

**APOLLO GLOBAL MANAGEMENT, INC.**  
**CORPORATE GOVERNANCE GUIDELINES**

**Effective as of February 26, 2024**

**I. Board Membership**

1. Size of Board. The number of directors on the Board may be adjusted from time to time by the Board in accordance with the requirements of the Company's governing documents, including the Company's stockholder agreement.
2. Number of Independent Directors. The board will have at least a majority of directors who will meet the criteria for independence required by the New York Stock Exchange. In addition to the foregoing requirements, Audit and Compensation Committee members are subject to heightened independence requirements pursuant to the rules of the U.S. Securities and Exchange Commission and the New York Stock Exchange. The Board shall determine, annually or more frequently as the Board may so desire, based on all of the relevant facts and circumstances, whether each director satisfies these criteria for independence and will disclose each of these determinations.

Each independent director of the Board shall promptly notify the Board Chair and the Chair of the Nominating and Corporate Governance Committee of any developments that may impair such director's independence. If a conflict exists and cannot be resolved to the satisfaction of the Nominating and Corporate Governance Committee, such director should submit to the Board written notification of such conflict of interest and an offer of resignation from the Board and each of the committees on which such director serves. The Board need not accept such offer of resignation; however, the submission of such offer of resignation provides the opportunity for the Board to review the appropriateness of the continuation of such individual's membership on the Board or any Board Committee.

3. Director Selection and Board Membership Criteria.

The Nominating and Corporate Governance Committee has, as one of its responsibilities, the recommendation of director candidates to the full Board. Nominees for directorship will be identified by the Nominating and Corporate Governance Committee in accordance with the criteria set forth below and any other criteria that may be identified by the Board or a Board Committee, if appropriate, and in accordance with the procedures set forth in the Nominating and Corporate Governance Committee's charter.

- (a) Background. The Board seeks members from diverse professional and personal backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity. This assessment will include an individual's independence, as well as consideration of age, skills and

experience, and a policy of promoting diversity, in the context of the needs of the Company.

- (b) Simultaneous Service. No member of the Audit Committee should serve on more than two other public company audit committees unless the Board determines that such simultaneous service does not impair the ability of such member to effectively serve on the Audit Committee and such determination is disclosed on the Company's website or in the Company's proxy statement or otherwise in accordance with applicable requirements. Directors should advise the Board Chair and the chair of the Nominating and Corporate Governance Committee in advance of accepting an invitation to serve on another public company board or audit committee.
- (c) Financial Literacy. Directors should know how to read and understand fundamental financial statements and understand the use of financial ratios and information in evaluating the financial performance of the Company.
- (d) Character. Directors should be persons of good character and thus should possess all of the following personal characteristics:
- *Integrity*: Directors should demonstrate high ethical standards and integrity in their personal and professional dealings;
  - *Accountability*: Directors should be willing to be accountable for their decisions as directors;
  - *Judgment*: Directors should possess the ability to provide wise and thoughtful counsel on a broad range of issues;
  - *Responsibility*: Directors should interact with each other in a manner which encourages responsible, open, challenging and inspired discussion;
  - *High Performance Standards*: Directors should have a history of achievements which reflects high standards for themselves and others;
  - *Commitment and Enthusiasm*: Directors should be committed to, and enthusiastic about, their performance for the Company as directors, both in absolute terms and relative to their peers; and
  - *Courage*: Directors should possess the courage to express views openly, even in the face of opposition.

- (e) Expectations. Each Director will be expected to:
- dedicate sufficient time, energy and attention to ensure the diligent performance of his or her duties;
  - comply with the duties and responsibilities set forth herein and in the Bylaws of the Company;
  - comply with all duties of care, loyalty and confidentiality applicable to directors of publicly traded corporations organized in our jurisdiction of incorporation; and
  - adhere to the Company's Code of Business Conduct and Ethics, including, but not limited to, the policies on conflicts of interest expressed therein and any other Company policies that apply to Directors.

4. Retirement.

- (a) Term Limits. The Board does not favor term limits for directors, but believes that it is important to monitor overall Board performance. Therefore, the Nominating and Corporate Governance Committee shall review each director's continuation on the Board annually. This will provide a regular schedule for the Board to evaluate each director's nomination and each director to confirm his or her desire to continue as a member of the Board, in addition to any reviews the Board determines to do from time to time.
- (b) Resignation Policy – Management Directors. Except as otherwise provided for under contractual obligations, management directors shall offer to resign from the Board upon their resignation, removal or retirement as an employee of the Company.
- (c) Change in Job Responsibilities. The Board expects directors to notify the chair of the Nominating and Corporate Governance Committee promptly and, subject to contractual obligations, offer to resign from the Board upon a significant change in their business position including, without limitation, retirement from the position on which their original nomination was based. It is not the sense of the Board that in every instance the directors who retire or change from the position they held when they joined the Board should necessarily leave the Board. There should, however, be an opportunity for the Board through the Nominating and Corporate Governance Committee, to review the continued appropriateness of Board membership under the circumstances.

## II. Board Leadership:

1. Board Chair. The Board Chair shall be elected by the Board. Currently, the Board Chair is not the Chief Executive Officer of the Company. However, the Board believes that the Company and its stockholders are best served by maintaining flexibility to have any director serve as Board Chair and therefore believes that a permanent policy on whether the Board Chair and CEO positions should be separated or combined is not appropriate.
2. Lead Director. In order to maintain the independent integrity of the Board, if the Board Chair is not an independent director, the Board shall appoint a Lead Director who must be independent. The Lead Director's responsibilities shall include: (a) presiding at all meetings of the Board at which the Board Chair is not present, including executive sessions of the independent directors; (b) serving as liaison between the Board Chair and the independent directors; (c) reviewing and approving materials to be sent to the Board; (d) approving the meeting agendas for the Board; (e) approving meeting schedules to assure that there is sufficient time for discussion of all agenda items; (f) having the authority to call meetings of the independent directors; and (g) if requested by major stockholders, ensuring that he or she is available for consultation and direct communication. If the Board Chair is an independent director, then he or she will handle the foregoing responsibilities.

## III. Board Roles, Procedures and Practices:

1. Directors' Duties. The Board is elected by stockholders to provide oversight and strategic guidance to senior management. The basic responsibility of the directors is to exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its stockholders. In discharging that obligation, directors should be entitled to rely on the honesty and integrity of the Company's officers, employees, outside advisors and independent auditors. The Board selects and oversees senior management, to whom the Board delegates the authority and responsibility for the conduct of the day-to-day operations of the business.

Directors are expected to use their best efforts to attend the annual meeting of stockholders, Board meetings and meetings of committees on which they serve, and to spend the time needed and meet as frequently as necessary to properly discharge their responsibilities. Directors are expected to review meeting materials prior to Board and committee meetings and, when possible, should communicate in advance of meetings any questions or concerns that they wish to discuss so that management will be prepared to address the same. Each director's attendance at, and preparation for, Board meetings and meetings of committees on which they serve, shall be considered by the Nominating and Corporate Governance Committee when recommending director nominees.

2. Majority Vote Standard for the Election of Directors. The Company's organizational documents provide that directors must be elected by the vote of a majority of votes cast in an uncontested election. If a director fails to receive the necessary majority approval, the director shall offer to tender his or her resignation to the Board, and the Nomination and Corporate Governance Committee will make a recommendation to the Board on whether to accept or reject the resignation or other action. The Board will review and act on this recommendation and publicly disclose its decision and its rationale within 90 days from the date that the vote results are certified.
3. Board Meetings.
  - (a) Selection of Agenda Items. The Board Chair (in consultation with the Lead Director, if any) establishes the agenda for Board meetings although each Board member is free to suggest the inclusion of items on the agenda.
  - (b) Distribution of Materials. The Company shall distribute written materials sufficiently in advance of meetings to permit a meaningful review by the directors.
  - (c) Meetings; Executive Sessions. The Board shall hold a minimum of four meetings per year. The Board will meet in executive session periodically without management directors and any other members of the Company's management present. In addition, at least annually, all independent directors shall meet in executive session.
4. Director Stock Ownership Guidelines. All independent directors are expected to hold at least five times the director's base annual cash retainer in Company stock. For purposes of satisfying these requirements, a Director's holdings in Company stock shall include, in addition to shares held outright, any units granted to the Director as compensation for Board service, whether vested or unvested, and any shares or units held under a deferral or similar plan. Directors will have five years from the later of (i) the date they become subject to these guidelines, (ii) the date of a material change to these guidelines, or (iii) the date of any increase in their annual cash retainer to attain this ownership threshold. The Board Chair (or the Chief Executive Officer if the requesting party is the Board Chair) shall be notified of all preclearance requests by independent directors for proposed sales of Company stock.
5. Director Compensation. The form and amount of non-management director compensation will be determined by the Board upon the recommendation of the Nominating and Corporate Governance Committee. The Board and the Nominating and Corporate Governance Committee are aware that questions as to directors' independence may be raised when directors' fees and emoluments exceed what is customary. Similar concerns may be raised when the Company makes substantial charitable contributions to organizations in which a director is affiliated, or enters into consulting contracts with (or provides other indirect forms

of compensation to) a director. The Board and the Nominating and Corporate Governance Committee will critically evaluate each of these matters when determining the form and amount of director compensation, including considering whether such compensation would affect the directors' independence under applicable requirements.

6. Director Orientation and Continuing Education. The Nominating and Corporate Governance Committee develops and maintains the Company's orientation programs for new directors and continuing education programs for directors.

Each new director, upon joining the Board, is provided with an orientation session regarding the Board and the Company's operations. As part of this orientation, each new director shall have an opportunity to meet with members of senior management of the Company.

Directors are also provided with continuing education on various subjects that will assist them in discharging their duties, which may include presentation by Company management or the Board's advisors on the Company's business, compliance efforts, applicable legal, regulatory or other developments or other matters as the Board, or the Nominating and Corporate Governance Committee in its oversight of the Board's continuing education program, may deem appropriate. The Company will also provide the directors, at their request, with access to reasonable outside education programs pertaining to the directors' responsibilities, as appropriate.

7. Assessing Board Performance. The Board will conduct an annual self-evaluation to determine whether it and its committees are functioning effectively. The Nominating and Corporate Governance Committee will receive comments from all directors as to the Board's performance and report annually to the Board with an assessment of the Board's performance, to be discussed with the full Board.
8. Access to Officers, Employees and Advisors. Board members have complete and open access to the Company's senior management, any other employees and any Company advisors. Board members who wish to have access to such persons may coordinate such access through the Board Chair, Lead Director or the corporate secretary or may contact such persons directly.
9. Board Communication Policy. The Board believes that management should speak for the Company and that the Chair should speak for the Board. In order to ensure compliance with applicable securities laws and to avoid the potential detriment to the interests of the Company, its stockholders and other constituencies that could result from inconsistent communications, the members of the Board should not respond to media inquiries or make statements to the media regarding the Company and its business without consultation with, and approval by, the Board Chair or the Board.

Notwithstanding the foregoing, the Audit Committee has established procedures to enable anyone who has a concern about the Company's conduct or about the Company's accounting, internal accounting controls or auditing matters to communicate those concerns to the Chair of the Audit Committee. Such communications may be confidential or anonymous and may be submitted in writing to: Apollo Global Management, Inc., Attn: Chair, Audit Committee of the Board of Directors, 9 West 57th Street, New York, NY 10019.

10. Board Authority. The Board and each committee have the power to hire independent legal, financial or other advisors as they may deem necessary, without consulting or obtaining the approval of any officer of the Company in advance.
11. Confidentiality. The Board believes that confidentiality of information and deliberations is an imperative. Information learned during the course of service on the Board is to be held under confidentiality obligations and used solely in furtherance of the Company's business.
12. Code of Business Conduct and Ethics and Other Company Policies. The Company has adopted a Code of Business Conduct and Ethics and other internal policies and guidelines designed to support these guidelines and to comply with applicable law. Directors are expected to comply fully with that Code and any other applicable policies and guidelines. The Audit Committee of the Board shall report and make recommendations to the Board, and the Board will adopt and review, as appropriate, policies and procedures designed to ensure that the Company, its directors, officers and employees comply, in all material respects, with all applicable regulatory requirements and conduct the Company's business ethically and with honesty and integrity.

#### **IV. Board Committees**

1. Board Committees. The Board will have at all times an Audit Committee, a Compensation Committee, a Nominating and Corporate Governance Committee and a Sustainability and Corporate Responsibility Committee. Each of these Committees shall consist solely of independent directors. Committee members will be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee with consideration of the desires of individual directors. Each committee shall have its own charter, which will set forth the purposes, goals and responsibilities of the committees as well as qualifications for committee membership, procedures for committee member appointment and removal, committee structure and operations and committee reporting to the Board. The charters will also provide that each committee will annually evaluate its own performance and its membership will be posted on the Company's website.

The Board may, from time to time, establish or maintain additional committees as necessary or appropriate. In addition to the committees referenced above, the Board currently has an Executive Committee.

2. Rotation of Committee Assignments and Chairs. Committee assignments and the designation of committee chairs should be based on the director's knowledge, interests and areas of expertise as well as the needs of the Company and the Board. The Board generally does not favor mandatory rotation of committee assignments or chairs because of our belief that experience and continuity are more important than rotation.

**V. Executive Officer Evaluation, Compensation and Management Succession**

1. Executive Officer Evaluation and Compensation. The Compensation Committee reviews and makes recommendations to the Board with respect to the Company's compensation philosophy, policies and programs so as to support the Company's overall business strategy. The Compensation Committee will review and approve corporate goals and objectives relevant to the compensation of the Company's CEO, evaluate CEO performance in light of those goals and objectives and determine and approve CEO compensation levels based on this evaluation. The Compensation Committee shall also oversee the compensation of other executive officers. No executive officer may be present during voting or deliberations relating to his or her compensation.
2. Succession. The Compensation Committee oversees the Company's management succession planning. The Compensation Committee will develop and recommend to the Board for approval CEO and executive officer succession plans as well as an interim CEO succession plan in the event of an unexpected occurrence, and will also review such plans from time to time as appropriate.