

## Gender Pay Gap Report April 2023

### Introduction

Our gender pay gap figures have been calculated using the mechanisms set out in the legislation and reflect the relevant full time UK employees who were employed with GlobalData Plc. on 5 April 2023. The pay gap shows the difference in average (mean and median) pay calculated on basic salary and variable pay between all men and women within a company irrespective of their role or seniority. The pay gap is a collective comparison focusing on the diversity of workforce rather than equal pay for similar jobs. We monitor pay at all levels of the Company and are committed to equal pay, as set out in the Equality Act (2010). This ensures that everyone doing the same or a similar role are paid equally regardless of gender.

### Our Results

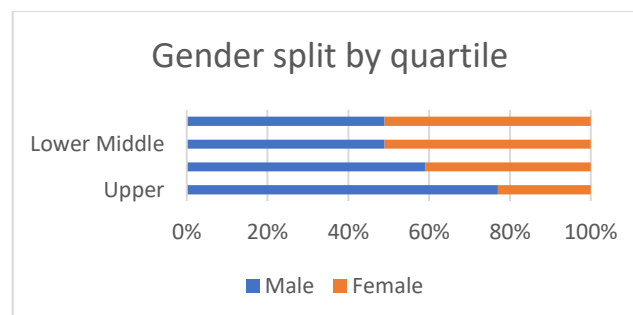
<b>Mean Gender Pay Gap</b> <b>61.8%</b>	<b>Median Gender Pay Gap</b> <b>27.6%</b>
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The high Mean Gender Pay Gap is driven by a small number of employees who received proceeds from exercised share options during the period which included the snapshot date. When excluding share options the Mean Gender Pay Gap would be 29.8%, which is a decline on the 2022 result of 35%.

<b>Mean Bonus Gender Pay Gap</b> <b>43.2%</b>	<b>Median Bonus Gender Pay Gap</b> <b>65.3%</b>
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<b>Total of Males Receiving Bonus</b> <b>44.3%</b>	<b>Total of Females Receiving Bonus</b> <b>31.5%</b>
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The bonus gap statistics continue to reflect that structurally we have a high proportion of our sales teams who are male and receive commission. The mean average has reduced significantly since last year (58.15%) and is helped by an increase of 8.7% of females receiving bonus pay for 2023 and an increased percentage of females in senior roles.



As well as ensuring parity on pay across equal roles we are committed to providing an environment that supports flexibility through hybrid working and our 3 D,E&I Employee Resource Groups continue to champion our diversity agenda globally.

I confirm that the information provided in this report is accurate and in line with UK legislation.

**Lynne Smith – Group HR Director**