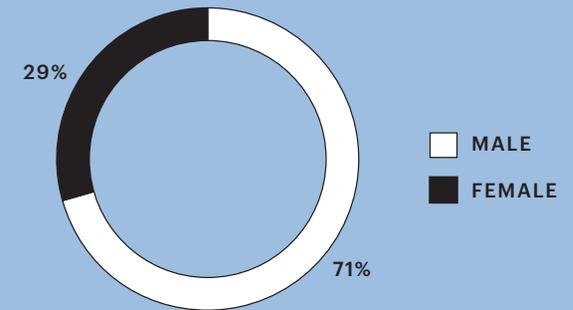
As of March 31, 2023, the AGM Board of Directors consisted of seventeen directors, thirteen of whom are independent. We maintain separate roles for our Chief Executive Officer and Non-Executive Chair of the Board of Directors. For information on how we select and nominate members of our Board, please see pages 19–20 of our [2022 Annual Proxy Statement](#).

Our Board of Directors generally meets quarterly or more frequently, as needed, and has both an overall and committee-level role in the oversight of Apollo. Each committee of the Board is responsible for overseeing certain specified topics and risks within Apollo, as set forth

in each committee’s charter. Each committee generally provides a quarterly update to the full Board of Directors. As detailed in their respective committee charters:

- The [Audit Committee](#) oversees the integrity of financial statements, compliance with legal and regulatory requirements, internal audit and internal controls, and our independent auditor, among other responsibilities.
- The [Compensation Committee](#) is responsible for the compensation of Apollo’s Executive Officers and equity-based plans, as detailed further in its charter, among other responsibilities.
- The [Nominating and Corporate Governance Committee](#) is responsible for identifying and recommending Board members, overseeing corporate governance guidelines, and overseeing the annual Board and Board committee self-evaluations, among other responsibilities.

## AGM BOARD OF DIRECTORS COMPOSITION<sup>7</sup>



**26%**  
of Directors Identify as People of Color

**4.2**  
Years — Average Board Tenure

**76%**  
Independent Directors

<sup>7</sup> AGM Board of Directors data is as of March 31, 2023.

“ Our success at Apollo is grounded in good governance. This responsibility starts with our Board of Directors and strong leadership team who are committed to setting a strong tone at the top.

**Yael Levy**, Partner, Chief Compliance Officer, AGM

“ From clear enterprise-wide policies to oversight controls that reduce risk, we believe our governance practices are industry-leading and are key to our winning as a team.

**PAULOMI SHAH,**  
PARTNER,  
GLOBAL HEAD  
OF INVESTMENT  
OPERATIONS  
& ENTERPRISE  
RISK, AGM

- The [Sustainability and Corporate Responsibility Committee](#) (“S&CR”) is responsible for assisting the Board of Directors in overseeing corporate responsibility and sustainability matters, including climate change, among other responsibilities.
- The [Executive Committee](#), unless determined otherwise by the Board, is responsible for management of the business and affairs of the Company between Board meetings.

Additional non-Board committees and advisory groups charged with responsibilities for oversight or management of ESG issues are referenced with their respective focus areas in the report.

In 2022, the Board established the S&CR Committee which had input throughout the year on the management of key topics including environmental sustainability and climate change, human rights, citizenship, employee health and safety, and diversity, equity, and inclusion (“DE&I”). The S&CR Committee is responsible for reviewing this Annual Sustainability Report and other significant public disclosures on corporate responsibility and sustainability matters. The role of the Committee is oversight. Apollo management is responsible for the execution of strategies related to sustainability, corporate responsibility, and related functions. The Chair of the S&CR Committee generally provides a report to the full Board on a quarterly basis.

Five new Board members joined in 2022, all of whom received onboarding training from various business units to deepen their understanding of Apollo’s business. The S&CR Committee members are also provided with continued education opportunities to learn more about our ESG approach as it grows and evolves. Apollo continues to develop and provide

ongoing education to assist Directors in developing and maintaining the skills necessary and appropriate for the performance of their responsibilities. Each year, the Board conducts a self-evaluation to gather feedback to drive continuous Board and Board committee effectiveness.

#### MANAGEMENT APPROACH

Our enterprise-wide management approach is focused on sustainable growth — both from a business longevity and environmental conservation perspective. We’ve been a steward in integrating ESG considerations into our business for over 14 years and intend to continue doing so. Some of our priority focus areas for 2023 and beyond include building sustainability management systems, ESG due diligence processes across asset classes, enhanced reporting capabilities and coverage, and creating toolkits and training programs for portfolio companies of Apollo-managed funds.

Apollo’s Chief Sustainability Officer (“CSO”) is responsible for managing Apollo’s sustainability efforts and is a member of the Apollo Leadership Team, which is comprised of senior leaders across the Firm. Our ESG leaders regularly coordinate with Investment Committees, Enterprise Risk Management, and Reputation Management functions.

For information on how we handle conflicts of interest, please refer to our [2022 Form 10-K](#).

#### POLICY

In 2022, we made a number of ESG oversight changes in an effort to bring even greater transparency and accountability to our business in addition to creating the S&CR Committee at the Board level. We developed and adopted a new [Corporate Political Activities Policy](#). Additionally, we updated existing policies, including our employee [Code of Business Conduct and Ethics](#) (the “Code”). These policies are reviewed by the Board of Directors or a designated Board committee. Employees are trained on applicable policies and best practices — including the Code, Respect in the Workplace, Operational Risk, Cyber, and Communication Best Practices — as part of the hiring process and then annually, thereafter.

Our [Sustainable Investing and ESG Policy](#) covers a range of topics and sets out the basic principles regarding our approach to incorporating ESG considerations into our operations and investment management activities, consistent with fiduciary obligations. Similarly, for additional information on our anti-corruption and anti-bribery practices, please see our [Code of Business Conduct and Ethics](#).

# Risk Management

At Apollo, managing risk is fundamental to ensuring we can meet our business objectives and is the responsibility of all our employees.

Apollo has clearly defined risk management governance and roles and responsibilities which are outlined in the risk management frameworks of AAM and Athene. It is the responsibility of all employees to be accountable for understanding their roles and duties within their respective risk frameworks.

AAM and Athene use the Three Lines of Defense Model based on the principles of (1) risk identification, ownership, and management; (2) independent risk oversight; and (3) independent assessment of the first and second lines of defense. Operating under the Three Lines of Defense Model helps ensure business processes and activities are working as intended and provides clarity around risk management roles, responsibilities, and escalation channels.

A key component of Apollo's risk management program is our robust governance. There are several forums that support the governance

of risk at both the Board and management level.

The AGM, AAM, and Athene Boards provide oversight to senior management who are charged with the day-to-day operations of the business.

A number of risk management training courses were provided to Apollo employees in 2022. Examples include AAM's Operational Risk Management course and Athene's Operating Guidelines training. All risk training courses identify the risks involved and cover the roles and responsibilities of employees.

Apollo endeavors to deliver returns to our clients through an analysis of levers to enhance value, including applying ESG considerations wherever appropriate. ESG issues are generally considered in governance touchpoints and in our daily processes, such as deal vetting. These considerations are also integrated into our risk management frameworks, which

cover the core risk areas that we regularly monitor and manage. For more on our approach to integrating ESG into our portfolio and investment management, please see [ESG Integration at Apollo](#).

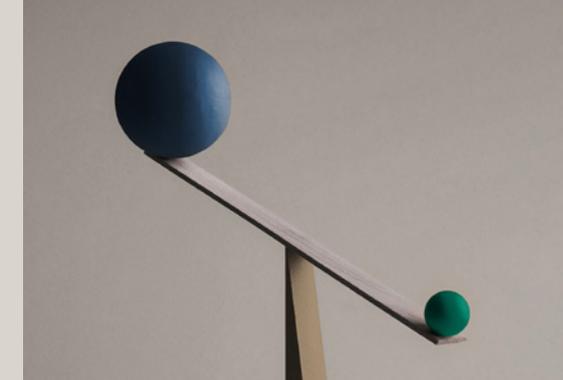
As we look ahead to 2023, Apollo intends to continue to enhance our risk reporting capabilities in order to capture meaningful risk metrics to provide transparent and impactful insights to support strategic planning and decision-making.

## INTERNAL AUDIT & SOX

AGM's Internal Audit and Sarbanes-Oxley ("SOX") reporting group provides independent, objective assurance to senior management on the adequacy of internal controls in mitigating key business risks. The Internal Audit and SOX team maintains a direct reporting line into the Audit Committee of the AGM Board of Directors and adheres to professional practice principles and standards set forth by the Institute of Internal Auditors ("IIA"). The SOX

testing program regularly assesses and tests the Firm's internal control over financial reporting frameworks in adherence to the guiding principles of the 2013 Committee of Sponsoring Organizations ("COSO") framework. The team develops and executes an annual Internal Audit plan that is approved by the Audit Committee of the AGM Board and is periodically reassessed throughout the year.

In 2022, audit and testing activities of the combined Internal Audit and SOX reporting team included coverage over various risk and control functions and processes supporting the Firm's broader ESG framework and sustainability efforts including data management, risk management, Cybersecurity, IT general controls, and the Firm's Code of Business Conduct and Ethics, among others. When necessary, processes are in place to escalate issues to management and leadership of Apollo, including the Board or its committees.



# Stakeholder Engagement

We value stakeholder perspectives and regularly seek open, meaningful engagement on key ESG topics raised in a variety of contexts, including environmental sustainability and climate change, human rights, employee health and safety, and DE&I.

These ESG topics can have a range of repercussions across our business and operations, so we seek to understand stakeholder views of our approach and management. Our priority stakeholders include our employees, shareholders, clients, regulatory bodies, investments of Apollo-managed funds, industry groups, retirement clients, and the local communities where we operate.

We adopted a number of practices in 2022 to further enhance shareholder accountability. In addition to holding annual elections for all directors, we have a majority vote standard for the election of directors in uncontested elections, provide proxy access rights to shareholders, adopted a director resignation policy, and provide shareholders with at least 25% ownership the ability to call a special meeting.



## NETWORK/TRADE ASSOCIATION

- American Investment Council
- American Council of Life Insurers\*
- Association of California Life & Health Insurance Company\*
- Association of Insurance Compliance Professionals\*
- Bermuda International Long-Term Insurers and Reinsurers\*
- Board Diversity Action Alliance
- Business for Social Responsibility
- CEO Action Coalition for Diversity & Inclusion
- Committee of Annuity Insurers\*
- Compliance & Ethics Forum of Life Insurers\*
- ESG Data Convergence Initiative
- ESG Integrated Disclosure Project (“ESG IDP”)
- European Leveraged Finance Association ESG Committee
- Federation of Iowa Insurers, Life Insurance Council of New York\*
- Global Impact Investing Network
- Impact Capital Managers
- Indexed Annuity Leadership Council\*
- Institutional Limited Partners Association Diversity in Action Initiative
- Insurance Advertising Compliance Association\*
- Insurance Regulatory Examiners Society\*
- Insured Retirement Institute\*
- International Financial Reporting Standards Sustainability Alliance
- Life and Health Compliance Association\*
- Life Insurance Marketing and Research Association\*
- Loan Syndications and Trading Association ESG Committee
- Luxembourg Private Equity and Venture Capital Association ESG Club
- National Association for Fixed Annuities\*
- National Minority Supplier Development Council (“NMSDC”)
- Operating Principles for Impact Management
- Principles for Responsible Investing (“PRI”)
- The Geneva Association\*
- Thirty Percent Coalition
- Women’s Business Enterprise National Council (“WBENC”)

\* Indicates an Athene-specific association.

# Public Policy

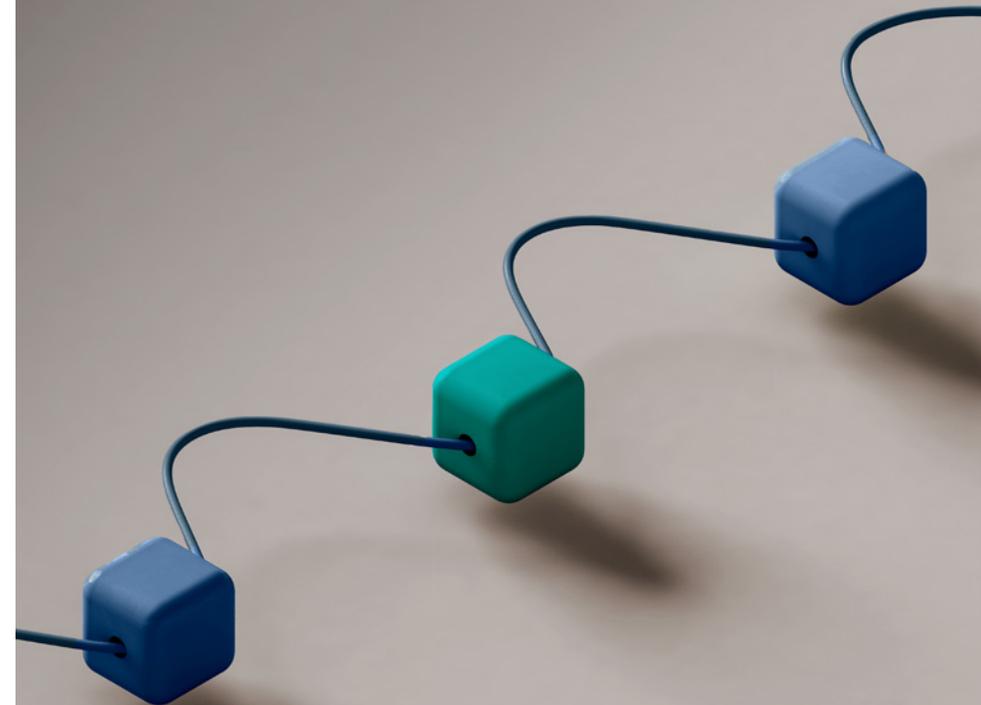
**As a company that prides itself on being a responsible corporate partner, we comply with applicable laws and regulations where we operate.**

As a participant in the financial services industry, Apollo is subject to extensive regulation in every jurisdiction in which we operate. To best serve our stakeholders, we believe it is our responsibility to understand applicable regulatory and political environments and to be proactive in supporting policies that promote economic growth and inclusion, and strengthen the resiliency of the financial system. We believe that these efforts are in the best interests of our clients, stockholders, employees, other stakeholders, and the broader marketplace.

On a functional level, our participation in the public policy arena, as well as expenditures related thereto, is managed by the Public Policy department, which is overseen

by the Global Head of Public Policy who reports to the Chief Executive Officer (“CEO”). Additionally, Apollo’s Reputational Risk Working Group (“RRG”) closely monitors regulatory and reputational risk management. The RRG generally meets weekly to review internal and external dynamics and its members include certain leaders of the public policy, communications, legal, sustainability, compliance, enterprise risk, and human capital functions.

We comply with the Foreign Corrupt Practices Act, United Kingdom Bribery Act of 2010, Bermuda Anti-Bribery Act of 2016, and other applicable anti-bribery, corruption, or lobbying-related laws, rules, and regulations. Apollo has policies and procedures designed to ensure compliance with applicable laws, rules, and regulations.



# Ethics & Integrity

Respect and integrity are integral to the vision and mission of Apollo.

We work to be known for our ethical leadership and for treating others with integrity, respect, and fairness. We do this by setting clear expectations for how we behave at Apollo. These standards apply to employees, our Board, third-party partners, and anyone acting on our behalf.

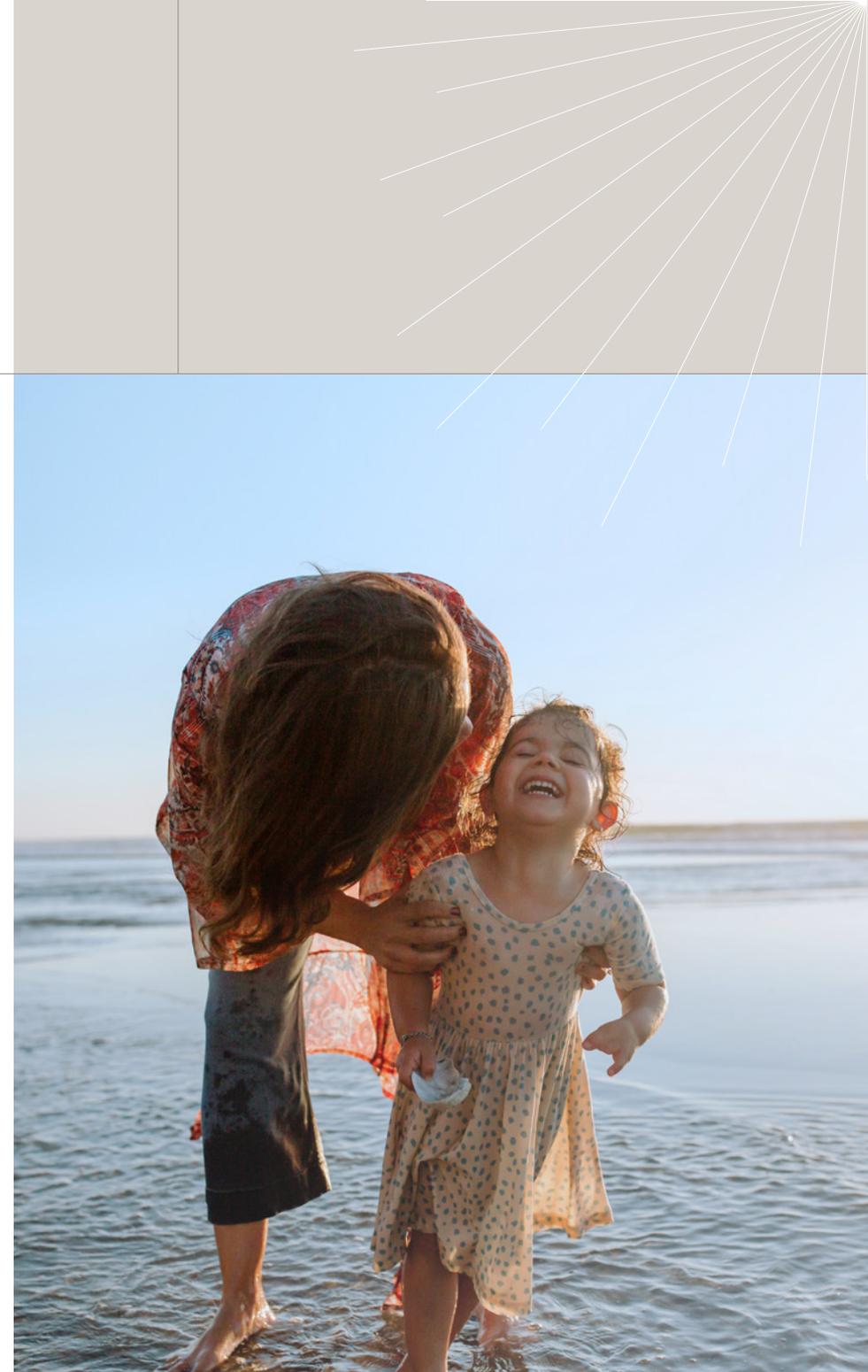
In 2022, we introduced an updated Code of Business Conduct and Ethics, reflecting the shared values of AGM as an organization. Based on the belief that no one should ever sacrifice integrity for business, this Code affirms our collective responsibility for promoting honest, ethical, and lawful conduct across all levels, business units, and locations of our shared organization. The Code is applicable to directors, employees, and certain consultants. It is designed to align with industry best practices. Apollo employees receive training on the Code and related topics upon hiring and annually thereafter.

Our Code also details how to report concerns. Everyone has a responsibility to report misconduct. Individuals subject to the Code are encouraged to contact their manager, Compliance, or report anonymously through a Business Integrity Hotline or website. Please see our [Code](#) for additional details.

## RESPECTING HUMAN RIGHTS

Apollo is committed to fostering a workplace environment where individuals are treated with integrity, respect, and fairness, and accordingly, recognizes and supports fundamental human rights. We believe that the private sector has a role to play in championing these rights.

Apollo takes employment and labor standards seriously and holds itself and its employees to high standards of conduct. In 2022, there were no reported or otherwise identified instances of non-compliance with applicable labor standards.



# Data Security & Privacy

Apollo is committed to prioritizing privacy and data protection in order to safeguard the proprietary information of our employees, clients, and other stakeholders.

**We recognize the critical role that Cybersecurity plays in protecting our stakeholders' data**, safeguarding our operations, and ensuring the overall resilience of our company.

Our dedicated Cybersecurity team is led by a Chief Information Security Officer ("CISO") who reports to the Head of Technology. The CISO is responsible for overseeing the development and implementation of the Firm's Cybersecurity strategy, policies, and procedures. The CISO generally provides updates annually to the Board of Directors or a committee of the Board of Directors.

The Cybersecurity Steering Committee, comprised of representatives from various departments, meets quarterly to review progress, identify emerging risks, and ensure alignment with our overall business objectives.

We conduct regular risk assessments to identify, evaluate, and prioritize Cybersecurity risks. These assessments inform our risk

mitigation strategies, which are designed to protect our information assets and systems.

**Key Cybersecurity initiatives include:**

- Vulnerability assessments and annual penetration testing to proactively identify and address potential weaknesses in our systems.
- Implementation of multi-factor authentication and strict access controls to prevent unauthorized access.
- Annual security awareness training programs to educate employees on Cybersecurity best practices and potential threats.
- Continuous monitoring and threat detection to identify and respond quickly to any incidents.
- Incident response planning to ensure a coordinated and effective response in the event of a security breach.

Further, we have business continuity and disaster recovery

plans in place designed to help ensure our business operations can continue in the event of a cyberattack. Additionally, we invest in advanced security technologies and infrastructure to enhance the protection of our digital assets. Key investments include real-time detection and response solutions, data encryption and secure storage to protect sensitive information, and regular system updates and patch management.

We evaluate our program against leading standards and regularly audit our strategy on at least an annual basis. We employ annual cyber incident tabletop exercises to test our responses and help ensure our teams are well prepared. One way we maintain our vigilance is by partnering with Cybersecurity experts from leading Cybersecurity firms to stay informed of the latest threats and best practices, gain insight into potential risks or vulnerabilities, and strengthen our processes.

We recognize the importance of managing Cybersecurity risks associated with our third-party vendors and partners. As such, we evaluate the Cybersecurity posture of new and existing vendors, have contractual requirements for vendors adhering to our standards and incidents reporting, and require regular audits and monitoring for compliance.

**We comply with applicable Cybersecurity regulations and meet industry standards.** Our compliance efforts are verified through regular internal and external audits, and we maintain a transparent reporting process to share our progress with stakeholders. Please see [Risk Management](#) for additional information on how we audit our data and Cybersecurity practices.

We recognize that cyber threats are constantly evolving, and we seek to continue to monitor and improve our Cybersecurity program in an effort to stay ahead of potential risks.

# Working with Suppliers

We believe we can make the greatest impact in our supplier network and the communities where we operate through intentional supplier spend. We desire to work with vendors who share our conviction to create a more inclusive, just, and sustainable world.

To that end, when deemed appropriate or necessary, potential suppliers go through a risk assessment and screening process (including legal, technology, regulatory, and human rights) to ensure they meet our high standards. Following the Apollo-Athene merger, the process of reviewing, recommending, and approving vendor relationships has been centralized, further allowing consistent application of these beliefs.

In addition to internal review by relevant stakeholders (e.g., compliance, cyber), we may leverage third parties and data vendors to help evaluate potential suppliers and their compliance practices against

our standards and relevant regulation to help ensure we're spending responsibly. Following onboarding, suppliers are subject to ongoing monitoring throughout the lifetime of engagement, with the frequency of required due diligence review determined by the assessed level of risk posed by the vendor.

We also seek to promote a diverse and innovative supplier ecosystem for Apollo-managed funds' portfolio companies. Please see [Private Equity](#) for additional information on how Apollo-managed funds' portfolio companies work with suppliers, our successful diverse supplier spending goal, and future plans.

## ATHENE BLACK & BROWN BUSINESS SUMMIT

In 2022 Athene hosted its second [Athene Black & Brown Business Summit](#). Year two built on the success of 2021 and brought together black, indigenous, and people of color businesses to assist with connection building, programming, promotion, and training and providing resources that support the growth of these businesses. Athene's goal in hosting this summit is to help advance the minority-owned business community across the country and act as an industry convener. Not only did the business owners attend, but they were also joined by a number of our peers' procurement teams.

The Greater Des Moines Partnership recognized our work around this summit by awarding Athene the [Equity Innovation Award in 2022](#).

# Environment

CLIMATE STRATEGY	23
OPERATIONS	25

# Climate Strategy

We believe that embedding sustainability broadly, and a focus on climate specifically, into Apollo's corporate strategy can have a positive effect on business performance, strengthen and protect our reputation, and continue to build credibility — all factors that can contribute to positive risk-adjusted financial results.

We believe our climate strategy reflects Apollo's unique culture and market position, and it is regularly refined by internal evaluations of the market environment, regulatory landscape, and investor expectations. In 2021, Apollo engaged third-party experts to assist the Firm with a comprehensive evaluation, the results of which were translated into our overarching climate strategy and tangible actions. A detailed description of the past external evaluation process can be found in our [Volume 13 Sustainability Report](#).

## CLIMATE RISKS

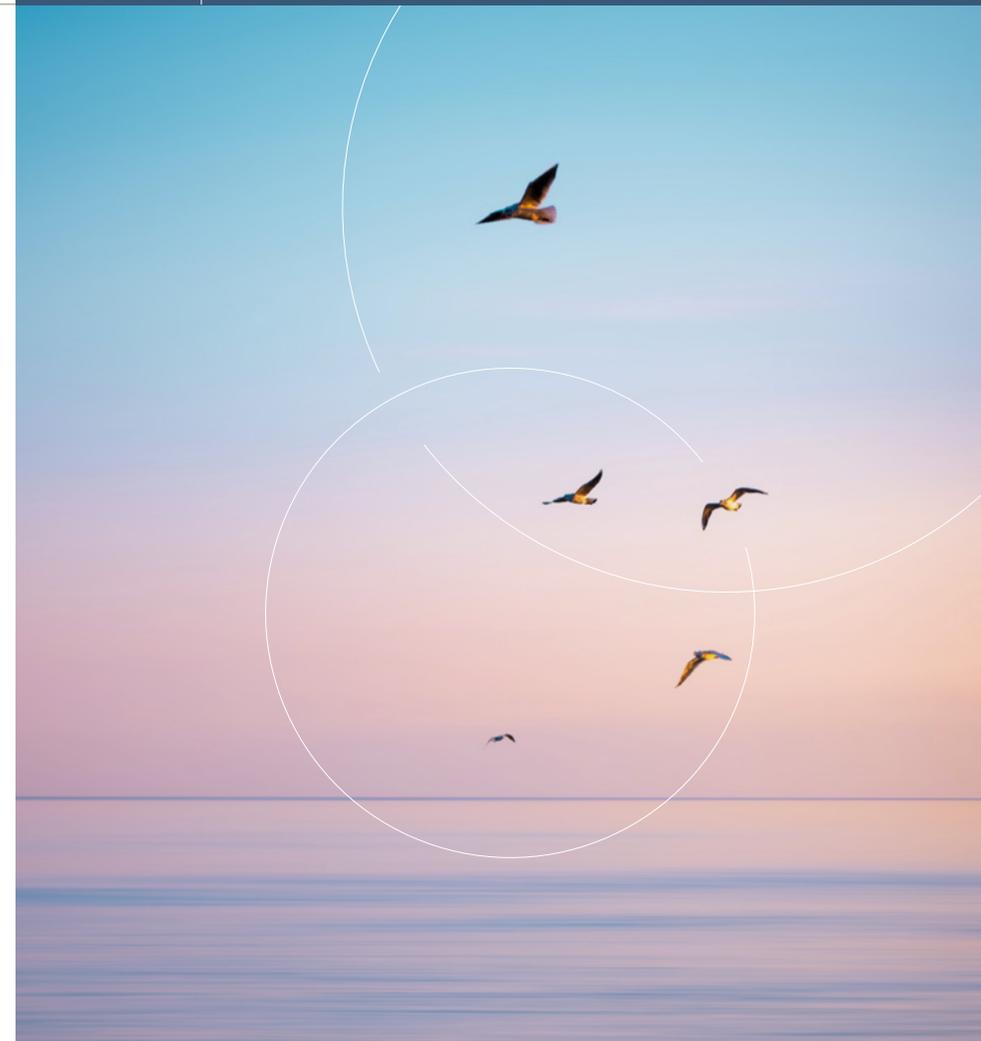
We are committed to recognizing and realizing climate-related risks and opportunities. Climate-related risks for the short-, medium-, and long-term can be classified into two categories: physical risks and transition risks.

Physical risks<sup>8</sup> can directly impact the properties, facilities, and infrastructure of Apollo and the businesses in which Apollo-managed funds invest. The indirect impact of physical risks can also affect business operations and disrupt supply chains. Understanding these risks and their impacts on Apollo, investment portfolios, and specific issuances is a key component in our efforts to protect and create value across asset classes and sectors.

Transition risks<sup>9</sup> can adversely impact the value, performance, and viability of certain businesses, assets, and sectors in which Apollo-

8. Examples of physical risks include episodic events like flooding, tornadoes, and wildfires.
9. Examples of transition risks include risks associated with shifting to a lower-carbon economy, which may entail extensive policy, legal, technology, and market changes, like changing client preferences and new regulations.

At Apollo, we believe in the importance of leading by example. We are consistently working to improve the environmental profile of operations and reduce our footprint where possible. These efforts are done in concert with our employees and wider sustainability communities.



managed funds invest. We believe identifying areas at risk and ensuring we stay ahead of, and in compliance with, market and regulatory developments is crucial to managing our risks in the near-, medium-, and long-term. Among the factors we monitor to manage transition risks are market and policy and regulatory developments, including the impact of U.S. and foreign climate- and ESG-related legislation and regulation, as well as risks arising from climate-related business trends.

### **Market Developments**

In recent years, some institutional clients, including public pension funds, have placed increasing importance on the environmental and social ramifications of investments made by the funds to which they commit capital, including with respect to ESG and climate matters. Some investors use third-party benchmarks or ratings to measure our ESG practices and decide whether to invest in Apollo stock or Apollo-managed funds. Conversely, some investors, regulatory agencies, and government officials are subjecting ESG and climate-related investment management practices to increased scrutiny that could impact their investment decisions. We monitor market developments and perceptions as we continue to

focus on delivering risk-adjusted investment returns to our clients.

**Policy & Regulatory Developments** ESG matters, including climate, have been the subject of increased focus by regulators in the U.S. and abroad. Some of the proposed initiatives, additional rules, and regulations could affect our business, and we endeavor to keep the AGM Board of Directors and its committees, where applicable and appropriate, up to date on the evolving ESG regulatory landscape.

### **Climate Scenario Analysis**

Apollo views climate scenario analysis as a structured approach to better understanding the financial and operational implications of rapidly shifting physical, regulatory, and business environments. Scenario analysis can be used to evaluate the resilience of either an individual organization's activities or a fund's overall investment sensitivity to numerous parameters. While climate scenario analysis is not intended to predict the future, it allows teams to better consider the potential effects of various types of climate-related risks and opportunities. In 2022, Apollo initiated an exploration of climate scenario analysis for the two major categories of climate risk currently recognized: physical and transition.

### **Climate Risk Management**

When evaluating a potential investment, Apollo investment professionals, outside counsel, and other advisors often work together during diligence to assess potential ESG issues that could affect value. The ESG evaluation generally includes identifying ESG risks, risk mitigants, and ESG opportunities. Investment analysts across asset classes frequently review potential investments for relevant ESG risks as a matter of good business practice. Apollo's collaborative approach to the investment process endeavors to ensure that the collective knowledge of the team is maximized and that a variety of perspectives are considered.

### **CLIMATE OPPORTUNITIES**

While climate-related risks are significant, global efforts to mitigate and adapt to those risks, and the resulting market developments associated with them also offer opportunities for Apollo funds to play a leading role as capital providers to the energy and carbon transition.

### **Resource Efficiency**

Improving energy, water and waste infrastructure, systems, and processes can help conserve resources and boost efficiency, offering cost-reduction opportunities to Apollo and portfolio companies. Although

returns vary across abatement options, certain portfolio companies have identified projects that meet competitive capital investment criteria. As a corporate entity, Apollo pursues an environmental sustainability strategy that is focused on prioritizing commercial office building leases with energy-efficient credentials and maintaining carbon-neutral operations.

### **Market Developments**

The low-carbon transition has resulted in an increase in demand for sustainable goods, services, and practices across many sectors and asset classes. We believe Apollo has a strong track record of investing in and lending to companies supporting the clean energy transition. Apollo recognizes that we are in a position to support this low-carbon transition, and we are leveraging the scale and capability of our organization to invest in this change for certain of our clients.

### **Diversified Product Offerings**

In certain regions, increased investor demand for energy transition, decarbonization, climate capital, and other similar strategies or products offers an attractive opportunity for Apollo to develop and launch new products to tap into these flows of capital. For additional details, please see [Sustainable Investing & Impact Platforms](#).

# Operations

In 2022, Apollo undertook an assessment to enhance our understanding of our global footprint.

The assessment examined criteria including office locations, headcount, existing and upcoming green certifications for facilities, existing and upcoming LED lighting opportunities, and more. While the assessment was underway, we continued with planned facility improvement projects. We successfully constructed and

retrofitted several office locations, providing 1,000 new seats to employees while expanding the number of green-certified buildings we inhabit. Apollo currently either owns or leases space in 10 green-certified buildings, such as LEED®, ENERGY STAR, BREEAM®, or BEAM Plus.

“ We have worked in recent years to reimagine our offices around the world with modern amenities and spaces that foster collaboration, wellbeing, and innovation. The new Greenwich office is a great example of what is to come.

**MATTHEW BREITFELDER**, PARTNER & GLOBAL HEAD OF HUMAN CAPITAL, AGM

Apollo's new Greenwich, CT, office opened in late 2022. The facility, which is LEED® Silver certified, offers over 100 employees a coffee bar, wellness facilities, and a family center.



## OPERATIONAL WATER & WASTE FOOTPRINT

Most Apollo employees work in the office regularly, so minimizing our water and waste footprint is a consistent area of focus, especially for the facilities and Global Technology teams. Our Global Technology group partners

with leading technology vendors to source and dispose of the Firm's hardware needs. Currently, we're undergoing a hardware refresh focused on moving most employees from desktops to laptops, which will mean greater mobility for users and a reduction in power consumption.

OPERATIONAL WATER & WASTE FOOTPRINT						
		2019	2020	2021	2022	
					SUBSIDIARIES	CONSOLIDATED
<b>Water Consumption</b> (m <sup>3</sup> ) (estimated)	AAM	19,711.00	15,712.35	42,780.59	31,301.15	72,114.69
	Athene <sup>10</sup>	35,187.68	33,316.05	41,401.57	40,813.54	
<b>Non-hazardous Waste to Landfill</b> (MT) (estimated)	AAM	208.94	202.74	275.82	324.25	416.78
	Athene <sup>11</sup>	91.13	65.50	82.12	92.53	
<b>Paper Recycled</b> (MT)	AAM	—	—	36.95	44.33	44.33
<b>Electronic Waste Recycled</b> (lb)	AAM	9,332.70 <sup>12</sup>	3,735.20 <sup>12</sup>	8,415.86	6,029.40	9,312.40
	Athene	2,958.00	1,424.00	7,833.00	3,283.00	

10. Includes actual water consumption data from Athene's West Des Moines location and estimations for all other locations where data is unavailable.

11. Includes actual waste data from Athene's West Des Moines location and estimations for all other locations where data is unavailable.

12. Represents U.S. only.

## OPERATIONAL ENERGY & EMISSIONS FOOTPRINT

Across Apollo, our facilities teams monitor for and act on opportunities for incremental improvement. As an

example, in 2022, Athene upgraded lighting in certain areas where LEDs had not yet been integrated. In the coming year, lighting that enables us to reduce energy usage will continue to be a focus.

OPERATIONAL ENERGY & EMISSIONS FOOTPRINT						
		2019	2020	2021	2022	
					SUBSIDIARIES	CONSOLIDATED
<b>Total Energy Consumed (MWh)<sup>13</sup></b>	AAM	7,396.77	7,662.03	7,071.09	9,974.31	24,612.22
	Athene	13,936.81	13,932.23	14,194.70	14,637.91	
<b>Total Energy Consumption Intensity (MWh/employee)</b>	AAM	5.21	4.43	3.28	3.93	5.79
	Athene	10.49	10.30	10.15	8.55	
<b>Scope 1 GHG emissions (MT CO<sub>2</sub>e)</b>	AAM <sup>14</sup>	169.55	211.05	232.53	229.51	1,170.32
	Athene <sup>15</sup>	1,713.03	441.55	643.33	940.81	
<b>Scope 2 GHG emissions (MT CO<sub>2</sub>e)<sup>16</sup></b>	AAM	2,616.03	2,464.37	2,788.51	3,996.89	8,545.40
	Athene	6,715.91	6,898.32	4,868.62	4,548.51	
<b>Scope 3 GHG emissions (MT CO<sub>2</sub>e)</b>	AAM	2,333.00 <sup>17</sup>	777.01 <sup>17</sup>	1,724.80 <sup>18</sup>	10,481.37 <sup>18</sup>	10,481.37
<b>Scopes 1 and 2 GHG emissions intensity (MT CO<sub>2</sub>e/employee)</b>	AAM	1.96	1.55	1.40	1.66	2.28
	Athene	6.35	5.42	3.94	3.21	

13. All energy data for AAM and Athene includes actual data where available and estimates using estimation factors from the Urban Land Institute where actual data is unavailable.

14. Scope 1 GHG emissions data includes CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O emitted from the on-site combustion of natural gas for heating only. Where natural gas was the known heat source or the heat source was unknown, data was estimated using the applicable estimation factors derived from the 2018 U.S. EIA Commercial Buildings Energy Consumption Survey.

15. Scope 1 GHG emissions data includes CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O emitted from the on-site combustion of natural gas for heating, on-site combustion of generator fuel, and mobile combustion from Athene's corporate jet. Where natural gas was the known heat source or the heat source was unknown, data was estimated using the applicable estimation factors derived from the 2018 U.S. EIA Commercial Buildings Energy Consumption Survey.

16. Scope 2 GHG emissions data is calculated in accordance with the GHG Protocol corporate standard market-based methodology.

17. AAM Scope 3 GHG emissions data includes emissions from business air travel only.

18. AAM Scope 3 GHG emissions data includes business air travel, business rail travel, and business car travel, as well as employee car commuting data, where available.

## CARBON-NEUTRAL OPERATIONS & DECARBONIZATION

In 2022, Apollo Asset Management<sup>19</sup> made the decision to pursue carbon-neutral operations for Scope 1 and Scope 2 emissions across our global corporate offices by procuring a portfolio of unbundled renewable energy certificates (“RECs”) and high-quality carbon removal projects. This

decision was informed by the global operations footprint assessment for AAM and demonstrates our support for innovative approaches that seek to curtail carbon dioxide from the atmosphere. To achieve carbon-neutral operations for calendar year 2022, Apollo prioritized green office building leases with energy-efficient operations and procured the following:

- Unbundled RECs, with Green-e® or EKO energy certification where available, that are representative of the MWh electricity consumed regionally across our offices globally.
- Carbon removal projects that offer at least 100 years of science-based durability or that have additional third-party vetting such as a BeZero AAA rating.

In the coming years, Apollo plans to continue to pursue carbon-neutral operations for its corporate offices by expanding our coverage and offsetting our emissions footprint with unbundled RECs as well as carbon removal projects that meet our quality criteria.

19. Carbon neutral was achieved in 2022 by AAM not AGM due to data verification limitations.

“ Apollo strives to be an enabler of more sustainable operations and a catalyst for improved ESG performance and data management. We are proactively working to deliver on carbon neutral operations, integrate climate physical and transition risk considerations, and accelerate our capabilities for decarbonization and investment-related financed emissions management.

**YAOWEN MA**, DIRECTOR, CLIMATE STRATEGY LEAD



## PROCURING A PORTFOLIO OF CARBON REMOVAL SOLUTIONS

In addition to the adoption of globally distributed unbundled RECs, AAM also procured a portfolio of carbon removal solutions to address our operational scope 1 emissions. The below table demonstrates two example providers that meet our criteria and were selected for 2022.

### Case Study: Carboncure

CarbonCure's carbon dioxide removal technology captures CO<sub>2</sub> emissions and embeds them within a usable product, namely, concrete. This carbon mineralization approach ensures durable carbon sequestration and also strengthens the concrete, enabling producers to safely reduce the amount of carbon-intensive cement in each truckload of concrete, without compromising on the quality of their product. This project epitomizes the additionality that Apollo strives to deliver enterprise-wide.



### Case Study: Charm Industrial

Charm Industrial's carbon dioxide removal technology uses excess, inedible agricultural and forestry waste that has been converted into bio-oil and then is stored permanently underground in EPA regulated injection reservoirs. Charm Industrial's method for carbon removal — bio-oil sequestration — has been vetted by third-parties and Charm transparently published the full life cycle assessment of each of its deliveries. Charm and bio-oil sequestration are examples of the innovative approaches required to deliver durable carbon removal that will help contribute to returning atmospheric carbon concentrations to a safe level.



# Human Capital



GROWTH & DEVELOPMENT	32
HEALTH & WELLBEING	34
EXPANDING OPPORTUNITY	35
CITIZENSHIP	40

At Apollo, we strive to build a high-performance culture that reflects our entrepreneurial spirit and “One-Apollo” mindset — intelligent, nimble, and intensely collaborative. We benefit from having some of the most exceptional people in the industry, and Apollo’s culture is in constant and rapid evolution along with our people. All Apollo employees regardless of titles have been granted restricted stock units as part of their compensation, giving everyone a tangible equity stake in our success.

In January 2022, Apollo completed our merger with Athene, bringing together two companies that value

innovation and their people. Over the past year, we have continued to integrate the best human capital programs from each organization to build a stronger company and culture, while making intentional decisions on which programs to continue in their current form in order to preserve what made each company successful.

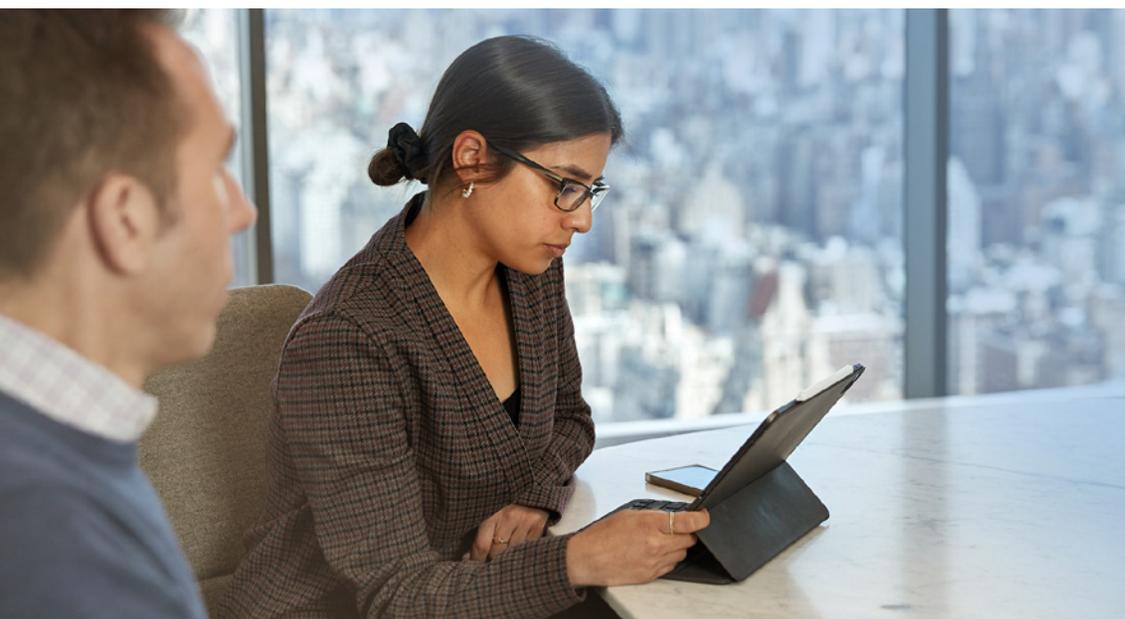
Our people practices are tailored to each business and personalized to individuals with significant input from employees. We gather feedback annually through our employee survey, where we see participation rates above 90%, which is indicative of the mutual trust between Apollo and our employees.

## THE ONE APOLLO MINDSET

Our “One Apollo” mindset captures the ethos of our high-performance culture: Our teams put the collective benefit first, move information quickly to empower decisions, and collaborate during key moments that matter.

## DEVELOPING THE APOLLO LEADER

In 2022, Apollo established the Apollo Leader program — a senior leadership development program focused on helping to empower employees to lead with inclusion, foster a culture of belonging, and optimize performance. At Apollo, we understand that the tone must be set at the top. Many of our senior leaders have already participated, enabling the program’s benefits to be felt throughout the organization.



“ For over 30 years, we have brought together incredible talent at Apollo to solve some of the hardest, most complex investment challenges our clients have faced. Every day, our people rise to the occasion to deliver great results. As our business has grown, we have worked hard to balance the fundamentals of our winning formula — constructive debate, continual learning, and constant innovation — with a commitment to always evolve so we remain the best home for the best talent. Our goal is simple: To create the ultimate modern high-performance culture.

**MATT BREITFELDER**, PARTNER & GLOBAL HEAD OF HUMAN CAPITAL, AGM

# Growth & Development

We aim to provide the ultimate learning environment so that the best talent in our industry can thrive, achieve their full potential, and build meaningful, long-term careers with us.

Our focus on an inclusive workforce — one where people can bring their own experiences to bear — helps generate debate and bring varied perspectives that drive our business forward, challenge convention, and provide learning opportunities for all.

We are highly focused on the development of our people, and have continued to expand our suite of programs aimed at developing

leadership capabilities, creating an environment of continuous learning, and building a culture that celebrates recognition.

## **SUSTAINABILITY TRAINING**

Apollo also trains its employees on sustainability-related topics on a periodic basis, as appropriate, depending on their roles and responsibilities.

New hires are provided an overview of Sustainability and ESG initiatives at Apollo as part of the onboarding process. Business-level ESG training is provided to investment professionals on a periodic basis to ensure that they are kept abreast of ESG developments and process requirements. Specialized training programs are also provided that cover topics such as ESG Credit origination due diligence and climate and transition due diligence.



APOLLO OFFERS A RANGE OF PROGRAMS DESIGNED TO HELP EMPLOYEES FUEL THEIR PROFESSIONAL GROWTH AND PROMOTE A CULTURE OF CONTINUOUS IMPROVEMENT, INCLUDING:



**ASCEND**

A Firm-wide leadership accelerator to further the development of Apollo's high-performing women leaders and an example of how the Firm is investing in women and committed to an inclusive culture. In 2022, we saw the first cohort of 20 women across the U.S. and United Kingdom participate in the program, along with their respective sponsors.



**CATALYST**

A leadership program focused on building core management, leadership, and coaching skills across Principal, Managing Director, and Partner roles throughout the company. In 2022, one-third of Apollo's managers participated in this flagship program.



**ONLINE PROFESSIONAL DEVELOPMENT PLATFORM**

An on-demand platform that uses tailored lessons and interactive features to enhance skills and foster an environment of continuous learning. The platform was launched in January 2022 and by year-end, most employees had completed at least one module.



**LEARNING CIRCLES<sup>+</sup>**

A peer-to-peer development program that helps employees expand their network, build cross-functional relationships, and learn from new perspectives. During the five-month program, participants identify goals and gain valuable career development insights.



**KUDOS**

A platform that allows employees to highlight and celebrate milestones and recognize achievements. Over 65% of managers used the platform to recognize their team members in the first five months of its inaugural year.



**LEADERSHIP COACHING<sup>+</sup>**

A six-month personal coaching program designed to unlock potential and maximize performance.



**NAVIGATOR SPONSORSHIP PROGRAM<sup>+</sup>**

A 10-month development and mentorship program for high-potential employees from underrepresented populations focused on learning, mentorship, and engagement.



**EMPLOYEE COMMUNITY PLATFORM**

A tool to help our communities connect, our people find each other, and foster a more inclusive environment.

<sup>+</sup> Indicates Athene-only development program. All others are AAM.



**POWER UP<sup>+</sup>**

This virtual event gathered Athene's Women's Inclusion Network and nearly 50 Athene female leaders to help them achieve success on their own terms. Through presentations from Athene and community speakers and engaging breakout sessions, participants shared ideas on how Athene can continue to empower and develop female leaders.

# Health & Wellbeing

At Apollo, we're committed to providing competitive and innovative benefits and support by prioritizing the wellbeing of our employees and their families.

We know that a healthy workforce is an engaged workforce — a critical part of how we deliver on our “One Apollo” promise.

In 2022, we conducted an extensive global benefits review to identify potential gaps and provide more consistency across the enterprise. In response, we've continued to enhance our benefit offerings, further strengthening our health and wellness programs. These enhancements are in addition to the comprehensive benefits we

have long offered, such as medical, dental, and vision coverage; disability, life, and AD&D insurance; mental and emotional wellness programs; commuter benefits; and financial wellness offerings. Parental offerings include a new parent stipend, parental leave, as well as a phase-in program for parents returning to the workforce. As part of the merger with Athene, the two companies worked to harmonize our U.S. medical plans and retirement platforms in 2022.



## APOLLO GLOBAL BENEFITS PROGRAMS

### **CIRCLES CONCIERGE SERVICE**

Reduces stress by helping with appointment scheduling, event planning, and other tasks.

### **GLOBAL PARENT STIPEND\***

Gives primary caregivers extra financial flexibility as they welcome a new family member into their home.

### **HYBRID WORK MODEL**

Apollo has continued its office hybrid work model approach with ongoing flexibility organized by the business group. This model is designed to optimize in-person collaboration, teamwork, and mentorship while prioritizing wellbeing, engagement, and flexibility for our people.

### **ONE MEDICAL+**

A membership platform offering an array of on-demand medical services.

### **RECHARGE DAYS**

When possible, we provide additional days for employees to recharge and refocus.

### **SLOWDOWN PERIODS**

Employees are encouraged to take time to focus on themselves, family, and friends — especially after periods of intense work.

### **SPOT PET INSURANCE\*\***

Coverage to help protect employees' pets.

### **TALKING TALENT**

Customized coaching for expecting parents.

### **UBS FINANCIAL WELLNESS+**

Financial guidance to help improve employee financial wellbeing.

\* Indicates program newly added in 2022.    + Indicates U.S. specific benefits.

# Expanding Opportunity

We believe highly diverse environments can improve team performance.

At Apollo, we are committed to championing opportunity and cultivating an inclusive culture where everyone can thrive. We believe this diversity — of people, backgrounds, and perspectives — is critical to our continued success. Apollo's Expanding Opportunity initiative leverages the full force of the Apollo ecosystem to drive positive change in our workplace, across the marketplace in which we operate, and across the communities where we work and live.

Apollo has continued to increase our focus on DE&I initiatives over the past several years. In 2020, Apollo set a goal to improve our diversity and established an office of diversity headed by Jonathan Simon, Head of Leadership Development and Diversity. In 2021, Apollo launched our Expanding Opportunity

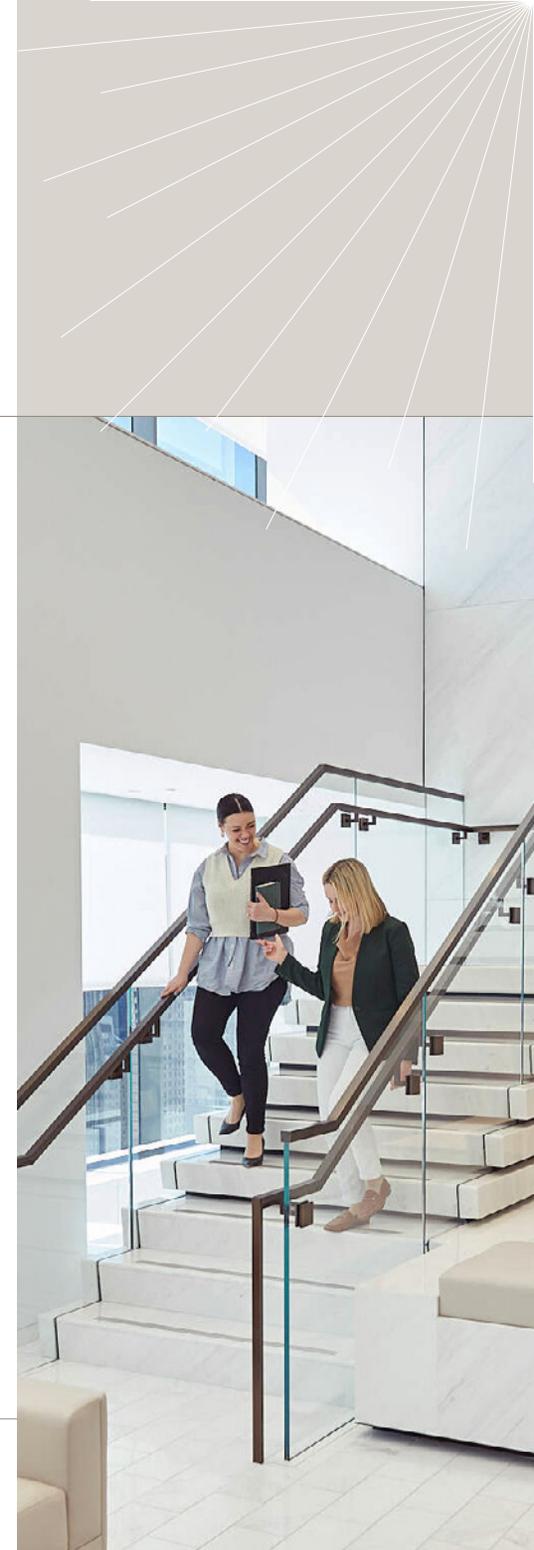
Program and was recognized as one of America's Most Responsible Companies by Newsweek<sup>20</sup>.

Apollo hired over 700 people in 2022 and over 30% of new U.S. hires were ethnically diverse and almost half globally (49%) were female. This growth offered an opportunity to integrate our Expanding Opportunity framework further into onboarding processes. New goal-setting programs were rolled out that incorporate DE&I values into individual employee goal-setting exercises and track progress via a follow-up survey one month into new employees' tenure.

Apollo and Athene are signatories of CEO Action for Diversity & Inclusion™, the largest CEO-driven business commitment to advance diversity, equity, and inclusion in the workplace. Our involvement in

CEO Action is helping us cultivate a workplace where diverse perspectives and experiences are welcomed and respected, and where our people feel encouraged to discuss diversity, equity, and inclusion. Together, we are making good on the inherent promise that all our people should be able to bring their best selves to work and unleash their full potential. As one indicator of progress made, both Apollo and Athene were recognized for their workplace equality efforts by the Human Rights Campaign Foundation's annual Corporate Equality Index.

20. The sponsor of this recognition may have other business relationships with Apollo that incentivized the sponsor to include Apollo among its nominees. This recognition is not representative of any one client's or investor's experience with Apollo and should not be viewed as indicative of future performance of any Apollo fund or transaction.



# APOLLO 2022 WORKPLACE DEMOGRAPHICS<sup>21</sup>

	Our People	New Hires	Senior Leadership <sup>22</sup>
<b>APOLLO</b> (Asset Management + Retirement Services)	<p>27% 44%</p>	<p>31% 49%</p>	<p>18% 24%</p>
<b>ASSET MANAGEMENT</b>	<p>34% 38%</p>	<p>36% 42%</p>	<p>20% 22%</p>
<b>RETIREMENT SERVICES</b>	<p>19% 51%</p>	<p>27% 57%</p>	<p>15% 27%</p>

■ U.S. ETHNICALLY DIVERSE (NON-WHITE) EMPLOYEES
 ■ GLOBAL FEMALE EMPLOYEES

21. We define “ethnically diverse” as Asian, Hispanic or Latino, Black or African American, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, or two or more races. We track and report on ethnicity only for U.S. employees, due to different regulatory and privacy frameworks in other countries. Therefore, the ethnicity data represents U.S. employees only, while gender data provided is on a global basis.

22. Senior Leadership is defined as Managing Directors and Partners for Asset Management and Senior Vice President and above for Retirement Services.

## WORKPLACE & BELONGING

Across Apollo, we continue to look for ways to make our employee experience more inclusive, provide growth and development opportunities, and encourage a spirit of collaboration and recognition. Case in point, Athene held its second Day of Understanding, in collaboration with the [ACLI CEO Action Pledge](#), where over 200 employees worked together to promote inclusivity.

Over the past several years, Apollo has continued to invest in its HBCUNet and VetNet platforms which expand career opportunities for HBCU students and alumni, and veterans, respectively. These career platforms, powered by CareerBuilder (an Apollo-managed fund portfolio company), showcase job opportunities across Apollo-managed Private Equity funds' portfolio companies to expand the applicant pool to include more qualified diverse candidates. Athene also achieved designation as a Military Friendly® Supplier and, for the seventh time, as a Military Friendly® and Military Friendly® Spouse Employer.

Apollo's affinity networks, which started with the launch of Apollo Women Empower ("AWE") in 2017, play a critical role in engaging employees, fostering belonging,

supporting a culture of education, and advancing our collective understanding of DE&I. Today, Apollo has five communities — AWE, Apollo Family Network ("AFN"), Apollo Veterans Affinity Network ("AVAN"), Multi-Ethnic Organization Supporting Apollo's Individuals and Communities ("MOSAIC"), and LGBTQ+ ("PRIDE")— and 12 chapters across every region where Apollo operates. Athene has similar programs, with 10 employee resource groups of 437 employees (>25% Athene workforce). Building on the success of these robust networks, in 2022 we launched a digital employee community platform that makes it easier for our employees to create and join affinity groups. Since launch, we've seen a 35% boost in employee participation, and anticipate higher engagement as we move to a more formal rollout.

## MARKETPLACE INCLUSIVITY

With the depth and breadth of our network, we believe Apollo has significant opportunities to influence the marketplaces across our ecosystem to contribute to a more inclusive economy. To this end, we have launched and continue to advance several programs designed to create more diverse and resilient industries, including our own, and expand opportunities for underrepresented individuals and communities.

“ We are proud of our continued designation on Human Rights Campaign Foundation's annual Corporate Equality Index as a reflection of the steps we have taken to advance equity, diversity, and inclusion. As our company grows, we look forward to strengthening our commitment and championing our diverse and talented workforce in new and innovative ways.

**KRISTI KAYE BURMA**, EVP & CHIEF HUMAN RESOURCES OFFICER, ATHENE

“ Cultivating an inclusive environment is not only the right thing to do — it's a business imperative. We have made significant strides with our established policies and programs which foster inclusivity across Athene. And we continue to make progress and enhance our impact as we integrate further into the Apollo enterprise.

**ANGELA JACKSON**, SENIOR VICE PRESIDENT, DIVERSITY, EQUITY & INCLUSION, ATHENE



## ALTFINANCE

Now in its second year, the [AltFinance](#) program — which was co-founded in partnership with Ares Management and Oaktree Capital — continues to advance its goal of creating more pathways for students at HBCUs to pursue careers in the alternatives industry. Since its launch, AltFinance has expanded to eight HBCUs and welcomed 73 students in its Fellowship program. The students participating in the fellowship spend five months immersed in curriculum, networking, and attending workshops to learn about alternative investment careers.

## FORGING PARTNERSHIPS

Apollo has continued to forge strategic relationships with diverse-led asset managers, totaling over \$1B in committed capital. In 2022, Apollo established new strategic relationships with Siebert Williams Shank and Advent Capital, adding to a list already inclusive of HarbourView Equity Partners, Lafayette Square, and Brightwood Capital Partners. Each of these firms have workforces with significant representation of people of color, and two have over 50% representation of women. Such managers are achieving substantial successes — for example, HarbourView Equity Partners, a music royalties fund, has acquired

more than 40 catalogs to date, featuring thousands of titles spanning numerous genres and decades including Lady A and Dre & Vidal.

## APOLLO OPPORTUNITY FOUNDATION

The Apollo Opportunity Foundation (“AOF”) launched in 2022 with a commitment to deploy more than \$100M over the next decade to non-profit organizations around the globe working to expand opportunity. The three pillars of the AOF mission include:

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

Our employees are central to the AOF approach and play a critical role in our grantmaking. We established a Grants Council of 12 employees representing different

## EXPANDING OPPORTUNITY IN FOCUS: MUMBAI

Our new Mumbai office continues to advance our mission of expanding opportunity by taking an “inclusivity first” approach. Our regional and local leadership has launched a concentrated effort focused on culture development, people engagement, and diversity and inclusion which has been applied to one of the fastest-growing offices at Apollo. We witnessed quick uptake in workplace programs including Toastmasters and the launch of the office’s own Pride employee affinity network.



levels of seniority, geographies, and businesses to review and evaluate the organizations nominated to receive AOF funding. Every organization is nominated by an employee or team of employees, and grantees are assigned a “deal team” comprised of employees who volunteer to help manage the relationship with the organization and work on a capacity-building pro bono project. In its first six months of operations, AOF received 66 nominations from around the globe, resulting in 11 organizations receiving nearly \$3M in funding across the inaugural portfolio.

In February 2023, AOF awarded nearly \$3M in grants to 11 nonprofit organizations working to advance economic prosperity. The inaugural grant recipients and their respective missions are:

- **Braven:** Build cutting-edge career education into the undergraduate experience for underrepresented college students to land strong first jobs.
- **Echoing Green:** Discover emerging social entrepreneurs around the globe and grow their ideas to solve the world’s biggest problems.
- **Futures and Options:** Offer career development and internships for New York City public school students.

- **GAIN—Girls Are Investors UK:** Develop a pipeline of entry-level women and non-binary candidates for careers in investment management.
- **Girls Who Invest:** Propel more women into portfolio management and executive leadership roles in the asset management industry.
- **National Education Equity Lab:** Deliver online college credit-bearing courses into teacher-led high school classrooms in underserved communities.
- **Per Scholas:** Provide no-cost rigorous technical training and access to employer networks to close the tech skills divide.
- **Project Iowa:** Offer support and training services to Iowans seeking better careers.
- **The Marcy Lab School:** Train students in a software engineering fellowship as an alternative to college.
- **The TEAK Fellowship:** Unlock transformative education and experiences for NYC students to achieve college and career success.
- **Vedica Scholars:** Prepare professional women to achieve fulfilling careers through post-graduate programs.

“ Our employees are driven not only by their work but also by the impact they’re able to make on their communities and the world. Whether volunteering in their local city or nominating and evaluating global non-profits, Apollo’s employees continue to raise their hands to get involved and drive positive change.

**LAUREN COAPE-ARNOLD**, GLOBAL HEAD OF CITIZENSHIP & EXECUTIVE DIRECTOR OF THE APOLLO OPPORTUNITY FOUNDATION, AGM



# Citizenship

Apollo encourages all employees to make a positive impact in their communities.

Our Citizenship program provides a forum for them to do so through a variety of initiatives and engagement activities. Our Global Head of Citizenship leads this effort alongside more than 30 employees serving in leadership roles on the Citizenship Steering Committee and Citizenship Advisory Council.

## PHILANTHROPY

To amplify Apollo employees' philanthropic impact, our Citizenship Grants program matches charitable contributions and awards charitable currency for volunteer service. Each employee receives \$2,500 (or local equivalent) that they can use in any combination of matching gifts or volunteer rewards on an annual basis. Through Matching Gifts, Apollo matches personal charitable contributions made by employees 1:1. Through our Volunteer Rewards program, the Firm will contribute \$25 for each hour that an employee volunteers at an eligible nonprofit.

On #GivingTuesday 2022, we continued our tradition of giving employees \$250 in charitable currency on Benevity to donate to an eligible charity of their choice for the third year. Over 2,300 AAM employees (93% AAM-wide) collectively donated more than \$585,000 to over 1,200 causes that matter most to them.

## SPECIAL INITIATIVES

Apollo's Citizenship program seeks to engage employees across a range of activities, beyond volunteering or donating money. To leverage the breadth of talents that the Apollo team can share with our communities, the Citizenship program offers a variety of other engagement activities and special initiatives. Throughout the year, the Citizenship program offers nonprofit board service advising and placement programs and also partners with its affinity network groups to raise visibility around



identity/awareness months and special celebrations.

## VOLUNTEERISM

Apollo Citizenship provides opportunities for employees to engage in philanthropic, volunteer, and other forms of engagement to strengthen communities and expand opportunity around the globe. Year-round, our Citizenship program partners with our affinity networks to facilitate volunteer experiences and giving opportunities thematically linked to heritage month celebrations (e.g., Black History Month, Women’s History Month, AAPI Heritage Month, LGBTQ+ PRIDE Month, Hispanic Heritage Month).

Athene has also continued to lead volunteer efforts in its home state of Iowa with employees volunteering over 5,000 hours of community service. In 2022, Athene received the Spirit of Central Iowa Award from the United Way for increasing its employee giving 27.8% from the prior year to over \$1.5M. During Athene’s United Way Campaign Week alone, 363 volunteers provided 920 hours of community service.

Regional offices have their own Apollo Communities Together (“ACT”) teams to drive local efforts in El Segundo, Houston, London, Los Angeles, Luxembourg, Miami,

and Mumbai, serving as a channel for employees to take on leadership roles in their community and build relationships with local charities with whom they volunteer.

The Apollo community continued its longstanding tradition of spreading holiday cheer during a year-end giving campaign called Winter ACT Season. We hosted our ninth annual Winter Wishes Holiday Gift Drive, expanding a U.S. tradition to India and the UK, with nearly 400 employees purchasing more than 2,700 gifts for almost 1,000 children served by non-profits across the globe.

The environment is a significant area of focus for Apollo employees. In 2022, employees drove a number of environmentally-focused projects, including:

- A volunteer event for New York employees in partnership with Governor’s Island. Employees created tree rings around dogwoods, magnolias, and cherry trees, which helps to reduce soil compaction and prevent accidental damage.
- A volunteer event for London employees in partnership with Thames21. Employees participated in a river cleanup, clearing 110 bags of waste that will prevent ecosystem collapse and improve the water quality, the natural flow of the river, and habitats for wildlife.

“ Taking time to keep our outdoor spaces clean and safe is just one of the ways in which Apollo can help the local community. We’re proud of all our community efforts.

**ADAM KOSTRINSKY**, COO OF APOLLO’S FINANCIAL INSTITUTIONS GROUP, WHO MOBILIZED HIS TEAM FOR AN EARTH MONTH EVENT



- A volunteer event for Mumbai employees in partnership with Seva Sahayog Foundation. Employees planted 150+ fruit-bearing tree saplings near Upvan Lake.

- A volunteer event for Athene employees in partnership with Polk County Conservation. Employees picked up trash, cleaned trails, pulled weeds, planted seedlings, and restored the outdoor seating area at Brown's Woods.



### CITIZENSHIP PITCH

In 2022, we held our second annual Citizenship Pitch, in which employees were invited to submit presentations on non-profit organizations addressing sustainability issues to win a philanthropic donation. We awarded \$100,000 in total to four organizations selected for their sustainability initiatives and innovative approaches: The Brooklyn Bridge Park Conservancy (\$30,000), The FarmLink Project (\$30,000), Billion Oyster Project (\$20,000), and Edible Schoolyard (\$20,000). The Citizenship Pitch helped galvanize our employees to drive a sustainable future with organizations they know and care about.

### 2022 CITIZENSHIP BY THE NUMBERS<sup>23</sup>

12,680

hours in volunteering<sup>24</sup>

30+

offices engaged across 15 countries

1,795

nonprofits reached through Citizenship Grants

112%

year-over-year growth in Citizenship events

1,328

employee volunteers at Citizenship events

93%

participation in #GivingTuesday

23. Unless otherwise noted, metric limited to AAM.

24. In 2022, AAM and Athene calculated volunteer hours as separate entities (AAM hours = 6,850; Athene hours = 5,830), in aggregate their combined hours equal 12,680.

## Case Study: Apollo Communities Together

This past summer, Apollo launched its first global Citizenship volunteer campaign, Apollo Communities Together (“ACT”). Over 750 employees across 16 global offices participated in volunteer activities in their local communities. Employees volunteered over 2,150 hours of service, supporting more than 40 non-profit partners. From revitalization projects at schools and parks to mentoring and tutoring students and professionals, the ACT season embodied our core values of Driving Collaboration and Leading Responsibly.

“ Our long-term commitment to local communities — those where we work and live — has continued to evolve via existing and new initiatives. We are driven to do more and our game-changing employees step up time and time again to make it happen.

**RONA BERINOBIS**, SENIOR VICE PRESIDENT  
CORPORATE SOCIAL RESPONSIBILITY &  
ORGANIZATIONAL DEVELOPMENT, ATHENE



# ESG Integration at Apollo

PRIVATE EQUITY	46
CREDIT	58
INFRASTRUCTURE	62
REAL ESTATE	64
RETIREMENT SERVICES	67

At Apollo, we seek to have a long-term positive impact in the communities where we operate, serving the needs of our clients and creating value for our investors and shareholders. We take this approach because, as a large alternative asset manager and retirement services business, we believe that managing relevant ESG risks and realizing opportunities will make us better investors. We believe it can also make us better stewards of our investors' capital by positioning portfolio companies and other investments of Apollo-managed funds for sustainable financial success.

Since our founding in 1990, Apollo has been known for thinking differently. We have a demonstrated track record in alternative investments, and today, serve institutional and individual investors across the risk-return spectrum in yield, hybrid, and equity strategies. In doing so, we contribute to addressing some of the world's biggest challenges, such as accelerating the energy transition and supporting innovative technologies.

Apollo's overarching ESG and sustainable investing framework is built around five themes:

- **Integration:** We endeavor to incorporate material ESG risks and opportunities into the fundamental investment process to drive better financial outcomes for certain strategies, as necessary and where appropriate.
- **Engagement:** We strive to engage and communicate with portfolio companies and issuers on relevant ESG topics in order to encourage positive change in financial performance.
- **Transparency:** We believe that being transparent about the ESG performance and progress of Apollo-managed funds' investments is an important element of a comprehensive ESG program.
- **Product Solutions:** We offer a wide range of financial products and solutions with specific strategies designed to meet the demands of clients, including but not limited to those that seek products and solutions that involve ESG integration, ESG alignment, and/or impact investment strategies.
- **Compliance:** We comply with applicable ESG-related laws, rules, and regulations in the jurisdictions in which Apollo operates.



Apollo is a signatory to the UN-backed [Principles for Responsible Investing](#) ("PRI") that sets forth principles for ESG integration throughout the investment life cycle. See [Stakeholder Engagement](#) for more information.



# Private Equity

**Apollo's equity business strategy seeks to drive change across Apollo-managed funds' portfolio companies that creates value for our clients and results in positive impacts for people, the planet, and communities.**

We have a long legacy of ESG efforts where we have historically focused on strong corporate governance, regulatory compliance, and environmental responsibility. Since 2007, we have supported ESG work at portfolio companies. And since 2009, we have reported on these efforts, including those of portfolio companies, to our fund

investors. Our focus has always been on building stronger businesses that have the potential to fuel local economies and deliver strong returns for fund investors. In the spirit of continuous improvement, we evolve and expand our program and, while we are proud of where we are today, we know there is more to do.

“ Apollo has set meaningful targets across the Private Equity portfolio on board diversity, GHG emission reduction, and supplier diversity spend. In 2022, we focused on strengthening the foundation of this work—further integrating it across the Firm, building processes, and creating tools that will help portfolio companies achieve these targets. In the coming year, we are focused on actively operationalizing our work and engaging closely with portfolio companies to accelerate ESG value creation.

**CARLETTA OOTON**, HEAD OF ESG, PRIVATE EQUITY



## HELPING PORTFOLIO COMPANIES DRIVE VALUE

We leverage our employees' deep experience and the capabilities within the Apollo Portfolio Performance Solutions ("APPS") Team to accelerate value creation and operational excellence within portfolio companies. We engage with portfolio companies to endeavor to help them reduce risk, achieve their business goals, and improve their ESG performance in a variety of ways. Members of Apollo's Private Equity ESG team engage with portfolio company management teams to help them evaluate their ESG priorities, share best practices, and support implementation. We also host periodic webinars and convene a biennial sustainability conference that features subject matter experts, while also enabling portfolio

companies to learn from and share best practices with one another.

## HELPING PORTFOLIO COMPANIES ACHIEVE TARGETS

As a Private Equity ESG function, we have three external targets for Apollo-managed funds' portfolio companies that are designed to help drive their returns — two of which portfolio companies have delivered on as of year-end 2022: board diversity and supplier diversity. We have doubled the supplier diversity target from \$1B spend with diverse suppliers to \$2B spend with diverse suppliers and are actively working on the climate target as we bring certain companies into the fold. Our targets are aligned with our overall approach to value creation and with the focus areas in our ESG strategic framework (detailed on the next page).

## ESG VISION FOR PRIVATE EQUITY

Apollo is committed to driving portfolio returns while helping build better businesses that drive measurable improvements in sustainability, diversity, equity, & inclusion ("DE&I"), and responsible stewardship that result in a positive impact for people, the planet, and the communities where the portfolio companies operate.

## ESG MISSION FOR PRIVATE EQUITY

We engage with and provide data and education to management teams to create value by helping companies identify and realize ESG opportunities that minimize their resource-use footprint, maximize operational efficiencies, improve safety, and encourage diverse supply chains.

# DELIVERING ON EXISTING TARGETS & MAKING NEW ONES

		NEW TARGETS LAUNCHED		
		Board Diversity	Supplier Diversity	Climate
<b>TARGET</b>	<p><b>30%</b> diverse board representation</p> <p>Realize 30% diverse representation on our Private Equity-controlled boards, as defined in each respective region (racial/ethnic and gender diversity for U.S. companies and gender diversity in non-U.S. companies).</p>	<p><b>&gt;\$1B</b> spent with diverse suppliers</p> <p>Achieve &gt;\$1 billion direct &amp; indirect spending with diverse firms across the portfolio. We will focus on like-for-like impact growth of portfolio companies and target 20% year-over-year growth in diverse spend.</p>	<p><b>15%</b> reduction in carbon footprint</p> <p>Reduce median carbon intensity by 15% over the projected hold period for new control investments in our flagship strategy, except when a portfolio company beats the sector benchmark by 10% or emissions are de minimis.</p>	
<b>YEAR INITIATED &amp; STATUS</b>	<p><b>2020</b> ✓</p>	<p><b>2021</b> ✓</p>	<p><b>2021</b> ✓</p>	
<b>PROGRESS</b>	<p>Target reached in first half of 2021 for Apollo PE-controlled portfolio companies.</p>	<p>Partnered with Insight Sourcing Group (“ISG”) to develop and implement strategy and roadmap.</p> <p>Analysis and mapping completed on portfolio supplier data.</p> <p>Deployed initial program in January 2022.</p>	<p>Developed a climate strategy in partnership with KPMG, informed by competitive analysis and regulatory trends.</p> <p>Created internal climate Steering Committee made up of Apollo leadership.</p>	

✓ MET TARGET; CONTINUOUSLY MONITORING

✓ TARGET LAUNCHED; ON PATH TO DELIVERY

**PRIVATE EQUITY VISION, MISSION, & STRATEGIC ESG FRAMEWORK**

In 2022, we launched our ESG vision, mission, and strategic framework

for Private Equity. Creating this framework was a necessary step in outlining potential material issues where Private Equity can help

portfolio companies operationalize ESG value-creation opportunities. Our Private Equity strategic framework has three high-level

pillars — Sustainability, DE&I & Social Outcomes, and Responsible Stewardship. Each of these pillars, in turn, has three focus areas.

**OUR STRATEGIC FOCUS WITHIN PRIVATE EQUITY**

**DELIVERING RETURNS & RESULTS**

**Sustainability**

We believe we have a role in protecting ecosystems and preserving natural resources for future generations. We will do this by:



Improving climate through efforts to reduce our carbon footprint.



Eliminating waste with the aspiration of zero waste to landfill.



Improving water utilization throughout our supply chains.

**Diversity, Equity, & Inclusion**

We believe that inclusive, diverse teams that engage local communities outperform, and that our funds' portfolio companies should model inclusive behaviors and create opportunity by:



Building diverse boards, management teams, and employee populations.



Developing diverse & local supply bases that ensure economic opportunity is accessible to all.



Creating opportunity across our employee populations.

**Responsible Stewardship**

We believe that protecting our employees, customers, and stakeholders is key to having a strong foundation on which we will build better businesses by:



Improving employee safety and mental health awareness while ensuring human rights are upheld.



Safeguarding privacy by identifying and mitigating vulnerabilities and better day-to-day monitoring.



Enhancing governance through stronger training, processes, and reporting.



## SUSTAINABILITY

Apollo believes that driving measurable improvements in sustainability is not only important for our planet, but also for businesses to sustain economic performance and evolve in their mission to serve the needs of their customers. Given our size, scale, and capabilities, we believe we are in a unique position in our industry to lead the way in driving these improvements across a wide range of industries within our funds' portfolio.

Achieving sustainability goals requires significant operational focus and close partnership with relevant stakeholders. 2022's focus was on building the strategies, tools, and processes required to help effectuate that change, in every stage of the investment life cycle — 2023 and beyond is about execution.

Last year, we worked with third-party experts to develop an approach to integrating climate considerations throughout the investment process from diligence to exit. Climate due diligence is applied to certain new investment opportunities, with rigor driven by assessed potential risks and opportunities, and is intended to deliver proportionate climate insights that inform decision-making, carbon reduction, and value creation opportunities. The results are documented in a climate scorecard that facilitates robust assessment

and decision-making at partner and investment committee meetings, and informs our post-investment activities.

We are continuously seeking ways to drive value-creating ESG improvements. In 2022, we built a Private Equity ESG and Value Creation Playbook that guides investment and management teams on Apollo's ESG framework and targets, evaluating ESG risks and opportunities during diligence and promoting a solid ESG program and governance within portfolio companies, as well as best practices for key carbon reduction levers. The playbook provides insights on key sources and economic drivers of emissions by sector and a detailed list of carbon reduction levers, from building efficiency to renewable energy options. These new capabilities are already being applied in partnership with company leadership to develop project roadmaps and long-term strategies. With the understanding that emissions intensity varies significantly across portfolio companies, we engage proportionately with company management to maximize value for our portfolio companies and investors while aiming to reach as many companies as possible, engaging all on at least an annual basis.

The wide breadth of Apollo's portfolio across industries and regions necessitates leveraging ESG data and

tech solutions to improve our ability to scale. We utilize an ESG reporting platform to collect and QA ESG metrics from our portfolio companies as part of an annual ESG reporting program. In 2023, we launched a partnership with Persefoni, a carbon accounting platform, that helps turn consumption and emissions data into action, enabling comprehensive carbon footprint measurement and, in time, real and quantifiable progress toward decarbonization. We have supported a number of portfolio companies in onboarding Persefoni and have begun gathering actionable data in building company-level decarbonization pathways. We are working to further expand Persefoni utilization across the funds' portfolio to support companies as they execute against their carbon measurement and/or reduction targets.

The tools, rigorous processes, and partnerships we've developed will be critical in achieving sustainability ambitions. Our focus in the year ahead is on working closely with our investment teams on due diligence, incorporating ESG risk and opportunity considerations into the deal thesis and value creation plan, and supporting our portfolio companies in executing.

Please see [Financed Emissions](#) for details on how Apollo is developing our portfolio financed emissions measurement capabilities.

## Case Study: Novolex

In 2022, we engaged Novolex, a leading developer and manufacturer of diverse packaging products, to pilot Apollo's enhanced carbon assessment process. Decarbonization is a material topic for both Novolex and its customers, and the company has sustainability-linked financing tied to emissions performance. Apollo worked with the company to

develop a project roadmap to meet and exceed their 2030 emissions targets, outlined capital requirements and OpEx impacts at the project level, and identified the need for carbon accounting to support accurate analysis and reporting on emissions data. Apollo is working with Novolex to implement a carbon accounting solution and is actively working with the company on sourcing and implementing projects.



### 1 Baseline Forecast



### 2 Decarbonization Assessment



### 3 Implementation Plan



Collaborated to understand the business's current and projected carbon footprint based on the overall business strategy.



Identified and assessed areas for emissions reduction. For Novolex, these primarily include energy efficiency, distributed generation, and large-scale renewable energy.



Engaged stakeholders across functions to prioritize projects based on impact to operations and ability to reach emissions reduction targets.



**Critical Enablers: People, Processes, Technology**



## DIVERSITY, EQUITY, & INCLUSION & SOCIAL OUTCOMES

We recognize that teams who cultivate diverse and inclusive environments can outperform those that do not. Therefore, we work to help Apollo-managed funds' portfolio companies implement DE&I best practices, as applicable and appropriate.

In 2022, Apollo portfolio companies achieved more than \$1B in diverse spending, and the Firm targeted 20% year-over-year growth in aggregate diverse spending. In late 2022, the portfolio companies

focused on growth met the diverse spending goal significantly ahead of schedule, which represented a major milestone in expanding opportunities across their workplace, and in their communities and the marketplace. Apollo collaborated with portfolio company procurement teams to measure diverse spending and identify channels for expanding partnerships with diverse-owned businesses, while also accelerating progress by developing and implementing tailored supplier diversity strategies and toolkits. Apollo is a corporate member of the National Minority

Supplier Development Council ("NMSDC") and the Women's Business Enterprise National Council ("WBENC") which enables Apollo-managed funds' portfolio companies to build relationships with trusted, certified, diverse suppliers.

"I am excited to congratulate Apollo on this impressive milestone. At NMSDC, last year we set the ambitious goal of achieving \$1T in annual revenue for our certified minority business enterprises, and the dedication to supplier and business diversity from organizations with the size and scale of Apollo is

critical to this effort, as well as our ability to end the racial wealth gap," said NMSDC CEO and President Ying McGuire. "NMSDC looks forward to continuing to work with Apollo in its ongoing efforts to expand and maximize the reach of its Supplier Diversity Program."

Building on this success, Apollo announced an expanded target for its portfolio companies to achieve \$2B in diverse spending across the portfolio by the end of 2025.

## Case Study: Yahoo

Yahoo, a global technology and media company, emphasizes supplier diversity as a component of its broader company focus on diversity, equity, inclusion, and belonging and has partnered with Apollo to support its identification, inclusion, and reporting of spending with diverse-owned businesses. In 2022, Yahoo conducted a competitive evaluation of partners for contingent labor program management support

for its ongoing business growth and transformation. AgileOne, a minority- and woman-owned company on APPS's recommended diverse supplier list given its strong performance with other Apollo funds' portfolio companies, won business with Yahoo in part due to its breadth of capabilities and ability to bring diverse talent to the table to serve Yahoo's business needs. In particular, AgileOne distinguished itself from the competitive field on the merits of its best-in-class customer service,

its seamless global delivery model covering NA, EMEA, and APAC regions, its commitment to partnering with Yahoo to optimize underlying staffing agency partners, and its capabilities for delivering operational efficiencies and cost savings in partnership with Yahoo to meet the company's business objectives. Launched in 2022, the AgileOne and Yahoo partnership should drive cost savings for Yahoo while expanding economic opportunity for AgileOne and its diverse staffing partners.



## Case Study: Employbridge

While Employbridge, a provider of technology-enabled workforce solutions, has always had a focus on positive community impact and enabling people to fulfill their potential, its ESG strategy was historically not a fully coordinated, singular effort. This presented a compelling opportunity to invest more deeply in DE&I and employee engagement initiatives across the organization. In 2022, Employbridge approached Apollo for assistance on designing an ESG strategy that would position them as an industry leader in driving positive social outcomes for employees and their communities. We connected them with a trusted advisor and provided

guidance and oversight throughout their process. The effort entailed developing recommendations for a holistic ESG strategy and roadmap, analyzing peer and customer ESG programs, conducting educational workshops, and facilitating team alignment exercises around material ESG topics to inform prioritization efforts. It resulted in identification of the most material topics at Employbridge, establishing five strategic pillars, and the designation of leaders accountable for execution with clear KPIs for each and a dedicated program manager to coordinate across pillars. Additionally, this work contributed to Employbridge's unified brand strategy, "A Bridge to Better," that links business growth plans to ESG goals.

### OWNERSHIP WORKS

In 2022, Apollo was a founding member of Ownership Works, a non-profit with a mission to increase prosperity through shared ownership at work. Joining Ownership Works as a member is a natural next step for Apollo, whose Private Equity business recently implemented its first equity-like award for the employees of a portfolio company. In 2022, Apollo implemented its first broad-based, equity-like program at Venetian Las Vegas, where, after the acquisition closed, every full-time employee was granted these "Appreciation Awards," with associated value tied to the increase, or appreciation, in equity valuation during the ownership period. Certain other portfolio companies offer similar programs not affiliated with Ownership Works.

“ Apollo's Leadership Team was fully supportive of the program from day one. There are a myriad of reasons why but chief among them is the fact that, more often than not, it's people who make the difference between a good investment and a great investment — not how we allocate percentages of value.

**ALEX VAN HOEK**, PARTNER, PRIVATE EQUITY, AGM

## RESPONSIBLE STEWARDSHIP

At Apollo, we believe that protecting employees, customers, and stakeholders is key to having a strong foundation on which we can help build better businesses. We focus on protecting employees, customers, and stakeholders through company-level initiatives aimed at improving safety and mental health awareness while ensuring human rights are upheld, safeguarding privacy, and continuing to build on existing strong governance mechanisms.

All workers deserve a safe and healthy workplace that promotes lower costs, results in fewer injuries and illnesses, reduces absenteeism

and turnover, increases productivity and quality, and improves employee morale. To emphasize the importance of health and safety, we track data about certain funds' portfolio companies' health and safety functions, policies, trainings, and initiatives, as well as certain safety rates.

Understanding that a key driver of portfolio company success is leadership and governance, we work to increase the acumen and capabilities of Apollo-managed funds and directors, including as it relates to ESG. For example, in 2022, we launched a training effort for Apollo employees that sit on boards

of portfolio companies owned by Apollo-managed funds. This training included specific modules on ESG and sustainability in addition to broad topics across a range of risk and governance areas.

Cybersecurity is an integral part of Apollo's Private Equity ESG framework, considered throughout the investment life cycle. As a core component of our standardized due diligence, Apollo conducts a robust cyber assessment covering the identification of potential risks and red flags, the development of risk mitigation recommendations and related implementation cost projections, and Terms of Service

Agreement assessments. Companies active in certain industries or activities undergo additional issue-specific analyses; for example, companies using industrial control systems undergo operational technology security assessments.

Post-acquisition, APPS collaborates with portfolio companies to help them scale and innovate faster by leveraging the breadth of the Apollo platform and our expertise. Should cyber incidents occur, we are available to support portfolio company efforts to respond quickly and decisively.

## Case Study: Batten Down the Hatches — Preparing Portfolio Companies for Moments of Crisis

Russia's invasion of Ukraine elevated concerns about potential cyber retaliation in response to Western sanctions. Cognizant of the increased cyber risk environment and the needs of portfolio companies, Apollo's ESG and APPS teams

developed a guide for managing Cybersecurity through periods of elevated threat levels. The document provides guidance on arbitraging business operations and technology risk and includes emergency steps portfolio companies can take to rapidly increase their resilience and defense, to prepare their businesses to weather the storm. This guidance can be leveraged by portfolio companies for any threats that arise in the future.



## ESG REPORTING PROGRAM

We believe in being transparent about the objectives and results of our ESG program. Apollo's ESG Reporting Program measures the effectiveness and impact of reporting company ESG performance by collecting responses to more than 100 quantitative and qualitative questions on an annual basis. In 2022, we undertook a comprehensive effort to optimize our ESG Reporting Questionnaire to focus on ESG issues, risks, and drivers of value creation, while reducing the burden on reporting companies. The information provided by reporting companies is evaluated and used to identify opportunities for improvement and value creation, which can lead to cost savings, increased resiliency, and improved commercial positioning and, thus, better financial performance of the investments. For more information

on the portfolio's performance, please see the [ESG Reporting Supplement](#).

In addition to our internal reporting program, Apollo is also part of the ESG Data Convergence Initiative ("EDCI") and Carletta Ooton, Head of ESG for Private Equity, sits on the EDCI Steering Committee. As an EDCI participant, Apollo reports on a core set of ESG metrics that include greenhouse gas emissions, renewable energy, board and C-suite diversity, work-related accidents, net new hires, and employee engagement. These metrics are reported in a standardized format once per year and shared directly with invested LPs and aggregated into an anonymized bench report.

## FINANCED EMISSIONS

Climate-related data sources and emissions accounting methodologies continue to evolve and improve over

time. In 2022, Apollo began to invest in centralizing and standardizing our tools and processes for collecting and calculating financed emissions attributable to the investments made by Apollo-managed funds. To scale our efforts, Apollo has partnered with Persefoni — a climate management and carbon accounting software vendor — and has begun to implement the Partnership for Carbon Accounting Financials ("PCAF") financed emissions standard. While the PCAF standards do not currently address all asset classes, they provide a starting point for Apollo to begin to evaluate absolute and intensity emissions.

The initial dataset disclosed below includes financed emissions, carbon footprint, weighted average carbon intensity ("WACI"), and weighted average data quality scores for certain investments held by select Apollo funds that collectively

represent \$39.4 billion of net asset value as of December 31, 2022<sup>25</sup>.

Additional details on the PCAF financed emissions standard can be found [here](#).

25. Limitations: As the PCAF methodology uses data with limited availability and utilizes a number of assumptions, there are challenges to conducting such analyses. Specific data challenges and limitations we have faced to date include: (i) Data Quality: Calculations of portfolio emissions-related metrics require the balancing of self-reporting company emissions data with estimation-based approaches where self-reported data is unavailable. Many companies do not publicly report their Scopes 1 and 2 emissions data, and those that do frequently do not have their data assured by a third-party. Furthermore, there may be inconsistencies in how companies defined their organizational boundaries and/or approaches taken to measure, manage, and report emissions data; and (ii) Data Lag: Emissions data and financial data, where available, is often reported by companies on an annual end-of-year basis. In addition, there is frequently a delay between when the data is collected by a company, and when that data becomes available to Apollo. For the purposes of these disclosures, we have endeavored, where possible, to use company emissions and financial data that reflect calendar year 2022 operations. Accordingly, the emissions footprint data and associated analysis provide a historical view of past performance and are not indicative of how companies may shift their business or strategies as it pertains to their Scopes 1, 2 and 3 emission footprints.

## SCALE & IMPACT QUANTIFIED: CUMULATIVE REPORTING COMPANY ESG ENGAGEMENT & PERFORMANCE 2012-2022

185

companies participating in the ESG Reporting Program

87,821

data points submitted by reporting companies

1.2M+

hours volunteered by reporting companies' employees

14.4M+

MT waste recycled by reporting companies

\$809M+

donated by reporting companies to charitable causes

## FINANCED EMISSIONS BY STRATEGY

STRATEGY	MARKET VALUE COVERED (\$M)	FINANCED EMISSIONS (MT of CO <sub>2</sub> e)	CARBON FOOTPRINT (MT of CO <sub>2</sub> e/\$M MV)	WEIGHTED AVERAGE CARBON INTENSITY (MT of CO <sub>2</sub> e/\$M Revenue)	WEIGHTED AVERAGE DATA QUALITY SCORE
Private Equity	\$34,577	2,796,450	80.9	131.3	2.2
Hybrid Value	\$3,623	1,000,846	276.2	344.0	3.0
Infrastructure	\$1,185	54,684	46.1	366.4	2.1
<b>TOTAL</b>	<b>\$39,385</b>	<b>3,851,980</b>	<b>97.8</b>	<b>157.9</b>	<b>2.2</b>

## FINANCED EMISSIONS BY NAICS SECTOR

NAICS SECTOR	MARKET VALUE COVERED (\$M)	FINANCED EMISSIONS (MT of CO <sub>2</sub> e)	CARBON FOOTPRINT (MT of CO <sub>2</sub> e/\$M MV)	WEIGHTED AVERAGE CARBON INTENSITY (MT of CO <sub>2</sub> e/\$M Revenue)	WEIGHTED AVERAGE DATA QUALITY SCORE	% OF TOTAL MARKET VALUE COVERED
Accommodation and Food Services	\$3,706	164,580	44.4	132.6	2.3	3.8%
Administrative and Support and Waste Management and Remediation Services	\$2,309	12,125	5.3	13.7	2.0	2.3%
Agriculture, Forestry, Fishing and Hunting	\$82	—	—	—	4.0	0.8%
Arts, Entertainment, and Recreation	\$2,253	73,541	32.6	59.5	2.4	3.8%
Construction	\$1,492	38,831	26.0	35.1	2.0	3.8%
Educational Services	\$456	4,486	9.8	77.8	2.8	1.5%

## FINANCED EMISSIONS BY NAICS SECTOR (CONTINUED)

NAICS SECTOR	MARKET VALUE COVERED (\$M)	FINANCED EMISSIONS (MT of CO <sub>2</sub> e)	CARBON FOOTPRINT (MT of CO <sub>2</sub> e/\$M MV)	WEIGHTED AVERAGE CARBON INTENSITY (MT of CO <sub>2</sub> e/\$M Revenue)	WEIGHTED AVERAGE DATA QUALITY SCORE	% OF TOTAL MARKET VALUE COVERED
Finance and Insurance	\$3,310	17,796	5.4	231.6	2.5	12.3%
Health Care and Social Assistance	\$3,189	84,998	26.7	31.4	2.0	3.1%
Information	\$6,212	72,778	11.7	29.9	2.4	8.5%
Management of Companies and Enterprises	\$0	0	0	0	0	0.8%
Manufacturing	\$8,366	1,948,943	233.0	194.2	2.1	23.1%
Mining, Quarrying, Oil, and Gas Extraction	\$977	85,357	87.3	392.6	2.7	12.3%
Other Services (except Public Administration)	\$136	569	4.2	16.7	2.0	0.8%
Real Estate and Rental and Leasing	\$182	84	0.5	12.0	3.6	2.3%
Retail Trade	\$2,458	113,528	46.2	48.4	2.5	6.9%
Transportation and Warehousing	\$1,585	901,663	568.9	924.9	2.0	3.8%
Utilities	\$1,258	326,996	259.9	654.3	2.1	9.2%
Wholesale Trade	\$1,412	5,706	4.0	0.9	2.0	0.8%

# Credit

Apollo's largest strategy by assets under management is our Yield strategy, which spans the full financing universe across private and public markets.

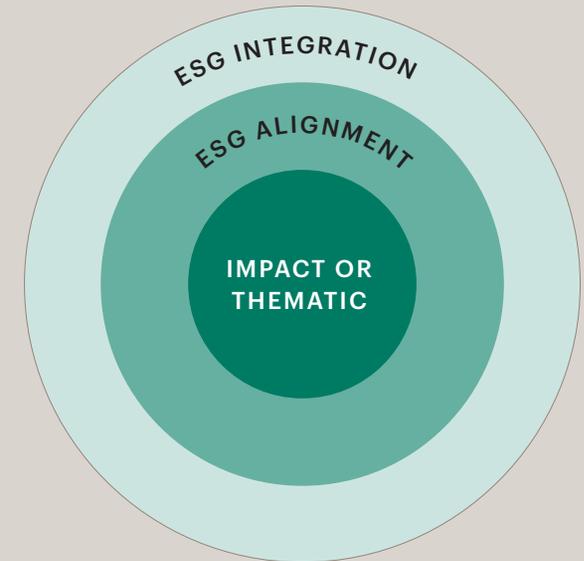
Our expertise includes corporate fixed income, direct lending, structured credit, commercial real estate debt, and more. Apollo has built an ESG Credit platform that empowers our investment professionals, not only those with ESG in their title. Our integrated platform enables investment team collaboration with a dedicated ESG team to identify ESG risks and assess emerging ESG opportunities.

We believe that a credible ESG program is rooted in the fundamental investment process, aligning with our rigorous approach to finding value. This section builds on Apollo's longstanding expertise in Credit strategies and provides an overview of Apollo's evolving ESG Credit platform as well as highlights from 2022. For more information, visit our recently published ESG Credit whitepaper, ["The Evolution of ESG Credit at Apollo: From Managing Risks to Seizing Opportunities,"](#)

which provides an in-depth look into the ESG Credit platform's foundation and development.

## ESG CREDIT PHILOSOPHY & KEY DEFINITIONS

At Apollo, we take a clear and concise approach to ESG by defining its various facets and relevance to our Credit business. Apollo recognizes that ESG issues can affect the investment risk and performance of the Firm and the companies in which Apollo-managed funds invest. Where applicable and appropriate, ESG considerations are therefore incorporated as one of the core components of the investment process, and in some cases, certain strategies may also employ ESG alignment and/or impact approaches. We believe this helps us to address evolving investor demands for strategies or products with explicit ESG investment requirements.



### ESG INTEGRATION

- Incorporating material ESG risks and opportunities into the fundamental investment process to drive better outcomes.
- Utilized in nearly all Credit investment strategies.

### ESG ALIGNMENT

- Incorporating ESG Integration, as well as aligning with certain ESG objectives through negative/positive screening and/or portfolio level targets.
- May be utilized at a strategy or fund level. SMAs may be tailored to reflect client-requested criteria.

### IMPACT OR THEMATIC

- Incorporating ESG Integration and ESG Alignment, along with an investment process that has the explicit intention to generate measurable positive social and/or environmental impact.
- May be utilized at a fund or SMA level.

Since the roll-out of the evolved framework, over 3,100 individual ESG Risk Ratings have been applied by investment teams.

### OUR ESG INTEGRATION APPROACH

Apollo’s ESG integration approach incorporates a proprietary ESG rating system that applies to a broad set of Credit investments across the Credit platform. In early 2022, our ESG risk assessment framework evolved. Our objective was to create a scalable and streamlined assessment process that was both robust and straightforward. The result of this evolution was a framework that incorporates bottom-up security-level assessment and top-down materiality by sector, geography,

and asset class, while still allowing for harmonization and consistency across Apollo’s Credit platform.

Apollo’s evolved ESG Risk Rating platform for the corporate, real estate, infrastructure, and aviation finance sectors was designed with a focus on sector-specific, materiality-based considerations, and relativity to sub-sector peers. The platform covers more than 80 sub-sectors and draws upon internationally recognized materiality frameworks and standards, including Sustainability Accounting Standards

Board (“SASB”) and UN SDGs. The platform can also be applied to CLOs, credit secondary transactions, and certain other securitized structures. In addition, Apollo’s Sovereign ESG Risk Rating platform has evolved to a data-driven weighted rating system based on material E, S, and G subthemes. We plan to continue developing ESG risk rating methodologies for additional security types in 2023 and beyond. For more information, visit: [“The Evolution of ESG Credit at Apollo: From Managing Risks to Seizing Opportunities.”](#)

## APOLLO’S ESG CREDIT PLATFORM BY THE NUMBERS<sup>26</sup>

82	3,100+	150	\$50B	\$100B	\$13B	51	4
Sector-specific ESG Credit scoring frameworks	ESG risk ratings applied	Sustainability-linked, impact, and sustainable investment assessments conducted	by 2027 Apollo’s Sustainable Finance Commitment	by 2030 Apollo’s Sustainable Finance Commitment	Yield investments deployed into climate and transition over the last 6 years	ESG Credit fund reports produced	ESG Credit dedicated individuals across Apollo

26. As of March 31, 2023.

## ESG DUE DILIGENCE

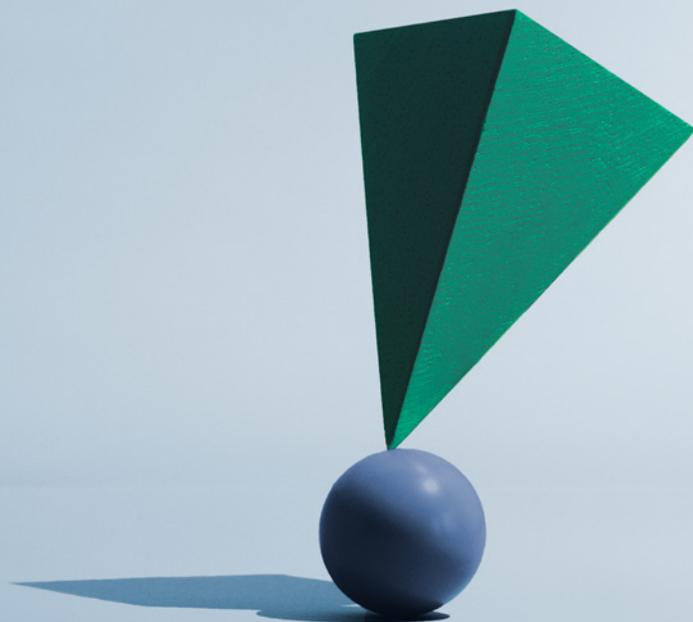
We believe our extensive direct origination and private credit capabilities are key differentiators for Apollo. They are supported not only by our scale, broad product offering, and deep asset management experience, but also by robust due diligence processes. Our enhanced ESG Due Diligence process for new directly originated and private credit transactions — which is performed using Apollo’s ESG Due Diligence Memo — goes well

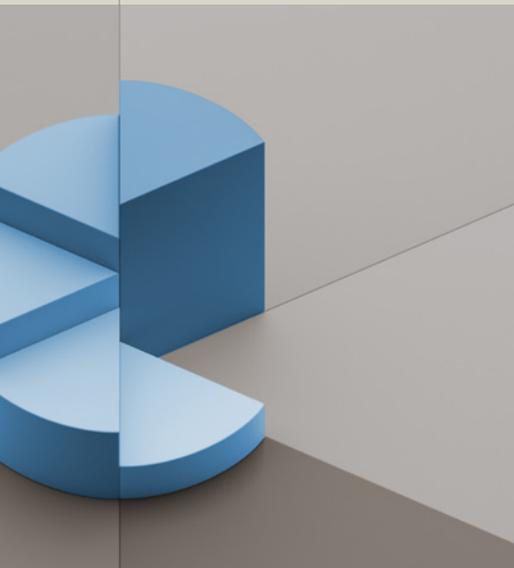
beyond just evaluating ESG risks, providing a deeper understanding of an issuer’s ESG strategy and performance early in the investment life cycle. This enables investment teams, in collaboration with the ESG Credit Team, to engage with issuers on potential ESG risks and opportunities which could be addressed by embedding a sustainability feature directly into the deal structure. For more information, visit: [“The Evolution of ESG Credit at Apollo: From Managing Risks to Seizing Opportunities.”](#)

“ We believe that our extensive direct origination and private credit capabilities offer an avenue to engage with issuers and incorporate ESG considerations directly into transaction structures to drive performance and incentivize and effectuate change.

**MICHAEL KASHANI**, HEAD OF ESG, CREDIT

Through ESG engagement efforts, we gather relevant ESG data to support investment decisions. We have joined collaborative initiatives alongside key industry stakeholders to promote more transparent and consistent reporting of material ESG metrics. For more information on our ESG engagement efforts, including details about our role as the inaugural chair of ESG Integrated Disclosure Project (“IDP”), see [Stakeholder Engagement](#).





## ESG ENGAGEMENT

Apollo sees engagement with issuers as an integral part of the lending process and believes that debtholders can play a meaningful role in encouraging positive changes in issuer disclosure, behavior, and decision-making that can impact financial performance. Apollo takes a bottom-up, collaborative approach to ESG engagement. Analysts can leverage Apollo's ESG risk assessment to identify where ESG factors may present a potential risk to an entity's long-term financial performance. Internal frameworks and tools may also be used to identify robust ESG practices that could present opportunities for value creation. In cases where risks or potential opportunities are identified, investment teams can engage with issuers either unilaterally or with the support of the ESG Credit Team. For more information, visit: ["The Evolution of ESG Credit at Apollo: From Managing Risks to Seizing Opportunities."](#)

## SUSTAINABILITY-LINKED ASSESSMENT FRAMEWORK

In the private credit market, growing ESG awareness and increasing availability of ESG data have created opportunities for firms like Apollo to help drive

meaningful change in issuer ESG disclosure and behavior. One such tool is the sustainability-linked loan ("SLL"). In an SLL, the financial and structural characteristics are tied to predetermined sustainability-performance targets ("SPTs"), which incentivize entities to demonstrate improvement in ESG performance over the life of the investment. While linking the sustainability KPI to margin is one way to structure an SLL, there are other options, such as, but not limited to, linking the call/redemption price, amortization profile, remediation costs, and fee structure. Apollo-managed funds may participate in the syndication of deals with sustainability-linked features when an attractive opportunity arises that drives value for investors. However, where we aim to differentiate ourselves from the market is in our ability to incorporate ESG considerations directly into structures that we originate privately. Apollo's direct origination investment teams often have direct access to an issuer's management team, enabling us to offer tailored sustainability-linked targets that have a meaningful impact on issuer financial and sustainability performance. To provide greater transparency

around sustainability-linked deals that we may participate in, Apollo has developed an assessment framework. This framework allows us to evaluate most transactions with a sustainability-linked provision and assesses KPI relevance, SPT ambition, and ratchet structure/sophistication holistically to form an overall view of ambition.

## CLIMATE & TRANSITION INVESTMENTS

As detailed further in [Sustainable Investing Platform](#), Apollo remains firmly committed to leveraging our deep experience to provide capital solutions that deliver returns for investors and accelerate the energy transition for companies and communities globally. Potential climate and transition investments undergo a rigorous screen that leverages many of the same features as our impact and sustainable investment assessment.

## ESG CREDIT REPORTING

Apollo's Credit business has enhanced its ESG reporting capabilities, leveraging both internal and external data to generate periodic reporting for select funds and managed accounts.

# Infrastructure

**Apollo's infrastructure business has placed a high emphasis on clean energy and sustainability, with 14 investments to-date in wind and solar energy, energy storage, and energy efficiency services<sup>27</sup>.**

The platform employs a hybrid investment approach, deploying capital across three primary investment pathways, including control-oriented equity investments, corporate carve-outs, and structured solutions.

As the demand for private investment in infrastructure continues to grow, Apollo has been at the forefront of key growth sectors, including renewable, decarbonization, and transitional energy assets. Our multi-pronged focus on bolstering the accelerated global energy transition and decarbonization, strengthening

the circular economy, enhancing connectivity through digital infrastructure, and connecting economies through the global supply chain and sustainable mobility rests on top of a longstanding ESG program. In our view, sustainability considerations can be integrated into the life cycle of any investment, including in the selection and monitoring and potential benefits of infrastructure investments, from structured debt products to control-oriented equity investments.

<sup>27</sup>. As of March 31, 2023.

“ Our track record reflects the importance of clean energy and sustainability within Apollo-managed infrastructure vehicles and our leadership in the space. We continue to find ways to invest behind our portfolio companies to build a sustainable economy. In 2022 we successfully executed six new investments, and each was an example of our ability to provide innovative capital solutions alongside measurable environmental or social outcomes.

**DYLAN FOO**, HEAD OF INFRASTRUCTURE, AGM



In 2022, we made a number of new deal additions to the infrastructure platform, including:

### Case Study: Circulus

Circulus is a producer of post-consumer resin (“PCR”) from recycled low-density polyethylene (“LDPE”), and an emerging leader in plastics recycling, utilizing proprietary technologies to transform olefin plastics into resins suitable for a variety of commercial and industrial applications. Founded in 2019, Circulus has developed recycling plants that are capable of diverting ~165 million pounds of plastic waste annually from landfills, incinerators, and oceans. Circulus’ multi-step mechanical process transforms lower-grade plastic into resin suitable for a variety of commercial and industrial applications such as plastic bags, shrink film, pouches, and overwraps. In addition to being cost-competitive, Circulus’ process results in lower greenhouse gas emissions versus virgin plastic production.



### Case Study: Primafrío

Primafrío specializes in temperature-controlled logistics services spanning transport, consolidation, and warehousing for perishable foods, pharmaceuticals, and other high-value goods across more than 25 countries in Europe. The company’s long-held focus on technological innovation, sustainability, and compliance has contributed to its high rates of customer satisfaction and retention. Primafrío has also established aggressive greenhouse gas emissions reduction targets across its business and has begun to execute on plans to realize emissions reductions through building automation, IT developments, driver training, and fleet management. The company has a comprehensive approach to ESG management and has been ranked in the 2nd percentile (low risk) of transportation companies globally assessed by Sustainalytics.



# Real Estate

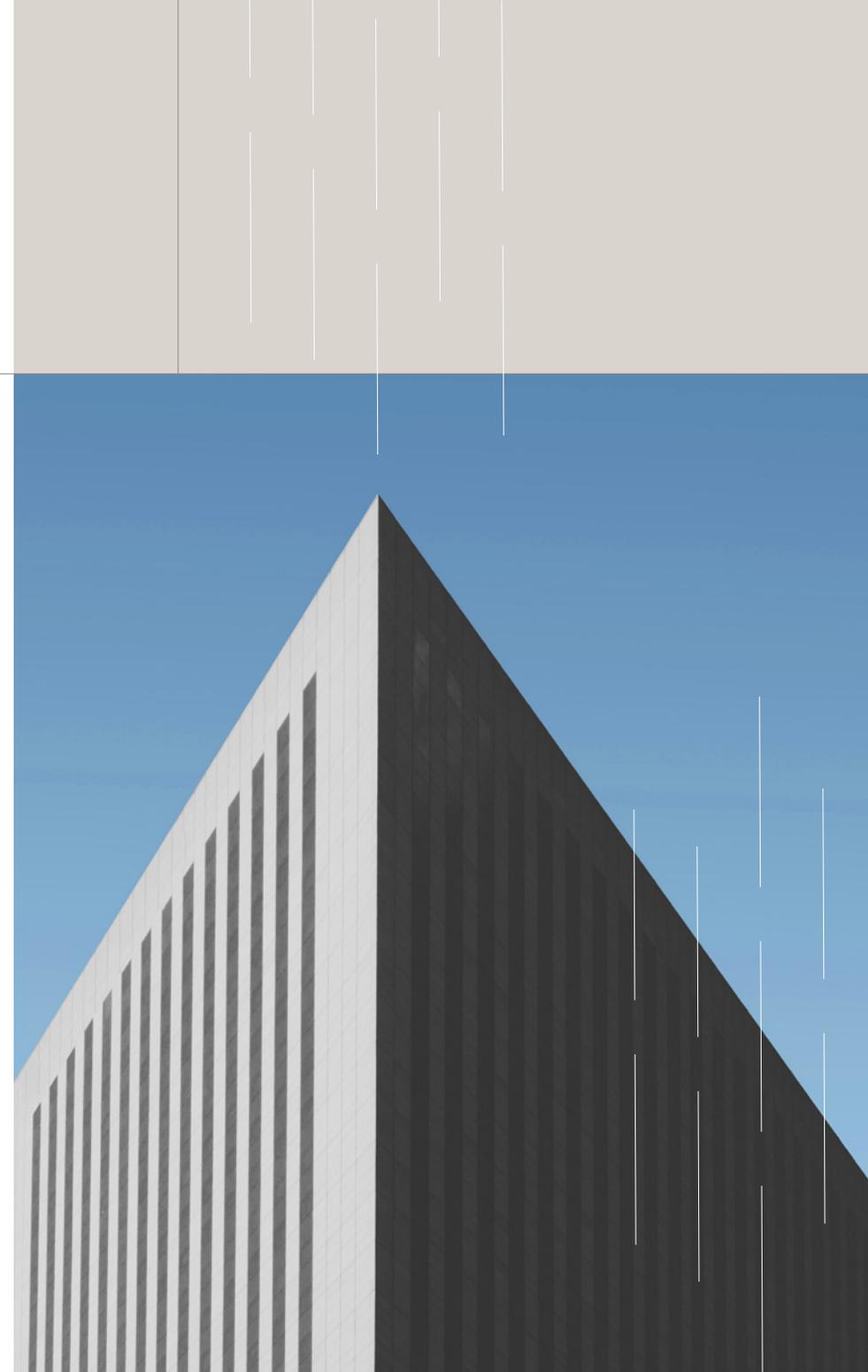
**Apollo's Real Estate franchise spans all three of Apollo's strategies—equity, hybrid, and yield—as we and our clients act as both investors and lenders.**

Our Real Estate vertical works in close collaboration with Apollo's businesses and utilizes the same value-driven approach to source, underwrite, and structure transactions.

Within the Real Estate vertical, the ESG ecosystem begins with the due diligence and underwriting process. Several ESG factors, including renewable energy sources, property use (e.g., affordable housing), and others, are generally considered in evaluating a building's physical structure and operations during the initial deal origination phase. Our investment committees also consider ESG aspects of a transaction and take policies and procedures into account while completing an overall assessment of an investment. In some cases, Apollo may pass on investments with social and reputational risks, including risks related to labor, corporate governance, and material litigation risks.

## **ANNUAL ESG REPORTING PROGRAM**

Certain real estate equity investments participate in the annual ESG Reporting Program, which assesses the ESG performance of both the property managers and the underlying assets themselves. We evaluate properties on environmental metrics like energy consumption, waste generation, GHG emissions, and more. In addition, we request a robust set of supplementary information from the property managers or operators, including (but not limited to) policies, trainings, and regulatory inspections. The criteria used to evaluate properties and the information we request from property managers and operators are generally re-evaluated on an annual basis to reflect changes in the regulatory environment. Details on real estate investments participating in this year's ESG Reporting Program can be found in the [ESG Reporting Supplement](#).



In 2022, certain Apollo-managed funds:



Started obtaining ESG Screening Reports and Climate Risk assessments on new acquisitions across Apollo-managed funds' net lease portfolio.



Engaged advisors to develop a full-scope ESG framework and to advise on how we utilize carbon emission data in data center investments.



Began applying the ESG Credit Risk Rating framework to real estate credit investments.



In 2023, we plan to implement a similar framework for equity investments in addition to performing physical and transition risk studies across select new and existing investments in the portfolio. ESG KPIs will be reviewed with property managers and experienced third-party consultants

to develop ESG-related strategies through certain capital projects or operations.

In 2023, we will encourage property managers to continue to work with tenants in implementing solar, EV chargers, and other energy-efficient upgrades. We have entered arrangements with select

external parties to help tenants in certain properties install energy-efficient equipment, and we plan to expand these efforts. To the extent possible, we are also completing capital projects and making improvements to operations to qualify for LEED certifications.

We maintain an open dialogue with property managers to try and stay ahead of local ESG-related ordinances and devise long-term plans to meet or exceed the imposed restrictions. We will also assess, on a portfolio-wide basis, where further components of the ESG process can be amplified.

## APOLLO COMMERCIAL REAL ESTATE FINANCE

Apollo Commercial Real Estate Finance, Inc. (NYSE:ARI) is a real estate investment trust that primarily originates, acquires, invests in, and manages senior mortgages and mezzanine loans collateralized by commercial real estate throughout the United States and Europe. ARI is externally managed and advised by an indirect subsidiary of Apollo. Deals purchased by ARI are sourced through Apollo's commercial real estate investing and lending platform, with associated due diligence processes conducted in the same manner described above.

## Case Study: Embassy Boulevard

Embassy Boulevard is a southwest London residential conversion project in an industrial district, financing for which was provided in part by Apollo-managed funds. Anchored by the American Embassy, this project is part of a wider development scheme that encompasses private and affordable housing located in the Nine Elms

regeneration area intended to help address the shortage in the urban London environment. The development also will help address the lack of available affordable housing and bring more homes to an underserved population. As a planning condition, the commercial element of the development is required to achieve BREEAM "Excellent," and the residential units are required to achieve Code for Sustainable Homes ("CfSHs") Level 4.



## Case Study: Project Skyline

In 2020, AREF II, along with Apollo European Principal Finance ("EPF") III, acquired a 52-story office-and-hotel tower located in the Huangpu district of Shanghai. At the time of the acquisition, the office space was at 9% occupancy. Since the acquisition, capital expenditure improvements have been implemented, which in turn, contributed to increased occupancy

and sustainable development efforts. In 2022, the office space was over 75% leased out, and the asset obtained LEED Gold Certification. Some of the design elements driving energy conservation and consumption reduction, which contributed to the LEED Gold Certification, include:

- **Energy Efficiency:** On a daily basis, systems monitor energy consumption data and conduct energy-saving scheduling.
- **Water Efficiency:** High water efficiency sanitary ware is used in the building.
- **Waste Treatment:** Garbage classification is carried out and environmental-friendly office consumables and cleaning products are used in the building.
- **Indoor Air Quality:** Ventilation systems in the office area are equipped with medium-efficiency filters and provide fresh air meeting ASHRAE62.1 standards.



# Retirement Services

**Apollo's retirement services business, Athene, is a retirement services provider with a straightforward mission — to help people retire better.**

Athene specializes in helping clients achieve financial security by providing a suite of retirement savings products and acting as a solutions provider to institutions. We believe that our patient, creative, and knowledgeable approach to investing aligns our clients, businesses in which Apollo-managed funds invest, our employees, and the communities we impact, to expand opportunity and achieve positive outcomes.

## **OUR APPROACH**

Athene offers retail, fixed, and fixed-indexed annuities, registered index-linked annuities, fixed annuity reinsurance, funding

agreements, and pension group annuities. Athene's primary business is issuing, reinsuring, and acquiring retirement savings products and similar liabilities through our multiple organic and inorganic channels:

- Retail;
- Flow reinsurance;
- Funding agreements;
- Pension group annuities;
- And acquisitions and block reinsurance transactions.

We endeavor to be the leading provider of retirement income solutions to institutions, companies, and individuals.



# Sustainable Investing & Impact Platforms

SUSTAINABLE INVESTING PLATFORM	69
APOLLO IMPACT MISSION	74

# Sustainable Investing Platform

While renewable energy and electrification are becoming more economically viable, the world needs more efficient capital flows to drive the energy transition and decarbonization — an estimated \$4.5T<sup>28</sup> annually is required to achieve net zero globally by 2050.

Apollo believes that we are in a position to support this transition, and we are leveraging the scale and capability of our organization to drive change. In 2022, Apollo announced a comprehensive Sustainable Investing Platform focused on financing and investing in the energy transition and decarbonization of industry. We believe this presents a once-in-a-generation opportunity to drive real, positive change while striving to offer investors in these assets the risk-adjusted returns they have come to expect from Apollo-managed funds.

Across asset classes, we target raising and deploying \$50B in clean energy and climate investments through 2027. By 2030, we see the opportunity to deploy more than \$100B toward this objective.

## CLIMATE AND TRANSITION INVESTMENT FRAMEWORK<sup>29</sup>

Apollo defines Climate and Transition investments as those which provide capital to entities contributing to the energy transition, industrial decarbonization, sustainable mobility, sustainable resource use, or sustainable real estate. Potential transactions from funds across asset classes and strategies are generally evaluated based on underlying business activity, risk factors, and transaction structure to determine if an investment's contribution is sufficient to qualify as Climate & Transition under our framework.

28. Midpoint of low-end and high-end estimated energy and infrastructure spend required to achieve net zero over the next 30 years per Bloomberg NEF, July 2021.

29. Applies to Climate and Transition Investments only, not Impact or Infrastructure.

Each potential investment is generally screened through Apollo's proprietary Climate and Transition Framework to determine qualification therein<sup>30</sup>. Apollo has established a Climate Task Force comprised of senior leadership within ESG and the Sustainable Investing Platform to oversee the process. Additionally, Apollo's Global Climate Advisory Council — comprised of

external experts with a breadth of experience spanning policy, technology, regulation, academia, and business — provides additional advisory and technical support to the Sustainable Investing Platform.

#### INVESTMENT CAPABILITIES

We believe deployment of capital is off to a strong start, and have identified more than 40 investments

in 2022 from existing Private Equity, hybrid, and yield funds that qualified under our Climate and Transition Investment framework.

Capital deployment is executed by a wide range of investment teams and is consistent with our goal of delivering risk-adjusted returns for investors across corporate credit, Midcap Financial, emerging markets, real estate, infrastructure, Private

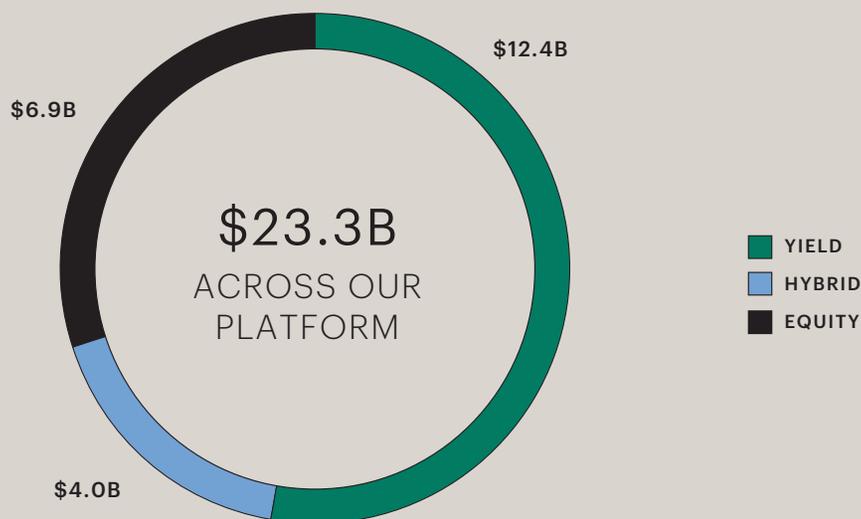
Equity, impact Private Equity, and other strategies. We organize our investment capabilities into five main buckets:

- Climate Equity
- Infrastructure
- Impact
- Sustainable Finance
- Origination Platforms

30. With the exception of three deals that have been flagged for Advisory Committee review.

31. As of December 31, 2022.

## CAPITAL DEPLOYED TOWARD ENERGY TRANSITION & DECARBONIZATION — LAST 5 YEARS



“ I believe that there is a significant role for private capital to play in the energy transition, and what Apollo has done and will do in the space is exciting. Companies are ready to start their energy transition journeys, but they need capital to do so. We want to be the comprehensive, go-to capital provider through our Sustainable Investing Platform, which is why we have already invested over \$23B over the last five years<sup>31</sup>. Appetite for capital to support the energy transition is only projected to grow across asset classes, so including the \$6.0B deployed in 2022, we're targeting \$50B in investments cumulatively through 2027.

**OLIVIA WASSENAAR,**  
HEAD OF SUSTAINABLE INVESTING

Investments qualify as Climate & Transition by demonstrating either:

1

**Majority of Revenue Alignment**  
with Sustainable  
Economy Activity



**e.g. Wind Farm**

2

**Defined Use of Proceeds**  
tied to Sustainable  
Economy Activity



**e.g. Green Bond**

3

**Sector-Specific Certification**  
recognizing leadership in a  
Sustainable Economy Activity



**e.g. LEED Platinum Real Estate**

Sustainable Economy Activities:<sup>32</sup>

ENERGY TRANSITION	INDUSTRIAL DECARBONIZATION	SUSTAINABLE MOBILITY	SUSTAINABLE RESOURCE USE	SUSTAINABLE REAL ESTATE
<ul style="list-style-type: none"> <li>• Renewable Energy</li> <li>• Biofuels</li> <li>• Low-Carbon Energy</li> <li>• Sustainable Fuels</li> <li>• Energy Storage</li> <li>• Electric Grid Infrastructure</li> <li>• Enabling Services &amp; Technologies</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable Manufacturing</li> <li>• Energy Efficiency/ Electrification</li> <li>• Emission Management/ Reduction</li> <li>• Enabling Services &amp; Technologies</li> <li>• Carbon Markets</li> </ul>	<ul style="list-style-type: none"> <li>• Electric Vehicles</li> <li>• Electrification Infrastructure</li> <li>• Enabling Services As Technologies</li> </ul>	<ul style="list-style-type: none"> <li>• Circular Economy</li> <li>• Water &amp; Waste Management</li> <li>• Sustainable Metals &amp; Mining</li> <li>• Smart Agriculture</li> <li>• Climate Change Adaptation</li> <li>• Enabling Services &amp; Technologies</li> </ul>	<ul style="list-style-type: none"> <li>• Best In Class Real Estate Certification</li> <li>• Strong Real Estate Certification</li> <li>• Adequate Real Estate Certification</li> <li>• Government Environmental Financing Programs</li> </ul>

32. The Climate Advisory Committee periodically reviews the list and can add, remove, or adjust activities as deemed appropriate.

## CLIMATE

Apollo provides comprehensive solutions for climate and transition investing across the capital structure. We leverage the breadth of Apollo's sourcing capabilities across market cycles to target global opportunities in alignment with the Firm's Climate and Transition Investment Framework. We seek to deploy capital that:

- Delivers attractive returns to investors;
- Mitigates climate change and its effects;
- Bolsters climate resilience and adaptation;

- Accelerates decarbonization and the energy transition;
- Fosters sustainable business models;
- Aligns with the UN SDGs.

Two investment examples that illustrate the depth of the integrated platform are included below.

## INFRASTRUCTURE

Please refer to [Infrastructure](#) for additional details on our Infrastructure pillar.

“ We're proud to present our Sustainable Investing Platform as a comprehensive, cross-Firm strategy that embodies our unwavering commitment to responsible investing. This platform is seamlessly integrated into the very essence of Apollo, ensuring that our business success is aligned with generating meaningful and lasting impact. Through this innovative approach, we strive to deliver sustainable value for our clients and society at large, making a tangible difference today and for generations to come.

**OLIVIA WASSENAAR,**  
HEAD OF SUSTAINABLE INVESTING

## Case Study: Summit Ridge

In 2022, funds managed by Apollo affiliates made a \$175M strategic investment in Summit Ridge, a leading owner-operator of community solar assets. Community solar is a rapidly growing segment of the renewables market that allows individuals, businesses, nonprofits, and other groups to participate in the clean energy economy by subscribing to local solar farms at discounted rates to traditional utilities. Community solar projects have increased access to clean energy savings in urban and low-to-moderate-income markets. By the end of 2023, Summit Ridge expects to have more than 500 MW of solar and 100 MWh of battery storage projects online, providing energy savings to approximately 175,000 residential and commercial customers. With the investment from Apollo-managed funds, Summit Ridge will look to further expand its geographic footprint and continue to scale its platform.

## Case Study: Energos Infrastructure

Energos is a joint venture between Apollo and New Fortress Energy that owns and operates 11 liquefied natural gas (“LNG”) vessels that provide critical infrastructure for the delivery, storage, and regasification of LNG in isolated markets. The implied enterprise valuation of the joint venture is approximately \$2B. The platform is underpinned by long-term contracts and accelerates decarbonization as its customers seek to displace higher carbon intensity fuels used in power generation — such as coal or diesel — with lower cost, lower emission energy.



## IMPACT

Please refer to [Apollo Impact Mission](#) for additional details on our Impact pillar.

## SUSTAINABLE FINANCE

Apollo's Sustainable Finance function, focused on Apollo's yield businesses, is headed by Joseph Moroney.

Sustainable Finance encompasses a number of our credit investment strategies, including Global Corporate Credit, Private Fixed Income, Emerging Markets, High Grade Alpha, and Commercial Real Estate. Our

investment teams actively pursue opportunities across capital-intensive sectors to finance energy transition infrastructure and services companies, corporate decarbonization initiatives, and energy-efficient development that deliver financial returns to our investors.

Please refer to [Case Study: Embassy Boulevard](#) for an illustrative Sustainable Finance real estate transaction. For additional information on related ESG processes, please refer to [Credit](#).

## ORIGINATION PLATFORMS

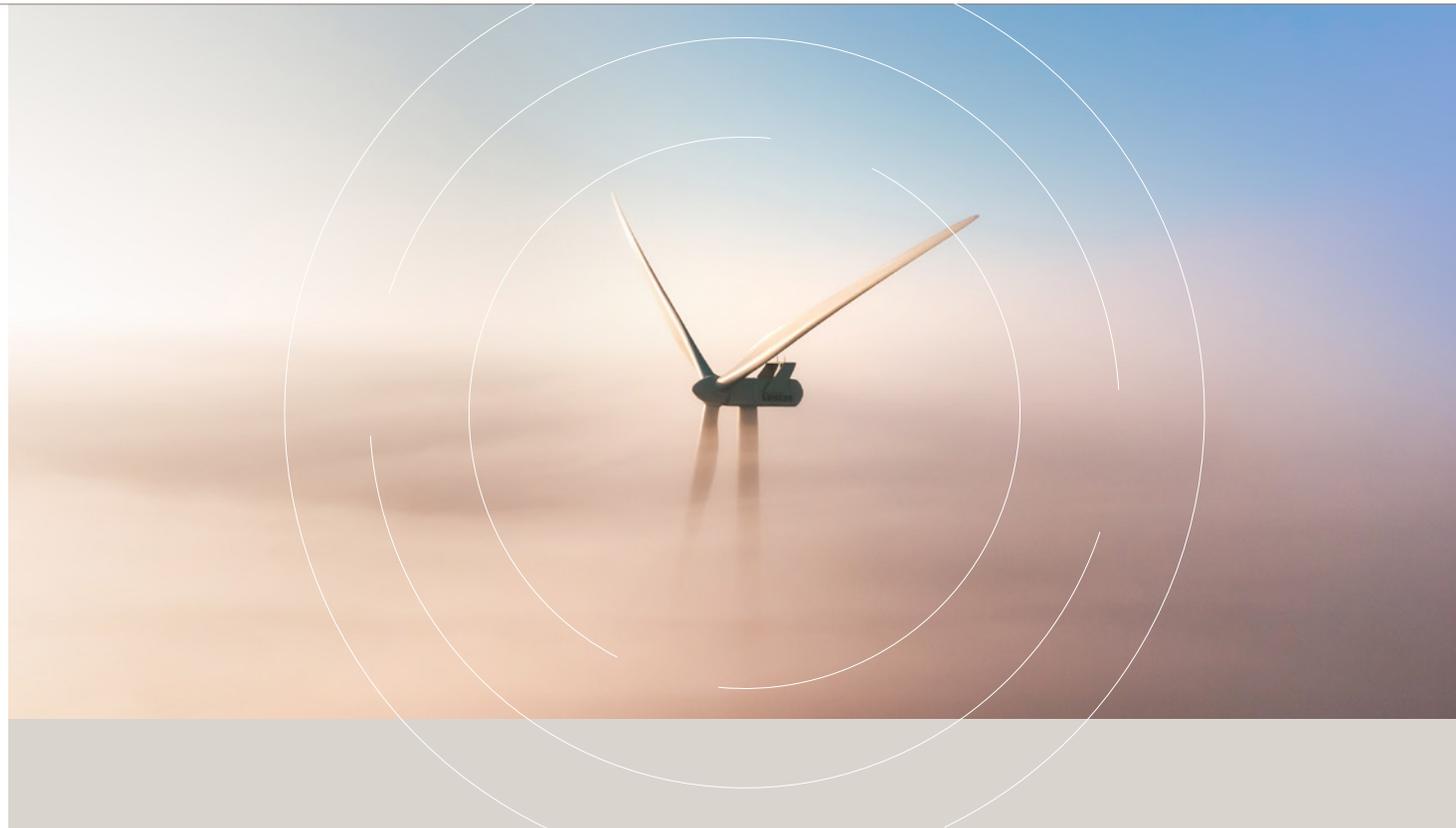
Apollo's origination platforms offer a differentiated avenue for Apollo to help finance the energy transition. As one example, in 2022, Apollo acquired Petros PACE Finance, LLC ("Petros"), a provider of Commercial Property Assessed Clean Energy ("C-PACE") financing to owners and developers of commercial properties throughout the United States. This platform offers an opportunity to provide long-term, fixed-rate financing for energy efficiency, water

efficiency, renewable energy, and resiliency projects across the United States. We believe the transaction is a compelling opportunity to partner with Petros and its established team at the center of the ESG movement in commercial real estate, while building on our longstanding strategy of investing in businesses that add direct origination sourcing capabilities to our investment portfolio.

For additional information on the Petros investment, please refer to our [press release](#).

## Case Study: WEC Energy Group

In 2022, certain Apollo-managed funds purchased approximately \$200M of senior secured notes of WEC Infrastructure Wind Holding II LLC, a wholly owned subsidiary of WEC Energy Group, which owns the Tatanka Ridge and Jayhawk wind farms that together provide 340 megawatts of renewable power generation and are fully contracted under long-term PPAs with high-quality offtakers. This investment-grade private capital solution illustrates the versatility of our Sustainable Investing Platform and help support significant renewable wind energy generation.



# Apollo Impact Mission

The Apollo Impact Mission Fund<sup>33</sup> (“AIM”) seeks to achieve meaningful impact at scale, by pursuing Private Equity-like opportunities with the intention of generating positive, measurable social and/or environmental impact while generating attractive risk-adjusted returns.



We adhere to a rigorous impact investment philosophy that targets investments centered around two critical objectives — helping people and healing the planet.

Apollo is driving an evolution in the impact investing landscape by making later-stage impact investments. We employ the “classic Apollo” value-oriented lens and harness the full power of the Firm to drive both financial and impact success at AIM portfolio companies.

## APOLLO IMPACT PHILOSOPHY

We believe that private enterprise can — and should — be a powerful force for driving social and environmental change. The key characteristics of an impact investment at Apollo are:

- **Collinear business models:** AIM invests in mature companies that

exhibit collinearity, meaning the impact they have is intrinsic to their business model, and thus profit and purpose are mutually reinforcing and intertwined. For these businesses, impact is not a concession but rather a driver of financial performance.

- **Intentionality of ownership:** Investments with a clear and stated mission to achieve impact and a plan to measure progress of that impact over time.
- **Additionality of the business:** Creation of a positive net benefit to society and/or the environment that would not have occurred without the company’s effort.

AIM developed its five investment themes to address social and environmental impacts in alignment

with the UN SDGs, 17 goals aimed at addressing global challenges across a broad range of areas, including poverty, health, education, and climate change:

- **Economic Opportunity:** Improving quality of life and expanding economic opportunity for underserved populations.
- **Education:** Providing tools to improve livelihoods through education and job preparedness.
- **Health, Safety, and Wellness:** Improving the quality of life for people through products and services that support their health and safety.
- **Industry 4.0:** Investing in innovation to transform industries, businesses, and communities to be safer and cleaner as well as more equitable, sustainable, and efficient.

- **Climate and Sustainability:** Investing in companies focused on addressing climate change, operating in the circular economy, improving the sustainability of natural resources and ecosystems, and clean energy, among others.

Since its launch in 2021, AIM has made four investments, each of which addresses a social or environmental challenge.

In 2023, we look forward to continued value creation and investing in businesses addressing social and environmental challenges. To learn even more about the Apollo Impact Mission Fund’s progress and the businesses we invest in, please see the [2022 AIM Annual Impact Report](#).

33. AIM Fund has had its final close.

## Case Study: Reno De Medici

Founded in 1967 and headquartered in Milan, Italy, Reno De Medici (“RDM Group” or “RDM”) is one of the largest producers and distributors of recycled cartonboard in Europe, with core markets in Italy, France, the Netherlands, and Spain. The company’s products are used in packaging for food, pharmaceutical, cleaning, and other products. RDM employs over 2,150 people across nine cartonboard mills, four specialized sheeting centers, and 10 sales offices across Europe, North America, and Asia.

By recycling used paper products into cartonboard for fiber-based

packaging, which is in turn recycled at an 85% rate, RDM contributes to the circular economy, thereby decreasing waste, emissions, and raw material use. This is compounded by RDM’s efforts to substitute less sustainable plastic and virgin fiber packaging and increase the environmental efficiency of its operations.

In 2022, RDM continued to execute upon initiatives established to achieve targets set through their sustainability linked bond issued in 2021. These targets pertain to reducing CO2 emissions and specific wastewater discharges, as well as increasing the proportion of waste sent for recovery, and are aligned with the Group’s 2030 Sustainability Goals and the UN SDGs.

Sustainability has long been a core tenet of RDM’s operations, but in partnership with AIM, the company has crafted a multi-dimensional approach to instilling best practices across the organization. Most notably, the company has fundamentally altered its governance structure to incorporate sustainability at the highest levels by establishing a dedicated ESG Committee of the company’s board. The Committee provides strategic direction, guidance on and monitoring for sustainability policies, key initiatives, and reporting.

RDM continues to have significant opportunities to drive positive environmental impact through plastic substitution via

partnerships with product manufacturers. The company has worked with product manufacturers across industries, from food to cosmetics, to develop innovative recycled cartonboard packaging in lieu of less sustainable alternatives. In 2022, RDM won a European Carton Excellence award for an eco-sustainable line of packing for multi-sockets, conceived in partnership with Lucaprint. The packaging replaces plastic wrapping with RDM-certified recycled cardboard that is entirely mono-material, making the product more easily recyclable.



Our Impact strategy leverages third-party frameworks, such as the UN SDGs, and the Impact Management Project’s Five Dimensions of Impact. Additionally, we are a signatory to the Operating Principles of Impact Management. For more information on our industry partnerships, see [Stakeholder Engagement](#).

“ Our efforts are part of the larger collective effort at Apollo to move the question of impact from the margins of an investment closer to the heart of the overall decision-making process. Gauging the impact of our investments is just the beginning; Apollo’s goal is to drive positive impact as well as strong returns.

**JOANNA REISS**, PARTNER, CO-HEAD OF IMPACT

# Appendix

GRI INDEX	77
SASB INDEX	89
UN SDGS	92
TFCD INDEX	93
STATEMENT OF GHG EMISSIONS VERIFICATION	96
LEGAL DISCLAIMER	97

# Global Reporting Initiative (“GRI”) Index

The Global Reporting Initiative (“GRI”) is an international independent standards organization that helps organizations around all sectors of the global economy communicate their impacts on climate change, human rights, and corruption issues. Apollo reports in accordance with the GRI standards for the period of January 1, 2022, through December 31, 2022.

UNIVERSAL STANDARDS		
DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 2-1	Organizational details	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, About This Report; pg. 4</li> <li>• 2022 Sustainability Report, Introduction, About Apollo, Our Purpose; pgs. 5–6</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 1, 11</li> </ul>
GRI 2-2	Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, About This Report; pg. 4</li> <li>• 2022 Sustainability Report, Introduction, About Apollo, Our Purpose; pgs. 5–6</li> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Certain Relationships and Related Transactions, and Director Independence; pg. 25</li> </ul>
GRI 2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, About This Report; pg. 4</li> </ul> <p><b>Direct Response:</b> This report covers January 1, 2022, through December 31, 2022, unless otherwise indicated. The Apollo Sustainability Report is published on an annual basis. For more information on our annual Sustainability report, please email <a href="mailto:sustainability@apollo.com">sustainability@apollo.com</a>.</p>
GRI 2-4	Restatements of information	<p><b>Direct Response:</b> There have been no significant restatements of information contained in the previous reporting period’s Sustainability Report.</p>
GRI 2-5	External Assurance	<p><b>Direct Response:</b> GHG emissions data for the reporting period has been assured by ERC Evolution. Apollo’s consolidated financial statements are externally audited by Deloitte.</p>
GRI 2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Introduction, About Apollo, Our Purpose; pgs. 5–6</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 11–55</li> </ul> <p><b>Direct Response:</b> Apollo engages a number of third-party service providers that support its business operations. In such engagements, Apollo applies the principles and policies set forth in the Firm’s Vendor Engagement and Management Policy. There have been no significant changes to relationships in the value chain during the reporting period. During the reporting period, Athene, a retirement services business, was acquired by Apollo. The report scope covers operations from both the parent and subsidiary organizations for the reporting period.</p>

## UNIVERSAL STANDARDS

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 2-7	Employees	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Our Purpose; pg. 6</li> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity; pg. 35</li> </ul>
GRI 2-8	Workers who are not employees	<p><b>Omission Statement:</b> Apollo does not publicly disclose the number of workers who are not employees.</p> <p><b>Reason for Omission:</b> Confidentiality constraints</p>
GRI 2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance; pg. 13</li> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 135-152</li> </ul>
GRI 2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Election of Directors; pg. 8</li> </ul>
GRI 2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pg. 135-139</li> </ul>
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• 2022 Sustainability Report, Governance, Stakeholder Engagement; pg. 17</li> </ul>
GRI 2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• 2022 Sustainability Report, Governance, Risk Management; pg. 16</li> </ul>
GRI 2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment; pg. 22</li> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> </ul>
GRI 2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 30-33</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 9-10</li> </ul>
GRI 2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pg. 75, 139</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 5-6</li> </ul>
GRI 2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 135-139</li> </ul>
GRI 2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Corporate Governance; pgs. 21-24</li> </ul>
GRI 2-19	Remuneration policies	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 146-154</li> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Director Independence; pg. 16</li> <li>• <a href="#">Apollo Remuneration Policy Summary</a></li> </ul>

## UNIVERSAL STANDARDS

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 2-20	Process to determine remuneration	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 137-145</li> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Director Independence, Board of Directors Meetings and Committees, Communications with the Board of Directors; pgs. 16-17, 23</li> <li>• <a href="#">Apollo Remuneration Policy Summary</a></li> </ul>
GRI 2-21	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Compensation Committee Report; pgs. 52-53</li> </ul>
GRI 2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, A Message from Our CEO; pg. 7</li> </ul>
GRI 2-23	Policy commitments	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Public Policy; pg. 15</li> <li>• 2022 Sustainability Report, Sustainable Investing and Impact Platforms, Sustainable Investing Platform; pg. 69</li> <li>• 2022 Sustainability Report, Sustainable Investing and Impact Platforms, Apollo Impact Mission Fund; pg. 74</li> <li>• <a href="#">Apollo ESG Policy</a></li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 4-53</li> <li>• <a href="#">Apollo UK Modern Slavery Act Statement</a></li> </ul> <p><b>Omission Statement:</b> Apollo does not currently have specific policies that use or reference the precautionary principle.</p> <p><b>Reason for Omission:</b> Information unavailable</p>
GRI 2-24	Embedding policy commitments	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Public Policy; pg. 18</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 4-53</li> </ul>
GRI 2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• 2022 Sustainability Report, ESG Integration at Apollo; pg. 44</li> <li>• 2022 Sustainability Report, Sustainable Investing and Impact Platforms; pg. 68</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 2-3, 5-6</li> </ul>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 3, 5-6</li> </ul>
GRI 2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Public Policy; pg. 18</li> <li>• 2022 Sustainability Report, Governance, Ethics &amp; Integrity; pg. 19</li> </ul>
GRI 2-28	Membership of associations	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Introduction, About Apollo; pg. 5</li> <li>• 2022 Sustainability Report, Governance, Stakeholder Engagement; pg. 17</li> </ul>
GRI 2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Stakeholder Engagement; pg. 17</li> </ul>
GRI 2-30	Collective bargaining agreements	<p><b>Direct Response:</b> 0%<sup>34</sup> of Apollo employees are covered by collective bargaining agreements.</p>

34. Employees covered by collective bargaining agreements in 2022 is 0.023%.

## MATERIAL TOPICS

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-1	Process to determine material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Introduction, About Apollo; pg. 5</li> <li>• 2022 Sustainability Report, Introduction, Our Purpose; pg. 6</li> <li>• 2022 Sustainability Report, Introduction, Sustainability at Apollo; pg. 9</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 19–39</li> </ul>
GRI 3-2	List of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Introduction, About Apollo; pg. 5</li> </ul>
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Introduction, About Apollo; pg. 5</li> <li>• 2022 Sustainability Report, Introduction, Sustainability at Apollo; pg. 9</li> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 19–39</li> </ul>

## 201-ECONOMIC PERFORMANCE (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 15, 36–39, 87–133</li> </ul>
GRI 201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 69–73</li> </ul>
GRI 201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 21, 60</li> </ul>
GRI 201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Health &amp; Wellbeing; pg. 34</li> </ul>
GRI 201-4	Financial assistance received from government	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pg. 114–115</li> </ul>

## 205-ANTI-CORRUPTION (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 33–34</li> </ul>
GRI 205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 19–33</li> </ul>
GRI 205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Ethics and Integrity; pg. 19</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 45–52</li> </ul>
GRI 205-3	Confirmed incidents of corruption	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Ethics and Integrity; pg. 19</li> </ul> <p><b>Direct Response:</b> In 2022, there were no reported or otherwise identified instances of non-compliance with applicable labor standards and anti-money laundering regulations.</p>

## 207-TAX (2019)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>, pg. 15, 97–98, 114–115</li> </ul>
GRI 207-1	Approach to tax	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Risk Management; pg. 16</li> <li>• 2022 Sustainability Report, ESG Integration at Apollo; pg. 44</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 114–115</li> <li>• <a href="#">2022 Apollo Proxy Statement</a>, Certain Relationships and Related Transactions and Director Independence, Amended and Restated Tax Receivable Agreement, Tax Accounting Considerations; pgs. 25, 27–29, 41</li> </ul>
GRI 207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Risk Management; pg. 16</li> <li>• <a href="#">2022 Apollo Form 10-K</a>, pgs. 47–48, 50, 114–115</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pg. 32</li> </ul>
GRI 207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> <li>• <a href="#">Apollo Corporate Political Activities Policy</a></li> </ul>
GRI 207-4	Country-by-country reporting	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pg. 190</li> </ul>

## 302-ENERGY (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations; pg. 25</li> </ul>
GRI 302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Omission Statement:</b> Apollo currently does not have the ability to track the following: breakdown of fuel types used, renewable resources fuels used during the reporting period, data breakdowns for heating/cooling/steam, energy sold, or conversion factors used. All information provided is data sourced from the electricity grid as a varying degree of energy consumption information comes from the rented buildings used in organizational operations.</p> <p><b>Reason for Omission:</b> Information Unavailable</p>
GRI 302-2	Energy consumption outside of the organization	<p><b>Omission Statement:</b> We do not currently track energy consumption outside of the organization due to limited data availability.</p> <p><b>Reason for Omission:</b> Information unavailable</p>
GRI 302-3	Energy Intensity	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Direct Response:</b> The ratio used for energy intensity calculations only includes data on energy intensity from consumption within the organization.</p> <p><b>Omission Statement:</b> We do not currently track data breakdowns for energy sources included within the energy intensity ratio.</p> <p><b>Reason for Omission:</b> Information incomplete</p>
GRI 302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Omission Statement:</b> We do not currently have data breakdowns on the types of energy included within the scope of energy consumption reduction goals.</p> <p><b>Reason for Omission:</b> Information incomplete</p>
GRI 302-5	Reductions in energy requirements of products and services	<p><b>Omission Statement:</b> We do not currently have the capabilities to track reductions in energy requirements of products and services provided.</p> <p><b>Reason for Omission:</b> Information unavailable</p>

## 305-EMISSIONS (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations; pg. 25</li> </ul>
GRI 305-1	Direct (Scope 1) GHG emissions (MT CO <sub>2</sub> e)	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Direct Response:</b> Baseline rationale is set forth below. There were no significant changes in the emissions calculations and no recalculations made for the reporting period. GHG emissions during the reporting period were calculated through Greenstone+, an ESG data collection software system.</p> <p><b>Omission Statement:</b> Apollo does not currently have data on the specific greenhouse gases used in the calculations.</p> <p><b>Reason for Omission:</b> Information unavailable</p>
GRI 305-2	Energy indirect (Scope 2) GHG emissions (MT CO <sub>2</sub> e)	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Direct Response:</b> Baseline rationale is set forth below. There were no significant changes in the emissions calculations and no recalculations made for the reporting period. GHG emissions during the reporting period were calculated through Greenstone+, an ESG data collection software system.</p> <p><b>Omission Statement:</b> Apollo does not currently have data on the specific greenhouse gases used in the calculations.</p> <p><b>Reason for Omission:</b> Information unavailable</p>
GRI 305-3	Other indirect (Scope 3) GHG emissions (MT CO <sub>2</sub> e)	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Direct Response:</b> 2019 is the base year for calculations because it was the first year that organizational GHG emissions calculations included Scope 3 business travel. There were no significant changes in the emissions calculations and no recalculations made for the reporting period. GHG emissions during the reporting period were calculated through Greenstone+, an ESG data collection software system.</p> <p><b>Omission Statement:</b> Apollo does not currently have data on the specific greenhouse gases used in the calculations.</p> <p><b>Reason for Omission:</b> Information unavailable</p>
GRI 305-4	Scopes 1 and 2 GHG emissions intensity (MT CO <sub>2</sub> e/employee)	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> <li>• 2022 Sustainability Report, Environment, Operations, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul> <p><b>Omission Statement:</b> Apollo does not currently have data on the specific greenhouse gases used in the calculations.</p>
GRI 305-5	Reduction of GHG emissions	<p><b>Omission Statement:</b> Apollo does not currently track GHG emission reductions due to data availability limitations.</p> <p><b>Reason for Omission:</b> Information unavailable</p>
GRI 305-6	Emissions of ozone-depleting substances (“ODS”)	<p><b>Omission Statement:</b> Apollo does not track emissions of ozone-depleting substances (“ODS”) as this is not material to organizational operations.</p> <p><b>Reason for Omission:</b> Not applicable</p>

### 305-EMISSIONS (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 305-7	Nitrogen oxides (“NOx”), sulfur oxides (“SOx”), and other significant air emissions	<p><b>Omission Statement:</b> Apollo does not track emissions of nitrogen oxides (“NOx”), sulfur oxides (“SOx”), other significant air emissions as these are not material to organizational operations.</p> <p><b>Reason for Omission:</b> Not applicable</p>

### 306-WASTE (2020)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 45–48</li> <li>• 2022 Sustainability Report, Environment, Operations, Operational Water &amp; Waste Footprint; pg. 26</li> </ul>
GRI 306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Water &amp; Waste Footprint; pg. 26</li> </ul>
GRI 306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Water &amp; Waste Footprint; pg. 26</li> </ul>
GRI 306-3	Waste generated	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Water &amp; Waste Footprint; pg. 26</li> </ul>
GRI 306-4	Waste diverted from disposal	<p><b>Omission Statement:</b> Apollo does not currently track waste diverted from disposal as it is not material to organizational operations.</p> <p><b>Reason for Omission:</b> Not applicable</p>
GRI 306-5	Waste directed to disposal	<p><b>Omission Statement:</b> Apollo does not currently track waste directed to disposal as it is not material to organizational operations.</p> <p><b>Reason for Omission:</b> Not applicable</p>

### 307-ENVIRONMENTAL COMPLIANCE (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment; pg. 22</li> <li>• <a href="#">2022 Apollo Form 10-K</a>, pg. 15, 21-22, 34</li> </ul>
GRI 307-1	Non-compliance with environmental laws and regulations	<p><b>Direct Response:</b> During the reporting period, to Apollo's knowledge, there were no instances of noncompliance with laws or regulations in the environmental area that have had, or are reasonably expected to have, a material impact on AGM's business, except as may be disclosed in AGM's public filings with the United States Securities &amp; Exchange Commission.</p>

### 308-SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Working with Suppliers; pg. 21</li> </ul>
GRI 308-1	New suppliers that were screened using environmental criteria	<p><b>Direct Response:</b> New suppliers are screened for negative environmental impacts when feasible.</p>
GRI 308-2	Negative environmental impacts in the supply chain actions taken	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Working with Suppliers; pg. 21</li> </ul> <p><b>Direct Response:</b> During the reporting period, to Apollo's knowledge, there were no significant actual or potential negative environmental impacts identified within the supply chain through our screening processes. No corrective actions related to environmental concerns were taken with any vendors during the reporting period. New suppliers are assessed for negative environmental impacts when feasible before a business relationship is formed.</p>

### 401-EMPLOYMENT (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity, Marketplace Inclusivity; pg. 37</li> <li>• 2022 Sustainability Report, Human Capital, Growth and Development; pg. 32</li> </ul>
GRI 401-1	New employee hires and employee turnover	<p><b>Direct Response:</b> FY 2022 Turnover Rates</p> <ul style="list-style-type: none"> <li>• 13.4% Total Turnover</li> <li>• 12.3% Voluntary</li> <li>• 1.1% Involuntary</li> <li>• 1,354 New Hires in FY 2022</li> </ul>

## 401-EMPLOYMENT (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Health and Wellbeing; pg. 34</li> </ul>
GRI 401-3	Parental leave	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Health and Wellbeing; pg. 34</li> </ul> <p><b>Omission Statement:</b> All employees at AGM are entitled to parental leave. We do not currently publicly report on the number of employees who took parental leave, the demographic information of those employees, or the return-to-work ratio of employees who took parental leave.</p> <p><b>Reason for Omission:</b> Confidentiality constraints</p>

## 404-TRAINING & EDUCATION (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Growth and Development; pg. 32</li> </ul>
GRI 404-1	Average hours of training per year	<p><b>Omission Statement:</b> Apollo does not currently report average hours of training for employees during the reporting period.</p> <p><b>Reason for Omission:</b> Information incomplete</p>
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Growth and Development; pg. 32</li> </ul> <p><b>Direct Response:</b> Apollo does not currently support transition assistance programs following retirement or termination of employment.</p>
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<p><b>Direct Response:</b> All Apollo employees receive annual performance and career development reviews.</p>

## 405-DIVERSITY & EQUAL OPPORTUNITY (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity; pg. 35</li> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity, Marketplace Inclusivity; pg. 37</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pg. 134-145</li> </ul>
GRI 405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity; pg. 35</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pg. 134-145</li> </ul> <p><b>Omission Statement:</b> Apollo does not currently publicly report on the percentage of employees per employee category by age group.</p> <p><b>Reason for Omission:</b> Confidentiality constraints</p>
GRI 405-2	Ratio of basic salary and remuneration of women to men	<p><b>Omission Statement:</b> Apollo does not publicly disclose the ratio of basic salary and remuneration of women to men.</p> <p><b>Reason for Omission:</b> Confidentiality constraints</p>

## 414-SUPPLIER SOCIAL ASSESSMENT (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Working with Suppliers; pg. 21</li> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity, Workplace and Belonging; pg. 35</li> </ul>
GRI 414-1	New suppliers that were screened using social criteria	<p><b>Direct Response:</b> New suppliers are screened for negative social impacts when feasible.</p>
GRI 414-2	Negative social impacts in the supply chain and actions taken	<p><b>Direct Response:</b> Several business relationships with Russian suppliers were severed at Apollo and Athene during the reporting period.</p> <p><b>Omission Statement:</b> Apollo does not publicly disclose the number or percentage of suppliers who were identified as having significant actual and potential negative social impacts or the number of incidents that resulted in consequences to the business relationship.</p> <p><b>Reason for Omission:</b> Confidentiality constraints</p>

## 417-MARKETING & LABELING (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Human Capital, Expanding Opportunity; pg. 35</li> <li>• <a href="#">Apollo Code of Business Conduct and Ethics</a>; pgs. 5-29</li> </ul>
GRI 417-3	Incidents of non-compliance concerning marketing communications	<p><b>Omission Statement:</b> Apollo does not track requirements for product and service information and labeling as it is not applicable to financial institutions.</p> <p><b>Reason for Omission:</b> Not applicable</p>

## 418-CUSTOMER PRIVACY (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Apollo Form 10-K; pgs. 19, 23, 33</li> <li>• 2022 Sustainability Report, Governance, Data Security &amp; Privacy; pg. 20</li> </ul>
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p><b>Omission Statement:</b> Apollo does not publicly disclose the number of substantiated complaints concerning breaches of customer privacy and losses of customer data.</p> <p><b>Reason for Omission:</b> Not applicable.</p>

## 419-SOCIOECONOMIC COMPLIANCE (2016)

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
GRI 3-3	Management of material topics	<ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Ethics and Integrity; pg. 19</li> <li>• <a href="#">2022 Apollo Form 10-K</a>; pgs. 21, 33-38</li> </ul>
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	<p><b>Direct Response:</b> During the reporting period, to Apollo's knowledge, there were no instances of noncompliance with laws or regulations in the social and economic area that have had, or are reasonably expected to have, a material impact on AGM's business, except as may be disclosed in AGM's public filings with the United States Securities &amp; Exchange Commission.</p>

# Sustainability Accounting Standards Board (“SASB”) Index

The Sustainability Accounting Standards Board (“SASB”) is an independent standards-setting organization that promotes the disclosure of sustainability information to meet investor needs.

## ASSET MANAGEMENT & CUSTODY ACTIVITIES

TRANSPARENT INFORMATION & FAIR ADVICE FOR CUSTOMERS			
ACCOUNTING METRIC	CODE	CATEGORY	REFERENCES AND RESPONSES
(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	FN-AC-270a.1	Quantitative	Not applicable.
Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product related information to new and returning customers	FN-AC-270a.2	Quantitative	Not applicable.
Description of approach to informing customers about products and services	FN-AC-270a.3	Discussion and Analysis	<p>Apollo reports on the performance of the management company and significant funds on a regular basis via 10-Q/10-K and 8-K filings, which are publicly available. As a registered Investment Adviser with the U.S. Securities and Exchange Commission, we calculate and report performance in a manner consistent with applicable regulatory guidance. Additionally, risks deemed material by Apollo are detailed in the <a href="#">2022 Apollo Form 10-K</a>; pgs. 19–38. Annual financial and non-financial reporting is also available on our <a href="#">Investor Relations Portal</a>.</p> <p>Apollo’s Client &amp; Product Solutions (“CPS”) is responsible for fund investor relations with Apollo’s clients, with respect to our asset management business. CPS serves as the conduit of information between Apollo and fund investors, utilizing various capabilities and functions of Apollo to inform customers about Apollo’s products and services, address our investors’ objectives, and strive to achieve their investment goals. Apollo’s Compliance department has processes in place to help that client-facing communications and materials comply with applicable laws, rules, and regulations.</p>

## EMPLOYEE DIVERSITY & INCLUSION

ACCOUNTING METRIC	CODE	CATEGORY	REFERENCES AND RESPONSES
Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	Quantitative	Please see Apollo's disclosed workforce demographic data in <a href="#">Human Capital</a> ; pg. 30.

## INCORPORATION OF ENVIRONMENTAL, SOCIAL, & GOVERNANCE FACTORS IN MANAGEMENT & ADVISORY

ACCOUNTING METRIC	CODE	CATEGORY	REFERENCES AND RESPONSES
Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance ("ESG") issues, (2) sustainability themed investing, and (3) screening	FC-AC-410a.1	Quantitative	Apollo integrates consideration of ESG factors as feasible and appropriate given the nature of the investment, strategy, asset class, fund, data availability, ownership structure, influence, and other factors. More information can be found in the <a href="#">Sustainable Investing and Impact Platforms</a> and <a href="#">ESG Integration at Apollo</a> sections of this report, and on our <a href="#">website</a> .
Description of approach to incorporation of environmental, social, and governance ("ESG") factors in investment and/or wealth management processes and strategies	FN-AC-410a.2	Discussion and Analysis	Apollo's approach to incorporating environmental, social, and governance ("ESG") factors in investment and/or wealth management processes and strategies are detailed in the <a href="#">Governance</a> , <a href="#">Sustainable Investing and Impact Platforms</a> and <a href="#">ESG Integration at Apollo</a> sections of this report, and on our <a href="#">website</a> . Additionally, the <a href="#">2022 Apollo Form 10-K</a> provides details on the incorporation of ESG factors; pgs. 22 & 23.
Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	Discussion and Analysis	Information on Apollo's engagement policies and strategy are detailed in the <a href="#">Governance</a> , <a href="#">Sustainable Investing and Impact Platforms</a> and <a href="#">ESG Integration at Apollo</a> sections of this report, and on our <a href="#">website</a> . With regards to Apollo's own proxy voting sessions, details, requirements, and processes are included in Apollo's Schedule 14A proxy statement <a href="#">here</a> .

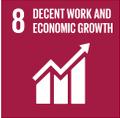
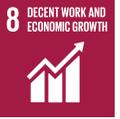
## BUSINESS ETHICS

ACCOUNTING METRIC	CODE	CATEGORY	REFERENCES AND RESPONSES
Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	FN-AC-510a.1	Quantitative	Not applicable.
Description of whistleblower policies and procedures	FN-AC-510a.2	Discussion and Analysis	Apollo has policies and procedures in place for employees to raise concerns and report violations of Apollo policy and applicable law, including anonymous reporting mechanisms and a non-relation policy. The policies and procedures to detailed in Apollo's publicly available Code of Business Conduct and Ethics. We seek to comply at all times with the governing provisions of the U.S. Foreign Corrupt Practices Act ("FCPA"), the Sarbanes-Oxley Act ("SOX"), and any other applicable laws, rules, and regulations.

## ACTIVITY METRICS

ACCOUNTING METRIC	CODE	CATEGORY	REFERENCES AND RESPONSES
(1) Total registered and (2) total unregistered assets under management ("AUM")	FN-AC-000.A	Quantitative	Apollo's total AUM as of 12/31/22 was \$548B.
Total assets under custody and supervision	FN-AC-000.B	Quantitative	As Apollo is an alternative asset manager, not a custodian bank, assets under management, detailed directly above, is a more relevant activity metric.

# United Nations Sustainable Development Goals (“UN SDGs”)

2022 SUSTAINABILITY REPORT SECTION	2022 UN SDGs
Governance	
Human Capital	 
Environment	 
ESG Integration at Apollo	   
Sustainable Investing & Impact Platforms	        

# Task Force on Climate-Related Financial Disclosures ("TCFD") Index

Apollo believes that actively managing ESG risks and seizing ESG opportunities makes us better investors and better stewards of our investors' capital by positioning Apollo and Apollo-managed funds' portfolio companies for sustainable success. To that end, we are disclosing information aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD").

## GOVERNANCE

Disclose the organization's governance around climate-related risks and opportunities

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
<b>Board Oversight</b>	Describe the board's oversight of climate-related risks and opportunities	The Sustainability and Corporate Responsibility Committee meets periodically and is responsible for assisting the Board of Directors on oversight of climate-related risks and opportunities. For more information visit: <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> </ul>
<b>Management's Role</b>	Describe management's role in assessing and managing climate-related risks and opportunities	Apollo's Chief Sustainability Officer ("CSO") oversees the management of Apollo's sustainability efforts and is a member of the Apollo Leadership Team, which is comprised of senior leaders across the Firm. For more information visit: <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, ESG Oversight; pg. 14</li> </ul>

## STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
Risks and Opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<p>Apollo has embedded climate-related risks and opportunities evaluation across various teams including the Private Equity, Credit, and Sustainable Investment and Impact Platforms. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Climate Strategy, Climate Risks, Climate Opportunities; pg. 23</li> </ul>
Impact on Organization	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<p>As a corporate entity, Apollo's management of climate-related impacts focuses on the prioritization of commercial office building leases with energy-efficient credentials and maintaining carbon-neutral operations. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Climate Risks; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Climate Opportunities; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Carbon-Neutral Operations and Decarbonization; pg. 28</li> </ul>
Resilience of Strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>In 2022, Apollo initiated an exploration of climate scenario analysis for both physical and transition risks covering the 2025-, 2030-, and 2050- time horizons across Network for Greening the Financial System ("NGFS")-aligned 'Orderly', 'Disorderly', and 'Hot House World' scenarios. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Climate Risks, Climate Scenario Analysis; pg. 24</li> </ul>

## RISK MANAGEMENT

Disclose how the organization identifies, assesses, and manages climate-related risks.

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
Risk ID and Assessment Processes	Describe the organization's processes for identifying and assessing climate-related risks	<p>ESG risks are integrated into Apollo's Enterprise Risk Management Framework, which covers market, credit, liquidity, operational, reputational, and strategic risks. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Risk Management; pg. 16</li> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Climate Risks, Climate Risk Management; pg. 23</li> <li>• 2022 Sustainability Report, ESG Integration at Apollo, Credit; pg. 58</li> </ul>
Risk Management Processes	Describe the organization's processes for managing climate-related risks	<p>For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Risk Management; pg. 16</li> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Climate Risks, Climate Risk Management; pg. 23</li> <li>• 2022 Sustainability Report, ESG Integration at Apollo, Credit; pg. 58</li> </ul>

## RISK MANAGEMENT

Disclose how the organization identifies, assesses, and manages climate-related risks.

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
Integration Into Overall Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall enterprise risk management	<p>The Office of Sustainability and relevant investment teams provide primary oversight relating to ESG risks, and report and escalate issues to the relevant enterprise risk management functions and governance bodies on a periodic basis and as appropriate. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Governance, Risk Management; pg. 16</li> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Climate Strategy, Climate Risks, Climate Risk Management; pg. 23</li> </ul>

## METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

DISCLOSURE	DESCRIPTION	REFERENCES AND RESPONSES
Climate-Related Metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<p>Apollo publishes annual climate-related operational metrics for water, waste, energy, and emissions as well as investment-specific metrics such as total capital deployed within the Sustainable Investing Platform. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Operations; pg. 25</li> <li>• 2022 Sustainability Report, ESG Integration at Apollo, Private Equity; pg. 46</li> <li>• 2022 Sustainability Report, Sustainable Investing and Impact Platform; pg. 68</li> </ul>
Scope 1, 2, and 3 GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas ("GHG") emissions, and the related risks	<p>Apollo publishes annual operational Scope 1, Scope 2, and Scope 3 travel-related emissions footprints, as well as Financed Emissions in accordance with the PCAF methodology where available. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Operations, Operational Energy &amp; Emissions Footprint; pg. 27</li> </ul>
Climate-Related Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>Apollo has a target to deploy \$50 billion in clean energy and climate investments through 2027. For more information visit:</p> <ul style="list-style-type: none"> <li>• 2022 Sustainability Report, Environment, Climate Strategy; pg. 23</li> <li>• 2022 Sustainability Report, Environment, Operations; pg. 25</li> <li>• 2022 Sustainability Report, ESG Integration at Apollo, Private Equity; pg. 46</li> <li>• 2022 Sustainability Report, Sustainable Investing and Impact Platform; pg. 68</li> </ul>

# Statement of GHG Emissions Verification



**5 May 2023**

## **SCOPE**

ERC Evolution (“ERCE”) was appointed by Apollo Global Management, Inc. (“AGM” or “Apollo”) to conduct a verification of Apollo’s Greenhouse Gas (“GHG”) Inventory for the period 1st January 2022 to 31st December 2022. Apollo’s management was responsible for preparing the GHG Inventory, and for maintaining effective internal controls over the data and information disclosed. ERCE’s responsibility was to carry out an assurance engagement on the GHG inventory in accordance with our contract with Apollo. Ultimately, the GHG inventory has been approved by, and remains the responsibility of Apollo. ERCE is responsible for expressing an opinion on the GHG statement based on the verification.

## **METHODOLOGY**

ERCE conducted its review to a limited level of assurance, in accordance with the procedures recommended in GHG Protocol entitled “The GHG Protocol: A corporate reporting and accounting standard” (Revised edition, 30 Mar 2004) and the principles of ISO 14064-3:2019, entitled “Part 3: Specification with guidance for the verification and validation of greenhouse gas statement”.

## **CONCLUSION**

As detailed in our report entitled “P6315-B-001-v02-GHG Verification Report” dated 5 May 2023, ERCE has verified at the limited level of assurance the GHG inventory provided by Apollo. In its opinion dated 2023-05-05, ERCE found no evidence to indicate that the data and information in our statement were not fairly stated.

A handwritten signature in black ink, appearing to read "Paul Chernik".

Paul Chernik  
General Manger, Director  
ERC Evolution Ltd.

ERC Evolution, 6th Floor Stephenson House, 2 Cherry Orchard Road, Croydon, United Kingdom, CRO 6BA

[www.ercevolution.energy](http://www.ercevolution.energy) | +44 (0) 20 8256 1150

Registered Company: ERC Evolution Ltd, 13138565 Registered Address: Eastbourne House, 2 Saxbys Lane, Lingfield, Surrey, RH7 6DN



# Legal Disclaimer

This 2022 Apollo ESG Reporting Program Summary (the Summary) is provided by Apollo Global Management, Inc. (AGM, and, together with its subsidiaries, Apollo) for informational purposes only and is solely intended to summarize the ESG process and strategies of Apollo and the funds managed by entities affiliated with Apollo (the Funds), including certain yield, hybrid, and equity assets in which the Funds have investments (such entities collectively, the ESG Reporters). This Summary should not be relied upon for any other purpose. The Summary does not summarize investment performance. This Summary does not constitute an offer to sell, or the solicitation of an offer to buy, any security, product, or service, including interests in any Fund. This Summary covers the time period beginning on January 1, 2022 and ending on December 31, 2022, unless otherwise indicated.

Any past performance information provided herein is neither indicative nor a guarantee of future performance or returns. References to ESG Reporters are intended to illustrate the application of Apollo's investment process only and should not be viewed as a recommendation of any particular security or ESG Reporter. Any information provided in this Summary about past investments

is provided solely to demonstrate various aspects of the previously utilized ESG processes and strategies of Apollo and the ESG Reporters. Qualitative and quantitative data provided in this Summary is intended to illustrate applicable, available information relating to Apollo and the ESG Reporters. Not all ESG metrics are applicable to Apollo or each of the ESG Reporters, and methodologies for measuring ESG metrics differ depending on various facts and circumstances. The securities and ESG Reporters identified and described herein, and any qualitative and quantitative data provided, do not represent all of the securities or investments purchased or sold by the Funds, and the reader should not assume that investments in the securities or ESG Reporters identified and discussed herein were or will be profitable. The investments described in the selected case studies were not made by any single Fund or other product and do not represent all of the investments purchased or sold by any Fund or other product.

Apollo makes no representation or warranty, express or implied, with respect to the accuracy, reasonableness, or completeness of any of the information contained herein, including, without limitation, information obtained from

the ESG Reporters or other third parties. Some of the information contained herein has been prepared and compiled by the applicable ESG Reporter and has not necessarily been independently verified or assured by Apollo or any other third party. Apollo does not accept any responsibility for the content of such information and does not guarantee the accuracy, adequacy, or completeness of such information.

The information contained in this Summary may change at any time without notice. Apollo does not have any responsibility to update this Summary to account for any such changes. Certain information contained herein may be "forward-looking" in nature. Due to various risks and uncertainties, actual events or results of the actual performance of any Fund may differ materially from those reflected or contemplated in such forward-looking information. As such, undue reliance should not be placed on such information, and no individual or entity should rely on such information in connection with buying or selling any securities or making or selling any investment. Forward-looking statements may be identified by the use of terminology including, but not limited to, "may," "will," "should," "expect,"

"anticipate," "target," "project," "estimate," "intend," "continue," or "believe," or the negatives thereof or other variations thereon or comparable terminology.

On March 21, 2022, the SEC proposed climate-related disclosure requirements that would, among other things, require disclosure of direct and indirect greenhouse gas emissions, with certain emissions disclosures subject to third-party attestation requirements; climate-related scenario analysis (if the issuer conducts scenario analysis), together with qualitative and quantitative information about the hypothetical future climate scenarios used in its analysis; climate transition plans or climate-related targets or goals, along with disclosure of progress against any such plans, targets, or goals; climate-related risks over the short-, medium-, and long-term; qualitative and quantitative information regarding climate-related risks and historical impacts in audited financial statements; corporate governance of climate-related risks; and climate-related risk-management processes. Apollo is assessing the potential impacts of this proposal. The information presented in this Summary has not been collected or reported pursuant to these SEC-proposed, climate-related disclosure requirements.



APOLLO

APOLLO.COM