



2025 Clarivate Sustainability Report

Beyond Ambition

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Letter from the CEO

Every breakthrough that improves lives or protects the planet begins with insight — and with the ability to apply it effectively. Researchers, innovators and organizations around the world rely on trusted information to understand complex challenges and develop solutions that move society forward. Clarivate’s trusted data, deep domain expertise and decision-grade AI is the foundation of that work.

This 2025 Sustainability Report shows how Clarivate is moving beyond ambition to drive meaningful progress across the business and communities it serves.

As a business, we believe that Clarivate’s role is to connect people and organizations to the intelligence they need to transform ideas into real-world progress. Across academia and government, intellectual property and life sciences and healthcare, our data, insights and workflow solutions help power discoveries that shape industries, advance science and support progress on some of the world’s most pressing challenges.

This commitment to enabling progress also extends to how we manage our own operations and environmental footprint.

Over the past year, Clarivate made progress in reducing greenhouse gas emissions while strengthening the systems and procedures used to measure and manage emissions against our 2023 baseline year.

- In 2025, we’re proud to report that our total carbon footprint - Scope 1, 2 and 3 emissions - was 73,110 tCO₂e, a **24% reduction** from 96,666 tCO₂e in 2024. This reduction reflects operational changes, portfolio changes, and improvements in data quality across our operations and value chain.

- When it comes to the greenhouse gas emissions we directly produce - combined Scope 1 and 2 emissions – these were 10,661 tCO₂e in 2025, a **35% reduction** from 16,390 tCO₂e in 2024 and a **33% reduction** from the 2023 baseline of 15,901 tCO₂e.

This represents continued progress towards our science-based target of a **42% reduction** in Scope 1 and 2 emissions by 2030.

Innovation also remains an important part of how we contribute. In November 2024, Clarivate launched ProQuest One Sustainability, a collection designed to help educators and researchers integrate sustainability into teaching and scholarship while supporting the development of knowledge and solutions related to global sustainability challenges.

ProQuest One Sustainability has now been adopted by more than **400 institutions**, and we’re proud to share that it has been named one of Library Journal’s best reference databases for 2025, underlining the contribution Clarivate can make to sustainability education.

Supporting our people also remains a central priority. In 2025, Clarivate’s Mentoring Program expanded, connecting more than **480 mentees** with **445 mentors** across our global organization to help them develop new skills, broaden their networks and grow their careers.

We also continued our partnership with the Global Mentorship Initiative, where Clarivate was recognized among the organization’s top corporate partners. In 2025, **177 Clarivate mentors** from **19 countries** supported students through the program. Since the partnership began in 2021, our mentors have contributed more than **8,100 hours** of volunteer time,

supporting students in **35 countries**, particularly across Sub-Saharan Africa, helping them build the skills and professional networks needed to pursue careers in the global knowledge economy.

This year, our colleagues also made a meaningful difference in the communities where we live and work worldwide. More than **2,700 colleagues** used their ‘volunteer time off’ to contribute over **36,000 hours** to community organizations and local initiatives.

At the same time, we remain focused on strengthening our business operations. Our approach to sustainability continues to evolve through our materiality process, helping us focus on the issues that matter most to our stakeholders.

Together, these efforts reflect our commitment to move beyond ambition — translating knowledge, insight and collaboration into meaningful results for our customers, our communities and the wider world.

I am proud of the progress we are making together and grateful to our colleagues, customers and partners who contribute to this work every day.



Matti Shem Tov
Chief Executive Officer,
Clarivate

Enabling progress through trusted intelligence

Across academia, industry, life sciences and healthcare, our platforms help organizations make better-informed decisions, accelerate discovery, strengthen education, support responsible innovation and improve health outcomes.

Breakthroughs that improve lives and protect the planet depend on trusted information. Researchers, innovators and organizations around the world rely on data and insight to understand complex challenges, generate new ideas and develop practical solutions.

Clarivate supports that work through its data, analytics and workflow solutions, and this is one of the ways Clarivate contributes to sustainability through business impact.

Clarivate at a glance

More than 45,000 organizations worldwide rely on Clarivate, including universities, research institutions, corporations, law firms, government agencies and life science and healthcare companies.

Through these partnerships, Clarivate supports the discovery, protection and application of knowledge across the global research and innovation ecosystem.



2025 highlights:

\$2.46B

in total revenue

45K+

organizations served globally

121M

students and researchers supported through our platforms

99%

of the world's top universities rely on Clarivate data and insights

9/10

most valuable brands trust us with their trademark needs

3k+

customers worldwide across the life sciences and healthcare value chain, including many of the top pharmaceutical, medical device and biotech companies.

Our business operates across three core segments:



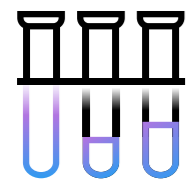
Academia & Government

Supporting research discovery, academic excellence and access to trusted knowledge worldwide



Intellectual Property

Enabling organizations to protect, manage and maximize the value of innovation



Life Sciences & Healthcare

Delivering data and insights that support development of novel medicines and technologies, better healthcare decisions and improved patient outcomes.



Our purpose, vision, mission and values

Our purpose, vision and mission guide how we operate and how we contribute to the global knowledge ecosystem:



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



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



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

Our values shape how we work every day:

- **We aim for greatness:** We challenge the status quo and pursue continuous improvement.
- **We value every voice:** We work in respectful partnership with colleagues, customers and communities.
- **We own our actions:** We act with integrity and take accountability for the impact of our work.

Together, these principles shape how we operate and how we contribute to a global ecosystem built on trusted knowledge and innovation.

How our business enables research, innovation and health outcomes

Our solutions support the full lifecycle of knowledge and innovation:

Discovery, research and education

Our data, content and analytics power discovery across disciplines, helping researchers identify emerging knowledge, collaborate across borders and accelerate progress.

Innovation and intellectual property

Our intellectual property solutions help innovators protect and commercialize ideas, enabling organizations to bring new technologies and products to market while strengthening global innovation ecosystems.

Life sciences and healthcare insight and decision-making

Our trusted insights help life science and healthcare companies, clinicians and researchers make better decisions – to deliver safe, effective and commercially successful treatments to patients faster.

Through these platforms, Clarivate enables progress that extends far beyond our own operations.

Our approach to sustainability

Clarivate's approach to sustainability is grounded in a double materiality assessment, which informs the priorities which guide our governance, operations and business activities.

Our approach focuses on three interconnected priorities:



Supporting our colleagues and contributing to communities around the world



Advancing progress through the development and delivery of our products and services



Improving operational efficiency and building a more resilient supply chain

The assessment considers both the impacts our activities have on people and the environment, and the sustainability-related risks and opportunities that may influence business performance. By considering these perspectives together, Clarivate is better able to identify the topics that matter most to both our stakeholders and our business. The process examines a broad range of sustainability issues across our value chain and incorporates insights from internal leaders and subject matter experts.

The results of this assessment identified a number of areas of focus to help inform our sustainability priorities and reporting, supporting a focused approach to the areas most relevant to Clarivate and its stakeholders, including:

- Climate change
- Our workforce
- Consumers and end-users
- Business conduct
- Circular economy
- Workers in the value chain

This report outlines the progress made in these areas of focus during the reporting period.

Governance and accountability

Our sustainability governance framework provides Board-level oversight and management accountability for sustainability-related matters, including strategy, delivery and reporting.

Oversight sits with the **Board of Directors**, supported by the **Nominating and Governance Committee**. Day-to-day leadership is provided by a cross-functional **Sustainability Steering Committee**.

Board of Directors

(overall oversight)



Nominating and Governance Committee

(sustainability oversight; reviews strategy and reporting)



Sustainability Steering Committee

(management leadership; coordinates delivery and metrics)

Sustainability governance

Key governance bodies and their roles are summarized below.

| Governance body | Role in sustainability governance |
|--|--|
| Nominating and Governance Committee | <ul style="list-style-type: none"> • Supports the Board in overseeing sustainability matters • Reviews sustainability priorities, stakeholder considerations and long-term value creation • Receives periodic management updates on strategy, initiatives and reporting |
| Sustainability Steering Committee | <ul style="list-style-type: none"> • Cross-functional senior leadership group that coordinates delivery across the business • Provides stewardship, alignment and visibility for key commitments • Tracks progress and metrics to support transparent reporting; escalates updates to the CEO and the Nominating and Governance Committee |

Global leadership commitments

Clarivate is a signatory to several global initiatives that reflect our sustainability approach:

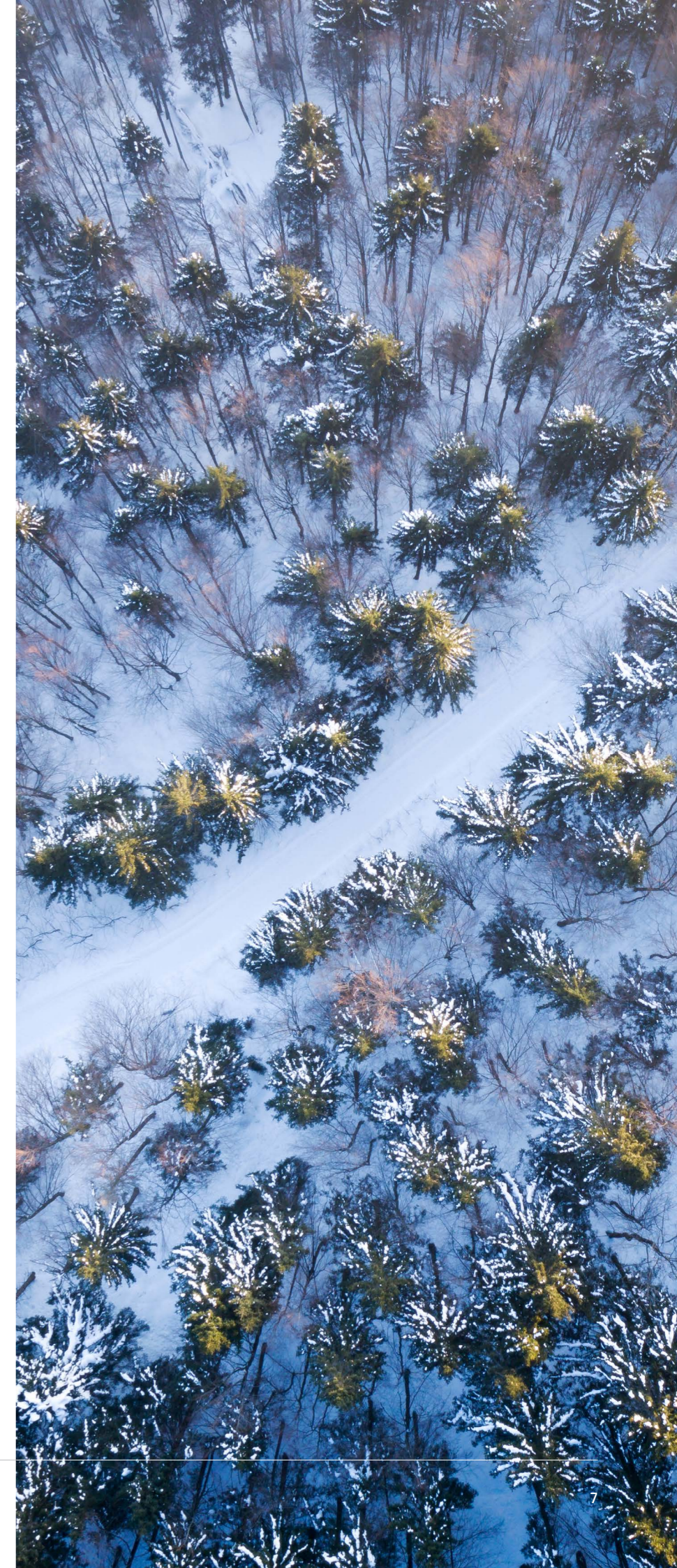
- UN Global Compact
- UN SDG Publishers Compact



Looking ahead

Guided by our material topics and governance framework, Clarivate’s sustainability approach will continue to evolve as expectations, technologies and global challenges change. Our focus remains on strengthening the systems, data and decision-making processes that move sustainability beyond ambition and into consistently applied business practice across our operations and solutions.

The following section highlights how Clarivate supports research, innovation and healthcare worldwide through its products and services.



Impact through our business

While responsible operations are essential, our most significant contribution to sustainability comes through the role our platforms play in advancing research, innovation and healthcare worldwide.

By enabling the discovery, protection and application of knowledge, our products and services help organizations address complex challenges and drive progress that extends far beyond our own operations.

Our impact is delivered primarily through three core segments, each supporting a different part of the global knowledge and innovation ecosystem:



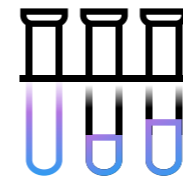
Academia & Government

Supporting research discovery, academic excellence and access to trusted knowledge for learners, educators and institutions.



Intellectual Property

Helping organizations protect, manage and maximize the value of innovation.



Life Sciences & Healthcare

Providing trusted insights and data that help life science and healthcare organizations make better decisions and support safe, effective treatments for patients.

Academia & Government

Research and education play a vital role in addressing many of the world's most pressing challenges. From climate change and public health to economic development and social progress, universities and research institutions help generate the knowledge that drives progress.

Clarivate supports this work by providing trusted data, insights and content that help researchers, educators and institutions discover knowledge, collaborate across disciplines and strengthen research impact.

By enabling access to trusted research and sustainability-focused content, Clarivate helps academic institutions support teaching, learning and research linked to complex global challenges.

Our solutions help academic communities navigate an increasingly complex research environment — enabling institutions to expand access to knowledge, support interdisciplinary discovery and equip learners with the skills needed to address global challenges.

This work supports our customers' own education, research and innovation objectives.



The challenge: equipping learners to address complex global issues

Educational institutions increasingly seek resources that support academic excellence while helping learners understand and respond to complex global issues, including climate change and sustainable economic development.

Libraries, educators and researchers play a critical role as stewards of knowledge but face growing demand for interdisciplinary sustainability content that can be embedded across research, teaching and learning.

Clarivate works with academic institutions and libraries worldwide to provide trusted content, research tools and insights that support teaching and research across disciplines.



Our academic impact:

121M

million students and researchers use Clarivate solutions

10K

academic institutions supported globally

26K

libraries rely on our platforms

99%

of the world's top universities use Clarivate data and insights.

Spotlight initiative: ProQuest One Sustainability

In November 2024, Clarivate launched ProQuest One Sustainability, a solution designed to support teaching and research related to sustainability across higher education, which has now been adopted by more than 400 libraries. We're proud to share that it has been named among Library Journal's best reference databases for 2025, highlighting the value of the platform for sustainability-related teaching and research.

ProQuest One Sustainability brings together a curated collection of sustainability-focused content spanning a broad range of sustainability-related topics, helping institutions integrate sustainability themes into programs across multiple disciplines.

The platform includes:

- **1,600+** scholarly journals
- **51,000+** full-text case studies
- **41,000** dissertations and theses
- **8,000** sustainability books
- Additional reports, trade journals, ebooks and magazines.

Developed in collaboration with curriculum experts, faculty, students and librarians, the platform supports interdisciplinary learning across fields such as environmental science, engineering, policy and business.



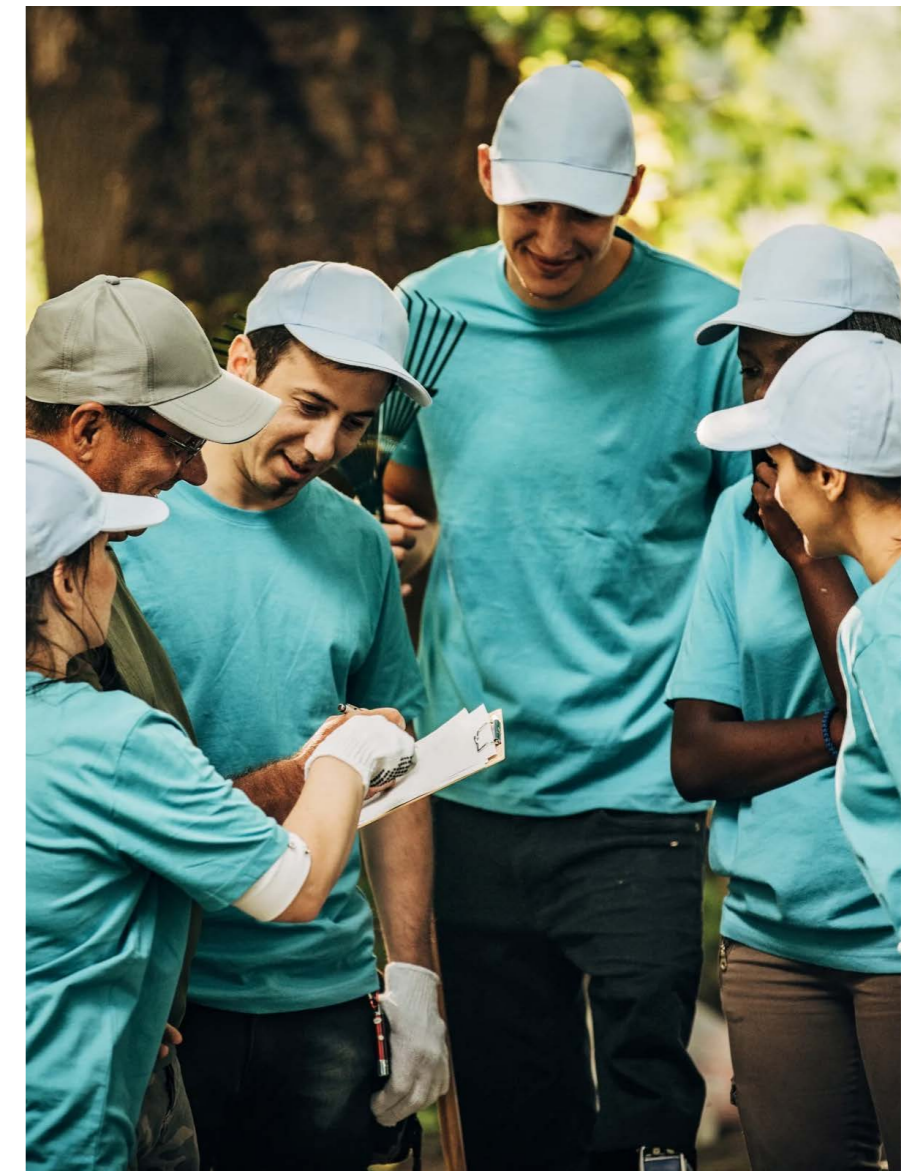
**“Ideal for anyone teaching,
researching or learning about
contemporary environmental issues.
ProQuest One Sustainability
offers a remarkable amount of
high-quality, multi-format content
that is easy to search and access,
all in a convenient package”**

Rob Tench,
Library Journal, September 2025

Looking ahead

As demand grows for interdisciplinary sustainability research and sustainability-focused education, access to trusted knowledge will become even more important.

Clarivate will continue working with the academic community to expand access to research, strengthen collaboration and support the development of solutions to global challenges.



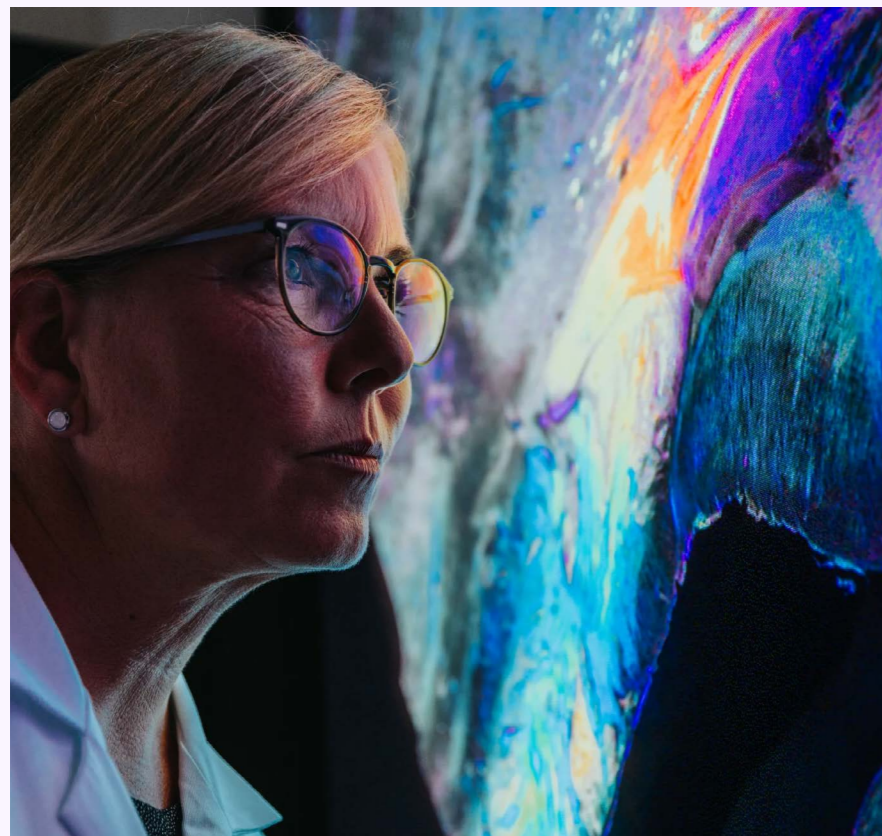
Intellectual Property

Innovation plays a central role in addressing many of the world's most pressing challenges – from advancing clean energy technologies and strengthening digital infrastructure to developing more sustainable materials and manufacturing processes.

Clarivate supports this innovation ecosystem by providing trusted patent, citation and technology intelligence that helps organizations navigate the global innovation landscape. **48/50** of the top R&D companies work with us to accelerate innovation, according to the EU industrial R&D investment scoreboard.

Through our intellectual property solutions, companies, research institutions and governments gain deeper insight into emerging technologies, helping them strengthen innovation strategies, protect new ideas and bring solutions to market more effectively.

This work supports customers working across innovation, infrastructure, responsible production and related areas.



Supporting innovation

Our **Top 100 Global Innovators** program recognizes organizations that demonstrate exceptional innovation performance and leadership.

Drawing on one of the world's most comprehensive collections of patent and research data — including more than 75 million patent records — Clarivate analyzes global innovation activity to identify organizations delivering consistent, high-impact inventions.

Companies recognized as Top 100 Global Innovators are associated with a significant volume of high-value technological innovation. Many are developing innovations that support the transition to more sustainable systems, including:

- Clean energy technologies
- Circular materials and advanced manufacturing
- Digital infrastructure and connectivity
- Technologies that improve efficiency and reduce waste

By providing rigorous innovation analytics, Clarivate helps organizations understand where their technology portfolios are creating the greatest impact and where opportunities exist to scale sustainable innovation.

Innovation in action

For many organizations, recognition as a Top 100 Global Innovator reflects a broader commitment to solving real-world challenges through technology.

"Being listed on the Top 100 Global Innovators validates our commitment to meaningful innovation and reflects the strength of our ideas, the teamwork behind them and the impact our technologies are having on the global energy transition."

Ishak Jonas Isik,
Head of Intellectual Property, Siemens Energy

Looking ahead

As organizations invest in technologies that support the energy transition, digital transformation and more sustainable industry, the ability to navigate the global innovation landscape will become increasingly important.

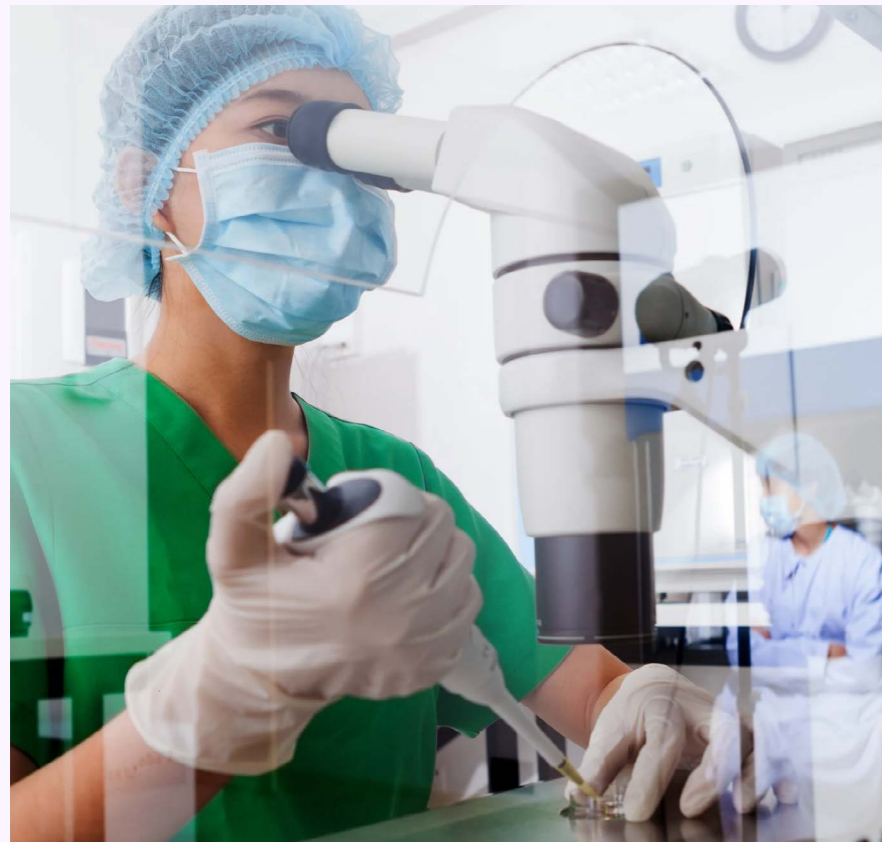
Clarivate will continue supporting innovators with trusted data and insights that help transform ideas into technologies that can help respond to global challenges.

Life Sciences & Healthcare

Life sciences and healthcare organizations operate in an increasingly complex environment, with rapidly evolving medical knowledge, emerging diseases and growing expectations around the responsible use of medicines.

Clarivate supports customers in this sector with trusted data, evidence and analytics that help inform treatment decisions, accelerate research and support patient care.

By enabling access to reliable insights at critical moments in the care and discovery process, Clarivate helps customers work towards safer prescribing, more effective treatments and improved health outcomes.



Partnership with TEVA: Strengthening global antimicrobial stewardship from Germany to Kenya

Antimicrobial resistance (AMR) continues to threaten the effectiveness of essential medicines globally. Clarivate and Teva have been working together to address this challenge through practical, scalable stewardship initiatives that support responsible antibiotic use at critical moments in the care pathway.

Laying the foundation: Pharmacist-led stewardship in Germany

The collaboration began in 2024 with a pharmacist-focused antimicrobial stewardship campaign in Germany. This initiative aimed to improve community antibiotic use by equipping pharmacists with educational tools and targeted interventions at the point of dispensing. The work provided valuable insights into how targeted engagement and clear guidance can influence antibiotic decision-making and increase awareness of AMR in the community.

Expanding impact: Digital stewardship in Kenya

Building on the lessons from Germany, Clarivate and Teva scaled the digital stewardship program with an expansion to Kenya launched in April 2025. Designed for healthcare settings where AMR risks are amplified by limited diagnostic capacity and variable treatment guidance, this next phase delivers stewardship support earlier in the care journey—directly at the point of prescribing.

Through integration with Electronic Health Record (EHR) systems, the Kenya initiative provides General Practitioners with real-time clinical decision support, giving them instant access to national antibiotic treatment guidelines during patient consultations. This helps promote consistent, evidence-based prescribing from the outset.

To strengthen patient engagement, automated SMS reminders reinforce adherence to treatment and raise awareness of the importance of completing prescribed antibiotic courses.

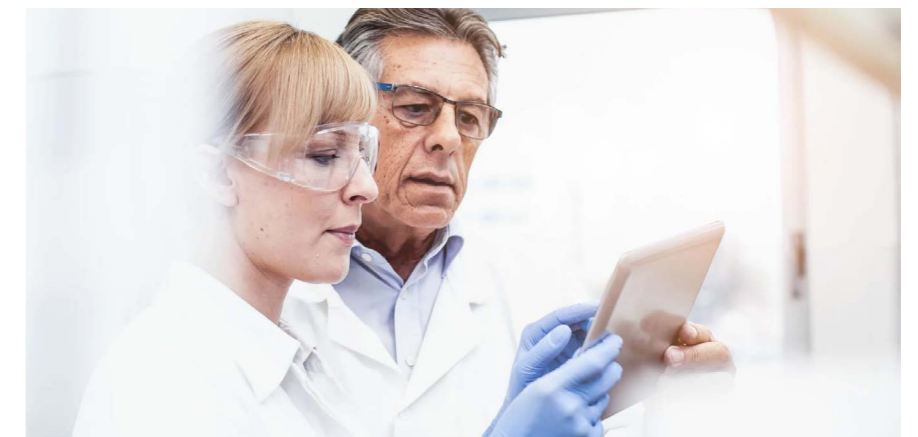
Measuring progress through Electronic Health Care Records (EHR) and survey insights

Program outcomes are being assessed through EHR, prescribing data and surveys to understand how closely treatment decisions align with established guidelines and how physicians and patients respond to stewardship support. Early findings suggest a decrease in inappropriate antibiotic use for upper respiratory tract infections compared with the equivalent historical period, indicating stronger adherence to evidence-based antibiotic prescribing.

A scalable stewardship model for diverse health systems

Together, Clarivate and Teva are demonstrating how adaptable stewardship approaches—ranging from pharmacy-based interventions in Germany to digital clinical decision support in Kenya—can support meaningful, measurable outcomes across different healthcare environments.

By uniting real-time guidance, patient education, and data-driven evaluation, the partnership is helping build a scalable model that contributes to efforts to slow the spread of AMR and preserve the effectiveness of essential treatments.



Environmental Responsibility

Alongside the impact our platforms enable, Clarivate is focused on managing the environmental impacts of its operations and reporting progress against its goals.

As a global information and analytics company, we recognize that responsible operations are an important part of the value we create.

Our environmental approach focuses on three key areas:

1. Managing our climate impact
2. Improving workplace efficiency
3. Strengthening sustainability across our supply chain.

Managing our climate impact

We are strengthening the systems and processes used to measure, monitor and manage our greenhouse gas emissions. This includes a new methodology that has improved the accuracy of our emissions data, and using that insight to support operational planning.

Using 2023 as our baseline, we have established the following interim science-aligned targets:

42%

reduction in Scope 1 and 2 emissions by 2030

90%

reduction in Scope 1-3 emissions by 2040

2040

Net zero across all scopes by 2040

These targets reflect our current ambitions and may evolve as our data quality and operational understanding continue to improve.

Sustainable workplaces and operational improvements

Our real estate and facilities teams support emissions reduction across our global footprint.

Because our real estate portfolio is predominantly leased, our opportunities focus on improving efficiency, refining operational practices and selecting buildings that support lower-impact operations.

Real estate examples

Recent actions include:

Approximately 38%, +21% of our total square footage has obtained third party sustainability certifications, including LEED, ENERGY STAR, BREEAM, and NABERS (2024: 17%.)

 **-43% footprint**

Stockholm reduced office footprint by 43% and relocated to a more efficient space with modern lighting and HVAC controls

 **-9K+ sq.ft**

Dublin exited a long-term lease, removing 9,149 sq ft and associated energy and water use

 **Reduced energy**

Barcelona implemented automated lighting controls to reduce unnecessary energy use.

These actions strengthen the operational foundation needed to advance our climate ambitions as our systems, data and capabilities continue to develop.



Improving sustainability across our supply chain

Strengthening visibility and governance across our supply chain is an important part of operating responsibly.

Our focus is on building the systems, data and processes needed to better understand supply chain impacts and make informed decisions over time.

Progress in this area is a journey, and we are taking measured steps that establish the conditions for long-term improvement.

Laying the foundation for future progress

With **85%** of our carbon footprint residing in Scope 3 emissions, strengthening the quality and transparency of supply chain data is important to maturing our decarbonization efforts and partnering more effectively across our supplier network.

A major milestone in strengthening supply chain data was reached in September 2024 with the launch of our centralized procurement platform, our first unified system for managing procurement activity across the organization.

Climate strategy

Climate change was identified as a priority through our materiality assessment, reflecting both stakeholder expectations and the importance of managing the environmental impact of our global operations.

Clarivate has set an ambition to achieve net zero greenhouse gas emissions by 2040 across all known and measurable sources. This ambition is informed by science-aligned methodologies and shapes our long-term approach to managing climate impacts.

Our **Carbon Reduction Plan** sets out how we intend to reduce greenhouse gas emissions over time. It outlines the actions, milestones and investments that shape our decarbonization approach and guide our progress each year. The plan is designed to evolve as our systems, data and operational capabilities continue to mature.

From ambition to action: 2025 progress

In 2025, Clarivate recorded reductions in energy use and greenhouse gas emissions compared with the prior year.

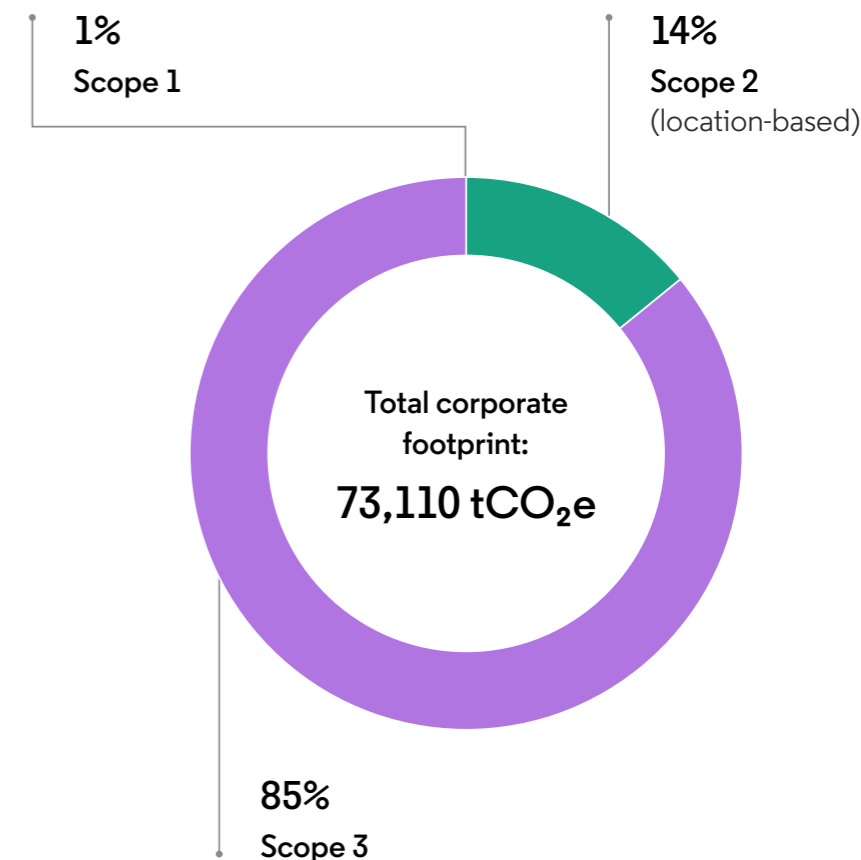
These reductions reflect the combined impact of operational changes, portfolio and boundary updates, and market-based mechanisms, and should not be interpreted as solely driven by operational reductions.

Progress toward our formal greenhouse gas emissions targets is detailed separately through our Carbon Reduction Plan. Combined, this provides a holistic view of our emissions trajectory.

In 2025:

- Energy consumption across the real estate portfolio was 26,686 tCO₂e, -26% (2024: 36,253 tCO₂e)
- Total Scope 1–3 greenhouse gas emissions were 73,110 tCO₂e, -24%, (2024: 96,666 tCO₂e)
- Approximately 80% of Scope 2 reported emissions were based on actual consumption data in 2025, +15 percentage points (2024: 65%), with an improved methodology and system.

A key factor underpinning our 2025 performance was the increased availability of actual consumption data across our operations. In prior years, conservative estimation methodologies were required for several emission sources. As we improved our methodology in 2025, reported emissions more accurately reflected real-world consumption, providing stronger insight into underlying performance and supporting more targeted action.



Scope 1: Emissions were 319 tCO₂e in 2025, **+37%** (2024: 233 tCO₂e), reflecting the limited nature of direct fuel use across our operations.

Scope 2: Location-based emissions were 10,342 tCO₂e in 2025, **-36%** (2024: 16,157 tCO₂e) driven by a modest reduction in office footprint and a significant increase in actual electricity consumption data.

Scope 3: Emissions were 62,449 tCO₂e in 2025, **-22.2%** (2024: 80,276 tCO₂e), primarily reflecting portfolio change following the sale of a business, alongside improvements in boundary clarity and data methodology.

Creating a more consistent procurement framework

Our centralized procurement platform is helping us establish the infrastructure needed to enhance visibility into our supply chain over time.

While implementation remains in its early stages, the platform provides a more consistent foundation for developing future sustainability insights.

It enables:

- **More consistent supplier information**, improving our understanding of our supply base and the categories they support.
- **Standardized processes**, allowing for more reliable data capture and clearer risk identification.
- **A pathway toward future sustainability measurement**, including the ability to quantify elements of Scope 3 purchased goods and services emissions as data maturity improves.

At this stage, the platform strengthens our ability to gather the information we need.

This measured approach reflects our commitment to move beyond ambition by putting durable, well-supported processes and systems in place.



The next phase of transformation

With the centralized procurement platform now in place, we are entering the next phase of our Source-to-Pay Transformation.

As adoption grows and data quality improves, we expect to see continued progress across several priority areas:

Sustainability: Improving our data methodology and process foundation to support informed decision-making.

Cost optimization: Streamlined sourcing and workflows that reinforce financial discipline.

Integration of acquisitions: A unified platform that supports consistent onboarding and management of suppliers across the enterprise.

Customer engagement: A digital-first model that enhances collaboration, transparency and operational efficiency.



Strong governance, clear expectations

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

1. Supply chain code of conduct

This publicly available document outlines the ethical and sustainability standards expected from all suppliers and is embedded within 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.

Looking ahead

Together, these actions are strengthening the systems, data and operational practices needed to better understand and manage Clarivate's environmental impact over time.

As our data quality and operational capabilities continue to evolve, we will continue identifying opportunities to improve efficiency, strengthen supply chain visibility and support long-term emissions reduction goals across our global operations.

People and communities



Empowering colleagues and strengthening communities

The progress Clarivate enables globally is made possible by the expertise, creativity and commitment of our colleagues. Supporting their growth, well-being and development is therefore essential to delivering meaningful impact for clients and communities.

We are committed to understanding and managing how our business affects people — including colleagues, clients, suppliers and the communities where we operate. By fostering inclusive workplaces, supporting career development and investing in community partnerships, we aim to create lasting value beyond our business operations.

Creating a culture where colleagues thrive

At Clarivate, we prioritize creating an environment that attracts, develops and retains talented people across our global workforce. Our goal is to provide a strong foundation for inspiring career pathways and meaningful opportunities for professional growth.

Human rights

Clarivate is committed to respecting human rights across our operations and supply chain.

Our approach aligns with:

- The UN Global Compact
- The United Nations Universal Declaration of Human Rights
- The UK Modern Slavery Act

We expect suppliers to follow principles including:

- Freely chosen employment
- Freedom of association
- Safe and healthy working conditions
- No child labor
- Fair wages and benefits
- No excessive working hours
- No discrimination
- No inhumane treatment.



2025 social milestones

99.5%

of new hires completed anti-bias training within 45 days of hire

36K

colleague volunteer hours contributed globally

87

global and local chapters across our Colleague Resource Groups (CRGs).

In 2025, we continued enhancing our **Global Roles Framework**, completing work initiated in prior years on job descriptions and success profiles to provide greater clarity and consistency in defining roles across the organization. Guidance was also provided to colleagues on how to use these resources to better understand development opportunities and career mobility across Clarivate.

These improvements strengthen role clarity while supporting colleague growth and long-term organizational effectiveness.





Flexible ways of working

Approximately 79% of colleagues work in a hybrid environment, combining time in Clarivate offices with remote work. This model supports flexibility and work-life balance while preserving opportunities for in-person collaboration and innovation. The remaining 21% of colleagues work fully remotely.

To support connection across a distributed workforce, colleagues can access resources through **Belong@Clarivate**, an internal hub where they can find support, access resources and connect with colleagues across the organization.

Colleague connection is also encouraged through shared interests and activities. In addition to our CRGs, hobby and interest groups help colleagues build relationships across teams and locations.

 79% Hybrid working

 21% Fully remote

Strengthening local culture

Our **Site Leader program**, which includes nearly 40 leaders across global locations, helps strengthen workplace culture and engagement at the local level. Site Leaders act as connectors between corporate initiatives and local teams while representing colleague perspectives across the organization.

In 2025, Site Leaders partnered with CRG leaders to organize activities aligned with monthly themes such as **Earth Day** and **Plastic Free July**, bringing colleagues together around shared values and sustainability priorities.

Together, these initiatives help foster a culture where colleagues feel connected to one another and to our broader purpose.

Talent attraction and development

Identifying and developing the skills needed for future growth is a key priority for Clarivate.

Our dedicated **Talent Acquisition team** focuses on attracting qualified candidates through a wide range of channels including proactive sourcing, university outreach, advertising campaigns and colleague referrals.

We aim to build an inclusive and diverse candidate pipeline while providing a positive and transparent experience throughout the hiring process. Clarivate complies with all applicable laws and regulations relating to equal employment opportunities and fair recruitment practices.



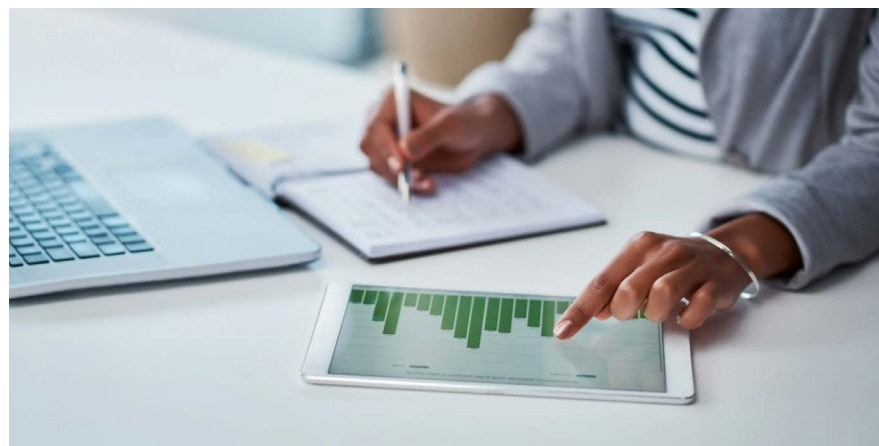
Data-driven workforce planning

To support strategic workforce planning, Clarivate integrates human capital data into decision-making across the organization.

Key practices include:

- Establishing performance and development goals at the beginning of each year and reviewing progress through mid-year and annual performance reviews.
- Cross-functional collaboration to align workforce planning with business priorities, ensuring the organization has the talent and capabilities needed to support long-term growth.
- Reporting dashboards that provide insight into workforce trends and human capital metrics.
- Alignment of roles, responsibilities and competencies through our **Global Roles Framework**.
- Collaboration with external partners and talent market intelligence providers to support global recruitment planning.
- Annual talent review and attrition analysis conducted by the HR team to identify retention priorities and leadership development opportunities.

Together, these practices help Clarivate align talent strategy with evolving business priorities.



Meaningful and engaging onboarding

A strong onboarding experience helps new colleagues begin their journey at Clarivate positioned for success.

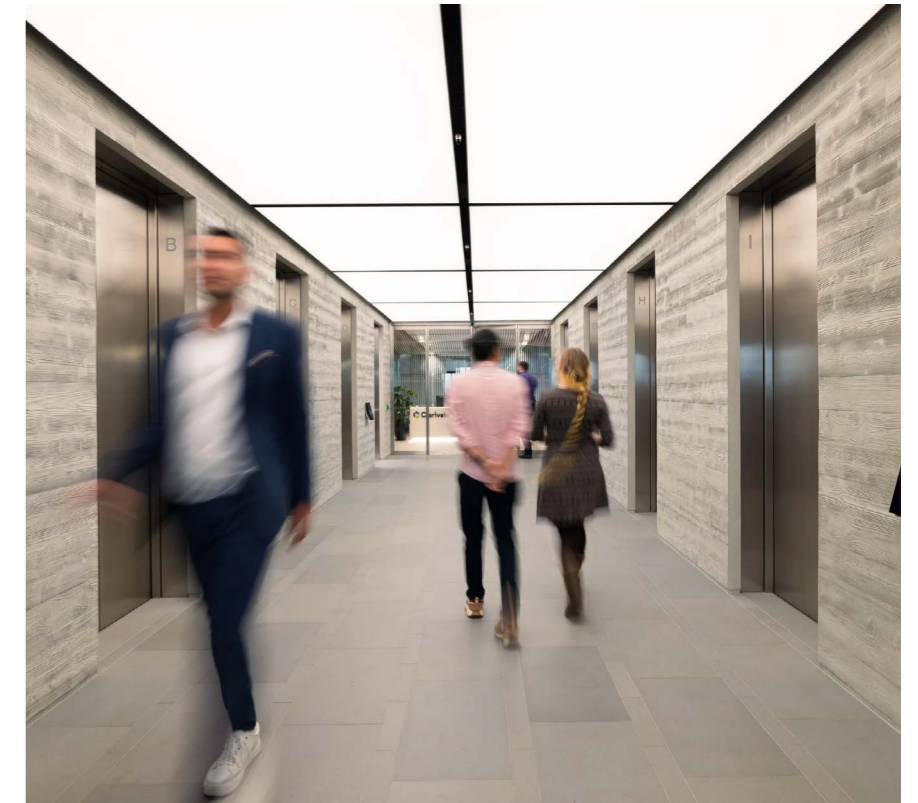
Illuminate, our two-day virtual instructor-led onboarding program, provides new colleagues with a foundational understanding of our purpose, products and global impact.

The program helps colleagues build early connections across the organization while understanding how their roles contribute to delivering value for clients.

Learning and development

Continuous learning helps ensure colleagues have the skills needed to support Clarivate's evolving products, services and operations.

Our Learning and Development philosophy focuses on creating opportunities for colleagues to build skills that support both current performance and future career growth.



Guiding principles

- Provide equal opportunities for colleagues to learn, develop and grow
- Align learning and development programs with key business functions to support organizational success
- Empower colleagues to take ownership of their development goals
- Maintain a strong focus on applying new skills in day-to-day work

Our learning ecosystem includes more than 30,000 self-paced learning resources available through our learning management system platform, alongside instructor-led training programs.

In 2025, our learning management system platform became fully integrated with our HR system **Workday**, creating a more seamless employee experience and improving data accuracy.

This integration ensures colleagues receive training aligned with their roles, skills and development needs.

Leadership development

Strong leadership is essential to colleague engagement, operational performance and long-term business success.

In 2025, Clarivate continued investing in a global portfolio of leadership development programs designed to support leaders at every stage of their careers. Across these programs, more than 660 leaders completed structured leadership development, representing over 4,700 hours of focused learning.

In 2025 we also launched two new programs:

1. **The Art & Science of Effective Leadership**, a 12-part leadership program achieving a 100 Net Promoter Score rating in its pilot phase, indicating exceptionally strong participant feedback
2. **Ascend 2.0**, an advanced program focused on strategic thinking and execution.

These programs help ensure Clarivate leaders are equipped to support high-performing teams and translate strategy into meaningful outcomes for colleagues and customers.



Well-being and safety

Supporting colleague well-being is an important part of building a resilient and engaged workforce.

Our well-being approach focuses on four key pillars:

1. **Physical well-being**
2. **Financial well-being**
3. **Social well-being**
4. **Emotional well-being**

Through our well-being programs, colleagues have access to resources designed to support their personal and family needs.

2025 highlights:

45.9K

Colleagues completed 45,950 mindfulness sessions

99.7%

of participants reported positive outcomes

441

colleagues participated in wellness training through the Employee Assistance Program.

Clarivate also hosted a company-wide walking challenge, encouraging colleagues to stay active while highlighting offices around the world.

These initiatives help support healthier workplaces and strengthen colleague engagement.

Engagement and inclusion

At Clarivate, engagement and inclusion are essential to how we collaborate, innovate and perform as an organization. Our goal is to create an environment where colleagues feel respected, able to contribute their ideas and confident that their perspectives are valued.

Listening to our colleagues

Clarivate measures colleague engagement through regular surveys and ongoing listening mechanisms to better understand the colleague experience.

October 2025 Engagement Survey:

- Colleagues reporting they feel comfortable being themselves at work scored **82**, three points above the benchmark (**79**) source: global benchmark (Glint)
- Employee satisfaction score **75**



Accessibility

Clarivate prioritizes accessibility across its brand, digital platforms, and products by reducing barriers to access and improving inclusion.

Accessibility Council

Our Accessibility Council coordinates accessibility initiatives across the organization.

In 2025:

- Internal accessibility training was delivered with external partners
- Events were hosted for **Global Accessibility Awareness Day**, engaging more than 130 colleagues

Accessibility in product development

More than **60 Accessibility Champions** now support accessibility integration across products, helping embed inclusive design earlier in product development.



Colleague Resource Groups

Clarivate supports colleagues worldwide in building meaningful connections and strengthening inclusion through its Colleague Resource Groups (CRGs). All Colleague Resource Groups are inclusive and open to all colleagues.

In 2025:

2.7K+

colleagues volunteered in their communities

36K+

volunteer hours contributed

21%

of the workforce engaged in CRG initiatives

Clarivate CRGs

Clarivate Volunteer Network

Provides colleagues with up to 16 hours of paid Volunteer Time Off (VTO) annually to support local community initiatives.

Element

Promotes environmental sustainability through awareness and collaborative initiatives.

Limitless

Supports colleagues and families living with functional diversity or disabilities.

Military Veterans@Clarivate

Supports colleagues with military backgrounds and their families.

Pride Alliance

Promotes inclusion and awareness for LGBTQ+ colleagues and allies.

Vibrant

Encourages cultural awareness and inclusion across diverse backgrounds and perspectives.

Women@Clarivate

Supports professional development, networking and community engagement for women across the organization.

Together, these groups help strengthen a culture of belonging while creating opportunities for collaboration, learning and community impact.

Volunteering and community partnerships

Our corporate citizenship strategy focuses on education, career opportunity and community development.

One key partnership is with the Global Mentorship Initiative (GMI).

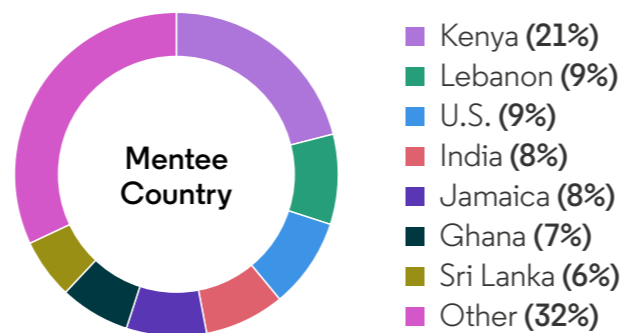
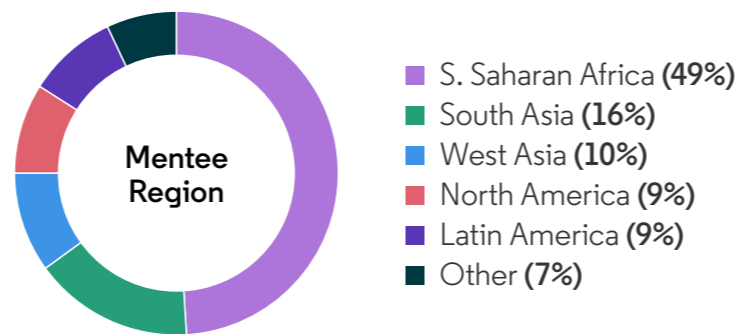
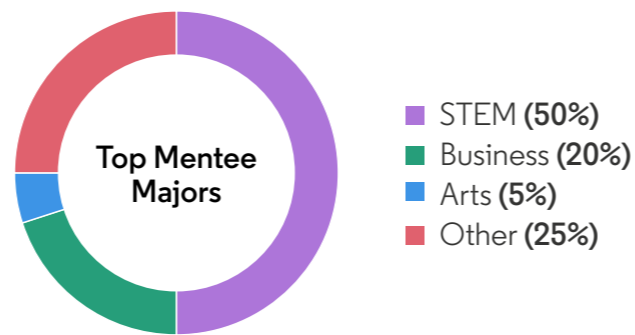
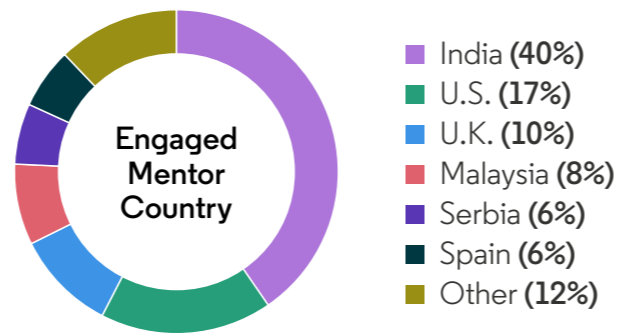
Since 2021 220 students across 35 countries have completed mentorship programs with Clarivate mentors.

In 2025:

- 177 Clarivate mentors across 19 countries participated
- Colleagues contributed 1,400+ volunteer hours
- Clarivate donated \$15,000 to support the program



Global Mentorship Initiative Statistics



Clarivate's 2025 Impact

60

young professionals sponsored

70

paired with Clarivate employees

25

new mentors registered in 2025

45%

of mentors who complete one mentorship choose to work with another student

These mentors are advancing Clarivate and GMI's shared commitment to expanding learning access, empowering aspiring professionals from underserved communities and strengthening pathways to career opportunities worldwide.

Looking ahead

Clarivate will continue investing in programs that support colleague growth, inclusive workplaces and meaningful community engagement.

By empowering colleagues and strengthening partnerships with communities, we aim to translate our commitments into measurable progress.

Governance and Ethical Leadership

Operating as a global provider of trusted data and analytics requires strong governance, ethical leadership and clear accountability. At Clarivate, these principles guide decision-making across our organization.

Our governance framework embeds sustainability, corporate responsibility and ethical leadership across our strategy, operations and decision-making, helping ensure commitments outlined in this report are supported by effective oversight and accountability.

Ethical leadership

Our commitment to ethics and integrity begins with our Board of Directors and Executive Leadership Team. The Board and its committees work closely with functional leaders and working groups to ensure the organization operates with transparency and accountability.

Sustainability considerations continue to inform our business strategy and risk management practices across the organization.

Our Board believes strongly in the value of an independent board to provide effective oversight of management. The Board seeks to maintain a membership composed of highly qualified directors who bring a variety of perspectives, experiences and backgrounds while demonstrating the integrity and expertise required to oversee a global organization.

The Nominating and Governance Committee of the Board maintains a robust director nomination process designed to support a globally informed Board with a broad spectrum of experience, perspectives, skills and tenure.



Governance

The Board of Directors

Acting directly and through its committees, the Board oversees the company's risk management activities.

Each of the Board's four committees — **Audit, Human Resources and Compensation, Nominating and Governance, and Finance** — oversees risk within their respective remit.

The Nominating and Governance Committee has specific oversight of sustainability strategy and initiatives, helping ensure alignment with the company's strategic priorities and regulatory requirements.

At the management level, the Management Risk Committee plays an important role in the company's risk management governance. This internal forum supports the identification, communication, assessment and monitoring of risks that could impact Clarivate at the enterprise level, including sustainability-related risks. The committee helps ensure sustainability considerations are integrated into the broader enterprise risk profile.

Board independence

Our Board is composed of a majority of directors who qualify as independent under **New York Stock Exchange rules**, and all Board committees are composed exclusively of independent directors.

Members of the Audit Committee and Human Resources and Compensation Committee also satisfy the enhanced independence criteria established by the New York Stock Exchange and the U.S. Securities and Exchange Commission.

As of December 31, 2025, the Board included 10 independent directors out of 11 members.



Standing Committees of the Board

The Board maintained four standing committees in 2025:

- **Audit Committee**
- **Human Resources and Compensation Committee**
- **Nominating and Governance Committee**
- **Finance Committee**

These committees support the Board in fulfilling its oversight responsibilities across financial governance, compensation, risk management and sustainability oversight.

| | Audit Committee | Nominating and Governance Committee | Human Resources and Compensation Committee | Finance Committee |
|-----------------------------|-----------------|-------------------------------------|--|-------------------|
| Andrew Snyder (board chair) | | Member | | Member |
| Valeria Alberola | Chairperson | | | Member |
| Jane Okun Bomba | Member | | Chairperson | |
| Kenneth Cornick | Member | | | |
| Usama N. Cortas | | Member | | Chairperson |
| Suzanne Heywood | | Member | | Member |
| Adam T. Levyn | | | Member | |
| Anthony Munk | Member | | | Member |
| Dr. Wendell Pritchett | | Chairperson | Member | |
| Dr. Saurabh Saha | | | Member | |

○ Chairperson
 ⊗ Member

Bringing our Code of Conduct to life

Our Code of Conduct is foundational to how we operate as a global organization. It serves as the foundation of our compliance program and guides colleagues on how to represent Clarivate.

Our Code of Conduct reflects our mission, vision and values, particularly our commitment to trust, respect, integrity and responsible business practices.

Our Code of Conduct covers:

- Proper use of company assets
- Confidentiality and data protection
- Health and safety
- Gifts and entertainment
- Conflicts of interest
- Anti-fraud and anti-corruption practices

Our Code of Conduct is reinforced through targeted training, leadership guidance and ongoing compliance oversight.

All colleagues are required to complete **annual Code of Conduct training** and acknowledge their commitment to our Code of Conduct. New colleagues must complete this training shortly after joining the company.

Managing risks to support sustainable growth

Clarivate takes a proactive approach to risk management to anticipate and respond to evolving risks and opportunities.

By integrating sustainability considerations into our long-term strategy, we work to mitigate risks, identify opportunities and strengthen resilience.

Clarivate continues to enhance its Enterprise Risk Management program through a structured process that evaluates strategic, operational, financial, legal, regulatory and compliance risks across our global operations.

Key elements of our approach include:

- **Holistic risk integration:** Aligning risk management with sustainability objectives to address physical, transition and systemic risks related to environmental and sustainability factors.
- **Enhanced risk reporting:** Structured reporting processes that support early identification and monitoring of emerging risks.
- **Stakeholder engagement:** Regular engagement with internal and external stakeholders to refine our understanding of risk factors and align with evolving regulatory and societal expectations.

By linking our risk management framework to our approach to sustainability, we strengthen resilience and support sustainable growth across the organization. Risk management is a shared responsibility across Clarivate, with stakeholders contributing to the identification, assessment and management of risks within our enterprise risk management framework.

Strategy

Business segment and functional leaders

Business and functional leaders are responsible for maintaining risk programs aligned with the enterprise risk management framework. They integrate sustainability-related risks and opportunities into strategic planning and operational decision-making.

Business segment risk reviews

Business segment risk reviews provide an internal forum for evaluating risks at an operational level. These reviews consider how sustainability-related risks intersect with business priorities and functional objectives.

During the year, the enterprise risk management function strengthened governance and embedded sustainability considerations into existing risk processes, including:

- Identifying and assessing material sustainability-related risks, including climate-related physical and transition risks
- Evaluating financial impacts of climate-related scenarios
- Providing guidance, methodologies and tools to integrate sustainability considerations into enterprise risk assessments
- Ensuring interdependencies between sustainability, operational, financial, regulatory and reputational risks are understood

Metrics and targets

The enterprise risk management process incorporates sustainability-related metrics and targets into risk management processes, ensuring these indicators are monitored and reported to relevant stakeholders.

Tracking these metrics supports data-driven decision-making, enabling Clarivate to mitigate risks while identifying opportunities that support sustainable growth.

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



Cybersecurity

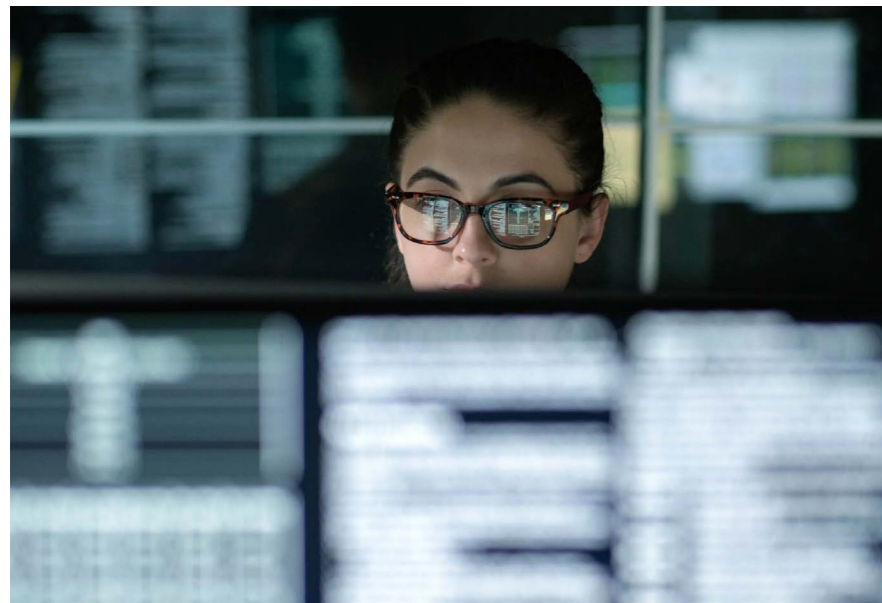
Cybersecurity remains a top priority for Clarivate, helping protect our systems, data and intellectual property and maintain reliable access to our content and analytical tools.

We continually review, test and strengthen our **Information Security Risk Management program** to identify and address cybersecurity threats. Cyber security risk management is integrated into our enterprise risk management framework.

In 2025, our Information Security program made measurable progress in strengthening cyber resilience, reducing material risk and improving governance maturity across the enterprise.

The year focused on stabilizing the security baseline by strengthening cybersecurity capabilities, institutionalizing controls and progressing toward a more mature, metrics-driven security model.

By year-end, the program had transitioned toward a more stable and scalable operating model, supported by clearer key performance indicators, improved executive reporting and foundational investments in governance and technology.



Our cybersecurity efforts include:

- Annual information security risk assessments conducted with independent security partners
- Mandatory information security awareness training for all colleagues
- Clearly defined acceptable use policies
- Ongoing compliance audits conducted by our IT Governance, Risk and Compliance team
- Driving and demonstrating security vulnerability remediation as well as continuing to make investments to improve the cybersecurity environment
- Collaboration with internal and external security experts to strengthen cybersecurity controls

We maintain a global team of certified cybersecurity specialists dedicated to reinforcing security standards across the organization.

AI governance framework

Clarivate continues to strengthen its approach to AI governance to ensure artificial intelligence is developed and deployed responsibly, transparently and in alignment with our values of trust and integrity.

As AI becomes increasingly incorporated across our products and workflows, we have enhanced internal governance processes, risk assessment frameworks and human-in-the-loop controls designed to support accuracy, accountability and transparency, particularly in regulated and high-stakes domains.

These measures help ensure AI enhances — rather than replaces — expert judgment while protecting research integrity and customer trust.

We also actively monitor global regulatory developments and engage with industry, academic and policy communities to help shape emerging standards for responsible AI use.

Further information about our AI practices can be found at clarivate.com/ai



Protecting personal data

Responsible data management is central to maintaining trust with clients and stakeholders. Our **Global Privacy Program** integrates responsible data protection practices across the organization, supporting transparent and accountable use of personal data.

Clarivate maintains a comprehensive data protection program supported by policies, procedures and technology aligned with internationally recognized privacy principles.

Our global privacy team works to ensure compliance with evolving privacy laws while reinforcing responsible data use across our products and operations.

Key principles guiding our privacy program include:

- **Transparency and choice** — helping individuals understand how their personal data is used and how they can exercise control over their data
- **Accountability** — maintaining clear reporting on compliance with data privacy legislation
- **Security** — implementing processes and safeguards to reduce vulnerabilities and strengthen data protection



2025 operational achievements

In 2025, our **Global Privacy Office** significantly reduced response times for Data Subject Access Requests (DSARs), privacy assessments and customer privacy inquiries.

This improvement was achieved through streamlined workflows, clearer task ownership and improved escalation processes.

These operational improvements:

Reduced

operational strain and duplication of effort

Lowered

resource consumption

Improved

scalability as request volumes increase

Strengthened

trust with customers and data subjects

Improved response times created a more predictable operating rhythm for the Global Privacy Office, reduced backlog risk and strengthened compliance capabilities. These efficiencies support higher request volumes while continuing to improve privacy governance.

Looking ahead

Strong governance remains central to our role as a trusted provider of global research and analytics.

As expectations around sustainability, technology and responsible data use continue to evolve, we will continue strengthening our governance, risk management and data protection practices.



Metrics, Data and Methodology

Sustainability key performance indicators

Measuring progress helps ensure sustainability commitments translate into meaningful and accountable impact. This section summarizes the key sustainability indicators used to track our sustainability performance, and the outcomes referenced throughout this report.

These metrics support transparency and accountability to colleagues, clients, shareholders and the communities we serve.

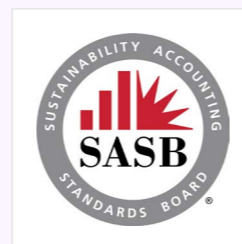
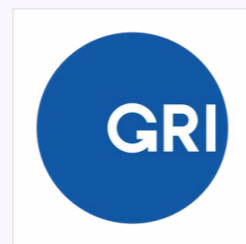
Reporting frameworks

Our sustainability reporting aligns with several globally recognized frameworks and initiatives that support responsible business practices and transparency in sustainability reporting.

These include:

- Global Reporting Initiative
- The Sustainability Accounting Standards Board

These frameworks help guide our approach to sustainability reporting, responsible business practices and transparency.



Environmental data methodology

Clarivate works with JLL, a leading global real estate services company, to help analyze our carbon footprint.

Because Clarivate maintains a fully leased real estate portfolio, with energy primarily procured through landlords, the majority of our carbon emissions are categorized as Scope 2 emissions. We continue to track and report energy consumption by fuel source wherever data is available.

We are reporting on **103 worksites and data centers**, as well as **air travel and hotel emissions**, excluding virtual offices or co-located offices.

In 2025, the report covers **84 worksites and 19 data centers**, representing **1,092,918 square feet globally**. We received specific data (directly metered or sub-metered) for **81.5% of total square footage**. For the remaining 18.5%, landlords calculate energy usage based on the space we occupy where sub-metering capability is not available.

Where direct data is unavailable, we use power usage estimates and benchmarks including:

- CIBSE Good Building Guide F Benchmarks for Offices
- Location-based carbon emissions from country-specific sources (for example, UK Government GHG Conversion Factors for Company Reporting)
- Emissions factors provided by the International Energy Agency (IEA)

To support transparency and accountability within this sustainability report, 2023 has been established as the baseline year for environmental data. This reflects the operational disruption caused by the COVID-19 pandemic in prior years.

It is also important to note that the baseline period coincided with multiple mergers and acquisitions. These activities expanded the company's operational footprint and introduced additional variables affecting environmental metrics. As new entities were integrated, environmental key performance indicators were recalibrated where necessary to ensure they accurately reflected our evolving operational footprint and sustainability performance.

This approach helps provide a clear and consistent framework for evaluating environmental performance over time while acknowledging the operational complexity introduced through acquisitions.

| Environment | | | | Measurement Unit |
|--|-----------|-----------|-----------|------------------|
| | FY23 | FY24 | FY25 | |
| Number of reporting facilities (worksites and data centers) | 113 | 107 | 103 | # |
| Number of reporting worksites | 93 | 88 | 84 | # |
| Worksite operational square feet | 1,182,141 | 1,297,583 | 1,085,218 | sq. Ft |
| Number of reporting data centers | 20 | 19 | 19 | # |
| Data center square feet | 7,298 | 7,611 | 7,700 | sq. Ft |
| Facilities with sustainability certifications ¹ | 22% | 17% | 38% | % of sq. Ft |
| Total electricity consumption | 35,242 | 36,951 | 26,686 | MWh |
| Total heat and steam | 104 | 104 | 535 | MWh |
| Renewable energy | 268 | 415 | 462 | MWh |
| Energy mix Renewable energy (biomass, solar, wind energy, hydro, etc.) | 1% | 1% | 2% | % |

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

| Environment | | | | Measurement Unit |
|---|--------|--------|--------|------------------|
| | FY23 | FY24 | FY25 | |
| Scope 1 | 751 | 1,060 | 1,644 | MWh |
| Scope 1: Natural gas | 83% | 59% | 90% | % |
| Scope 1: Fuel oil | 17% | 17% | 10% | % |
| "Total energy consumption (Scope 1, 2 + 3) | 35,993 | 37,313 | 28,865 | MWh |
| Reduction in total energy consumption (Scope 1, 2 + 3) from 2023 baseline | N/A | -3% | -22% | MWh |

| Water | | | | Measurement Unit |
|---|--------|--------|--------|------------------|
| | FY23 | FY24 | FY25 | |
| Global water use | 63,305 | 71,703 | 58,567 | m ³ |
| Reduction in global water withdrawal from 2023 baseline | -18% | -9% | -18% | % |

| Greenhouse gas (GHG) emissions | | | | Measurement Unit |
|--|--------|--------|--------|------------------------------|
| | FY23 | FY24 | FY25 | |
| Scope 1: Direct greenhouse gas emissions | 180 | 233 | 319 | tCO ₂ e |
| Scope 1: Natural gas | 133 | 173 | 271 | tCO ₂ e |
| Scope 1: Fuel oil | 47 | 59 | 48 | tCO ₂ e |
| Scope 2: Indirect location-based greenhouse gas emissions | 15,694 | 16,157 | 10,342 | tCO ₂ e |
| Scope 2: Purchased electricity | 15,671 | 16,135 | 10,248 | tCO ₂ e |
| Scope 2: Purchased steam & chilled water | 22 | 22 | 94 | tCO ₂ e |
| Scope 3: Indirect greenhouse gas emissions not included in Scope 2 | 8,334 | 13,442 | 10,301 | tCO ₂ e |
| Scope 3, category 6: Business travel | 8,334 | 10,498 | 7,869 | tCO ₂ e |
| Total market-based emissions: Scope 1 & 2 (market) and 3 (business travel) | 24,103 | 28,912 | 20,684 | tCO ₂ e |
| Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel) | 24,207 | 29,832 | 20,936 | tCO ₂ e |
| Total location-based emissions: Scope 3 | N/A | 80,276 | 73,110 | tCO ₂ e |
| Total market-based emissions: Scope 3 | N/A | N/A | 71,545 | tCO ₂ e |
| Total location-based emissions: Scope 1 & 2 | 9.21 | 6.4 | 3.90 | tCO ₂ e/\$M |
| Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel) per colleague | 1.96 | 2.41 | 1.71 | tCO ₂ e/colleague |
| Reduction in location-based emissions: Scope 1 & 2 from 2023 baseline | N/A | -3% | -35% | tCO ₂ e |
| Reduction in location-based emissions: Scope 3 from 2023 baseline | N/A | -1% | -22% | tCO ₂ e |

| Waste | | | | Measurement Unit |
|-----------------------------|-------|--------|------|------------------|
| | FY23 | FY24 | FY25 | |
| Global business waste | 920.6 | 1227.0 | 1555 | metric tons |
| Recycled/composted material | 30% | 30% | 30% | % |
| Landfilled material | 70% | 70% | 70% | % |

Social data methodology

Unless otherwise stated, all social key performance indicators include 100% of Clarivate colleagues worldwide.

| Colleague Engagement | | | |
|---|------|------|------|
| | FY23 | FY24 | FY25 |
| Employee Satisfaction Score: Out of 100 | 75 | 75 | 75 |
| Survey respondents: % of total colleagues | 87% | 86% | 87% |

| Attracting, hiring and retaining the best talent | | | |
|--|-------|-------|-------|
| | FY23 | FY24 | FY25 |
| Total number of new hires | 2,211 | 1,758 | 1,738 |

| Workforce Breakdown: Gender | | | |
|--|------|------|------|
| | FY23 | FY24 | FY25 |
| Share of women in total workforce | 50% | 50% | 50% |
| Share of women in all management positions | 39% | 40% | 40% |
| Share of women in science positions | 56% | 56% | 54% |

| Clarivate Contributions | | | |
|--|--------|--------|--------|
| | FY23 | FY24 | FY25 |
| Time: Colleague volunteering during paid working hours | 23,242 | 30,629 | 36,321 |

| Board of Directors | | | |
|---|------|------|------|
| | FY23 | FY24 | FY25 |
| Average tenure of board members (years) | 2.8 | 3.1 | 3.7 |
| % Independent directors | 91% | 92% | 91% |
| Median Board age (years) | 56 | 58 | 56 |
| % Female directors | 18% | 25% | 27% |

| Number of Colleagues | | | |
|-------------------------|---------------|---------------|---------------|
| | FY23 | FY24 | FY25 |
| Total Colleagues | 12,345 | 12,376 | 12,270 |
| Full-time | 12,152 | 12,152 | 12,061 |
| Part-time | 193 | 222 | 209 |

| Colleagues by employment contract | | | |
|-----------------------------------|-------|-------|-------|
| | FY23 | FY24 | FY25 |
| Women - Permanent | 6,153 | 6,188 | 6,070 |
| Women - Temporary | 72 | 47 | 76 |
| Men - Permanent | 6,034 | 6,093 | 6,065 |
| Men - Temporary | 53 | 35 | 51 |
| Other - Permanent | 32 | 11 | 7 |
| Other - Temporary | 1 | 2 | 1 |

| Colleagues by employment type | | | |
|-------------------------------|-------|-------|-------|
| | FY23 | FY24 | FY25 |
| Women - Full-time | 6,074 | 6,067 | 5,983 |
| Women - Part-time | 151 | 168 | 163 |
| Men - Full-time | 6,046 | 6,078 | 6,071 |
| Men - Part-time | 41 | 50 | 45 |
| Other - Full-time | 32 | 12 | 7 |
| Other - Part-time | 1 | 1 | 1 |

Forward-looking statements

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” within the meaning of the “safe harbor provisions” of the Private Securities Litigation Reform Act of 1995. 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:

- Statements relating to our purpose, ambitions, aims, commitments, targets, plans and objectives, and sustainability goal progress.
- Environmental, health and safety (EHS) data relating to environmental performance, safety 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.

- Social data relating to employee metrics, social practices and community engagement programs derived from our various databases.
- Responsible sourcing of materials and the related responsible sourcing systems and data.
- Statements about the 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 report 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.

Important notice

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

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About Clarivate

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