



2022 U.K. Gender Pay Report

April 2023

Human Resources

Introduction

Since April 2017, it has been mandatory for organizations with more than 250 colleagues in the United Kingdom (U.K.) to publish their data report on the U.K. Gender Pay Gap. This report reflects the required information for Clarivate and covers payroll information for colleagues in the U.K., up to and including April 2022.

The U.K. Gender Pay Gap is a measure of the difference between the average salaries paid to men and women, across an organization, in the U.K. It is different from an equal pay comparison, which looks at the difference in pay of two people doing the same, similar or equivalent work.

At the time of reporting, Clarivate employed 840 people in the U.K.

U.K. Gender Pay Report

Female

Male



When comparing the median pay, which represents the middle number within a range and is not affected by extreme outliers, females earn 23p to the £1 less than males in hourly pay and 40p to the £1 less than males in bonus pay. When comparing average pay, which can be easily impacted by a small number of outliers, females earn 32p to the £1 less than males in hourly pay and 59p to the £1 less in bonus pay.



U.K. Gender Pay Gap calculation

An explanation of the calculations in this report

What counts as hourly rate of pay

- Hourly rates of pay are calculated based on an individual's ordinary salary and bonuses paid in the month of April 2022.
- The data excludes any individual not in receipt of their full pay due to a leave of absence during that month.

What counts as bonus pay

- The bonus gap is calculated based on the bonuses paid during the period of April 2021 to March 2022 (inclusive) to all individuals employed in April 2022.
- The data includes: annual incentive plan, commission, one-time payments, retention and discretionary (unless in relation to redundancy) bonuses.
- In addition, for 2022 the data includes equity grants that have been awarded to colleagues and vested (become subject to tax adjustments) during the relevant pay periods.
- The amount used is actual paid and not adjusted to reflect any pro-ration for part-time working, leaves of absence or joiners during the reporting year.

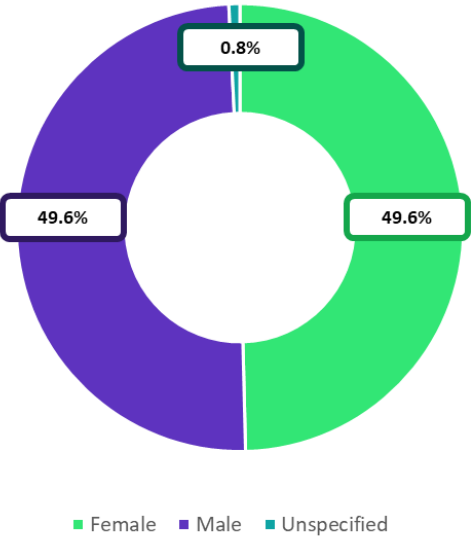
About Mean and Median

- The median relates to the midpoint when the values by gender are ranked from lowest to highest. The median is generally understood to be the best representation of typical pay, as it is not affected by extreme outliers.
- The mean (average) provides an overall indication of the gap by adding together all the values for the gender group and dividing by the total number of colleagues by gender.

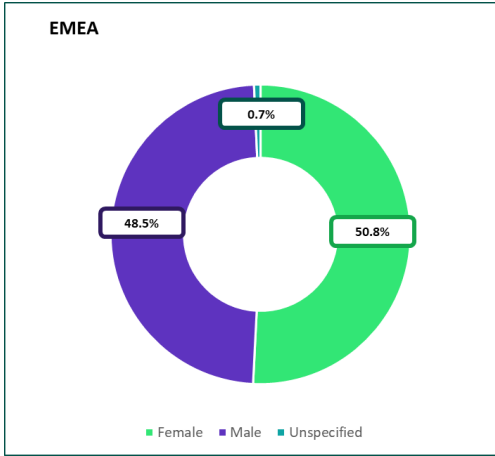
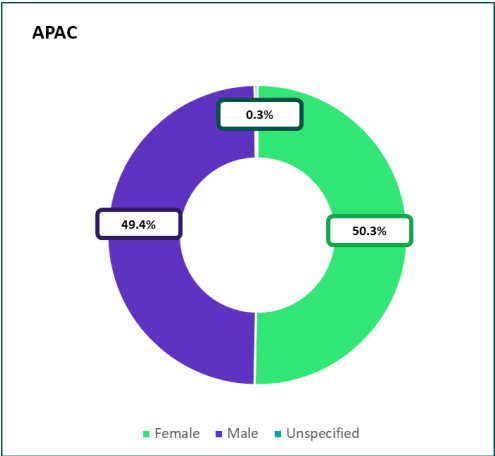
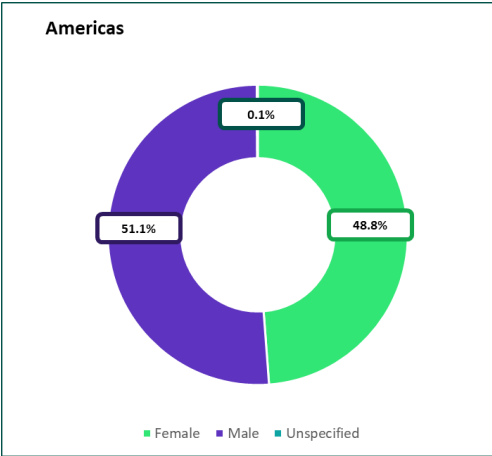
Global Workforce 2022

Clarivate is a global company. As reported in our sustainability report, U.K. colleagues represented 7% of our total company population.

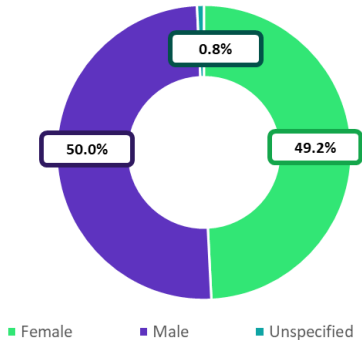
Colleagues by gender:



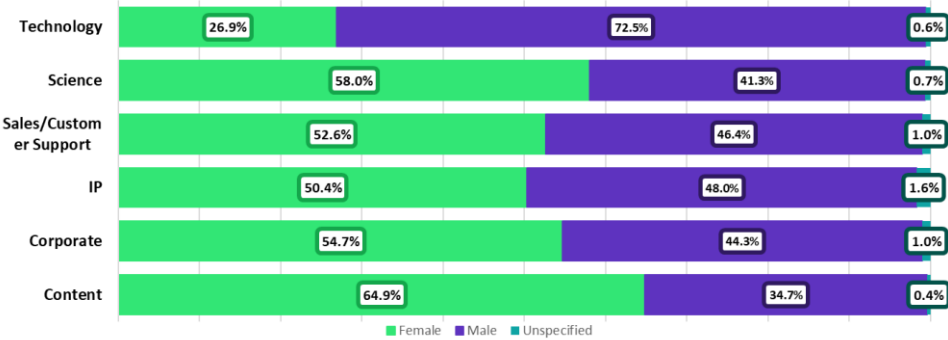
We strive to attract and retain a diverse, talented and gender-balanced workforce around the world.



Proportion of male/female who are bonus eligible



Percentage of females by function



A global approach

We believe that our colleagues are our most important competitive advantage. They bring diverse cultures, backgrounds and experiences to Clarivate, and are a key driver of our innovation and success.

We are committed to strengthening progress across all five pillars of our DEIB strategy, to ensure that we are impacting **SDG 5 (Gender equality)**, **SDG 8 (Decent work and economic growth)** and **SDG 10 (Reduced inequalities)**.

Five Pillars of DEIB Strategy



We recognize that we must partner with others to achieve true equality. We are also signatories to the **UN Women’s Empowerment Principles** and the **UN Global Compact**. In 2021, we proudly joined a coalition of scientific publishing organizations and national laboratories partnering on transgender-inclusive name-change process for published papers. Name changes allow researchers of all genders to own their academic work.

As a global organization we are committed to gender diversity on a global basis.



Taking action

Gender equity and equality is more than just pay; it is about the entire colleague experience.

Women@Clarivate Colleague Resource Group	Women@Clarivate cultivates an environment in which women can flourish through the creation of opportunities for social interaction, networking, community engagement and professional development/support. We strive to uplift colleagues who identify as women and enable them to better contribute to delighting internal and external customers and promoting the voices of women. Focus areas for 2023 include mobilizing and empowering local office chapters, supporting women's personal and professional development and well-being, and promoting our commitment to gender equality with external community engagement, volunteerism and advocacy.
Inclusion & Diversity	Inclusion and diversity are key components of becoming one of the best companies to work for in the world and are at the heart of our Sustainability strategy. We are working to create a fair and equitable workplace with gender and diversity balance and foster a culture of belonging. As part of increasing our transparency, in April 2021, we published our inaugural Sustainability Report, which included more information about Women@Clarivate as well as diversity-related metrics and global pay data for men and women. We will publish the 2022 Sustainability Report in early April 2023. More information is available on our external Sustainability web site .
Talent Development	In 2022, we launched an enterprise-wide Talent Review program using a 9-box talent methodology. This now enables us to assess the performance and potential of colleagues within our organization. This approach aligns employees into one of nine groups to identify high-performers and ensure employees get the appropriate training, coaching, mentoring and talent development they need to succeed. Women represented 39% of our identified key talent, and we provided each of these women with a mentor to propel their careers at Clarivate.
Talent Acquisition	We pursued opportunities to increase gender diversity through three core strategies: Share Our Story, Engage with Partners, and Model Behavior. We developed these strategies through a series of exercises with the Talent Acquisition team to better understand where we should focus our efforts related to gender diversity. We will continue to look for opportunities to improve our hiring efforts.
Connected Workplace	Our Connected Workplace model focuses on teamwork, collaboration, colleague engagement and exceptional service to our customers. In 2022, our colleagues continued to work from home and, depending on location, could visit a workplace one to two days a week. We also held listening roundtables to understand our colleagues' needs and used that insight to plan for inclusive engagement activities at local, regional and global levels. In 2023, we will be supporting our site leaders and colleagues as they return to working in offices two to three days a week where we have Clarivate office locations. We believe this hybrid working model is the best of both worlds for our global workforce.
Global Roles Framework	In 2022, we completed an update to our job architecture which resulted in a globally consistent and equitable method of defining jobs across Clarivate. This updated job structure, and the transparency that comes with it, will move both our company and our colleagues into a position for growth. Our colleagues are now in a better position to understand career opportunities and focus to close gaps in gender representation across functions and levels.

**I confirm that the gender pay gap data contained
in this report is accurate.**



A handwritten signature in blue ink, appearing to read 'Julie Wilson', written over a light blue rectangular background.

Julie Wilson
Chief People Officer
April 2023