



2024 Clarivate sustainability report

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Letter from the CEO



Matti Shem Tov
Chief Executive Officer, Clarivate

I am delighted to introduce the 2024 Sustainability Report. It is a privilege to lead a company that takes meaningful action by connecting people and organizations to intelligence they can trust. Our vision is to fuel the world’s greatest breakthroughs, and you can see some examples of that in the stories throughout this report. At Clarivate, we help people and organizations think forward, which is essential for a sustainable future.

As I reflect on our journey, I am filled with pride in what we have achieved together. Our commitment to sustainability is not just a corporate responsibility but a core part of who we are. We believe in the power of human ingenuity to drive positive change and create a better world for future generations.

At Clarivate, we prioritize enhancing the colleague experience and creating a work environment that attracts and retains qualified top talent worldwide. Our goal is to create growth opportunities that support our talented colleagues in their career journeys.

We are committed to driving sustainability by providing solutions that help our customers advance the United Nations (UN) Sustainable Development Goals (SDGs) worldwide. Many of our solutions map directly to the UN’s 17 SDGs, with a focus on the four most aligned goals. Approximately 49% of our revenue is directly aligned with the SDGs. We strive to implement sustainable business practices across our operations and partner with those in our value chain to do the same. Our Sustainability ESG strategy evolves through our materiality mapping, focusing on the issues and priorities that matter most to our stakeholders.

We are proud to share our unwavering commitment, progress and future plans 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 customers, colleagues, shareholders and communities.



Key achievements in 2024

- **Commitments:** We became signatories to the UN SDGs Publishers Compact, in addition to maintaining our existing commitments to the United Nations Global Compact, the United Nations Women’s Empowerment Principles, and CEO Action for Inclusion & Diversity.
- **Designing innovative sustainability products for our customers:** Our Academia & Government segment developed and is now offering a Sustainability Ebook Subscription, mapped to all 17 SDGs. This collection provides thousands of titles across various disciplines, supporting education and research in sustainability and helping libraries embed key aspects of sustainable development into their programs.
- **Community impact:** Our company colleagues used their volunteer time off benefit to provide nearly 31,000 collective hours improving their communities.
- **Colleague development:** We launched our company-wide Clarivate Mentoring Program to assist colleagues with their professional development plans and career growth. The first global cohort paired 214 mentees and 175 mentors across all segments and functions.
- **Our commitment to partnerships:** Clarivate was included in the Global Mentorship Initiative’s (GMI) top five corporate partners and is the first corporate partner to have 10x repeat mentors. In 2024, we had 241 registered Clarivate mentors, dedicating over 2,300 hours of volunteer time to help global students successfully complete the 12-week mentorship program.

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. We offer enriched data, insights & analytics, workflow solutions and expert services in the areas of Academia & Government, Intellectual Property and Life Sciences & Healthcare. 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.

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

Clarivate at a glance

\$2.56B

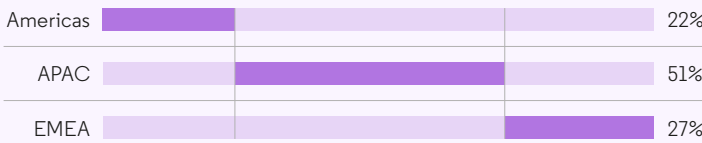
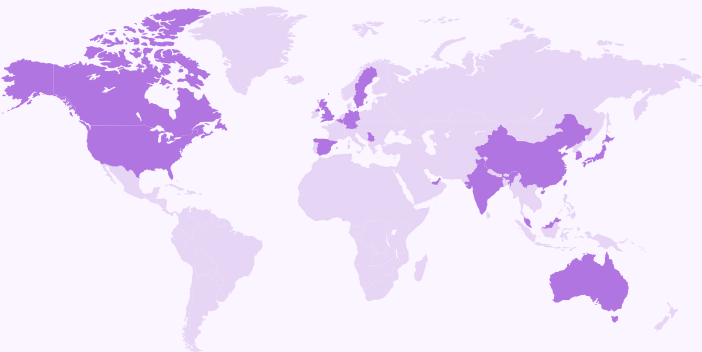
total net revenue in 2024

45K

universities, non-profits, funding organizations, libraries, corporations, law firms, government organizations and independent researchers

12K+

colleagues in 40+ countries



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

Guiding Principles



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: We challenge the status quo, pursuing continuous performance improvements and aiming for greatness and customer delight in all we do.

Our Values



We aim for greatness: We challenge the status quo, pursuing continuous performance improvements and aiming for greatness and customer delight 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.



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

Sustainability Governance

We have organized our Sustainability efforts under the following Committees:

Nominating and Governance Committee

The Nominating and Governance Committee of our Board of Directors (the Board) assists the Board in its oversight of the Company’s sustainability matters. The Nominating and Governance Committee has a written charter, and, in addition to its other responsibilities, is responsible for overseeing management’s development of analyses and metrics to understand the impact of sustainability and stakeholder interests on the Company and oversee the integration and balancing of these interests to promote the long-term success of the Company.

This committee also reviews periodic reports from management pertaining to corporate sustainability strategy and initiatives. Each member of the Nominating and Governance Committee is independent under NYSE listing standards.

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 identify strategic priorities to fulfill our organizational purpose and create long-term stakeholder value.

The Sustainability Steering Committee meets periodically and reports progress to our CEO and the 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 for Inclusion & Diversity
- 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).



Clarivate leads in driving sustainability efforts by providing tangible solutions that help our clients advance SDGs worldwide



Leading and Driving Sustainability Forward

Clarivate’s approach to driving sustainability and broader ESG principles is centered on three main focus areas.

Leading sustainability by delivering solutions that advance our clients' progress on the SDGs globally



We continue to integrate sustainability into our business goals, which are designed to help us and 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, contributing to progress across all 17 of those goals. Currently, 49% of Clarivate's revenue is aligned with UN SDGs.

Clarivate is committed to meaningful actions to drive sustainability and has aligned its corporate sustainability goals with the UN SDGs, particularly in the following ways:

- **SDG 4: Quality education:** With over 130 million students benefiting from Clarivate solutions, Clarivate has a significant impact on education. Clarivate tools empower students to enhance their learning and research experiences and access valuable resources. Clarivate serves as a trusted partner to more than 26,000 public and academic libraries, providing essential tools and resources.
- **SDG 9: Industry, innovation and infrastructure:** Clarivate data and insights support customers along the innovation lifecycle, bringing innovations to market faster. With over 200 million individual documents detailing research and development outcomes, Clarivate data empower policymakers to understand the global technology landscape and inform sustainability policies.
- **United Nations Global Compact:** Clarivate signed the UN SDG Publishers Compact as a commitment to develop sustainable practices and act as a champion of the SDGs during the Decade of Action (2020-2030).

Innovating new products that drive sustainability



ProQuest's sustainability-focused platform, ProQuest One Sustainability, is explicitly designed to align with the UN SDGs. ProQuest One Sustainability is an interdisciplinary approach that maps to all 17 SDGs. This new solution is an expansive, curated, multi-format content collection designed to meet the growing demand for sustainability curricula across research, teaching and learning. The platform is structured around key sustainability frameworks, including the SDGs and the three pillars of sustainability—environmental, social and economic. This design enables users to explore sustainability topics from multiple perspectives, facilitating comprehensive research and education in areas such as climate change, renewable energy, environmental justice and sustainable business practices.

Additionally, ProQuest offers a *Sustainability Ebook Subscription*, which is also mapped to all 17 SDGs. This collection provides thousands of titles across various disciplines, supporting education and research in sustainability and helping libraries embed key aspects of sustainable development into their programs.

Developed in collaboration with curriculum experts, faculty, students and librarians, ProQuest One Sustainability includes more than 1,500 scholarly journals, 40,000 full-text case studies and unique content from more than 37,000 dissertations and theses, as well as reports, trade journals, ebooks and magazines.

1.5K

Scholarly journals from ProQuest One Sustainability

40K

full-text case studies and 37K+ dissertations

Integrating sustainability into our operations and partnerships



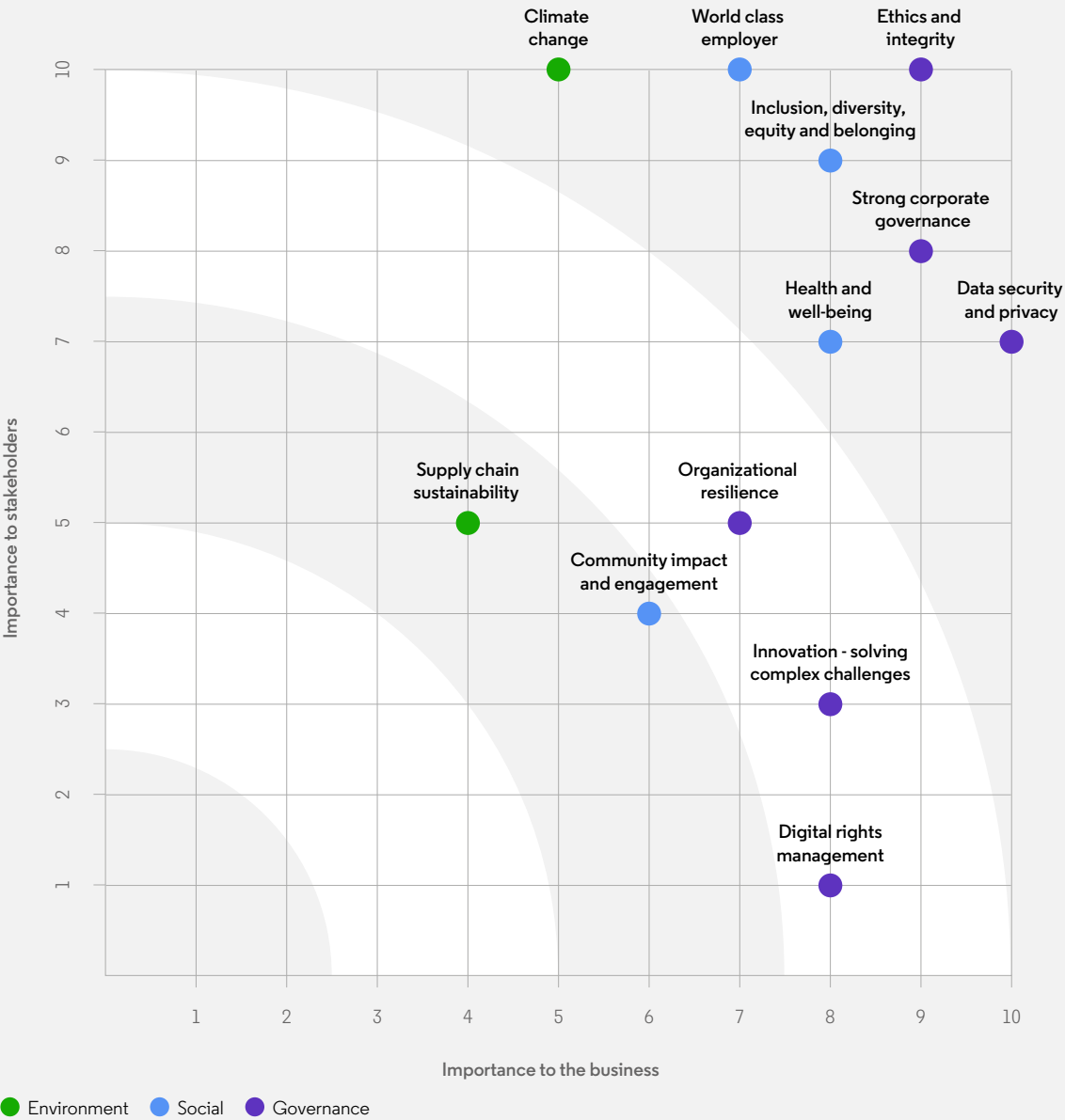
Our sustainability strategy continues to evolve as we use our materiality mapping to shape and refine it, helping to ensure that it addresses the needs of our key stakeholders and remains focused on the issues and priorities that matter most to them.

Currently, 49% of Clarivate's revenue is aligned with UN SDGs



Materiality mapping to drive stakeholder engagement

When it comes to driving long-term sustainability, stakeholder engagement and strategic partnerships are essential. They enable us to gather meaningful input and collaborate on sustainability opportunities that best align with the needs and expectations across our company and broader ecosystem.



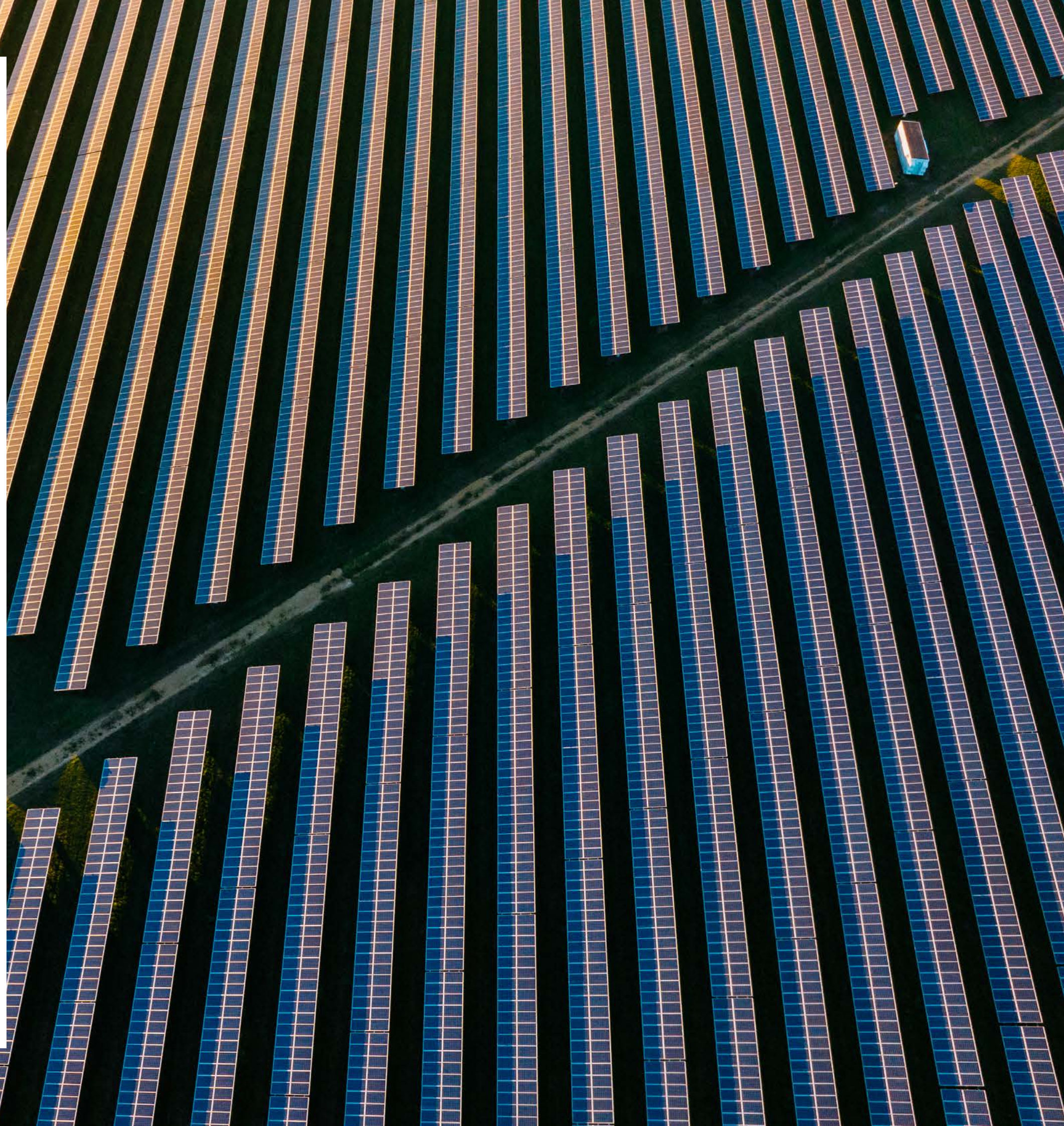
Highlights of our materiality process

- 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 internal 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.

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.



Climate Strategy



Clarivate is aligned to achieving net-zero emissions across all known and measurable sources by 2040. This ambition is a core element of our environmental strategy, which focuses on minimizing our carbon footprint and aligning our actions with internationally recognized sustainability standards.



Real Estate sustainability certifications



12 worksites currently have green building 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 its 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.

17%

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



Region	Worksite	Sustainability certifications	Sq. Ft
Americas	Philadelphia	LEED Gold	77,473
Americas	Boston	Energy Star Certification	35,600
Americas	Toronto	LEED Gold	17,452
Americas	Emeryville	LEED Gold O+M	12,628
Americas	Alexandria	Energy Star	11,574
Americas	New York	LEED Gold	6,006
APAC	Beijing	LEED Silver	17,039
APAC	Shanghai	LEED Platinum	3,534
APAC	Sydney	5* NABERS	2,703
EMEA	London	BREEAM Excellent	17,800
EMEA	Munich	LEED	10,796
EMEA	Stockholm	LEED Gold	6,620

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

Advancing our ethical, sustainable supply chain



At Clarivate, we believe the future belongs to those who act boldly and responsibly. That’s why we’re working to build a supply chain that’s efficient and resilient, but also ethical, inclusive and sustainable. We know real change requires strong partnerships, so we choose to work with suppliers who align with our values and share our commitment to treating people and the planet with care and respect.

Our Journey Toward a Better Tomorrow

In 2021, our Procurement team laid the groundwork for lasting impact by developing Clarivate’s first corporate business case to position sustainability as one of the primary strategic opportunities for the business. This forward-thinking vision set the stage for an exciting transformation.

In 2022, our Executive Leadership Team approved our *Source-to-Pay Transformation* initiative—a comprehensive plan to elevate the procurement function and activate four key strategic priorities across the organization. After two years of thoughtful planning, design and implementation, we reached a major milestone: *Coupa*, Clarivate’s first centralized procurement platform, officially launched for our suppliers in September 2024.

But this launch is just the beginning.

- The rollout of Coupa marks the start of a new chapter in our Source-to-Pay Transformation—one that we believe will continue to mature and evolve our finance and procurement capabilities to deliver on our core business strategic priorities.
- **Sustainability** – With integrated digital tools, we can now measure, report and influence supplier sustainability, enabling greater transparency and driving impactful change throughout our global supply chain.
 - **Cost Optimization** – Through cost savings and smarter sourcing, we’re enabling more efficient cash flow strategies and reinvesting value back into the business.
 - **Integrations** – Our platform and processes empower seamless integration of acquired supply chains, supporting growth and consistency across the enterprise.
 - **Customer Engagement** – With a unified, digital-first approach, we’re driving innovation, collaboration and operational excellence—all with the goal of delivering exceptional experiences to our customers.

Strong Governance, Clear Expectations

Our supply chain sustainability commitment is further supported by two foundational governance documents:

1. **Supply Chain Code of Conduct** – This publicly available document outlines the ethical and sustainability standards we expect from all suppliers and is embedded in our contracts and purchase orders.
2. **Supply Chain Sustainability Guidelines** – An internal guide that helps Clarivate colleagues and contractors communicate our supply chain sustainability expectations to external partners.



Social

Our commitment to social sustainability and doing good for all

At Clarivate, we are committed to continuously identifying and managing the impact that 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 are top priorities. 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 our core value of valuing every voice.



Prioritizing people



Our approach

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

In 2024, we made continued progress in refining our Global Roles Framework (GRF) to better align and clarify job responsibilities across the organization. We introduced new GRF job categories across various segments, helping to further define and categorize work being done by our colleagues. We published standardized job descriptions across our job catalog, incorporating role summaries along with key responsibilities and qualifications. This effort has enhanced transparency and consistency in how roles are defined and communicated. Additionally, we captured the essential skills and competencies for jobs, creating a foundation for future

talent development initiatives. These efforts aim to support colleagues in understanding both their current roles and future growth opportunities, fostering a clear path for career development within the organization.

Approximately 76 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 still providing in-person opportunities to strengthen collaboration, productivity and innovation. The other 24 percent of our colleagues are fully remote based on their location. On our intranet, we have a hub called - Belong@Clarivate - where all colleagues can connect, find

Our goal is to create a strong foundation to develop inspiring career pathways and growth opportunities for our talented global workforce.

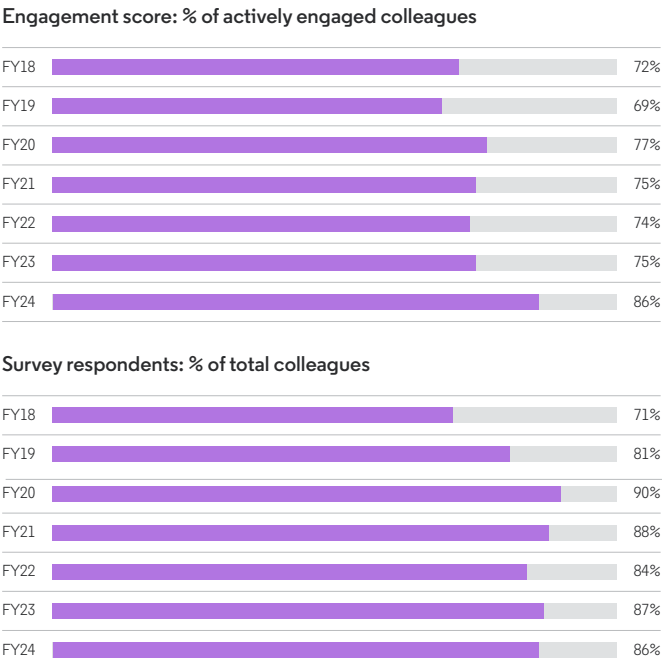
support, access resources and learn how to get involved. We also continue to create programs, anchored in our values, that bring colleagues together.

We continue to focus on our people by refining and developing our human capital strategies and working to meet the needs of our global workforce. In 2024, we launched a global mentoring program designed to assist colleagues in their professional development plans and career growth. As part of the facilitated program, mentees are paired with mentors across the company based on expressed interests, experiences and time zones. The six-month program aims to help colleagues build connections, foster professional development and learn more about career paths at Clarivate.

Colleague engagement

One of our values, ‘We value every voice,’ guides our colleague engagement strategy. Through our annual colleague engagement survey, we ask for colleague feedback 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 and developing compelling solutions to their concerns.

We continuously work with our leaders to develop their skills and implement action plans for improvement based on colleague input. In 2024, we improved our overall colleague engagement score by one percentage point, which was a positive sign in a period of significant organizational change, as we transitioned to our new CEO, introduced new leadership across our business. We also upgraded our survey tool with AI capabilities to allow leaders to better analyze comments and develop meaningful action plans to make improvements.



Attracting, hiring and retaining the best talent



Our approach

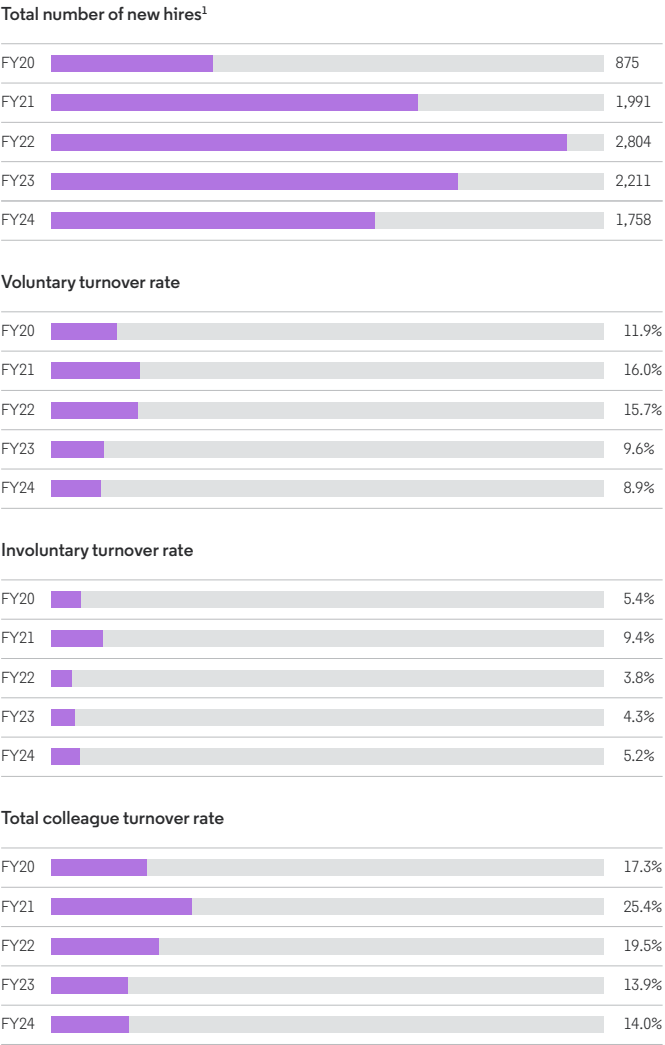
At Clarivate, we have a dedicated Talent Acquisition team whose priority is to attract the best, most suitable candidates using a broad variety of channels such as proactive sourcing, university outreach, ad campaigns, colleague referrals and more.

Our goal is to identify an inclusive, qualified candidate pool and provide a positive 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.



People analytics drivers at Clarivate

- We establish performance and development goals with colleagues at the beginning of each year and evaluate individual performance annually. The achievement of these goals and objectives impacts performance rating, bonus potential and annual compensation adjustments.
- Our cross-functional teams work together to assess market opportunity to develop financial, operational and hiring plans designed to successfully achieve company goals and objectives.
- Our reporting and dashboard capabilities are built around human capital metrics, which allow improved insights into workforce trends and analytics.
- Our job architecture process and Global Roles Framework aligns roles, responsibilities, skills and competencies with our business requirements.
- Our internal recruiting capacity and collaboration with external partners worldwide enables our agile, scalable supply-and-demand model for recruitment. We have invested in technology and tools to help us understand the marketplace and available talent in specific geographies for the skillsets we need.
- Our HR team has implemented an annual talent assessment process and attrition analysis to identify key areas of focus for retention initiatives, including attrition hot spots and business continuity, as well as identifying key leaders, high-performing talent and critical skills.
- We use talent market data and services as well as compensation consulting services to support our workforce supply-and-demand planning.



¹ Figures in this table have been restated to incorporate a revised data metric, to reflect all external hires to the company.

Colleague development programs



Our approach

Our colleague development programs are centered around strong leadership as the catalyst for continuous growth and learning throughout Clarivate. Launched in 2023 and continued in 2024, our robust executive promotion process aims to create a consistent, fair and equitable approach by which we assess our senior leaders on their skills, experience and potential for executive roles – and their demonstration of our leadership expectations to listen, inspire, unite, innovate and deliver better results for our organization. This trickle-down effect of leadership excellence helps ensure that our commitment to personal and professional development is an integral part of our culture.

In 2024, we launched our company-wide Clarivate Mentoring Program to assist colleagues with their professional development plans and career growth. The first global cohort paired 214

mentees and 175 mentors across all segments and corporate functions based on development interests, experiences and common time zones. The six-month program aims to help colleagues build connections, foster professional development and learn more about career paths at Clarivate.

We believe that the best, most impactful learning experiences arise organically when 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 (LMS) platform, plus the many training sessions we offer regularly. In 2024, we migrated our LMS platform to be fully integrated with our HR information system so that we can advance other talent-related programming and features for our colleagues. These eLearning resources and training sessions are made available to all colleagues.

214
mentees paired with

175
mentors across our cohort, as well as

5K+
eLearning resources

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.



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 that through a series of leadership development initiatives.

Management 101 is designed to help newly appointed managers more effectively lead their direct reports through all phases of the colleague lifecycle (from successful onboarding to engaging and retaining key talent).

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 can 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 solve those issues.

Ascend is designed to directly address the challenges and roadblocks that experienced, mid-level leaders encounter as they seek to build high-performing teams. This course teaches leaders how to better coach, motivate and empower colleagues and how to handle team conflict and difficult conversations in an emotionally intelligent and pragmatic manner.

Soar is designed for our most senior leaders, serving as a catalyst for strategic thinking, planning and execution. This live and virtual workshop series leverages a fundamental 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 over time.

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 in the future.

Our guiding principles

- Provide equal opportunities for colleagues to learn, develop and grow.
- Develop L&D programs in alignment with our key business functions to help further our mutual success and avoid creating silos.
- Design performance-related L&D commitments to improve corporate, functional, team and individual accountability.
- Empower colleagues to design and ‘own’ their own L&D milestones to help foster commitment and responsibility, which improves success for personal and career growth.
- Continuously focus on business impact and ask, ‘How will you apply your new knowledge and skills in your day-to-day job?’

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



Our approach

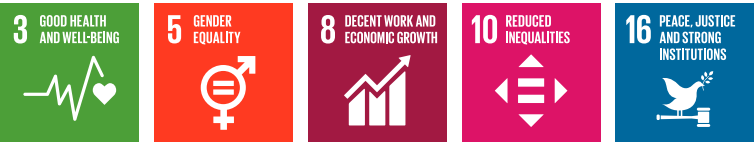
We recognize that well-being may mean something different to each of us. Whether it’s being kind to yourself, living a healthier, more active life, staying safe and prepared, or striving for more balance in life, we want our colleagues to be well at Clarivate. We believe that a successful support program should encompass some level of personal and professional transformation, growth and opportunities – enabling colleagues to be better every day.

We strive to provide every colleague with opportunities to improve their individual well-being experience with sophisticated, customized support. Through our well-being 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.



We strive to provide every colleague with opportunities to improve their individual well-being experience with sophisticated, customized support.

Colleague Engagement and Inclusion



We believe the principles of colleague engagement and inclusion are foundational and should be prioritized for organizations to achieve success with their sustainability goals.

We believe that colleague engagement and inclusion initiatives help drive higher productivity, better colleague retention, increased colleague satisfaction and innovation from a variety of perspectives. These benefits are significant and we have embedded our initiatives into our global business strategy to affect real, lasting change.

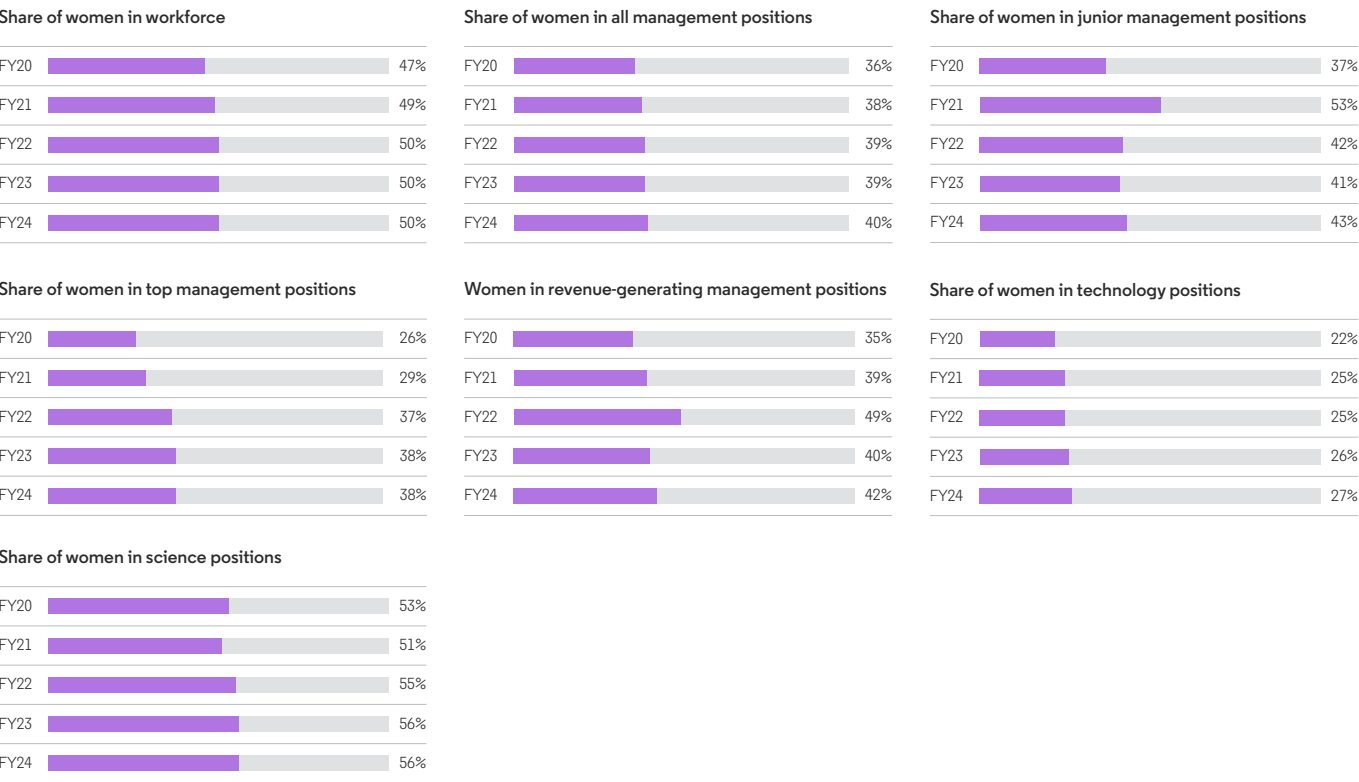
Our approach

Treating one another with fairness, dignity and respect are fundamental to our purpose and mission. We know it takes prioritizing these values and taking action to affect real, lasting cultural change. We believe that people coming together from different perspectives and backgrounds, with different life experiences, is essential to sparking new ideas and accelerating our progress. We know that colleagues who feel engaged and included will be the most proactive and productive contributors to our shared success. Our goal is to weave these principles into the fabric of our culture to become a recognized global employer of choice. For 2024, we had each of our SVPs and above share a commitment around inclusion.

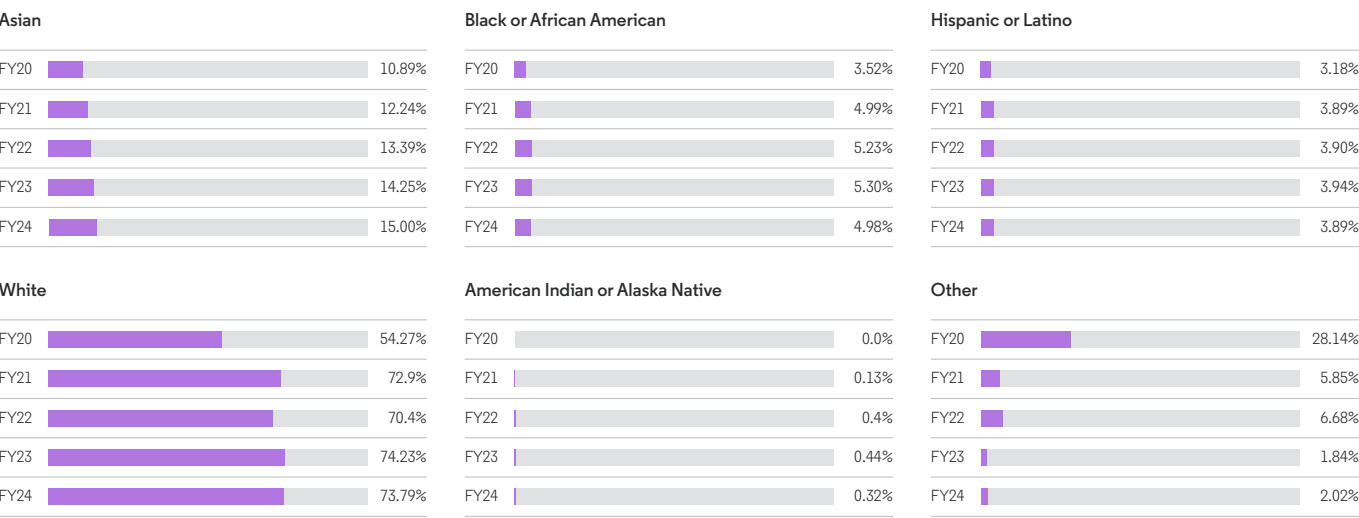
Some notable accomplishments in 2024

- Maintained strong participation in our annual Colleague Engagement Survey with 86% of teammates responding.
- Maintained positive colleague satisfaction with a score of 75, one point above the global benchmark of over 1300 organizations.
- Colleagues reported feeling comfortable being themselves at work, with an impressive score of 81, 2 points above the global benchmark.
- Awarded Safe Workplace Award and Inclusive Workplace Award from CecureUS, recognizing Clarivate’s outstanding initiatives in diversity, equity and inclusion and the prevention of sexual harassment.
- Achieved a score of 80/100 in our third year on the Human Rights Campaign’s Corporate Equality Index.

Workforce breakdown: Gender



Workforce Breakdown: Race/Ethnicity¹



¹ All indicators related to race/ethnicity in our reporting include only our colleagues based in the United States.

Colleague Resource Groups



Clarivate continues to prioritize creating 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

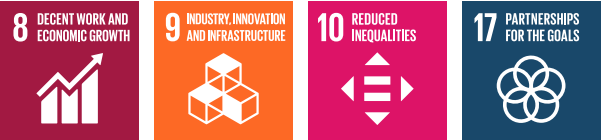
Clarivate supports colleagues worldwide in pursuing meaningful connections and creating an uplifting environment through our Colleague Resource Groups (CRGs). Participation in our CRGs is entirely voluntary and we welcome all colleagues to engage in areas of personal interest at global, regional and local levels to share information, have open conversations, debate innovative ideas, provide service and support one another.



Clarivate CRGs

- **Clarivate Volunteer Network:** provides all colleagues with the opportunity to use up to 40 hours of paid volunteer time off (VTO) each year to support, maintain and strengthen local communities. This allows 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:** focuses on environmental sustainability, working to raise awareness and inspire collective action. This group promotes innovation and collaboration to support both internal efforts and client initiatives that drive measurable, scalable environmental impact.
- **Limitless:** supports colleagues and their loved ones living with disabilities or functional diversity.
- **Military Veterans@Clarivate:** empowers colleagues with military backgrounds, including military family members and their caregivers. 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.
- **Pride Alliance:** supports our LGBTQ+ colleagues and allies in driving continuous awareness and improvement in company policies, provides member support and networking opportunities, and promotes activities within the company that help make Clarivate an inclusive workplace and employer of choice for qualified talent.
- **Vibrant:** drives inclusion across all backgrounds, experiences, and personal attributes. Colleagues are helping embrace these tenets as a key strength at Clarivate. By uniting a multi-faceted workforce through cultural awareness and community engagement, we are making Clarivate a more creative, innovative and competitive company.
- **Women@Clarivate:** cultivates an environment in which women flourish through meaningful opporutnities for social interaction, networking, community engagement and professional development. This CRG uplifts colleagues to enable growth.

Enhancing accessibility and inclusion



We prioritize the different needs of our colleagues, customers and shareholders in our brand. By reducing barriers to equality, we aim to create inclusive and engaging interactions that reflect our values.

Key focus areas

- **Voice of Customer**
Our accessibility principles are closely related to general usability and aim to define and deliver a simpler, more intuitive user experience of our brand.
- **Inclusion**
Considering a broad range of needs is an essential aspect of creating an accessible brand, along with ensuring our marketing materials reflect our audience.
- **Sustainability**
By developing digital-first solutions, we can provide inclusive access to information and reduce our carbon footprint.



- **Creating a Culture of Accessibility:** Our Accessibility Council is a cross-functional group tasked with raising internal awareness, maintaining resources used across teams, and ensuring coordination throughout the business to address accessibility concerns across multiple customer touchpoints. In 2024, the Accessibility Council provided several trainings, including guidance on implementing WCAG 2.2, the newest version of the international Web Content Accessibility Guidelines.
- **Accessibility in Product Design and Development:** Our product teams address accessibility as part of creating a thoughtful and robust user experience. Teams routinely review designs for accessibility considerations and provide feedback to developers to improve the overall user experience.
- **Industry Partnerships for Accessibility:** Clarivate signed the Publishing Accessibility Action Group charter, signifying our commitment to accessibility across the publishing ecosystem. In preparation for the European Accessibility Act (EAA), we are collaborating with our publisher partners to increase the availability of accessibility metadata provided to users on EBook Central.
- **Preparation for Accessibility Legislation and Accessibility Program Development:** We continue to enhance our Accessibility Program in alignment with the EAA and Americans with Disabilities Act (ADA) Title II requirements. As we mature in our approach to accessibility, we are dedicating increased resources to adopt enhanced accessibility practices throughout our processes.
- **Accessibility Compliance Reporting:** Many of our products maintain accessibility compliance documentation through Accessibility Conformance Reports (ACRs). Reports are typically updated on an annual basis or with major feature releases. Accessibility testing and audits are conducted on a recurring basis by internal certified team members and in collaboration with third-party experts, including Deque and the Digital Accessibility Centre.

Human rights – a shared imperative for sustainable development



Our approach

We believe in treating everyone equitably, 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. 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.

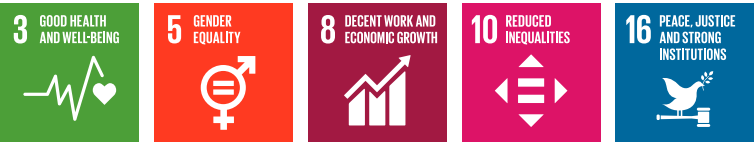
By aligning our goals with the 10 principles of the UN Global Compact and the United Kingdom Modern Slavery Act, as well as any other requirements of applicable law, rule or regulation, we strive to conduct business in a manner that respects the rights and dignity of all people. We support the principles 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
- No harsh or inhumane treatment
- Promotion of supplier inclusiveness



Health and Safety Management System



Our approach

Clarivate uses a global health and safety management system to identify and address risks to our colleagues and the company. 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 work week, our global emergency response team has a 24-hour 'follow-the-sun' approach to monitor incidents and support mass notifications as needed.

We continue enhancing our health and safety management processes, focusing on corporate governance, emergency response, building safety and employee safety plans. We intend to continue our emphasis on 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 and increased global testing of our preparedness. While we will continue to standardize our processes, 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.

2024 highlights

- Increased usage of our voluntary well-being platform – a global comprehensive online well-being platform offering colleagues a health assessment, daily health habits tracking, health and fitness challenges, mobile and fitness device syncing 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 21,696 sessions (totaling more than 33,200 hours) of mindfulness training with 99.4% reporting reduced stress and anxiety as a result.
- Our Employee Assistance Program (EAP) was accessed more than 750 times with 93% of EAP cases being resolved within the service period. Colleagues completed more than 36,400 hours of wellness-related training through the EAP and Personify Health platforms.

Absentee rate (% of total days scheduled): 4.23%

- Supported our colleagues with their health and well-being journeys including a customized company-wide walking challenge that highlighted various Clarivate offices around the world.



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 offer enriched data, insights and analytics, workflow solutions and expert services 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. This enriching, global initiative brings together mentees and mentors from around the world, including the United States, India, United Kingdom, Spain, Canada, Serbia, China, Germany, Australia, Singapore and South Africa, into a 12-week mentorship program

Clarivate is one of GMI’s top five corporate partners and is the first corporate partner to have 10x repeat mentors. Since 2020, 175 student have completed the GMI mentorship. In 2024, Clarivate had 241 colleagues registered as mentors, dedicating over 2,300 hours of volunteer time to help global students successfully complete the 12-week mentorship program. In addition to mentoring, Clarivate also contributed a \$7,500 donation to GMI.



2024 Social milestones

- Introduced our Commitment to Inclusion for senior leaders, which is embedded into their performance goals.
- Received Inclusive Workplace Award and Prevention of Sexual Harassment (POSH) Safe Workplace Award from CecureUS in India.

99.5%

Met expectations with 99.5% of new hires completing anti-bias training within 45 days of hire date.

80/100

Achieved a favorable score of 80/100 in our third year participating in the Human Rights Campaign’s Corporate Equality Index (CEI).

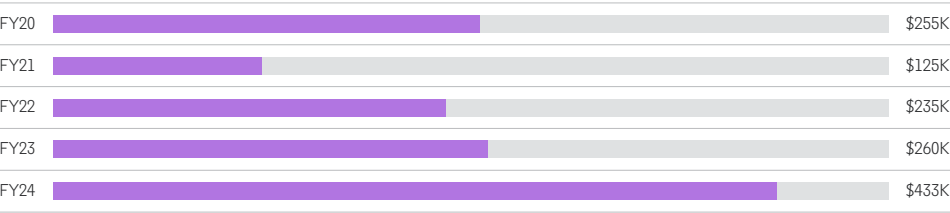
30K+

30K+ colleague volunteer hours used

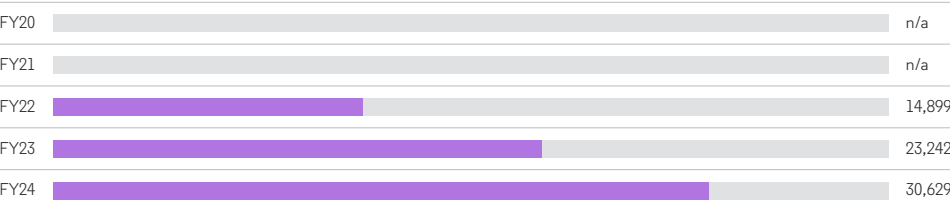
87

87 global and local chapters across our CRGs

Clarivate philanthropic cash contributions



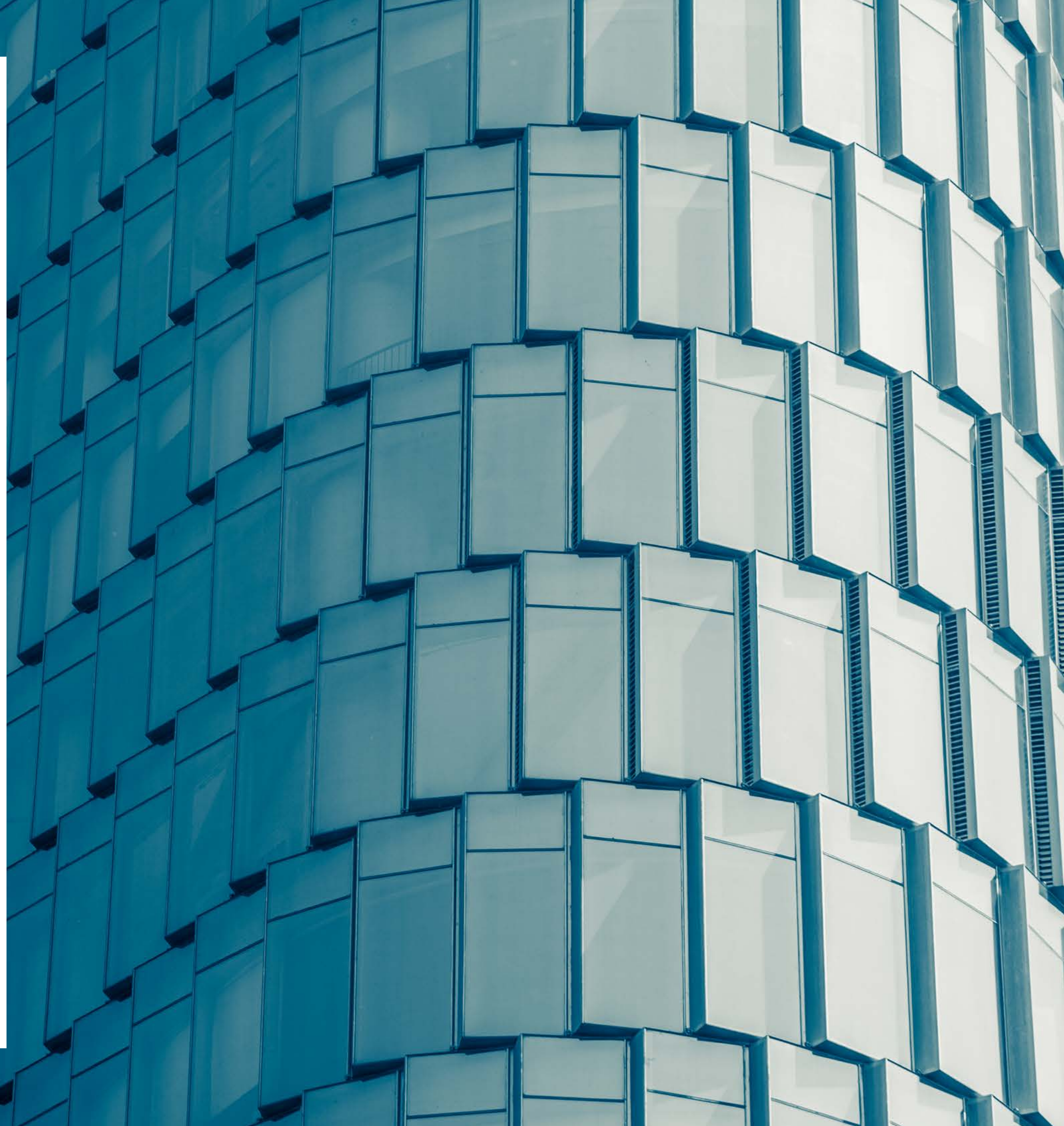
Time: colleague volunteering during paid working hours



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. 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.



Ethical leadership



Our approach

Our standard for ethics and integrity at Clarivate starts with our Board of Directors and Executive Leadership Team. Our Board and its committees work closely with our functional leaders and working groups to help move our journey forward with transparency and accountability. Sustainability issues continue to influence our business strategy and risk management, and we are committed to being a sustainable company in all that we do.

Our Board believes strongly in the value of an independent and inclusive 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 variety 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 a robust director selection process that strives to create an inclusive and global Board in terms of experience, perspectives, personal attributes, skills and tenure.

Board independence statement

Our Board is composed of a majority of directors who qualify as independent directors 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.

We had 11 independent Board members out of 12 total Board members as of December 31, 2024.

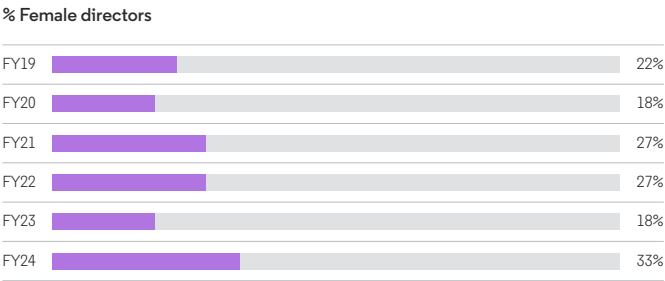
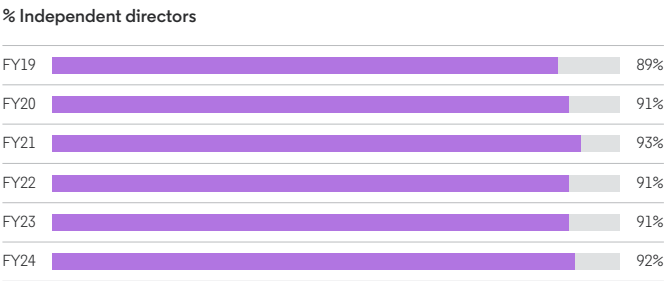
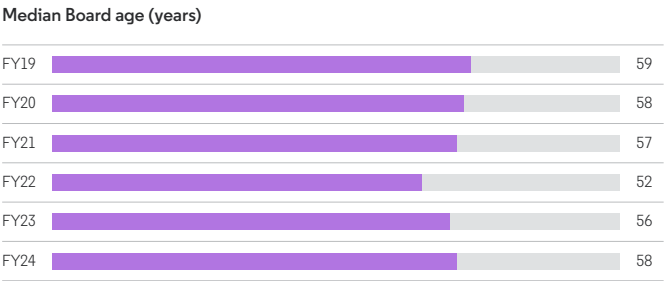
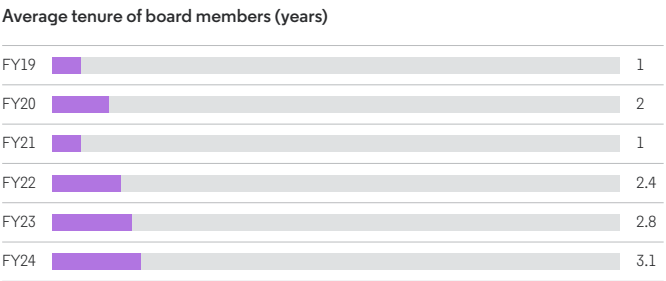
Standing Committees of the Board

The Board had four standing committees in 2024 with the membership set forth below as of year-end.

- Audit Committee
- Nomination and Governance Committee
- Human Resources and Compensation Committee
- Finance Committee

	Audit Committee	Nominating and Governance Committee	Human Resources and Compensation Committee	Finance Committee
Andrew Snyder (board chair)		⊙		⊙
Valeria Alberola	⊙			⊙
Michael Angelakis		⊙		⊙
Jane Okun Bomba	⊙		○	
Usama N. Cortas		⊙		○
Suzanne Heywood		⊙		⊙
Adam T. Levyn			⊙	
Anthony Munk	⊙			⊙
Dr. Wendell Pritchett		○	⊙	
Richard W. Roedel	○			
Dr. Saurabh Saha			⊙	

○ Chairperson ⊙ Member



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.



Managing risks to accelerate sustainability



A proactive approach to risk management enables us to anticipate and navigate the dynamic changes impacting our business and the global environment. By integrating sustainability principles into our long-term strategy, we mitigate potential barriers to success, identify and capitalize on opportunities, and drive progress toward our sustainability goals.

Our approach

We are committed to enhancing our Enterprise Risk Management (ERM) program. Through a comprehensive risk assessment process, we address strategic, operational, financial, legal, regulatory and compliance risks across our global business while embedding sustainability at its core.

Key elements of our approach include:

- **Holistic Risk Integration:** We work to align risk management with our sustainability objectives to address physical, transition and systemic risks related to environmental and sustainability factors.
- **Enhanced Risk Reporting:** We use regular structured reporting to enable early identification of emerging risks.
- **Stakeholder Engagement:** We actively gather feedback from internal and external stakeholders to refine our understanding of critical success factors and ensure alignment with evolving regulatory and societal expectations.

By connecting our risk management framework to our sustainability strategy, we aim to build resilience, create long-term value and drive sustainable growth across all aspects of our business.



Enterprise risk management governance

Risk management is a shared responsibility across the company. Different stakeholders have specific objectives and levels of accountability for monitoring and implementation.

Governance

The Board of Directors: Acting directly and through its committees, the Board oversees the Company’s risk management efforts. Each of the Board’s four committees – Audit, Human Resources and Compensation, Finance, and Nominating and Governance – plays a distinct role in risk oversight as set forth in their charters. The Nominating and Governance Committee specifically oversees sustainability strategy and initiatives, ensuring alignment with the Company’s strategic objectives and regulatory obligations.

The Management Risk Committee: The Management Risk Committee is integral to the ERM Governance Framework and serves as an internal forum for identifying, communicating, assessing, responding to and monitoring risks and issues that could impact Clarivate at a company level, including ESG-related risks. This group ensures ESG-related risks are integrated into the broader enterprise risk profile.

Strategy

Business Segment and Functional Leaders: Leaders are responsible for maintaining a sustainable risk management program aligned with the company-wide ERM Framework and integrating ESG-related risks and opportunities into their strategic planning and decision-making process.

Business Segment Risk Reviews: 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. Reviews include a focus on how ESG-related risks intersect with business priorities and functional objectives.

Risk Management

The Chief Risk and Sustainability Officer (CRSO) is responsible for establishing and maintaining the ERM process within the company, instituting the relationship between risks across different categories and risk interdependencies. The CRSO defines risk oversight and accountability for managing risks, including ESG-related risks, by doing the following:

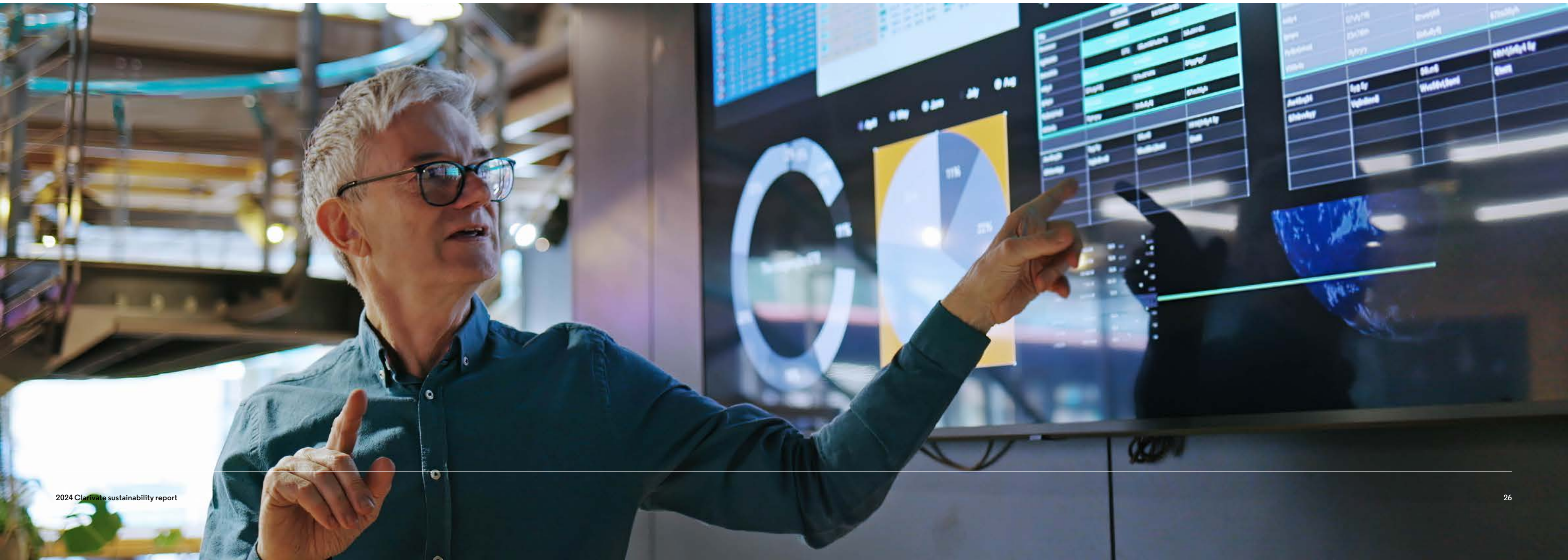
- Facilitating the identification of material ESG-related risks.
- Assessing the financial impact of physical and transition risks associated with climate change.
- Providing tools and guidance to integrate ESG-related risks into the overall risk assessment process.
- Evaluating ESG-related risks, including physical risks and transition risks, for interdependencies with other risk categories such as operational, financial and reputational risks, ensuring best practices and driving a consistent risk appetite

Metrics and Targets

The ERM process incorporates ESG-related metrics and targets into the risk management process, ensuring these are tracked and reported to relevant stakeholders.

Metrics and targets provide actionable insights, enabling data-driven decisions to mitigate ESG-related risks and capture opportunities. This ensures that sustainability remains a central pillar of our risk management strategy.

This integrated governance structure ensures risks and opportunities are managed consistently within the broader enterprise management framework and aligning with global disclosure standards.



Our continuous commitment to cybersecurity



Cybersecurity remains a top priority across Clarivate. We are committed to staying proactive, informed and vigilant by continually reviewing, testing and strengthening our Information Security Risk Management program.

Our approach

Cybersecurity risk management is an integral part of our ERM program. 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.

Our Information Security Risk Management program 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 leaders, mandatory information security awareness training for all colleagues, clearly defined expectations for acceptable use policies, and certification of adherence to the 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.

We have assembled a talented team of certified security subject matter experts located around the world who are highly focused on reinforcing our cybersecurity standards at all levels.

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 employ 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 and regulations.

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.

AI Governance Framework

We have multi-functional committees collaborating and working on a comprehensive artificial intelligence (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. Our committees guide our segment leaders as they incorporate generative AI into certain product offerings, enhancing value and innovation. Strategic tool selection empowers teams while adhering to approved protocols. We have incorporated generative AI governance into our contract terms and conditions, helping to ensure ethical usage for customers and vendors. You can find our public statements regarding our use of AI at clarivate.com/ai/.

ESG Appendix

Key performance indicators

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, clients, 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 analyze 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 continue to track and report consumption by fuel source wherever data is available.

We are reporting all 107 of our 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 2024, of the 88 worksites and 19 data centers cited in the report, covering 1,297,583 square feet globally, we have received specific data (directly

metered or sub-metered) for 32.2% of the square footage. For an additional 17.4% 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).

In our commitment to transparency and accountability within our sustainability report, we have established 2019 as our baseline year for environmental data. This decision was influenced by the significant impacts of the COVID-19 pandemic and the unprecedented disruptions in various environmental metrics, making 2019 the most stable and representative year for comparison.

It is important to note that our baseline year coincided with various mergers and acquisitions (M&A) that took place during and after 2019. These M&A activities introduced new operational variables, necessitating adjustments to our environmental KPIs. As we integrated new entities, we carefully recalibrated our environmental metrics to ensure they accurately reflected our evolving operational footprint and sustainability efforts. By establishing 2019 as our baseline, we aim to provide a clear and consistent framework for evaluating our environmental performance over time, while also acknowledging the complexities introduced by M&A activities. This approach allows us to maintain a robust assessment of our sustainability initiatives and progress.

Environment	Value						Measurement Unit
	FY19	FY20	FY21	FY22	FY23	FY24	
Number of reporting facilities (worksites and data centers)	95	95	87	68	113	107	#
Number of reporting worksites	95	95	87	68	93	88	#
Worksite operational square feet	1,415,005	1,415,005	1,334,666	1,127,792	1,182,141	1,297,583	sq. ft
Number of reporting data centers	0	0	0	0	20	19	#
Data center square feet	0	0	0	0	7,298	7,611	sq. ft
Facilities with sustainability certifications¹	17%	17%	18%	18%	22%	17%	% of sq. ft
Total electricity consumption	35,127	31,483	26,300	24,474	35,242	36,951	MWh
Total heat and steam	839	871	307	123	104	104	MWh
Renewable energy	2,141	1,237	875	803	268	415	MWh
Energy mix							
Renewable energy (biomass, solar, wind energy, hydro, etc.)	6%	4%	3%	3%	1%	1%	%
¹ Third-party certification such as LEED, Energy Star, BREEAM and NABERS.							

Environment	Value						Measurement Unit
	FY19	FY20	FY21	FY22	FY23	FY24	
Scope 1	1,952	1,175	1,055	1,096	751	1060	MWh
Scope 1: Natural gas	32%	71%	72%	69%	83%	59%	%
Scope 1: Fuel oil	68%	29%	28%	31%	17%	17%	%
Total energy consumption (Scope 1 + Scope 2 + Scope 3)	37,918	33,529	27,662	25,693	35,993	37,313	MWh

Water	Value						Measurement Unit
	FY19	FY20	FY21	FY22	FY23	FY24	
Global water use	77,146	71,128	62,546	57,785	63,305	71,703	m3
Reduction in global water withdrawal from baseline	-	-8%	-19%	-25%	-18%	-9%	%

Greenhouse gas (GHG) emissions	Value						Measurement Unit
	FY19	FY20	FY21	FY22	FY23	FY24	
Scope 1: Direct greenhouse gas emissions	583	255	256	284	180	233	tCO2e
Scope 1: Natural gas	114	134	151	161	133	173	tCO2e
Scope 1: Fuel oil	469	121	105	123	47	59	tCO2e
Scope 2: Indirect location-based greenhouse gas emissions	19,439	16,819	13,576	10,976	15,694	16,157	tCO2e
Scope 2: Purchased electricity	19,250	16,625	13,509	10,950	15,671	16,135	tCO2e
Scope 2: Purchased steam & chilled water	189	194	67	26	22	22	tCO2e
Scope 2: Indirect market-based greenhouse gas emissions	17,856	15,863	12,866	10,450	15,590	15,237	tCO2e
Scope 2: Purchased electricity	17,667	15,669	12,799	10,424	15,567	15,215	tCO2e
Scope 2: Purchased Steam & chilled water	189	194	67	26	22	22	tCO2e
Scope 3: Indirect greenhouse gas emissions not included in Scope 2	13,676	1,926	332	5,597	8,334	13,442	tCO2e
Scope 3, category 6: Business travel ¹	13,676	1,926	332	5,597	8,334	10,498	tCO2e
Total market-based emissions: Scope 1 & 2 (market) and 3 (business travel)	32,116	18,045	13,454	16,331	24,103	28,912	tCO2e
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel)	33,698	19,000	14,164	16,857	24,207	29,832	tCO2e
Total location-based emissions: Scope 1 & 2	34.59	15.15	7.55	6.34	9.21	6.40	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	2.41	tCO2e/colleague

Waste	Value						Measurement Unit
	FY19	FY20	FY21	FY22	FY23	FY24	
Global business waste	1,224	1,219	1,084	944	921	1,227	Metric tons
Recycled/composted material	30%	30%	30%	30%	30%	30%	%
Landfilled material	70%	70%	70%	70%	70%	70%	%

¹ 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 the third-party Canopy platform, 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. Those indicators include only our colleagues based in the United States, who represent 22% of our total workforce, and were captured in accordance with certain data collection and reporting requirements under U.S. law.

	Value						Measurement Unit
	FY19	FY20	FY21	FY22	FY23	FY24	
Total colleagues	4,203	8,690	11,353	11,832	12,345	12,376	No. of colleagues
Full-time	4,090	8,445	11,095	11,627	12,152	12,152	No. of colleagues
Part-time	113	245	258	205	193	222	No. of colleagues

Colleagues based in the United States	Value			Measurement Unit
	FY22	FY23	FY24	
Total	2,966	2,941	2,920	No. of colleagues
Women	1,456	1,445	1,418	No. of colleagues
Men	1,510	1,496	1,501	No. of colleagues

Colleagues by employment contract	Value			Measurement Unit
	FY22	FY23	FY24	
Women - Permanent	5,827	6,153	6,188	No. of colleagues
Women - Temporary	94	72	47	No. of colleagues
Men - Permanent	5,811	6,034	6,093	No. of colleagues
Men - Temporary	62	53	35	No. of colleagues
Other - Permanent	37	32	11	No. of colleagues
Other - Temporary	1	1	2	No. of colleagues

Colleagues by employment type	Value			Measurement Unit
	FY22	FY23	FY24	
Women - Full-time	5,759	6,074	6,067	No. of colleagues
Women - Part-time	162	151	168	No. of colleagues
Men - Full-time	5,830	6,046	6,078	No. of colleagues
Men - Part-time	43	41	50	No. of colleagues
Other - Full-time	38	32	12	No. of colleagues
Other - Part-time	0	1	1	No. of colleagues

About this report

Clarivate publishes the Sustainability Report annually. 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 sustainability 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 U.S. Securities and Exchange Commission (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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