



# The Blackstone Group International Partners LLP

## Gender Pay Results 2021

As we release our gender pay statistics for The Blackstone Group International Partners LLP (BGIP) for the fifth year, we are pleased to report sustained progress in reducing our gender pay gap and building a diverse, inclusive workforce. Diversity, equity and inclusion are critical to our success – it makes us better investors, and ensures that Blackstone is a great place to work for all of our talent.

### Our Hourly Pay Gap figures

We have a gender pay gap as our investment professional roles have a higher proportion of male employees. 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 is reducing 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, equity 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 (we have four global networks focusing on women, diverse professionals, LGBTQ+ individuals, veterans, and their allies); targeted recruiting efforts designed to attract qualified, diverse 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 2021.

Mean

**27.1%**  
(2020: 27.5%)

Median

**30.6%**  
(2020: 35.2%)

#### 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 2021.

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

Mean

**55.5%**  
(2020: 59.4%)

Median

**81.0%**  
(2020: 82.6%)

#### 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 2021, 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.