



2023 Clarivate sustainability report



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Letter from the CEO



Matti Shem Tov
Chief Executive Officer,
Clarivate

I am delighted to introduce this Sustainability Report as the new Chief Executive Officer of Clarivate. It has been a privilege to join a company that takes sustainability seriously, and takes meaningful action by connecting people and organizations to intelligence they can trust to transform their perspectives, their work and, ultimately, our world. Simply put at Clarivate we help people and organizations Think Forward™, which is essential for a sustainable future.

Our solutions and deep domain expertise help our clients solve some of the world's most complex challenges across the spectrum of research, knowledge and innovation. Whether our data, insights and innovations are used to explore more sustainable

resources or accelerate delivery of life-changing drugs and treatments, our vision is to fuel the world's greatest breakthroughs by harnessing the power of human ingenuity.

We are committed to driving responsible business practices to advance a more sustainable and healthier world throughout our value chain, in alignment with our core values: We aim for greatness, We own our actions and We value every voice. We aim to accomplish this by caring for our colleagues, clients, shareholders and communities, operating ethically while implementing ways to be more eco-efficient, and partnering wherever possible to create the world we want today and preserve it for generations to come.

We were honored to receive external recognition for our work in sustainability in 2023. Clarivate was shortlisted for the SDG Pioneer Award at the Thomson Reuters Responsible Business Awards. Newsweek recognized Clarivate as one of "America's Greatest Workplaces for Diversity for 2024" in addition to one of "America's Greenest Companies" for 2024.

This year we also became signatories to the United Nations Sustainable Development Goals (SDGs) Publishers Compact, on top of our other existing commitments as signatories to the United Nations Global Compact, the United Nations Women's Empowerment Principles, CEO Action for Diversity and Inclusion and the Stonewall U.K. Trans Rights are Human Rights campaign and Science-Based Targets Initiative.

We encourage every one of our colleagues to focus on sustainability, as every action, no matter how small, makes a difference. This year, through our paid volunteer time benefit, Clarivate colleagues spent more than 23,242 collective hours making a positive impact in their communities.

We are proud to share our unwavering commitment, progress and plans for the future with you in this report. We welcome your feedback and partnership in our efforts to build a sustainable company that continues to drive long-term success for our clients, colleagues, shareholders and communities.

"We want to improve our own sustainability performance while working with our customers to help them find strategic, purpose-driven and data-informed ways to achieve their own sustainability goals. This work makes a tangible difference."

Matti Shem Tov
CEO, Clarivate

About Clarivate

As a leading global provider of transformative intelligence, our vision at Clarivate™ is to fuel the world’s greatest breakthroughs by harnessing the power of human ingenuity.

We connect people and organizations to intelligence they can trust to transform their perspective, their work and our world. Our subscription and technology-based solutions are coupled with deep domain expertise, covering the areas of Academia & Government, Life Sciences & Healthcare and Intellectual Property. We aim to build a lasting, sustainable legacy by supporting the world’s explorers, researchers and innovators to help people and our planet for years to come.

Our clients are some of the world’s leading researchers and problem solvers. More than 45,000 universities, non-profits, funding organizations, libraries, corporations, law firms, government organizations and independent researchers trust us to provide them with the right information at the right time to discover, protect and commercialize new ideas.

Sustainability is a core component of our mission. We have created an interconnected, shared purpose and a strong operating philosophy that guides the actions of our leadership and colleagues around the globe. All these elements are built on the foundation of our purpose and vision, underpinned by our values to help guide our colleagues every day – so our collective focus remains sustainable growth for the greater good.

Our core values are cultural cornerstones that guide our actions from the day-to-day decisions from how we interact with each other to how we prioritize building trusted partnerships with every client, worldwide.

Our purpose, vision and mission



Our purpose: To elevate the ideas that will benefit everyday life.



Our vision: To fuel the world’s greatest breakthroughs by harnessing the power of human ingenuity.



Our mission: To advance the success of people and organizations through transformative intelligence and trusted partnerships.

Our values



We aim for greatness: We challenge the status quo, pursue continuous innovation and improvement and strive to deliver an exceptional customer experience in all we do.



We value every voice: We work together in respectful partnership with our colleagues and customers, which is our evergreen source of sustainability and success. The best results come from an inclusive and collaborative environment.



We own our actions: Trust is built on actions. We act with integrity and are accountable to ourselves, our colleagues, our customers, shareholders and our communities.

Shareholder engagement

Proactive, transparent engagement with our shareholders is essential to our success, especially when it comes to our ESG commitments.

We have designed our disclosures to be as clear as possible in order to fuel honest, insightful discussions and gain valuable input to advance our programs around the world.

We have open discussions with our shareholders on topics such as executive compensation and corporate governance practices.

We will continue to engage on these types of issues, enabling our shareholders to help us focus on meaningful priorities, drive accountability and shape our future programs.

We serve clients across a wide variety of business verticals and primarily focus on helping professionals in the fields of:

- Academia & Government
- Life Sciences & Healthcare
- Intellectual Property

Clarivate at a glance

\$2.63B

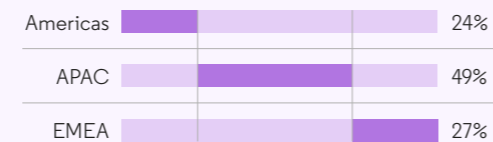
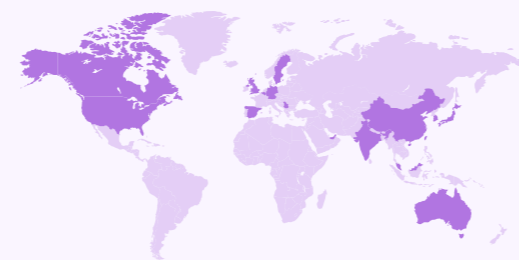
total net revenue in 2023

45K

clients in approximately 180 countries

12K

experts located in 40+ countries around the world



APAC = Asia-Pacific
EMEA = Europe, Middle East and Africa

Sustainability at Clarivate

Sustainability is a core component of our mission and a clear extension of our purpose, vision and values. We are committed to driving responsible business practices throughout our value chain to advance a more sustainable, informed and healthier world. This includes caring for our colleagues, clients, shareholders and communities, operating ethically and efficiently, and partnering wherever possible to create the world we want today and preserve it for generations to come.

Governance to support focus, progress and accountability

Risk and Sustainability Committee

The Risk and Sustainability Committee was created by our Board of Directors (the Board) to assist our Board in its oversight of the Company's risk management and ESG matters. The Risk and Sustainability Committee has a written charter, and, in addition to any other responsibilities which may be assigned from time to time by the Board, is responsible for:

- Reviewing and discussing with senior management the Company's risk management and risk assessment processes, including any policies and procedures for the identification, evaluation and mitigation of major risks of the Company.
- Receiving periodic reports from senior management as to efforts to monitor, control and mitigate major risks.

- Reviewing periodic reports from senior management on selected risk and ESG topics as the Risk and Sustainability Committee deems appropriate from time to time, encompassing major risks other than those delegated by the Board to other Committees of the Board in their respective charters or otherwise.

Each member of the Risk and Sustainability Committee is independent under NYSE listing standards.

Beginning in 2024, our Audit Committee will be responsible for oversight of the Company's risk management and our Nominating and Governance Committee will assist the Board in overseeing our sustainability efforts.

Sustainability Steering Committee

The Sustainability Steering Committee was created to ensure our ESG initiatives remain top of mind across Clarivate and support our strategic commitments to take action across all business segments, functions and teams globally. The Sustainability Steering Committee is comprised of a cross-functional team of C-level executives, representing all key areas of the business. Committee members help us identify strategic priorities to fulfil our organizational purpose and create long-term stakeholder value.

The Sustainability Steering Committee meets quarterly and reports progress to our CEO, and our Board's Nominating and Governance Committee.

Key objectives

- Lead, support and execute strategic priorities within key areas of responsibility based on agreed scope and budget.
- Provide consistent stewardship, support and visibility around our sustainability commitments worldwide.
- Provide necessary updates and metrics to drive comprehensive, transparent reporting and communication of our ongoing sustainability efforts.

Global leadership commitments

- United Nations Global Compact
- United Nations Women's Empowerment Principles (WEPs)
- CEO Action on Diversity & Inclusion
- U.K. Stonewall Trans Rights are Human Rights initiative
- UN SDG Publishers Compact

Our methodology

Our annual sustainability report is aligned with the following reporting frameworks: UN SDG, Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).



Our bold commitments to lead in driving sustainability

As we continue to drive sustainability and other ESG principles at Clarivate, our actions and commitments roll up into two overarching goals.



To lead in driving sustainability by providing tangible solutions that help our clients advance SDGs worldwide

We continue to integrate sustainability into our business goals, helping to ensure that our strategic priorities help our clients advance a more sustainable world. We recognize our unique role in advancing innovation through data development to drive ESG and have mapped our products and services to the UN SDGs, directly impacting all 17 of those goals.



To implement sustainable business practices across our business and partner with those in our value chain to do the same

Our ESG strategy continues to evolve as we use sustainability materiality mapping to shape and refine it, helping to ensure that it addresses the needs of our key stakeholders and remains focused on the issues and priorities that matter most to them.

Our solutions are mapped to UN Sustainable Development Goals

49%

of Clarivate revenue is aligned with UN SDGs.

53%

of companies ranked in Dow Jones Sustainability World Index 2023 work in partnership with us.

Our impact spans all 17 UN Sustainable Development Goals (SDGs)¹

Our team mapped the breadth and depth of coverage within the portfolio of Clarivate solutions against all SDGs to identify where our solutions have had the greatest impact. We then ranked our impact across each of the 17 SDGs, determining 4 SDGs that are most important based

on current alignment and the potential to increase alignment of our solutions with SDGs.

The following are some examples of how we bring our sustainability commitments to life in line with four main SDGs that we align with most closely.

The global goals for sustainable development



¹ There is currently no standard methodology for reporting tracking to individual SDGs and thus, reporting frameworks may vary. Clarivate has scored its performance against the United Nations SDGs based solely on data available as of the time of issuance of this report. Clarivate undertakes no obligation to update these statements, except as otherwise may be required by law.

Ensure healthy lives and promote well-being for all, at all ages

Clarivate life sciences and healthcare data and intelligence are trusted by companies around the world, supporting their mission to create innovative treatments and solutions that save lives and improve the quality of life.

95M+

patients are supported through chronic diseases by improving understanding of their medicines through the use of our analytics.

86+

We have supported 86+ health technology assessments expediting the approval of life-changing drugs. (2019-2023)

Here are just a few more specific examples of the ways in which we are working to ensure healthy lives and promote well-being for all.

Reducing premature mortality from antimicrobial resistance

The World Health Organization estimates that 1.27 million people die annually as a result of microbial or bacterial infections as they become harder to treat, in part due to overuse, patient misuse and non-adherence to antibiotics commonly used in the treatment of infections.

Working in partnership with Teva, since December 2023, Clarivate is educating patients on the safe use and disposal of antibiotics by delivering

digital messages through pharmacy dispensing systems in Germany. Our campaign will deliver hundreds of thousands of digital messages through pharmacies across the country to patients and healthcare providers over a period of 12 months. More than 100,000 messages were delivered in the first 10 weeks.

Teva is committed to taking a holistic approach to addressing the issue of antimicrobial resistance (AMR) by tackling it across their value chain: in the manufacturing supply chain through responsible antibiotic production and through healthcare professional and patient education

on appropriate antibiotic use. “As a manufacturer of antibiotics and their active ingredients, we are aware of and concerned with the threat of antimicrobial resistance. This is why it is important for us to be at the forefront of raising awareness, initiating interventions, and looking for solutions to this challenge through various means. By encouraging the proper use and disposal of commonly used antibiotics, this large-scale communication program has the potential to educate patients and in doing so, create a measurable impact on patient lives,” says Amalia Adler-Waxman, SVP, Global Head, ESG, Teva.

How we are working towards effective treatment of a rare disease that causes blindness

Approximately 35,000 people worldwide have LHON – short for Leber’s hereditary optic neuropathy – a genetic condition that affects the optic nerve, which sends visual information from the eye to the brain. In most cases, LHON leads to severe vision loss in both eyes, usually beyond the threshold of legal blindness and mostly among young men. LHON has a narrow window of treatment after symptom onset before there is a complete loss of central vision, but some promising clinical trials are underway using gene therapy.

At Clarivate, we combined our trusted data assets, including real-world patient data, published studies and clinical trial results, to obtain a better understanding of the condition and current drug remedies.

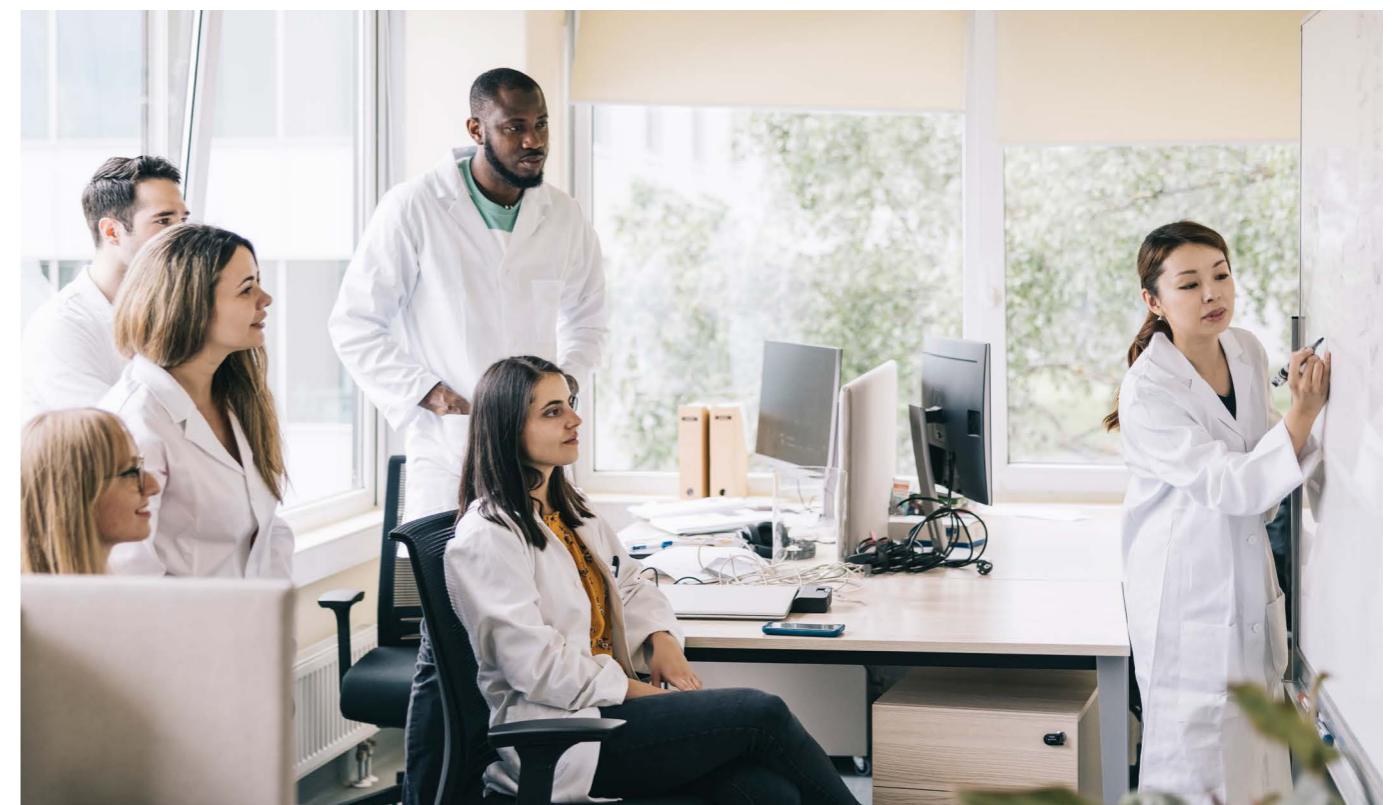
Our data compilation and analysis identified several trends that will support the identification and treatment of LHON going forward, including:

- LHON prevalence varies between countries and regions.
- There was a 1.3 fold increase in LHON prevalence for the period of about four years between 2018 and 2021.
- A high prevalence of LHON occurred in non-Hispanic whites.
- The majority of LHON patients during that period were being treated with antibiotics. The mutation profile in LHON patients affects spontaneous visual recovery.

- It has been reported in research literature that patients with the ND6 mutation tend to have less severe disease progression, which is not the case for those with ND4 or ND1 mutations. Artificial intelligence can be used to screen databases to identify these specific mutation carriers.

We continue to research LHON using a combination of clinical, research and real-world data, particularly focusing on the timing of symptom onset and ensuring clinical effects.

Learn more by listening to [our podcast](#) on the subject.





SDG 4: Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Research and education have the power to transform society — first, you need trusted intelligence and tools to advance knowledge and make a lasting impact.

130M+

students use our solutions to enhance their learning and research experience.

26K+

public and academic libraries rely on our solutions to advance knowledge.

At Clarivate, this is one of the challenges we work to solve every day with academia and government. By connecting authoritative content with our expertise, we fuel academic success and spark breakthroughs across thousands of institutions for millions of people.

Clarivate is home to leading research, education and library solutions, including the Web of Science™, ProQuest™, Ex Libris™ and Innovative™.

These solutions connect students, faculty and academic researchers with comprehensive, authoritative content that spans disciplines, centuries, formats, perspectives and voices to serve virtually any learning environment or research passion.

Our solutions provide:

- One-stop access to scholarly databases and content from thousands of publishers.

- The world's largest curated collection of essential academic content.
- Comprehensive dissertations and theses repository.

Below are some specific examples of how we support the goal of inclusive and equitable education, promoting lifelong learning opportunities.

Our partnership with New York Public Library (NYPL) system enhanced access for millions of patrons

In May 2023, Innovative, part of Clarivate, launched its new catalog for patrons using Vega Discover, a full-featured discovery tool. The new catalog, available at nypl.org, provides millions of library card holders with improved access to the library's extensive circulating collection. NYPL joins 60 libraries who have launched Vega Discover to the public.

Featuring enhanced browsing for books and materials available for checkout at the NYPL online or at its circulating branches throughout the Bronx, Manhattan and Staten Island, NYPL and Innovative worked together to tailor the system to meet.

"The Vega Discovery system is an accessible, modern platform that enables our users to find and check out materials easily. With its ability to support more languages and consolidate content, the New York Public Library is better able to highlight materials that may be of interest to our patrons."

Stephen Betts, Acting Chief Digital Officer, The New York Public Library

We help libraries build equitable collections, including from indigenous sources

We work to support inclusive education, and one example of this is our support of indigenous studies.

As research and curricula evolve to become more inclusive, libraries have an opportunity to support university missions and the needs of their users with Indigenous studies book collections. However, for libraries without experts in the area, building effective, ethical collections can be a challenge.

ProQuest, part of Clarivate, is helping librarians tackle that challenge with Indigenising the Curriculum, a new Indigenous studies ebook collection, curated by Yanti Ropeyarn, Indigenous Library Liaison Officer at James Cook University's (JCU) Eddie Koiki Mabo Library in Queensland, Australia.

Titles that are by, in partnership with and on behalf of Indigenous people

Ropeyarn's list is part of ProQuest's new "LibLists" initiative, ebook lists curated by librarians with expertise in emerging or niche topics. Indigenising the Curriculum includes culturally appropriate curriculum resources using a framework developed by the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) for teachers and educators. Ropeyarn notes that the titles on the list are developed:

- by Aboriginal and Torres Strait Islander people,
- in respectful partnership with Aboriginal and Torres Strait Islander people,
- on behalf of Aboriginal and Torres Strait Islander people.

"I have tailored this list for the Australian Higher Education context, but it can be adapted to higher education institutional settings, especially if the focus is on indigenising a course, subject or curriculum resources" said Ropeyarn.



SDG 9: Industry, innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

200M+

individual documents detailing research and development outcomes, our unique data and insights support clients along the innovation lifecycle and bring innovations to market faster. Our data empowers policy makers to understand global technology landscape and inform sustainability policies.

46/50

of the top R&D companies work with us to accelerate innovation.

Clarivate provides intellectual property data, software and expertise to fuel innovations for sustainable industry and infrastructure.

Through the Web of Science and the Derwent World Patents Index, we bring together the world's peer reviewed research and combine it with global invention information to create a vast library of scientific and technological knowledge.

Clarivate enhances the data and metadata, classifying it for technical applications and industrial use and overlaying measurements of impact, expenditure and rarity of the innovation.

Top 100 Global Innovators

Our health, our prosperity and the future sustainability of our world is built on the ideas created today. For 13 years Clarivate has identified the companies behind these ideas.

Our Top 100 Global Innovators™ report identifies companies and organizations which sit at the very top of the global innovation ecosystem, with the most consistent above-the-bar innovation performance. In 2024, Clarivate improved its methodology and ranked the top 100 organizations as competition for exceptional patentable ideas grows more intense.

"Foxconn and our affiliates, together, own more than 57,700 patents around the world. This is a reflection of our strong capabilities to solve the problems of our customers. It is validation of our advanced research to invent next generation technologies and processes. It is our commitment to sharing our innovations with the world. We are absolutely honored to be named for the seventh year running among Clarivate's Top 100 Global Innovators."

Young Liu, Chairman and CEO, Hon Hai Technology Group (Foxconn)



SDG 12: Responsible consumption and production

Enabling environmentally friendly data storage in partnership with our client, Pure Storage

The global proliferation of data and artificial intelligence (AI) require the significant expansion of data storage, which can be a challenge when it comes to sustainability. Our client, Pure Storage, is a leading provider of environmentally friendly data storage and solutions for data centers. Clarivate has helped Pure Storage automate their global ideas portal to capture new and exciting innovations across all their businesses, by using IPfolio and Innography.

"For us in IP, innovation is absolutely everything. So being supported by a company that actually cares about ESG and says what they do, and does what they say, makes all the difference."

Frances Winkley, IP Operations Manager at Pure Storage

Principled, ethical and responsible artificial intelligence

Much has been said and written about ESG and AI. At Clarivate, we aim to build a lasting legacy by supporting the world's explorers, researchers and innovators to help people and our planet for years to come.

Artificial intelligence helps us deliver on this mission

AI is already an integral part of our business, and we recognize the opportunities, risks and transformative progress generative AI can bring to humankind and society. AI is integral to what we do – and our data offers valuable insights that our clients would not have access to without the help of AI models. The data we use is normalized, correlated and translated by AI to provide meaningful information.

At Clarivate we strive to create, develop and use AI that is responsible and accountable and is in compliance with applicable legal requirements. We know that algorithms can sometimes be influenced by unfair bias, and we

work hard to reduce such bias. With appropriate and accountable human oversight, AI-based technology can enrich expertise while mitigating the risks, from bias to hallucinations.

We have access to billions of data points, which are carefully selected and linked by our experts. These data enable our advanced algorithms and models to enhance our information and provide valuable insights, services and workflow solutions. Our customers trust that AI tools applied in conjunction with our best-in-class data and content will deliver accurate, timely and relevant results.

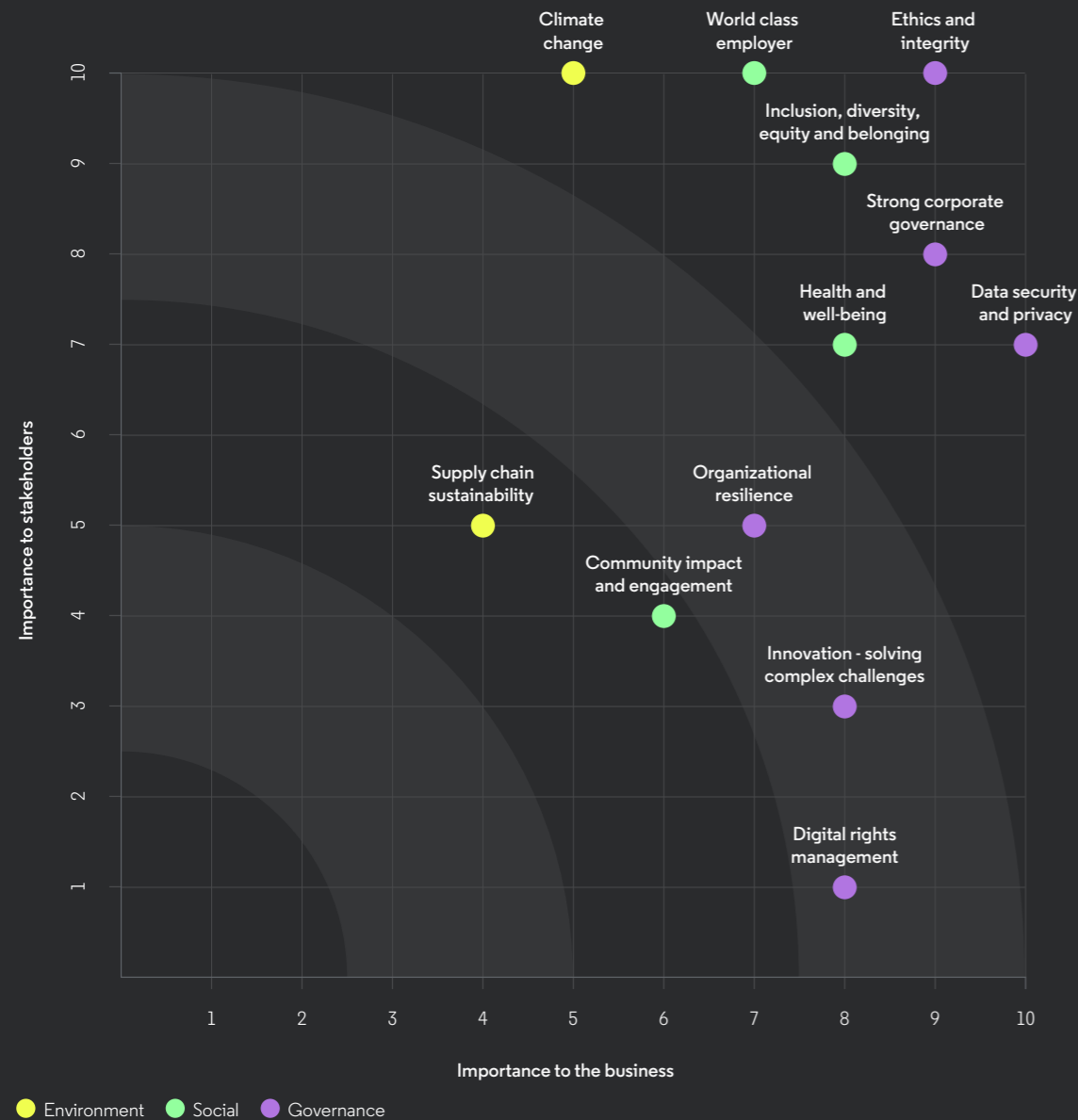
We have an internal approvals process that helps to ensure checks and balances before using generative AI with any of our products or services (or before allowing any third-party to use our content and products within their use of generative AI).

Due to the rapidly changing nature of the AI landscape, including legal requirements applicable to the use of AI, we constantly review and evolve these principles as technology, regulations and industry change.

Read more about our AI Principles on our website and our AI Governance Framework in the Data Security and Privacy section of this report.

Materiality mapping to drive stakeholder engagement

When it comes to driving long-term sustainability, stakeholder engagement is essential to gather important input about which ESG opportunities most closely align with the needs and expectations across our company.



Below are some highlights of our process:

- To assess the importance to our business, we reviewed and synthesized 12 material issues and mapped them to our three sustainability pillars based on our assessment results, making sure to consider any top risks we identified.
- To assess the importance to our stakeholders, we engaged four stakeholder groups to help us establish our material ESG issues based on importance. We analyzed investor ESG ratings (S&P CSA, Bloomberg ESG, MSCI, Sustainalytics, ISS ESG), customer ESG survey data (EcoVadis), regulatory frameworks (TCFD, EU Taxonomy, SASB) and colleague feedback to identify the level of importance for our 12 topics.
- Finally, we added the values from the first two exercises to our materiality map and came up with the most relevant, impactful topics for our business. Please see the map to the left for more details.

Accessibility to our digital brand

Promoting a more accessible, inclusive user experience

The diverse needs of our colleagues, clients and shareholders are the center of our digital communications strategy to reduce barriers to equality and create inclusive, engaging interactions aligned with our values.

Key focus areas

- Voice of Customer – Our accessibility principles are closely related to general usability and aim to define and deliver a simple, intuitive user experience.
- Inclusion and Diversity – Considering a broad range of needs is an essential aspect of diversity and inclusion planning. The non-discrimination or accessibility laws of many countries specifically refer to enabling web accessibility, and we strive to accommodate any and all situations that may limit web accessibility for impacted individuals.
- Sustainability – By developing digital first solutions, we can provide inclusive access to information and reduce our digital carbon footprint.

2023 milestones

- In the annual WebAIM Million WAVE accessibility ranking, clarivate.com maintained a low error density of just 0.47% (or at less than 0.50%).

Environment

At Clarivate, prioritizing environmental stewardship is not a new concept

Over the last couple of years, we have amplified our actions and elevated our focus on protecting and preserving the environment. Through our products and services, we help clients develop sustainable innovations and establish, protect and promote ESG-focused brands to help consumers make smarter, more sustainable consumption choices.



Our growing list of sustainability certifications

The organizations and partners we do business with matter – especially when it comes to sustainability credentials such as green building and other types of sustainability certifications within our global footprint.

As a company that leases our workplaces around the world, we endeavor to work with organizations who are also committed to sustainability, as evidenced through their actions, such as the use of renewables, implementing eco-efficient business practices and seeking third-party certification such as LEED, Energy Star, BREEAM and NABERS.

22%

of the total square footage of our facilities have attained sustainability certifications.

14 out of our 93 worksites currently have green building certifications



Region	Worksite	Sustainability certifications	Sq. Ft
Americas	Alexandria	Energy Star	11574
Americas	Bloomington	Energy Star	3407
Americas	Boston	Energy Star Certification	35600
Americas	Chandler	LEED Silver	35214
Americas	Emeryville	LEED gold O+M	12628
Americas	New York	LEED Gold	6006
Americas	Philadelphia	LEED Gold	77473
Americas	Toronto	LEED Gold	17452
APAC	Beijing	LEED Silver	17039
APAC	Shanghai	LEED Platinum	3534
APAC	Sydney	5* NABERS	2703
EMEA	London	BREEAM Excellent	17800
EMEA	Munich	LEED C+S	10796
EMEA	Stockholm	LEED Gold	6620

APAC = Asia-Pacific
EMEA = Europe, Middle East and Africa

Advancing our ethical, sustainable supply chain

We know we cannot do it alone when it comes to advancing sustainability. To impact global change, we make informed, conscious choices to engage with suppliers who align with our sustainability goals – whose solutions and services are produced in a way that treat people and the environment ethically and responsibly.

Our approach

With the help of EcoVadis, a supply chain sustainability ratings platform, we evaluate our suppliers for their sustainability policies, ratings, implementation measures and more. Our goal is to gain better insights into all aspects of our supplier responsibility and diversity. We use the data we collect to support more responsible, impactful decisions about who we partner with to build a resilient and sustainable supply chain.

We use metrics to help us better understand and advance supplier sustainability, such as:

- Tracking the number and percent of suppliers against our manageable spend, completing a comprehensive sustainability assessment, and using EcoVadis to analyze 78 management indicators across 21 sustainability criteria.
- Understanding the performance of suppliers in a larger variety of the aspects of ESG criteria.

- Performing an annual review of Clarivate suppliers to drive positive impacts and a more sustainable supply chain.

Clarivate has two established governance documents aligned to sustainable procurement within our organization. The first is our Supply Chain Code of Conduct. All Clarivate suppliers are required to agree to our Supply Chain Code of Conduct, which is included in our standard agreements and purchase order Terms and Conditions. Our Supply Chain Code of Conduct is publicly available and can be accessed [here](#).

The second document is our Supply Chain Sustainability Guidelines. Our Supply Chain Sustainability Guidelines is used internally to help colleagues and contractors communicate our expectations to suppliers to support the company's supply chain sustainability initiatives.

2023 milestones

- Initiated the implementation of a global procurement transformation across Clarivate that we anticipate will fully launch across the Source-to-Pay landscape in 2025, to help enable a successful long-term sustainable procurement strategy.
- Reported supply chain sustainability metrics across all Clarivate enterprise resource planning systems (ERPs) for the first time.

Social

Our commitment to social sustainability and doing good for all

At Clarivate, we are committed to continuously identifying and managing the impact our business has on people. Improving the experience of colleagues, clients and suppliers and increasing the positive impact we have in our communities around the world is a top priority. We strive to create and maintain an inclusive work environment and respect every individual and the significance of every relationship we engage in, as highlighted in the core company value of 'We value every voice.'

Prioritizing people and our social responsibility

Our approach

At Clarivate, we prioritize enhancing the colleague experience and creating a work environment and experience that attracts and retains top talent from around the globe. Our goal is to create a strong foundation to develop inspiring career pathways and growth opportunities for our talented global workforce.

In 2023, we continued to build on our Global Roles Framework, which provides a consistent and equitable method of defining jobs across the organization. We identified skills and competencies needed for success in each job and began rolling this out to colleagues through our global job architecture within our framework. This is one of the key building blocks for our colleagues to position themselves for growth. The goal is to help colleagues understand what is expected in their current job and in aspirational roles and enable them to explore correlating development into the plan for their future.

Approximately 80 percent of our colleagues are part of our hybrid work environment where they work both from their local Clarivate office and a home office. This environment fosters flexibility and allows them to balance work and personal life while maintaining collaboration, productivity and innovation. The other 20 percent of our colleagues are fully remote based on their location. We created a central hub – called *Belong@Clarivate* on our intranet – where all colleagues can connect, find support, access resources and stay informed on our evolving workplace. We also continue to create programs, anchored in our values, that bring colleagues together.

We continue to focus on our people by refining and developing our human capital strategies and working to ensure we meet the needs of our global workforce. We strive to ensure that all colleagues have equal opportunity to learn, develop and grow within Clarivate. Our journey toward becoming a world-class employer continued in 2023 as we developed

and launched several initiatives through our senior leaders. For example, our leaders took part in a new, rigorous executive promotion process. This process supports a higher level of consistency in promotion decision-making and also reduces the risk that bias plays any role in the process.

We also set global leadership expectations on how to listen, inspire, unite, innovate and deliver results for the organization. We believe that investing in our leaders and enabling them to be role models will bolster our success as we build a high-performing and inclusive culture.

Colleague engagement

One of our values, ‘We value every voice,’ guides our Colleague Engagement strategy. Twice a year, through our Colleague Engagement survey, we ask for honest feedback from colleagues to help us understand overall satisfaction, what we do well and where we have opportunities to

improve. Listening to our colleagues’ insights and understanding what is important to them helps us shape a positive and productive culture while identifying compelling programs to keep them engaged.

We continuously work with our leaders to develop their skills and implement action plans for improvement based

on colleague input. While our goal is to incrementally improve colleague satisfaction, we view the consistency in the scoring as a positive sign given the significant amount of internal organizational change in 2023, including moving to our segment-based organizational structure, introducing new leadership and transitioning to our hybrid work environment.

Engagement score: % of actively engaged colleagues



Survey respondents: % of total colleagues





Inclusion, equity and belonging

Our commitment to inclusion, equity and belonging

We believe the principles of inclusion, equity and belonging are foundational and should be prioritized for organizations to achieve success with their sustainability goals. It is not only the right thing to do, but it also helps drive higher productivity, better colleague retention, increased colleague satisfaction and innovation from a variety of perspectives. These are significant benefits and they have become embedded in our global business strategy to affect real, lasting change.

Our approach

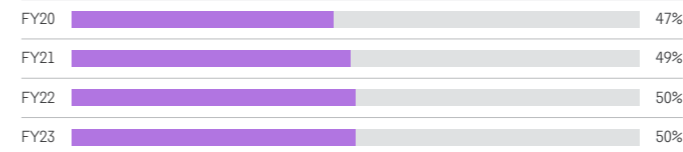
Treating one another with fairness, dignity and respect are fundamental to our purpose, mission and values. We know it takes prioritizing these tenets and taking action to affect real, lasting cultural change. We believe that people coming together from different cultures, backgrounds and life experiences is essential to sparking new ideas and solving real world problems.

Colleagues who feel engaged and included will be the most proactive and productive contributors to our shared success.

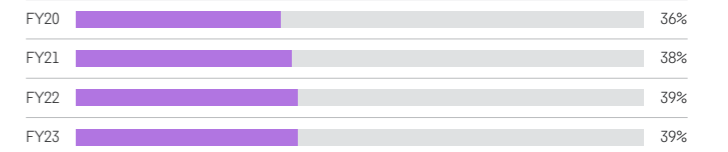
Our goal is to become a recognized, global employer of choice by weaving these principles into the fabric of our culture. Throughout our organization, we are celebrating contributions, accelerating progress and taking action to support a more inclusive workforce.

Workforce breakdown: Gender

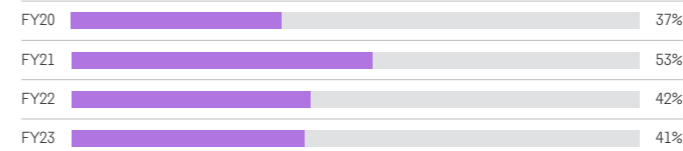
Share of women in total workforce



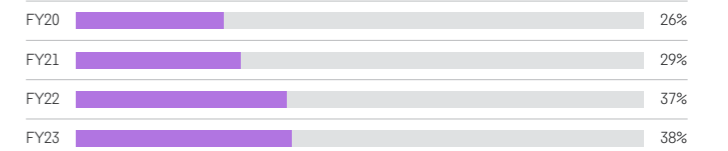
Share of women in all management positions



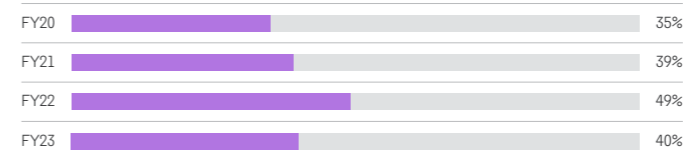
Share of women in junior management positions



Share of women in top management positions



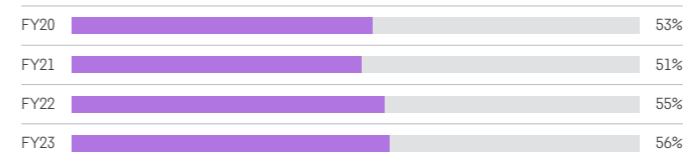
Share of women in management positions in revenue-generating functions



Share of women in technology positions



Share of women in science positions



Workforce Breakdown: Race/Ethnicity²

Asian



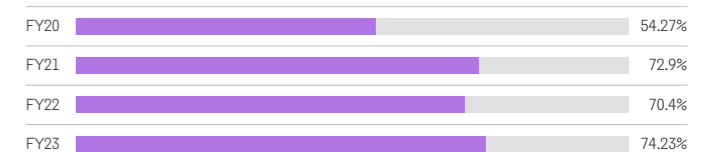
Black or African American



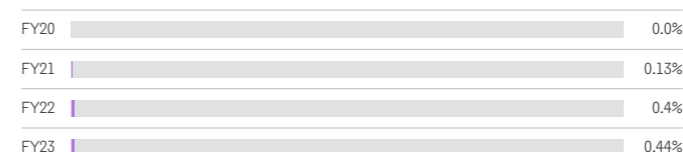
Hispanic or Latino



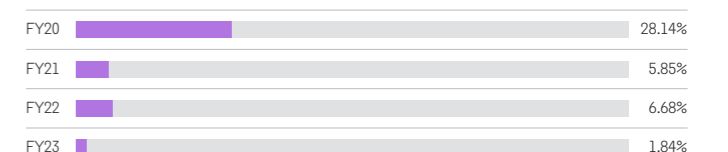
White



American Indian or Alaska Native



Other



² All indicators related to race/ethnicity in our reporting include only our colleagues based in the United States.

2023 milestones

- Met expectations with 99.5% of new hires completing anti-bias training within 45 days of hire date.
- Continued participation in the CEO Action for Racial Equity group focused on addressing racism, social injustice and improving society.
- Achieved a favorable score of 80 in our third year participating in the Human Rights Campaign's Corporate Equality Index (CEI) baselining our work to achieve LGBTQ+ equality.
- Launched both the CEO Council and the Working Council for Inclusion and Diversity with active participation from a cross-functional group of leaders.
- Introduced our Commitment to Inclusion for senior leaders, which is embedded into their performance goals.
- Completed Inclusion & Diversity training for colleagues in India, which comprises a significant portion of our workforce.
- Received Inclusive Workplace Award and Prevention of Sexual Harassment (POSH) Safe Workplace Award from CecureUS in India.

Podcasts:

- [Recognizing the vital contributions of Black women in celebration of Women's History Month - Clarivate](#)
- [University students and mental health - Clarivate](#)
- [Women and girls in science: Career opportunities and challenges ahead - Clarivate](#)



Inclusion, equity and belonging

Human rights – a shared imperative for sustainable development

Our approach

We believe in treating everyone the same, with dignity and respect – regardless of background, culture or circumstances. We comply with all applicable laws, rules and regulations relating to equal employment opportunities, and we are committed to providing equal opportunities to all our colleagues, as well as doing what's right to uplift people and communities wherever we can. We have taken a stand against modern slavery and human trafficking across our business. Our goal is to provide a work environment that is safe, inclusive and inspiring, while striving for equal opportunities for all colleagues, wherever they live.

By aligning our goals with the 10 principles of the UN Global Compact and the United Kingdom Modern Slavery Act, as well as any other requirements of applicable law, rule or regulation, we strive to conduct business in a manner that respects the rights and dignity of all people. We support the principles contained in the United Nations Universal Declaration of Human Rights.

We require our suppliers to treat their employees fairly and in accordance with applicable laws and regulations regarding labor, employment and the following principles:

- Freely chosen employment
- Respect for freedom of association and the right to collective bargaining
- Safe, healthy and hygienic working conditions
- No child labor
- Fair and equitable wages and benefits
- No excessive working hours
- No discrimination is practiced
- No harsh or inhumane treatment
- Promotion of supplier diversity

2023 milestones

- Included anti-corruption training as focus area in our annual Code of Conduct training.
- Continued our progress toward fair and equitable pay practices for all colleagues.
- Provided investigation training for our Employment Relations team to ensure prompt and consistent action and follow-up for any complaints of discrimination or harassment.
- Began a systematic review by country where we employ people to assess human rights.



World-class employer

Attracting, hiring and retaining the best talent

Our approach

At Clarivate, we have a dedicated Talent Acquisition team whose priority is to attract the best, most suitable candidates using a broad variety of channels such as proactive sourcing, connecting through universities, ad campaigns, referrals and more.

Their goal is to identify an inclusive, qualified candidate pool and to provide an outstanding candidate experience throughout the interview and hiring process. We comply with all applicable laws, rules and regulations relating to equal employment opportunities and the recruitment, selection and hiring of qualified candidates.

We know that current colleagues are also a great source for referring talent. We provide opportunities for them to thrive, advance their careers and tap into their networks for talent referrals.

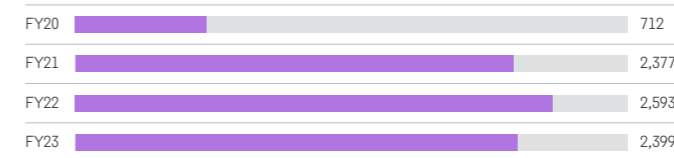
2023 milestones

- Filled 18.26% of open positions through internal candidates (slight increase from 2022).
- Continued our focus on improving the candidate experience by automating the offer process.
- Developed a Global Relocation Program to ensure consistency when moving colleagues and candidates.
- Hired 91% of new colleagues aligned to a Clarivate office to support our hybrid office working environment.
- Launched interviewer training to help ensure we are supporting our managers to select the best talent available.
- Refreshed offer letter templates and trained Talent Acquisition team on using gender-neutral job posting language.
- Invested in a new Employer Value Proposition to develop a new recruitment brand and use internally to advance company culture.

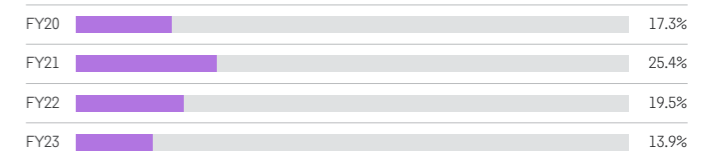
People analytics drivers at Clarivate

- We establish performance and development goals with colleagues at the beginning of each year and evaluate individual performance annually. We request 100% of our colleagues to participate, as achievement of goals and objectives impacts their performance rating, bonus potential and annual compensation adjustments based on eligibility.
- Our teams worked together across the business, including HR Business Partners and Finance Partners, to assess market opportunity to develop financial, operational and hiring plans designed to successfully achieve company goals and objectives.
- We enhanced our reporting and dashboard capabilities around human capital metrics, which allows improved insights into workforce trends and analytics.
- Our job architecture process and Global Roles Framework was expanded to align roles, responsibilities, skills and competencies with our business requirements.
- We made significant investments to build our internal recruiting capacity and secure external partners worldwide, enabling us to establish an agile, scalable supply-and-demand model for recruitment. We also invested in technology and tools to help us understand the marketplace and available talent in specific geographies for the skillsets required.
- Our HR team implemented an annual talent assessment process and attrition analysis to identify key areas of focus for retention initiatives. Areas of focus include attrition hot spots, business continuity, as well as identifying key leaders, high-performing talent and critical skills.
- We used talent market data and services as well as compensation consulting services to support our workforce supply and demand planning.

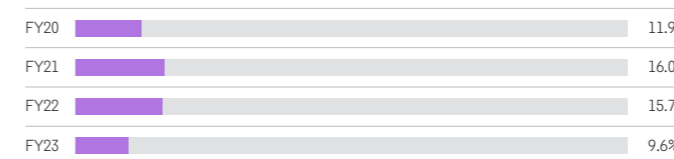
Total number of new hires³



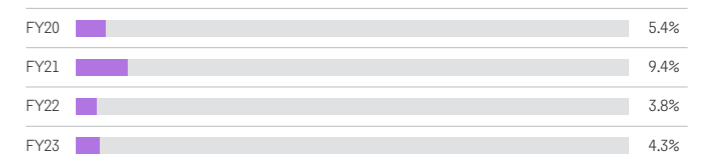
Total colleague turnover rate



Voluntary turnover rate



Involuntary turnover rate



³Total number of new hires does not include contractors who were employed as new hires.



World-class employer

Learning and development fosters our high-performance culture

Our approach

Our Learning and Development (L&D) philosophy is based on bringing our values to life and creating a world of opportunities through nurturing an inclusive culture. We believe in empowering colleagues to bring their best self to work every day and strive to provide a range of opportunities to help them develop the knowledge and skills applicable now and into their future.

Our guiding principles include:

- We believe in providing equal opportunities for colleagues to learn, develop and grow.
- We develop L&D programs in alignment with our key business functions to help further our mutual success and avoid creating silos.
- Our aim is to design performance-related L&D commitments to improve corporate, functional, team and individual accountability.

- We believe in empowering colleagues to design and ‘own’ their own L&D milestones to help foster commitment and responsibility which improves success for personal and career growth.
- We continuously focus on business impact and ask, ‘How will you apply your new knowledge and skills in your day-to-day job?’

2023 highlights:

- Professional development hours pursued by colleagues on average: 8.4 hours
- Total investment in learning and development: \$2M

Colleague development programs

Our colleague development programs are centered around strong leadership as the catalyst for continuous growth and learning throughout Clarivate. In 2023, we instilled global leadership expectations to listen, inspire, unite and innovate – and tied everything to delivering better results for our organization. Through a new, robust executive promotion process that rewards vision and initiative, and a mentoring program that bridges skills and experience

with ambition, we aim to create a nurturing environment where every colleague can flourish and has equal opportunities for development and advancement. This trickle-down effect of leadership excellence helps ensure that our commitment to personal and professional development is an integral part of our culture.

We believe that the best, most impactful learning experiences arise organically where colleagues

learn by doing – both within and outside the context of their day-to-day responsibilities. However, we also encourage all colleagues to take advantage of the 5,000+ self-paced eLearning resources available on our Learning Management System platform plus the many training sessions we offer regularly. These eLearning resources and training sessions are made available to all colleagues across our organization.

Leadership Development programs

Successful leaders produce exceptional results by bringing out the very best in their teams and their people. We focus on equipping our leaders to do just that through a series of three new leadership development initiatives.

Emerge is designed to give our new leaders a strong foundational skillset for more effective one-on-one coaching, progress tracking, time and priority management and developing a leader’s mindset. ‘Graduates’ completing this series have the opportunity to further apply their new skills by participating in periodic, small group collaboration sessions. These one-hour, ad hoc forums provide an opportunity for our newest leaders to share real-world challenges and help one another apply the **Emerge** content to solving them.

Ascend is designed to directly address the challenges and roadblocks that experienced, mid-level leaders encounter as they seek to build high-performing teams. More specifically, this series emphasizes how to:

- Understand what you do (or not do) as a leader to directly impact colleague engagement and drive bottom-line metrics, such as profitability, productivity, voice of customer and colleague retention.
- Leverage five core principles and 13 supporting behaviors in the leader’s daily approach to leadership.
- Use four interaction-focused coaching steps to guide one-on-one, action-oriented conversations.

- More effectively motivate colleagues and teams.
- Provide opportunities for greater autonomy, mastery and purpose to inspire colleagues to reach higher levels of engagement and create a high-performance environment.

Soar serves as a catalyst for strategic thinking, planning and execution amongst our most senior leaders. This hybrid, both live and virtual workshop series, leverages a fundamental yet critical principle of effective organizational change. Participants learn why it’s not about how fast we implement, but rather how quickly and effectively our efforts make an impact – and how we further cultivate that impact so that it is sustained and increased over time.

Meaningful, engaging onboarding programs

We know an inspiring, engaging onboarding experience is key to ensuring new colleagues begin their employment journey positioned for success. Illuminate, our two-day virtual, instructor-led program is specifically intended to provide our newest colleagues with a solid foundational understanding of who we are, what we do, and the difference we make for our clients across the globe.

Illuminate is making a real difference by fostering a more thorough understanding of our vision, mission and purpose, our customer segments, and our values amongst our newest colleagues.

2023 milestones:

- Expanded Illuminate across all countries to help to ensure a consistent, two-day onboarding experience for new joiners.
- Launched a mentoring program to support colleague growth and development.
- Piloted new leadership development programs aimed at new and mid-level managers.
- Aligned our training offerings to our competency model, building a foundation for development and career path planning.



17 PARTNERSHIPS FOR THE GOALS



Community impact and engagement

Our commitment to volunteering, partnerships and donations

Our corporate citizenship strategy



Global Mentorship Initiative (GMI)

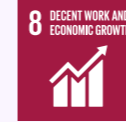
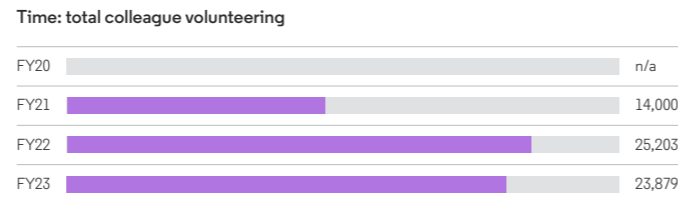
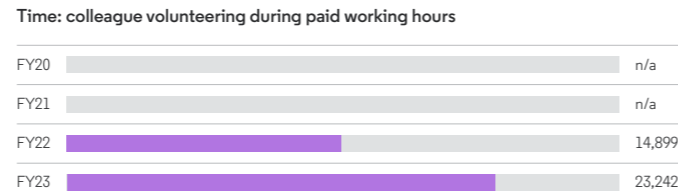
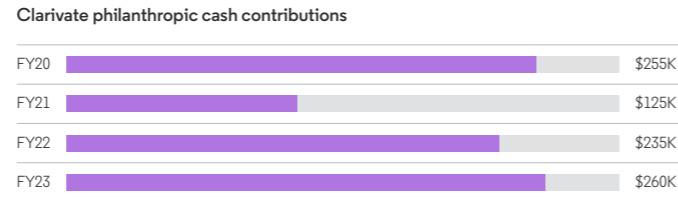
We know there's tremendous power in unifying around positive change. As an information insights company, we pair human expertise with enriched data, analytics and workflow solutions to help spark new ideas, fuel transformative breakthroughs and drive progress around the world. Enabling continuous learning and full, meaningful career opportunities for all is fundamental to our core values and how we drive progress within our company, with our clients and in our communities.

Clarivate is the third leading company of GMI's top five corporate partners. In 2023, we sponsored 171 students who successfully completed the GMI 12-week program, through a \$7,500 donation and over 2,300 hours in volunteer time. This enriching, global initiative brings together mentees who reside all over the world, with our Clarivate mentors in many countries/regions, including the United States, India, United Kingdom, Spain, Canada, Serbia, Mainland China, Germany, Australia, Singapore and South Africa.



Racial equity fellowship

As a global company, we are committed to growing and nurturing an inclusive workplace. We believe that advancing inclusion and belonging is foundational to achieving a more sustainable world. We are signatories to the CEO Action for Diversity and Inclusion and enabled one of our colleagues to serve as a Racial Equity Fellow to support the work of addressing and preventing instances of racism around the world. This important work supports SDG 5, SDG 8 and SDG 10.



Kiva Microlending Initiative (GMI)

Our mission is to advance the success of people and organizations through transformative intelligence and trusted partnership. We value entrepreneurship at all levels.

Our company and colleagues aim to help small business owners be self-sufficient, run their business and earn a living even when there is a lack of access to traditional funding.

To further this objective, we partner with Kiva to provide access to funding and meaningful, personal ways for colleagues to engage and provide support.

41 Kiva Cares Team members from Clarivate in 2020

126 Kiva Cares Team members from Clarivate in 2021

200 Kiva Cares Team members from Clarivate in 2022

259 Kiva Cares Team members from Clarivate in 2023

55 loans made and entrepreneurs supported by Clarivate colleagues in 2020

242 loans made and entrepreneurs supported by Clarivate colleagues in 2021

445 loans made and entrepreneurs supported by Clarivate colleagues in 2022

609 loans made and entrepreneurs supported by Clarivate colleagues in 2023

59 Loans have supported entrepreneurs from 59 countries



Empowering colleagues to take charge of their health and well-being

Our approach

We recognize that well-being may mean something different to each of us. Whether it's being kind to yourself, living a healthier, more active life, staying safe and prepared, or striving for more balance in life, we want our colleagues to be well at Clarivate. Well-being shouldn't be about checking boxes. Instead, a successful support program should encompass some level of personal and professional transformation, growth and opportunities – enabling colleagues to be better every day.

Our mission is to provide every colleague with opportunities to improve their individual, well-being experience with sophisticated, customized support. Through our 'Be Well' program, we are committed to providing colleagues with meaningful resources to support their personal, family and community needs using a holistic approach that focuses on four key pillars of well-being: Physical, Financial, Social and Emotional.

2023 highlights:

- Continued to grow colleague usage of our voluntary 'Be Well' global platform – a comprehensive online well-being platform offering colleagues a health assessment, tracking daily health habits, health and fitness challenges, syncing mobile and fitness devices and more – all while earning rewards along their personalized journey.
- Continued our voluntary mindfulness and resiliency programming aimed at helping colleagues find more focus and build critical skills, such as reducing stress and anxiety, improving mental health, building emotional intelligence, improving relationships, boosting physical health, parenting/ caregiving and more:
- Colleagues completed 11,664 sessions (totalling 252,899 minutes) of mindfulness training with 98.9% reporting reduced stress and anxiety as a result.
- The Employee Assistance Program (EAP) was accessed more than 750 times with 98% of EAP cases being resolved within the service period.
- Colleagues completed more than 4,351 hours of wellness-related training through the EAP and Virgin Pulse platforms.
- Absentee rate⁴ (% of total days scheduled): 4.10%
- Supported our colleagues with their health and well-being journeys as they returned to a hybrid model of working, including a customized company-wide walking challenge that highlighted various Clarivate offices around the world.

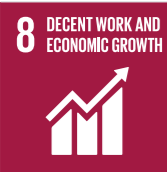
Health and Safety Management System

Clarivate has a Global Health and Safety Management System in place that is managed and monitored by colleagues in each region in which we operate. Our systems and protocols are aligned with local country regulations, which include site risk assessments, risk reporting with action plans, and quality assurance meetings with the facilities teams to monitor and address any concerns and identify areas to improve. During the workweek our global emergency response team has a 24 hour 'follow-the-sun' approach to monitor incidents and support mass notifications as needed.

In 2024, Clarivate intends to continue to enhance our processes focusing on corporate governance, emergency response, building safety and employee safety plans. We intend to continue to place emphasis on creating repeatable escalation plans, tracking incidents and ensuring the safety of our colleagues both in our offices and while traveling. Our plan is to achieve these objectives through consistent procedures, continued colleague awareness (utilizing tools such as our intranet pages) and increased global testing of our preparedness. While we will continue to standardize our process, we also intend to focus on increasing our expertise locally to help ensure that we meet the requirements in the countries where we have a presence.



⁴The absentee rate is calculated by dividing all of the hours submitted that fell into the following categories: COVID-19 time off, personal time off, and sick time off, by the number of scheduled hours for the year. The number of scheduled hours for employees who only worked a partial year was calculated as the number of weeks worked times the employee's scheduled weekly hours. The number of scheduled hours for employees who worked an entire year was calculated as the employee's scheduled weekly hours at year end times 52.



World-class employer

Colleague Resource Groups

Clarivate continues to prioritize creating a fair and equitable workplace that fosters inclusion and a culture of belonging. By providing purposeful opportunities to connect and engage with colleagues, we strengthen our ESG commitments and increase our global, colleague-led impact.

Our approach

Clarivate supports colleagues around the world in the pursuit of meaningful connections, listening and learning and creating impact through our Colleague Resource Groups (CRGs). We welcome all colleagues to engage in areas of personal interest at global, regional and local levels to share information, have open conversations, debate new ideas and support one another.

We continue to champion community partnerships by motivating and mobilizing our colleagues to give back and support social impact initiatives. We made volunteering easier and more inspiring by offering each colleague the opportunity to use up to 40 hours of paid volunteer time off (VTO) each year.

2023 milestones:

23k+

Colleague volunteering hours

80

Global and local teams reached in the network across our seven CRGs.

80/100

Scored on the Human Rights Campaign's Corporate Equality Index 2023.

Clarivate CRGs

- Clarivate Volunteer Network:** Volunteering is such a vital priority at Clarivate that each year, we provide every colleague with the opportunity to use up to 40 hours of paid, volunteer time off (VTO). Our volunteer network provides a tremendous opportunity for colleagues to engage, grow, learn, develop new skills, network and connect with others – while making a difference in the world and the communities in which we live.
- Element:** Our internal network of colleagues focused on environmental and climate concerns, aims to raise awareness and promote activities that drive measurable change. We work together to make a scalable impact through innovation, organization and support of our clients and their environmental initiatives.
- Pride Alliance:** Our LGBTQ+ and Allies resource group drives continuous awareness and improvement in company policies, provides support and networking opportunities for our members, and promotes activities within the company that help make Clarivate an employer of choice for LGBTQ+ talent.
- MilitaryVeterans@Clarivate:** Supporting colleagues with military backgrounds, including military family members and their care givers with challenges such as adjusting to post-military life is vital. Our goal is to foster career growth, establish support networks for new colleagues to assimilate into our corporate culture, and build strong relationships in our communities with volunteer outreach.
- Vibrant:** Focused on driving racial and ethnic inclusion, colleagues are helping embrace these tenets as a key strength at Clarivate. By uniting a multi-faceted workforce through cultural awareness, representation and community engagement, we are making Clarivate a more creative, innovative and competitive company.
- Women@Clarivate:** By cultivating an environment in which women flourish through meaningful opportunities for social interaction, networking, community engagement and professional development, we uplift all colleagues and enable long term, sustainable growth.
- Limitless:** Our latest CRG was created to expand our commitment to inclusivity and support colleagues and their relatives with functional diversity or disabilities.

Governance

Conducting business with trust, honesty and integrity is one of our most important commitments.

Adopting strong, ethical governance is fundamental to how we do business, from our Board governance to our Code of Conduct, cybersecurity policies, human rights position and customer commitments. By maintaining robust corporate governance facilitated by purposeful strategies including sustainability and corporate responsibility, we create a roadmap for long-term success and increased shareholder value.

Our continuous commitment to cybersecurity

At Clarivate, cybersecurity remains a top priority across our organization. Our Information Security Risk Management program helps safeguard company, colleague and client data and builds trust and loyalty across our platforms. We are committed to staying proactive, informed and vigilant by continually reviewing, testing and strengthening our Information Security Risk Management program.

Our approach

At Clarivate, cybersecurity risk management is an integral part of our Enterprise Risk Management (ERM) program. Because we are a global intelligence provider, our business is highly dependent on the protection of our proprietary software and content, as well as the timeliness, accuracy, and availability of our offerings. A disruption in or unauthorized access to or breaches of our computer systems or those of third parties such as vendors that we utilize in our operations, including those relating to cybersecurity or arising from cyberattacks (which can be unpredictable), could adversely impact our business, including our supply chain. Consequently, we are highly sensitive to risks from cybersecurity threats to our information systems, particularly those threats that would affect our ability to continue to provide real-time access to our database content and analysis. To mitigate these threats, we utilize the following processes and governance structure.

Our Information Security Risk Management program is based on recognized industry governance frameworks, including the International Organization for Standardization. It provides a framework to identify, assess, and control cybersecurity threats and incidents. We perform an annual information security risk assessment with the assistance of independent security companies, with the aim to embed information security principles and objectives into our culture, business operations and support functions.

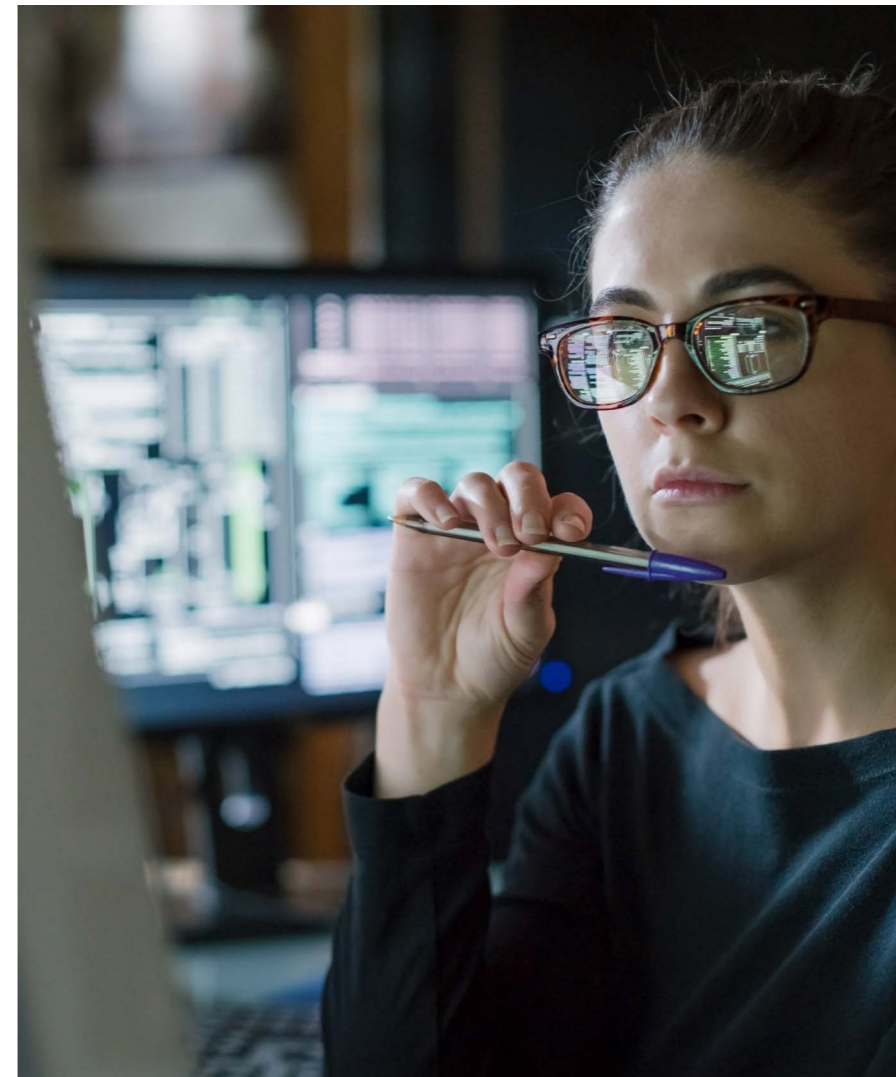
Our cybersecurity efforts also include delegating cybersecurity responsibilities to senior officials, mandatory information security awareness training for all colleagues, clearly defined expectations for acceptable use policies, and certification of adherence to a code of conduct. The IT Governance, Risk, and Compliance team conducts periodic audits to evaluate policy and regulatory compliance, recording

findings for subsequent review and remediation initiatives. We also leverage internal and external security subject matter experts to conduct comprehensive risk assessments, including architecture reviews, vulnerability scans, penetration tests, application security evaluations and technical compliance reviews.

We use a risk-based approach to address compliance requirements by establishing continual, lock-step alignment with business priorities and client needs. We seek to ensure our standards, policies and security controls are defined, managed and tracked across all our products and solutions as well as our internal support platforms. To accomplish this, we have assembled a talented team of certified security subject matter experts located around the world who are highly focused on reinforcing our cyber security standards at all levels.

AI Governance Framework

We have multi-functional committees collaborating and working on a comprehensive AI Governance Framework. As part of this work, we have developed general AI principles to set a benchmark for responsible AI development and deployment across Clarivate. These committees guide our segment leaders in spearheading the initiatives and weave Gen AI into product offerings, enhancing value and innovation. Strategic tool selection empowers teams while adhering to approved protocols. We have incorporated Gen AI governance into our T&Cs ensuring ethical usage for customers and vendors. In addition, our Code of Conduct aligns with the latest standards for Gen AI application in the workplace. You can find our public statements here: clarivate.com/ai/





Data security and privacy

Our commitment to safeguarding personal data

Incorporating sustainability principles into the Clarivate Privacy Program helps ensure cross-functional alignment with data protection and best practices for lean, responsible collection, usage and storage of data. This collaborative approach also helps ensure our solutions and corporate functions adopt the data minimization principle designed to only collect the data needed or required.

Our approach

At Clarivate, data is the fuel that drives our business. Our commitment to promoting responsible data use helps drive a more sustainable society. We strive for trust and transparency, especially when it comes to protecting personal data. We've created a robust and effective data protection program with policies and procedures that reflect internationally accepted principles of transparency, accountability and individual rights.

To be most effective, data protection policies must be managed as an evolving program that is continually reviewed, advanced and tested to make sure our actions reflect our promises. In addition to investing in robust data protection technology, we've built a global team of full-time, dedicated privacy professionals. They are diligent guardians of our privacy policies and practices, helping us adhere to our guiding principles and stay ahead of evolving privacy and data protection laws.

Our guiding principles

- **Transparency and choice** – help individuals understand how their personal data is used, what their rights are and how they're empowered to control their data.
- **Accountability** – remain accountable for our practices by reporting how we're complying with data privacy legislation.
- **Security** – reinforce processes that define policies and procedures to manage risk and reduce vulnerabilities as part of our ongoing commitment to security and privacy.

2023 focus areas

- Adopted the newly defined Corporate Privacy Framework for corporate functions and products, to align privacy requirements with new and enhanced privacy laws. Implementation of the Corporate Privacy Framework is still ongoing.
- Continued to enhance the data minimization principle across Clarivate to promote lean data.
- Conducted annual privacy impact assessments for corporate functions and products to monitor risks, adhere to the data minimization principle and adopt privacy by design effectiveness.

Resources: [Privacy center](#), [Privacy notice](#)



Strong corporate governance

Ethical leadership

Our approach

Our standard for ethics and integrity at Clarivate starts with our Board of Directors and executive leadership team. To build and maintain relationships with shareholders, our Board and its Committees work closely with our functional leaders and working groups to help move our journey forward with transparency and accountability. ESG issues have an expanding influence on our business strategy, risk management

and overall performance, so we are committed to being 'all in' across all regions, every role and every way we do business at Clarivate.

Inclusion is an integral part of our principles of corporate governance. Our Board believes strongly in the value of an independent and diverse board of directors to provide effective oversight of management. The Board's aim is for its membership

to be composed of highly qualified directors who demonstrate a diversity of perspectives and backgrounds, with the integrity and suitability for overseeing the management of our company and its global footprint. The Nominating and Governance Committee has robust director selection process resulting in a diverse and global Board in terms of gender, race, ethnicity, experience, perspectives, skills and tenure.

Board independence statement

Our Board is composed of a majority of directors who qualify as independent directors as required under NYSE rules and our Committees are composed exclusively of independent directors. The members of our Audit Committee and Human Resources and Compensation Committee each satisfy the applicable enhanced independence criteria set out by NYSE and the U.S. Securities and Exchange Commission (SEC).

We had 10 independent Board members out of 11 total Board members as of December 31, 2023.

Standing Committees of the Board

The Board had four standing committees in 2023 with the membership set forth below as of year-end.

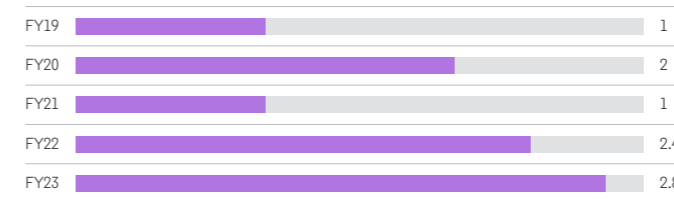
- Audit Committee
- Human Resources and Compensation Committee
- Nominating and Governance Committee
- Risk and Sustainability Committee⁵

	Audit Committee	Nominating and Governance Committee	Human Resources and Compensation Committee	Risk and Sustainability Committee
Andrew Snyder		Member		
Valeria Alberola	Member		Member	
Michael Angelakis		Member		
Jane Okun Bomba			Chairperson	
Usama N. Cortas		Member	Member	
Adam T. Levyn				Member
Anthony Munk	Member			
Dr. Wendell Pritchett		Chairperson		Member
Richard W. Roedel	Chairperson			Chairperson
Dr. Saurabh Saha			Member	Member

Chairperson Member

We published our [Board of Directors Diversity, Equity, and Inclusion Policy](#) in 2021. Below are our Board's composition and related metrics:

Average tenure of board members (years)



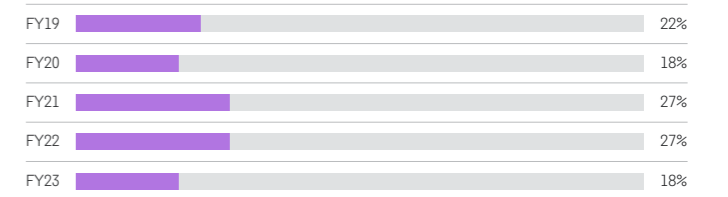
% Independent directors



Median Board age (years)



% Female directors



⁵The Risk and Sustainability Committee was reorganised in 2024. Since 2024, the Audit Committee oversees all risks and the Nominating and Governance Committee oversees sustainability.



Ethics and integrity

Bringing our Code of Conduct to life

At Clarivate, our Code of Conduct is foundational for establishing global leadership as a sustainable company. We have embedded it into our corporate culture as our guide for behaving with trust, respect and ethics — and we bring it to life with our actions. Throughout our global organization, it’s the cornerstone of our compliance program and provides guidance on how we represent our brand in everything we say and do. It reflects our mission, vision and purpose, especially when it comes to fostering trust, respect, integrity and sustainability.

Our approach

Our Code of Conduct covers a broad spectrum of guidelines including proper use of assets, confidentiality, health and safety, gift giving, conflicts of interest, anti-fraud and more. We supplement it with targeted training, best practices and continual leadership guidance.

Our commitment is to have all colleagues worldwide complete our online Code of Conduct training course and acknowledge our Code of Conduct annually. All new colleagues must complete and acknowledge this training shortly after joining, with progress monitored by our Compliance team.

2023 milestones:

100%

of colleagues completed the annual Code of Conduct training.

100%

of colleagues acknowledged the Code of Conduct.



Organizational resilience

Managing risks to accelerate sustainability

By taking a strategic approach to risk management, we are better equipped to anticipate the direction and impact of change across our business and around the world. It also helps us connect our long-term vision and our sustainability principles so we can avoid barriers to success and actively pursue opportunities to achieve our sustainability goals.

Our approach

We continue to mature our Enterprise Risk Management (ERM) program. To gain valuable feedback and better understand our critical success factors, we developed a

comprehensive approach to assessing strategic, operational, financial, legal, regulatory and compliance risks across our global business. We initiated regular risk reporting to better identify issues as they arise or better yet - before they arise.

We initiated regular risk reporting to better identify issues as they arise or better yet - before they arise.

Enterprise risk management governance

Risk management is essentially the responsibility of every colleague in the company; however, different stakeholders have different objectives and levels of accountability with respect to monitoring and implementation.

- The Board of Directors, acting directly and through its committees, is responsible for the oversight of the Company's risk management. Each of the Board's four committees – Audit, Human Resources and Compensation, Nominating and Governance and Risk and Sustainability – has a role in assisting the Board in its oversight of the Company's risk management, as set forth in the relevant committee charters.

- The Management Risk Committee (MRC) is an integral part of the Governance Framework for ERM and has been established to serve as an internal forum for identifying, communicating, assessing, responding to and monitoring risks and issues that could impact Clarivate.

- Business Segment and Functional Leaders are responsible for maintaining a sustainable risk management program following the company-wide ERM Framework.

- Business Segment risk reviews serve as an internal forum for identifying, communicating, assessing, responding to, and monitoring risks and issues that could impact Clarivate at an operational level.

- The Chief Risk and Sustainability Officer (CRSO) is responsible for establishing the ERM process within the organization and instituting the relationship between risks across different categories and risk interdependencies. The CRSO facilitates the process to define risk oversight and accountability for managing risks at all levels of the company by providing best practices, common risk management techniques and driving a consistent risk appetite.



2023 milestones

- Continued to maintain a disciplined approach to ERM; reviewed and updated our top risks ensuring mitigating actions are in place with executive accountability.
- Completed risk assessments covering functional areas and business segments, including workshops with MRC members as well as functional and business segment leaders.
- Strengthened our quarterly certification process to help ensure an ongoing review of our risk register for new or emerging risks.
- Identified higher priority/focused risks determined by estimated likelihood of occurrence and impact to the organization.
- Completed gap analysis to support TCFD requirements going forward.



ESG Appendix

Reporting overview

Key performance indicator summary

By continuously focusing on actions and outcomes at Clarivate, we are making a positive impact on our business, our people and our planet. By working together, we are helping to shape a more sustainable and equitable future for our colleagues, client's, shareholders and communities worldwide. Please review our summary of key performance indicators (KPIs) below.

Environment KPIs methodology and boundary

Clarivate is working with JLL, a leading global real estate services company, to help analyse our carbon footprint. Since we maintain a fully leased real estate portfolio, with energy primarily procured through our various landlords around the world, our current carbon emissions are predominantly categorized as Scope 2. We are continuing to track and report consumption by fuel source wherever data is available.

We are reporting on 100% of our 113 worksites and data centers as well as air travel and hotel emissions, excluding virtual offices or co-located offices.

We continue to work on increasing the range of our Greenhouse Gas Emissions reporting moving forward.

In 2023, of the 93 workplaces and 20 data centers cited in the report, covering 1,183,594 square feet globally, we have received specific data (directly metered or sub-metered) for 42.8% of the square footage. For an additional 4.9% of the square footage, a landlord calculates our usage based on the space we occupy because they do not have submetering capability. We used power usage estimates and benchmarks such as CIBSE Good Building Guide F Benchmarks for Offices, location-based carbon emissions from either country-

specific sources (e.g., UK government GHG Conversion Factors for Company Reporting) or the factors provided by the International Energy Agency (IEA).

We set 2019 as our baseline year due to the impact of COVID-19 in 2020 and 2021. Our environmental metrics for 2019 through 2022 include data for all entities and organizations we had acquired thus far, including DRG in January 2020, CPA Global in October 2020 and ProQuest in December 2021. Our aim is to appropriately capture, measure and report on any change to our environmental metrics so we know what is working and identify opportunities to improve.

Environment	Value					Measurement Unit
	FY19	FY20	FY21	FY22	FY23	
Number of reporting facilities (worksites and data centers)	95	95	87	68	113	#
Number of reporting worksites	95	95	87	68	93	#
Worksite operational square feet	1,415,005	1,415,005	1,334,666	1,127,792	1,182,141	sq. Ft
Number of reporting data centers	0	0	0	0	20	#
Data center square feet	0	0	0	0	7,298	sq. Ft
Facilities with sustainability certifications⁶	17%	17%	18%	18%	22%	% of sq. Ft
Total electricity consumption	35,127	31,483	26,300	24,474	35,242	MWh
Total heat and steam	839	871	307	123	104	MWh
Renewable energy⁷	2,141	1,237	875	803	268	MWh
Energy mix						
Renewable energy (biomass, solar, wind energy, hydro, etc.)	6%	4%	3%	3%	1%	%

⁶ Third-party certification such as LEED, Energy Star, BREEAM and NABERS.

Environment	Value					Measurement Unit
	FY19	FY20	FY21	FY22	FY23	
Scope 1	1,952	1,175	1,055	1,096	751	MWh
Scope 1: Natural gas	32%	71%	72%	69%	83%	%
Scope 1: Fuel oil	68%	29%	28%	31%	17%	%
Total energy consumption (Scope 1 + Scope 2 + Scope 3)	37,918	33,529	27,662	25,693	35,993	MWh

Water	Value					Measurement Unit
	FY19	FY20	FY21	FY22	FY23	
Global water use	77,146	71,128	62,546	57,785	63,305	m ³
Reduction in global water withdrawal from baseline	-	-8%	-19%	-25%	-18%	%

Greenhouse gas (GHG) emissions	Value					Measurement Unit
	FY19	FY20	FY21	FY22	FY23	
Scope 1: Direct greenhouse gas emissions	583	255	256	284	180	tCO₂e
Scope 1: Natural gas	114	134	151	161	133	tCO ₂ e
Scope 1: Fuel oil	469	121	105	123	47	tCO ₂ e
Scope 2: Indirect location-based greenhouse gas emissions	19,439	16,819	13,576	10,976	15,694	tCO₂e
Scope 2: Purchased electricity	19,250	16,625	13,509	10,950	15,671	tCO ₂ e
Scope 2: Purchased steam & chilled water	189	194	67	26	22	tCO ₂ e
Scope 2: Indirect market-based greenhouse gas emissions	17,856	15,863	12,866	10,450	15,590	tCO₂e
Scope 2: Purchased electricity	17,667	15,669	12,799	10,424	15,567	tCO ₂ e
Scope 2: Purchased Steam & chilled water	189	194	67	26	22	tCO ₂ e
Scope 3: Indirect greenhouse gas emissions not included in Scope 2	13,676	1,926	332	5,597	8,334	tCO₂e
Scope 3, category 6: Business travel ⁷	13,676	1,926	332	5,597	8,334	tCO ₂ e
Total market-based emissions: Scope 1 & 2 (market) and 3 (business travel)	32,116	18,045	13,454	16,331	24,103	tCO₂e
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel)	33,698	19,000	14,164	16,857	24,207	tCO₂e
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel) per \$ M revenue	34.59	15.15	7.55	6.34	9.21	tCO₂e/\$M
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel) per colleague	8.02	2.19	1.25	1.42	1.96	tCO₂e/colleague

Waste	Value					Measurement Unit
	FY19	FY20	FY21	FY22	FY23	
Global business waste	1,224	1,219	1,084	944	920.6	Metric tons
Recycled/composted material	30	30	30	30	30	%
Landfilled material	70	70	70	70	70	%

⁷ Business travel includes air travel and hotel emissions. The emissions associated with air travel are calculated from the details of all scheduled flights taken on behalf of Clarivate. The journey distances are recorded for all flights which are then added to platform "Canopy" which then produces the emission reports based on the distances flown.

Social KPIs

All our social KPIs include 100% of our colleagues worldwide, except for indicators related to race/ethnicity where we captured only our colleagues based in the United States, who represent 23% of our total workforce.

	Value						Measurement Unit
	FY18	FY19	FY20	FY21	FY22	FY23	
Total colleagues	4,580	4,203	8,690	11,353	11,832	12,345	No. of colleagues
Full-time	4,450	4,090	8,445	11,095	11,627	12,152	No. of colleagues
Part-time	130	113	245	258	205	193	No. of colleagues

Colleagues based in the United States	Value		Measurement Unit
	FY22	FY23	
Total	2,966	2,941	No. of colleagues
Women	1,456	1,445	No. of colleagues
Men	1,510	1,496	No. of colleagues

Colleagues by employment contract	Value		Measurement Unit
	FY22	FY23	
Women - Permanent	5,827	6,153	No. of colleagues
Women - Temporary	94	72	No. of colleagues
Men - Permanent	5,811	6,034	No. of colleagues
Men - Temporary	62	53	No. of colleagues
Other - Permanent	37	32	No. of colleagues
Other - Temporary	1	1	No. of colleagues

Colleagues by employment type	Value		Measurement Unit
	FY22	FY23	
Women - Full-time	5,759	6,074	No. of colleagues
Women - Part-time	162	151	No. of colleagues
Men - Full-time	5,830	6,046	No. of colleagues
Men - Part-time	43	41	No. of colleagues
Other - Full-time	38	32	No. of colleagues
Other - Part-time	0	1	No. of colleagues

About this report

Clarivate publishes our Sustainability Report every year which contains results from the prior year and forward-looking goals for the current year. Our 2023 Sustainability Report is published in November 2024.

This sustainability report includes statements that express our opinions, expectations, beliefs, plans, objectives, assumptions or projections regarding future events or future results and therefore are, or may be deemed to be, "forward-looking statements." These forward-looking statements can generally be identified by the use of forward-looking terminology, including the terms "anticipates," "believes," "estimates," "expects," "forecasts," "goal," "intends," "may," "mission," "outlook," "plans," "projects," "seeks," "should," "strategy," "strives," "target," "will" or similar expressions or, in each case, their negative or other variations or comparable terminology. In particular, such statements may include but are not limited to: (1) statements which may relate to our purpose, ambitions, aims, commitments, targets, plans, and objectives, and sustainability goal progress; (2) environmental, health, and safety (EHS) data as it relates to the environment, safety performance, management systems, implementation, and regulatory compliance, including data collection systems at applicable locations that track and collect EHS data through Clarivate's Global Health and Safety Management System; (3)

social data as it relates to employee metrics, social practices, and community engagement programs derived from our various databases; (4) responsible sourcing of materials and the related responsible sourcing systems and data; and (5) statements about actions of suppliers and partners or our work with them. These forward-looking statements include all matters that are not historical facts. They appear in a number of places throughout this report and include, without limitation, statements regarding our intentions, beliefs or current expectations concerning, among other things, anticipated Environmental, Social or Governance impacts, goals, targets and strategies. The forward-looking statements contained in this report are based on our current expectations, beliefs and forecasts concerning future events, trends and developments and their potential effects on us. There can be no assurance that future developments affecting us will be those that we have anticipated. Because forward-looking statements relate to the future, they are difficult to predict and involve a number of risks and uncertainties (many of which are beyond our control) or other assumptions that may cause actual results or performance to be materially different from those expressed or implied by these forward-looking statements. Should one or more of these risks or uncertainties materialize, or should any of the assumptions prove incorrect,

our actual results or performance may vary in material respects from those expressed or implied in this document or any of our prior communications. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements include those factors discussed under the caption "Risk Factors" in our most recent annual report on Form 10-K, along with our other filings with the SEC. However, those factors should not be considered to be a complete statement of all potential risks and uncertainties. Additional risks and uncertainties not known to us or that we currently deem immaterial may also impair our business operations. Forward-looking statements are based only on information currently available to our management and speak only as of the date of this report. We do not assume any obligation to publicly provide revisions or updates to any forward-looking statements, whether as a result of new information, future developments or otherwise, should circumstances change, except as otherwise required by securities and other applicable laws. Please consult our public filings with the SEC or on our website at www.clarivate.com.

This report represents our current policy and intent and is not intended to create legal rights or obligations. The standards of measurement and performance contained in this report are developing and based

on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us, and we make no representation, warranty, or undertaking as to the accuracy, reasonableness, or completeness of such information. This report contains examples of results achieved by us, our customers and our partners that may or may not be representative of what other companies could achieve in similar circumstances. Inclusion of information in this report is not an indication that the subject or information is material to our business or operating results. "Material" for the purposes of this report should not be read as equating to any use of the word in our other reporting or filings with the SEC. No part of this report or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.

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About Clarivate

Clarivate is a leading global provider of transformative intelligence. We offer enriched data, insights & analytics, workflow solutions and expert services in the areas of Academia & Government, Intellectual Property and Life Sciences & Healthcare. For more information, please visit clarivate.com.

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