

Sustainability Policy

Introduction

Our mission at Blackstone is to fulfill our fiduciary duty by creating long-term value for our investors and shareholders. Accordingly, Blackstone is committed to integrating sustainability considerations into our investment process and pursuing an operating philosophy where these efforts can contribute to value creation.

This Sustainability Policy outlines our firmwide approach to integrating sustainability considerations in our business and investment activities. Certain of our business units maintain their own individual sustainability policies, which are aligned with this policy while reflecting the unique factors applicable to their respective investment strategies.

Roles and Responsibilities

Blackstone's Chairman / CEO and President / COO have ultimate responsibility for overseeing Blackstone's Sustainability Policy. Blackstone's Board of Directors reviews the Firm's sustainability strategy and receives quarterly reports that address corporate and business unit sustainability efforts, as applicable. The Sustainability Steering Committee, consisting of senior corporate leaders, receives periodic updates and advises on sustainability matters.

Blackstone's Corporate Sustainability Team seeks to support firmwide coordination and provide transparency through reporting efforts. Dedicated Sustainability Heads are embedded across our business segments and partner with investment professionals to consider material¹ risks and opportunities throughout the investment lifecycle.

Focus Areas

Our scale enables us to extract unique insights and pursue sustainability initiatives that position our portfolio companies, assets, and investments (collectively, Portfolio Companies) for long-term success. We focus our team's efforts on managing the most pronounced portfolio risks and pursuing the greatest opportunities to enhance performance. The team also offers resources to promote the adoption of value accretive sustainability practices at scale.

Accelerating Decarbonization

We strive to deliver strong returns for our investors by strengthening our Portfolio Companies, including through climate-related programs that seek to reduce energy costs and emissions. We engage select Portfolio Companies and equip them to advance their decarbonization efforts through our Decarbonization Accelerator. The Accelerator includes our target to reduce carbon emissions across certain new Portfolio Companies, acquired after January 1, 2021 where we control energy usage, by 15% on average within the first three calendar years of ownership.²

¹ For the purposes of this Sustainability Policy, "material" sustainability factors are defined as those sustainability factors determined to have—or have the potential to have—a material impact on creating, preserving, or eroding economic value for that Portfolio Company and its relevant stakeholders. The word "material" as used herein should not necessarily be equated to or taken as a representation with respect to the "materiality" of such sustainability factors under the US federal securities laws or any similar legal or regulatory regime globally.

² For additional information, see [Blackstone's Emissions Reduction Program](#).

Building Strong Workforces

We believe being attentive to the wellbeing of our Portfolio Companies' employees is foundational to building successful businesses. Blackstone's Workforce Principles guide our efforts to encourage Portfolio Companies to adopt and maintain strong workforce management policies. We aim to drive value by supporting our Portfolio Companies in broadening the pool of high-quality talent from which they recruit and by encouraging their participation in signature initiatives, including Blackstone Career Pathways.

Reinforcing Good Governance

We believe strong governance is a foundation on which resilient and financially sound companies are built. We seek to implement governance structures that support compliance and performance both at the corporate level and across our business units and integrate sustainability-related considerations into the firm's overall risk management practices.

Integrating Sustainability Factors in the Investment Process

Pre-Investment

We generally consider applicable, material sustainability factors as part of evaluating new investments, to identify and address potential investment opportunities to create value and related risks.³ For certain investments, our team engages external counsel or other advisors to assist in conducting sustainability due diligence. While exact processes may be tailored to each business unit or fund, due diligence across our major businesses includes a review of material sustainability factors and, where applicable, escalation of material findings to investment decision-making bodies.⁴

Depending on the circumstances and materiality to any given investment, the sustainability factors that may be incorporated into our pre-investment diligence and post-investment monitoring and engagement efforts include, but are not limited to, the following:

- Greenhouse gas emissions
- Air pollution
- Waste management (including land and water impact)
- Energy management and efficiency
- Land use
- Climate risk
- Biodiversity
- Diversity & Inclusion (including anti-discrimination)
- Human rights and modern slavery
- Employee health and safety
- Labor relations and practices
- Customer privacy and security
- Product quality and safety
- Corporate governance and oversight
- Risk management
- Conflicts of interest
- Transparency (including financial and operational reporting)
- Fraud, anti-bribery, and anti-corruption controls

Post-Investment Portfolio Company Engagement and Monitoring

Post-investment, we seek to monitor and measure the performance of certain Portfolio Companies through, among other ways, the administration of an annual sustainability survey and data collection processes.

Our data collection processes, along with publicly available and company-provided data, inform our Portfolio Company engagement and monitoring efforts, including through cross-business unit programs. We use this data to calculate annual GHG emissions, allowing us to measure progress and focus our efforts on the largest opportunities for achieving savings within our portfolio.

³ In accordance with the relevant business unit's individual sustainability policy, where applicable.

⁴ Sustainability due diligence will vary based on (i) the nature of the investment, (ii) the transaction process and timeline, (iii) the level of access to information, specifically as it pertains to sustainability factors, and (iv) the target investment's sector or business model.

We seek to encourage and implement appropriate governance structures, policies, controls, and processes at our Portfolio Companies to strengthen them and thereby enhance returns. For certain Portfolio Companies that are not controlled or otherwise not in scope, we may provide access to firmwide resources and expertise to support sustainability initiatives where they can drive value creation.

Reporting and Engagement

We regularly engage with our limited partners, investors, and industry on sustainability matters. Our Sustainability Report provides updates regarding our sustainability program firmwide, and we provide sustainability updates on our website.

Blackstone is a member of the Business for Social Responsibility (BSR), ILPA Diversity in Action Initiative, a signatory of the Principles for Responsible Investment (PRI), and provides reports in alignment with the Taskforce on Climate-related Financial Disclosures (TCFD). Certain business units have elected to participate in additional sustainability-related industry organizations or working groups, as deemed appropriate for their respective investment strategies.

Scope

This Sustainability Policy covers Blackstone's investments and business units, as applicable. Certain of our business units have separate sustainability policies and specific sustainability frameworks and approaches, which consider sustainability factors according to industry, geography, asset class, strategy, and investment horizon. This Sustainability Policy is subject to Blackstone's fiduciary duties and applicable legal, regulatory and contractual requirements. Blackstone's ability to influence and exercise control over sustainability matters with respect to the companies in which its business units investment vehicles invest will vary depending on the asset class, investment structure, and contractual rights. In cases where Blackstone determines it has limited ability to conduct diligence or to influence and control the consideration of sustainability issues in connection with an investment, Blackstone will only apply those elements of this Sustainability Policy and the foregoing approaches that it determines to be practicable in light of the underlying facts and circumstances.

This Sustainability Policy is generally reviewed annually and is subject to change as the firm considers necessary or advisable. It was last updated in January 2025.