

Blackstone Europe LLP Gender Pay Gap Results 2025

As we release our gender pay statistics for Blackstone Europe LLP for the ninth year, we are happy to report that our mean gender pay gap continues to be below norms for the Financial and Insurance sector, whilst noting a significant improvement in reducing our median gender pay gap.

Our Hourly Pay Gap figures

The gender pay gap at Blackstone Europe LLP is driven by having a higher proportion of male employees in senior and investment professional positions. 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. Blackstone has made consistent effort to reduce the gap by increasing the proportion of women in senior and investment professional roles. The firm'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.

We have continued to make progress in reducing our median hourly pay gap, demonstrating the impact of our actions to increase the proportion of women in investment roles. Our mean hourly pay gap has also improved; however, the extent of improvement (-17.2% compared to 2024) is largely attributable to the specific methodology required for the calculations. We therefore expect the mean pay gap to increase next year, while maintaining the long-term downward trend. When taking a nine-year view, our median hourly pay gap has reduced by 15.4% and our mean bonus gap by 29.7. Over this period, the proportion of the total female workforce in investment roles has increased to 39% and the proportion of the total female workforce in support roles has decreased to 45%.

Blackstone continues to foster a culture of inclusion inside our Firm and in our industry. The Firm's Employee Resource Groups (ERGs) are designed to engage, retain and develop our talent. They include our Women's Initiative, OUTBX (LGBTQ+ community), Veterans, Working Families and Diverse Professionals Network. All employees are welcome to join our ERGs. Additionally, our recruiting efforts are designed to broaden the background and experiences of the high potential talent Blackstone attracts. We also cultivate partnerships with external organizations to broaden the talent pipeline and facilitate their professional growth 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 2025.

Mean

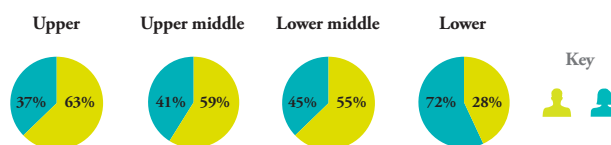
3.2%
(2024: 20.4%)

Median

19.5%
(2024: 20.3%)

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 bonus) bonus pay for all female employees for the 12-month period to April 2025.

Bonus pay includes annual bonuses, distributions and deferred stock compensation

Mean

45.7%
(2024: 46.3%)

Median

59.8%
(2024: 59.8%)

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 2025, 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 James Seppala, the Chairman of Blackstone Europe LLP.