

PROQUEST INFORMATION AND LEARNING LIMITED

STRATEGIC REPORT (continued)

For the financial year ended 31 December 2023

SECTION 172 OF THE COMPANIES ACT 2006

Section 172 of the Companies Act 2006 ("s.172") imposes a general duty on directors to act in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its stakeholders. Our goal is to drive value for customers, colleagues, and shareholders alike. The Board believes that balancing the interest of stakeholders with our corporate purpose and the desire to maintain high standards of ethical conduct is embedded in the way we do business. Our purpose is to provide a world class international workforce, across all entities owned by Clarivate Plc, the ultimate parent company, that is able to fully contribute to the Clarivate Plc's mission and objectives.

The Board delegates all day-to-day management and decision-making to its senior management team.

Investing in people

We recognise that our people are our most important asset. Engaged colleagues who feel included will be the most proactive and productive. Colleague engagement is core to our business and one of our key strategic pillars. We survey our workforce on a bi-annual basis to understand our colleagues' engagement, motivations and confidence. The results of the survey are rolled out to team managers and everyone is encouraged to share with their teams and individuals, to gain feedback and build a plan from the bottom up to help colleagues become more connected to the Company's purpose and activities. In addition, all colleagues are invited to attend regular online Town Hall meetings.

These meetings include open question and answer sessions with the BLT as well as the Executive Chairman and CEO. As a Company, we understand the importance of having a diverse workforce. People coming together from different ethnicities and backgrounds, with different life experiences, is a key driver of innovation and transformation. Our strategic plan around diversity, equality and inclusion contains specific programs and measurable actions designed to weave these core attributes into the fabric of our corporate culture because we are committed to living our Company values and cultivating talent and harnessing the potential we currently have within our ranks from all walks of life.

As part of our commitment to closing the gender pay gap, we publish our gender pay data for our U.K. business on an annual basis and the reports can be accessed online at: <https://clarivate.com/legal/uk-gender-pay-gap-report/>

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Our Customers

Camelot UK Bidco Limited (the intermediate parent company) and its subsidiaries ('the Group') have a keen interest in customer feedback and encourages the business to maintain multiple channels and methods of communication to engender a useful dialogue. The Group has set up multiple advisory groups in order to further understand the needs and demands of its customers.

Our Suppliers

At Clarivate, we value innovation, integrity and exceptional customer service, which is why we are committed to developing strong business relationships with quality suppliers that agree to operate ethical standards consistent with our own. The Clarivate Supplier Code of Ethics seeks to ensure comparable standards of behaviour for our suppliers worldwide, thereby driving a commitment to ethical improvements throughout our supply chain. We have a zero-tolerance approach to any form of modern slavery, servitude, forced or compulsory labour and human trafficking. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain. We are firmly opposed to forced labour and all forms of labour exploitation. We continually work towards minimising the risk of human rights violations throughout our supply chain and encourage and support equality. We value all people and, through our colleague resource groups and community engagement efforts, strive to engage and role model equity and equality in all we do. Our anti-slavery statement can be accessed online at:

https://clarivate.com/wp-content/uploads/dlm_uploads/2019/07/UK-Modern-Slavery-Act-Clarivate-Analytics-Group-Statement-approved-Board-Meeting-20190225.pdf.

The environment and our communities

The Group is committed to minimising environmental risk and continual improvement of environmental performance through Company operations. A formal Environmental Policy is in place for the Company which is communicated to all our stakeholders. The Group is a responsible member of the local community; community engagement is an important aspect of our operation which the Company is committed to continue and grow. The Group offers all its staff members two additional days off work each year in order for them to carry out a local community project.

The directors have considered all the required elements within s172 and have nothing further to disclose in respect of the remaining factors.

Approved by the Board of Directors and signed on its behalf by:

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Date: 26th September 2024