

The Blackstone Group International Partners LLP

Gender Pay Results 2022

As we release our gender pay statistics for The Blackstone Group International Partners LLP (BGIP) for the sixth year, we are pleased to report sustained progress in reducing our gender pay gap and building a diverse, inclusive workforce. Diversity, Equity and Inclusion continue to be a key aspect of our success due to its impact on our most important asset - our people.

This year, we continue to see the outcome of Blackstone’s commitment to reduce the gap through a recruitment and distribution focus. Over the last six years, our mean hourly gap has reduced by 5.3% from 2017 and our mean bonus gap has reduced by 28.3%. Our leaders are committed to diversity and we have made real progress since we first reported on gender pay in 2017. Currently, over one-third of our leadership team is diverse. Furthermore, leveraging Blackstone’s scale to drive change across our portfolio companies, we have asked our portfolio company boards in the U.S. and Europe to target at least one-third diverse representation – a target we have already met on our own board.

Our Hourly Pay Gap figures

We have a gender pay gap which is driven by having a higher proportion of male employees in our investment professional roles. The average pay for these roles is higher than for support and administrative roles where a higher proportion of employees are female. This results in higher average pay for male employees compared to female employees. This differential has consistently reduced as we actively increase the proportion of women in our investment professional roles. Blackstone’s approach to pay is gender neutral and we are confident that women and men are paid equally for doing equivalent jobs across our business.

Blackstone continually increases its efforts and commitment to diversity and inclusion inside our Firm and in our industry. This commitment takes several forms: internal networks to engage, retain and develop our existing diverse populations (our global networks are open to all employees, including our Women’s Initiative, OUTBX (LGBTQ+ community), Veterans, Working Families and our Diverse Professionals Network for members of historically underrepresented racial identity groups and their allies); targeted recruiting efforts designed to attract high potential, underrepresented talent to Blackstone; and partnerships with external diversity-focused organizations to facilitate their professional growth as they advance through their careers.

Hourly Pay Gap

The difference between the average (or median) pay for all male employees and the average (or median) hourly pay for all female employees, regardless of role.

Hourly pay comprises salary and allowances paid in April 2022.

Mean

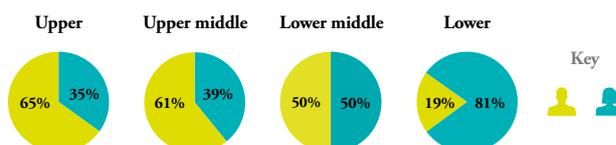
24.7%
(2021: 27.1%)

Median

26.0%
(2021: 30.6%)

Proportion of men and women in each hourly pay quartile:

This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal groups (i.e. quartiles) and the percentage of men and women in each quartile is shown.



Our Bonus Pay Gap figures

Bonus Pay Gap

This is the difference between the average (or median) bonus pay for all male employees and the average (or median) bonus pay for all female employees for the 12-month period to April 2022.

Bonus pay includes annual bonuses, distributions and deferred stock compensation.

Mean

47.1%
(2021: 55.5%)

Median

67.4%
(2021: 81.0%)

Proportion of men and women receiving a bonus

This is the proportion of men and women who received a bonus in the 12 months to April 2022, expressed as a percentage of all male or female employees.



Our gender pay gap figures have been independently validated and are confirmed as accurate by Marc Bolland, the Chairman of BGIP.