



Gender Pay Gap Report 2025

March 2026



Understanding the gap



About this report

This report includes our latest set of gender pay gap data for 2025, as part of the UK government regulations. Our gender pay gap has been calculated in line with the UK government's statutory methodology, using a snapshot of data as of 6th April 2025.

This report details the difference in the average hourly earnings and average bonus of men and women based in our UK organisation, regardless of their role or seniority. This does not include data for GD Healthcare UK.

It is important to remember that the gender pay gap is not the same as equal pay, and that a gender pay gap does not show differences in pay for comparable jobs. This report does not provide a comprehensive overview of our broader global business.

Understanding the gap

At GlobalData, our gender pay gap is driven by the balance of men and women across different levels of seniority, as seen across our four quartiles. Across our structure, we have fewer women in leadership roles, as well as fewer women in sales positions, resulting in a higher percentage of males in roles with higher earning potential through sales incentive plans.

Although we have seen an increase in senior female hires across our senior leadership teams, as well as an increase in the number of women within our sales teams, achieving a more equitable distribution across all of our quartiles remains essential to close the gap.

Since our last report, our UK headcount has increased and our mean gender pay gap remained steady at 29%. Our median gender pay gap, which reflects a more equal spread of our remuneration, has shown little variance, increasing by 1% to 23%.

Our mean and median bonus pay gap has increased, despite more men and women receiving a bonus, as compared to our 2024 report.

This year's gender pay gap highlights the structural imbalances across our upper quartiles, driving some of the results we see today. Throughout 2026, we will be evolving our approach to pay and performance and increasing transparency for all global colleagues, alongside structured career pathways and development opportunities.

Across the organisation, our collaborative efforts towards shaping an inclusive environment for all our colleagues through global initiatives continue to make an impact. In our last annual engagement survey, 83% of global colleagues felt that they can be their authentic self at work. We know that broader perspectives mean better insights, and our leaders and people managers, supported by our People team, continue to work together to move the needle in the right direction.

Our commitment and progress



Through our approach to diversity, equity and inclusion, of which gender forms one element, we are removing barriers and bias and continuing to invest in our people and culture to drive performance and create an inclusive, supportive environment – no matter your role or location.

Attract, develop and retain

GlobalData's ambition is to attract, develop and retain the very best diverse talent.

- We've continued to improve our hiring practices across the hiring lifecycle. All our hiring managers have been through training so that from the moment you explore our careers website, speak to a Talent Acquisition Partner or meet with our hiring managers, we're increasing accessibility and eradicating bias.
- We're curious and there's always something new to learn, which is why every employee has access to thousands of learning and development opportunities and curated skills development pathways through our learning portal.
- We continue to invest in early careers, offering internships across the UK organisation. In 2025, 62% of our interns were female.
- Every employee has the equal opportunity to broaden and grow their career through our global approach to internal mobility, using our new internal careers site.

Employee voice

We create a safe environment where every colleague feels seen, valued and heard.

- We host annual engagement surveys and are committed to putting the results into action. Our divisions collaborate to develop local action plans to drive change and put employee voice into action, alongside our broader global commitments to employees.
- Our four company-sponsored and employee-driven resource groups (ERGs) offer a space for colleagues to create community and share their experiences, feedback and learn about diversity and inclusion. From year-round events and celebrations to workplace resources, each group is led by passionate Co-Chairs, supported by an executive sponsor. In 2026, we'll be expanding our groups further, with the creation of a new ERG to represent even more colleagues.
- We actively promote our confidential reporting and whistleblowing lines, as part of our wider Code of Conduct.

Leadership

Our leadership teams and managers are vital to shaping our culture and inspiring others.

- Our most senior leaders undertake training and development through our Leading for Growth programme, with more programmes in the pipeline focusing on inclusive behaviours and leadership.
- Our managers are invited to regular briefings to ensure they have the tools they need to support their teams' performance, development and wellbeing.
- We strive for gender diversity at every level, with our Board of Directors and Senior Leadership Team having at least 25% female representation.
- Each of our employee-led ERGs has an executive sponsor who represents the group within our Senior Leadership Team to guide organisational practice and the prioritisation of initiatives.

Our Gender Pay Gap Data

GlobalData UK Ltd. Disclosure as at 6th April 2025.

846 UK employees, where
42% are female

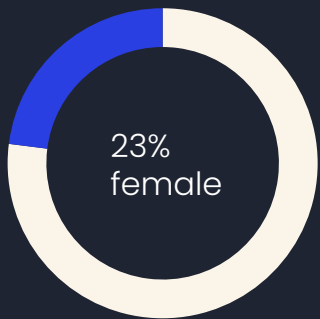


% of men and women
receiving bonus pay

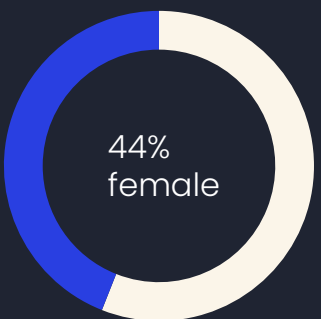


Proportion of employees
in each pay quartile

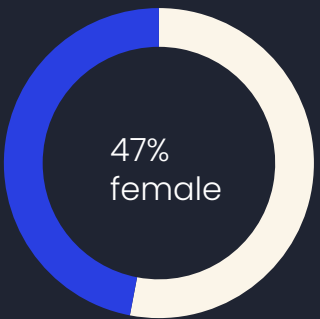
Upper
pay quartile



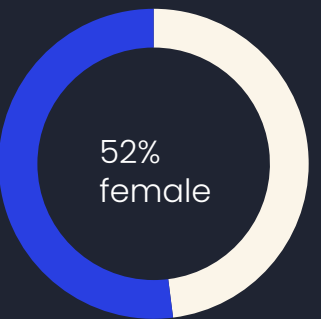
Upper middle
pay quartile



Lower middle
pay quartile



Lower
pay quartile



Our Gender Pay Gap Data

GlobalData UK Ltd. Disclosure as at 6th April 2025.



Pay gap	2025	2024	2023	2022	2021
% Mean	29%	29%	62%	35%	32%
% Median	23%	22%	28%	27%	20%

Bonus gap	2025	2024	2023	2022	2021
% Mean	66%	31%	43%	58%	56%
% Median	61%	34%	65%	67%	65%
% Males receiving bonus	48%	39%	44%	33%	40%
% Females receiving bonus	35%	20%	32%	23%	24%

This analysis uses our pay and bonus data as at 6th April 2025. Our bonus pay figures include annual cash bonus, commission and vesting share awards made under our long-term incentive plan.

In alignment with the current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women. This means the gap does not take into account non-binary colleagues or other identities.

Glossary

Gender pay gaps show the difference in average hourly earnings for men and women, across a whole organisation. A gender pay gap does not show differences in pay for comparable jobs.

Gender bonus pay gaps show the difference in average annual bonus payments for men and average bonus payments for women across the whole organisation.

Equal pay means that men and women in the same employment, performing equal work, must receive the same pay. This right is enforced under the Equality Act 2010.

The mean average is the total sum of all payments divided by the total number of employees.

The median average is the midpoint of the set of data.

Contact us

If you have any questions regarding our report,
please contact us:

Katherine Lunn

Chief Operating Officer
Katherine.Lunn@globaldata.com

