

2024 U.K. Gender Pay Gap Report

Human Resources | April 2025

Introduction



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I am proud to share this year's United Kingdom (U.K.) Gender Pay Gap Report, a reflection of our ongoing commitment to fostering an equitable workplace where everyone has the opportunity to thrive.

Our 2024 data highlights notable progress for women at our company. Clarivate experienced a 12% improvement in the median hourly pay gap for women and a 15% improvement in the median bonus pay for women compared to last year's report. While we celebrate this progress, we remain dedicated to advancing gender equality further.

It's important to note that the U.K. Gender Pay Gap measures the difference between the median and average salaries and bonuses paid to men and women, across an organization, in the U.K. This differs from an equal pay comparison, which compares the earning of individuals performing the same or equivalent work.

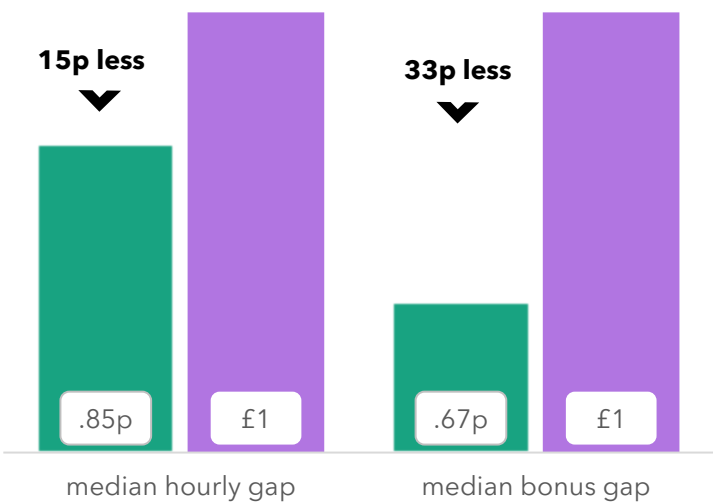
Since April 2017, it has been mandatory for organizations with more than 250 colleagues in the U.K. to publish their data report on the U.K. Gender Pay Gap. This report reflects the required information for Clarivate and covers payroll information for colleagues in the U.K. from April 2023 to April 2024. At the time of reporting, Clarivate employed 784 people in the U.K.

As the leader of Human Resources and People at Clarivate, it is my privilege to certify that the gender pay gap data contained in this report is accurate.

U.K Gender pay report

Female

Male

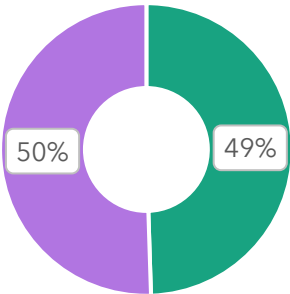


When comparing the median pay, which represents the middle number within a range and is not affected by extreme outliers, females earn 15p less per £1 than males in hourly pay and 33p less per £1 than males in bonus pay. When comparing average pay, which can be easily impacted by a small number of outliers, females earn 18p less per £1 than males in hourly pay and 31p less per £1 than males in bonus pay.

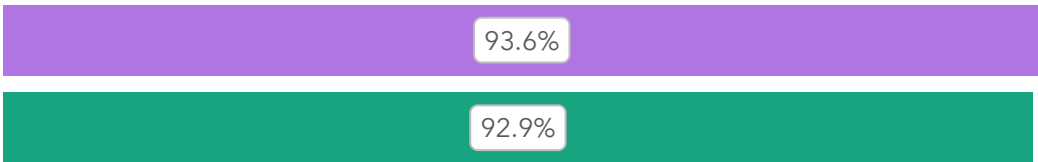
These figures represent a 12% improvement in the median hourly pay gap for women and a 15% improvement in the median bonus pay for women, compared to last year's report.

**The median hourly gap reduced from 17p to 15p and the median bonus gap reduced from 39p to 33p, compared to last year's report.*

Gender split of Clarivate UK

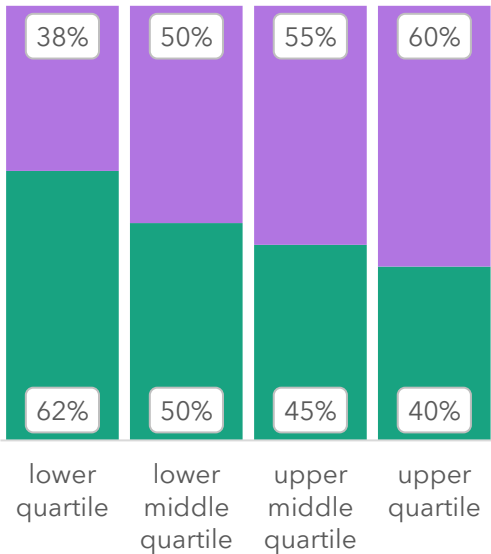


Proportion of males and females receiving a bonus payment (%)

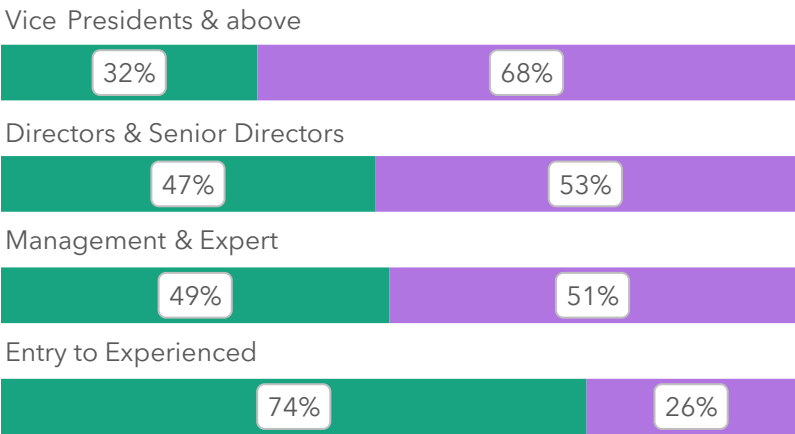


Within Clarivate UK, we have a nearly equal gender distribution, and most colleagues have received a bonus between April 2023 and March 2024.

Percentage of males and females in each quartile pay band



Percentage of males/females by job level grouping



The predominant cause for our UK Gender Pay gap is that we have less female representation in our most senior positions, as illustrated in the leveling graph above. We have several initiatives and programs dedicated to our inclusive and diverse culture, which we outline in more detail later in this report. Our gender representation has continued to improve among our highest levelling group and pay quartiles from last year's report.

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 2024.
- 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 2023 to March 2024 (inclusive) to all individuals employed in April 2024.
- The data includes annual incentive plan, commission, one-time payments, retention and discretionary (unless in relation to redundancy) bonuses.
- 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.

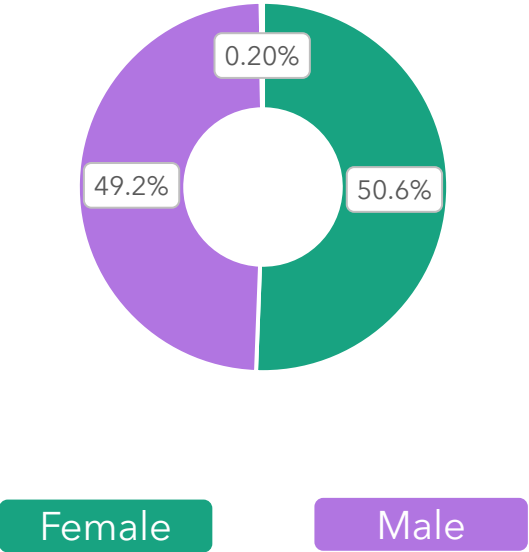
About Mean and Median

- 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.

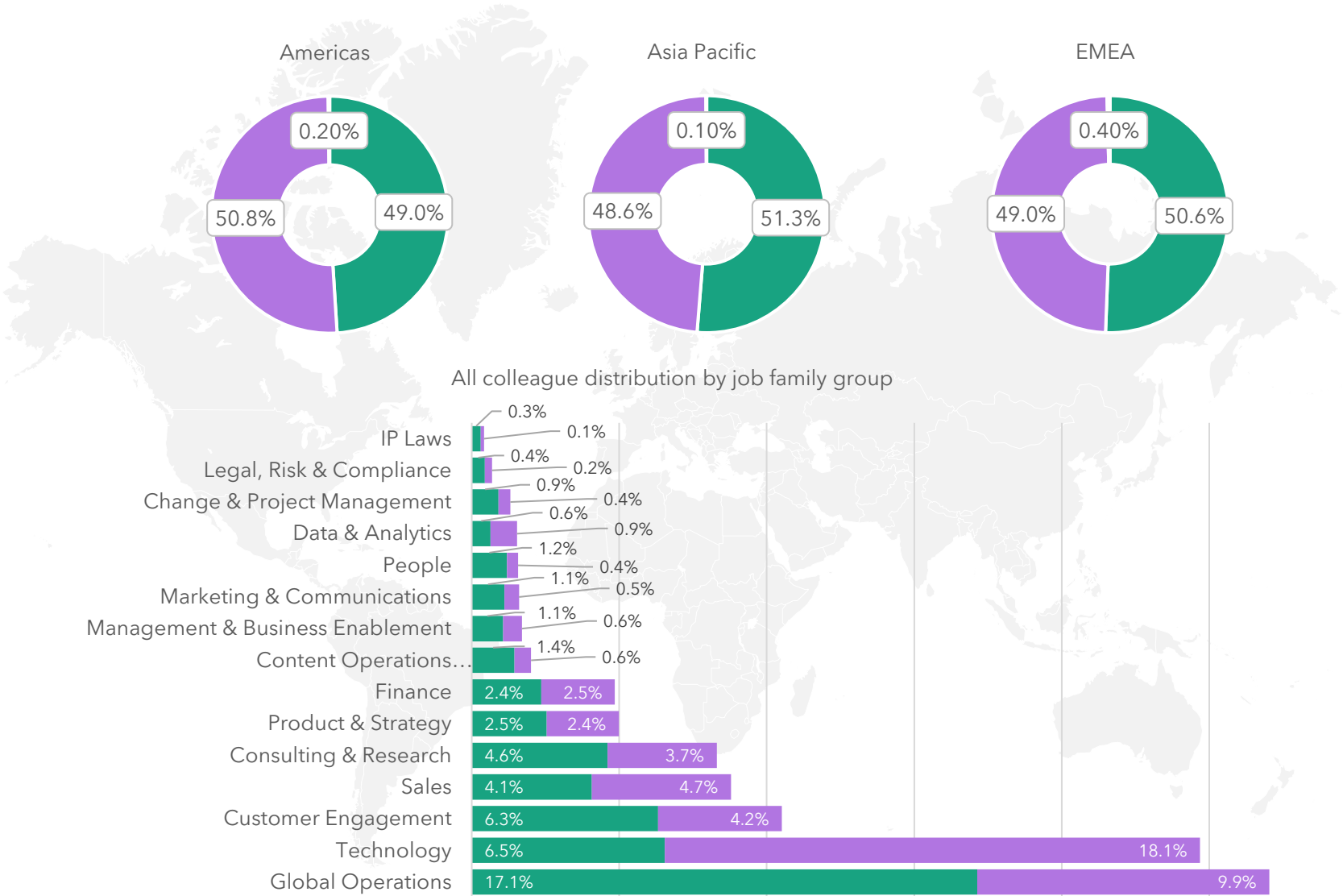
Global workforce 2024

Clarivate is a global company. In April 2024, the U.K. colleagues represented 6% of our total company population

Global gender split of Clarivate

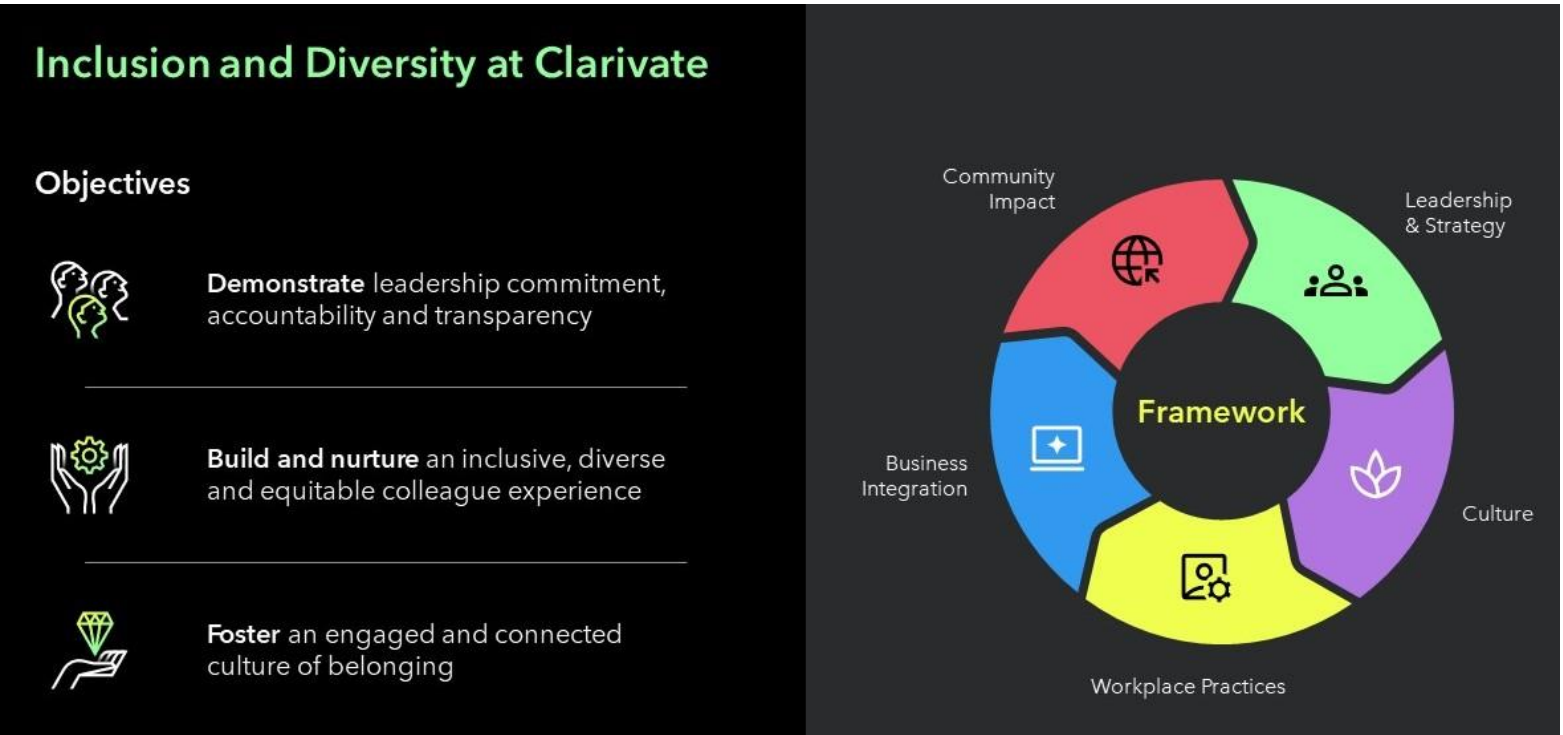


We strive to attract and retain a diverse, talented and gender-balanced workforce around the world.



Our 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 Inclusion and Diversity across our global organization, so all our colleagues have a sense of belonging and can be their authentic selves at work.

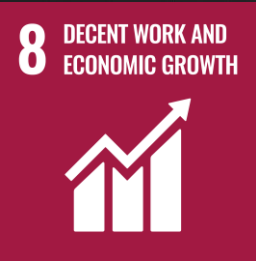


Clarivate recognizes we must partner with others to achieve true equality, and we are signatories to the **UN Women’s Empowerment Principles** and the **UN Global Compact**.

Clarivate is committed to impacting these UN Sustainable Development Goals (SDGs) :



SDG 5: Achieve gender equality & empower women



SDG 8: Promote inclusive & sustainable economic growth



SDG 10: Reduce inequalities within and among countries

How we take action

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

Women@Clarivate <i>Colleague Resource Group</i>	Our Women@Clarivate Colleague Resource Group cultivates an environment in which women and their allies can flourish through social interaction, networking, community engagement and professional development and support. Our focus areas include 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 & Belonging	We have several other Colleague Resource Groups (CRGs), in addition to Women@Clarivate, to encourage Inclusion & Belonging. For example, groups of military veterans, LGBTQ+ and allies, those interested in protecting the environment and more. CRGs give colleagues an opportunity to connect over shared experiences or interests. In addition, in May 2025, we will publish our annual Clarivate Sustainability Report, which will include more information about our CRGs and representation data for men and women. More information is available on our Sustainability space on clarivate.com .
Talent Development	In 2024, we launched our global Clarivate Mentoring Program to help connect and develop colleagues across our company. This new program has positively impacted both our mentees and mentors, and helped improve engagement throughout the organization. This is in addition to our segment-driven mentorship programs, which are also still thriving. Also in 2024, we introduced several new courses via My Learning to help our colleagues network, grow in their careers and lead their teams. Clarivate made our learning platform more accessible by integrating My Learning into Workday, which our colleagues regularly use in their jobs.
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 diversity. We will continue to look for opportunities to improve our hiring efforts.
Global Roles Framework <i>Internal job architecture</i>	In 2024, we continued to advance our job architecture after implementing a new, global roles framework at the end of 2022. The consistency and transparency of the framework enables our colleagues to better understand career opportunities and helps to close gaps in gender representation across functions and levels. In 2024, the company launched Job Descriptions and Success Profiles to identify key skills and competencies for 90% of our roles within the framework, so colleagues understand what is required to grow their careers and be successful at Clarivate.



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