



# 2025 U.K. Gender Pay Gap Report

# Introduction



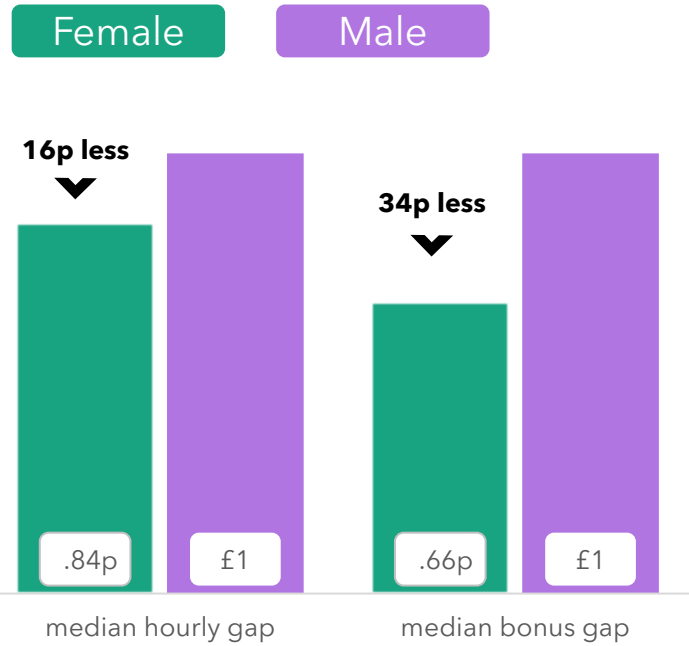
**Darien Kimmert**

Senior Vice President, Head of People

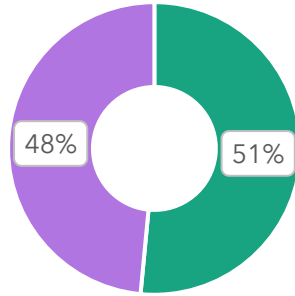
Since April 2017, organizations with more than 250 colleagues in the U.K. have been required to publish their U.K. Gender Pay Gap data. This report reflects the required information for Clarivate and covers payroll information for U.K.-based colleagues from April 2024 to April 2025. At the time of reporting, Clarivate employed 723 people in the U.K.

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 earnings of individuals performing the same or equivalent work.

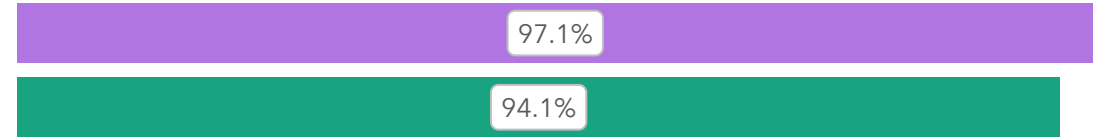
# U.K Gender pay report



Gender split of Clarivate UK

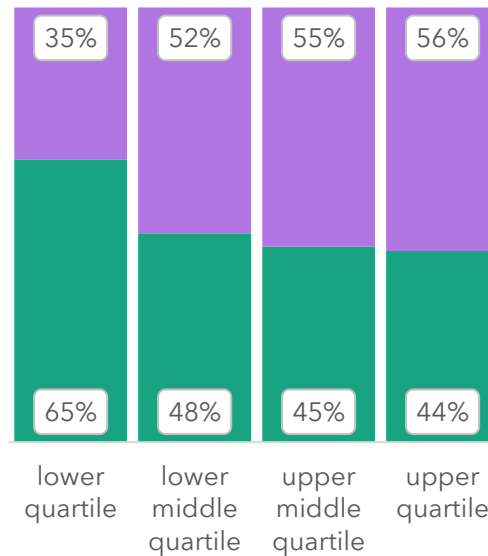


Proportion of males and females receiving a bonus payment (%)

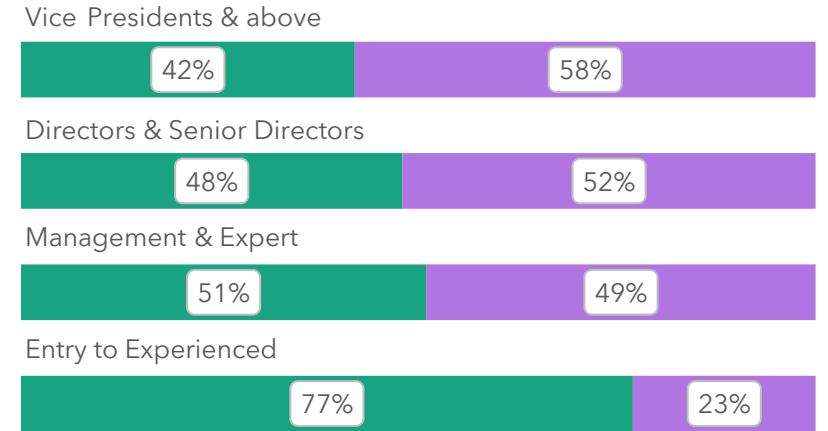


Within Clarivate UK, all colleagues are eligible to participate in one of Clarivate’s bonus plans. The colleagues who didn’t receive a bonus between April 2024 and March 2025 were hired after the eligibility cut-off period for the 2024 Annual Bonus.

Percentage of males and females in each quartile pay band



Percentage of males/females by job level grouping



The primary driver of our UK Gender Pay Gap is the underrepresentation of women in our most senior roles, as shown in the leveling graph above. While female representation is strong at entry and mid-level roles and more balanced at Director level, it declines at Vice President level and above. Encouragingly, representation at senior levels has improved compared to last year

When comparing the median pay, which represents the middle number within a range and is not affected by extreme outliers, females earn 16p less per £1 than males in hourly pay and 34p less per £1 than males in bonus pay. When comparing average pay, which can be easily impacted by a small number of outliers, females also earn 16p less per £1 than males in hourly pay and 38p less per £1 than males in bonus pay.

# U.K. Gender Pay Gap Calculation

## An explanation of the calculations in this report

### **What counts as hourly rate of pay**

- Hourly rates of pay are calculated based on an individual's ordinary base salary and any bonuses paid in the month of April 2025.
- 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 all bonuses paid during the period of April 2024 to March 2025 (inclusive) to all individuals employed in April 2025.
- The data includes annual incentive plan payments, commission, one-time payments, retention and discretionary bonuses (excluding redundancy-related payments).
- 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 reflects actual pay and is not adjusted for any pro-ration related to part-time working, leaves of absence, or colleagues who joined during the reporting year.

### **About Mean and Median**

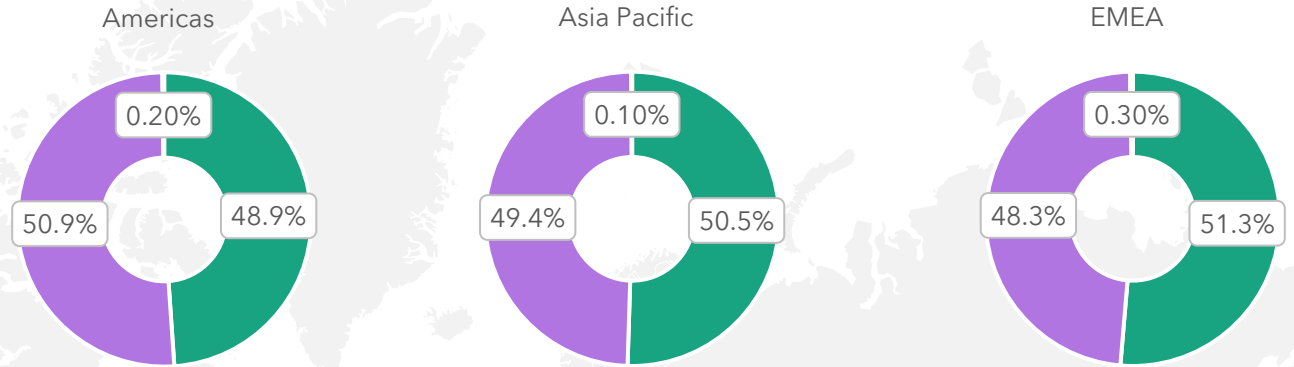
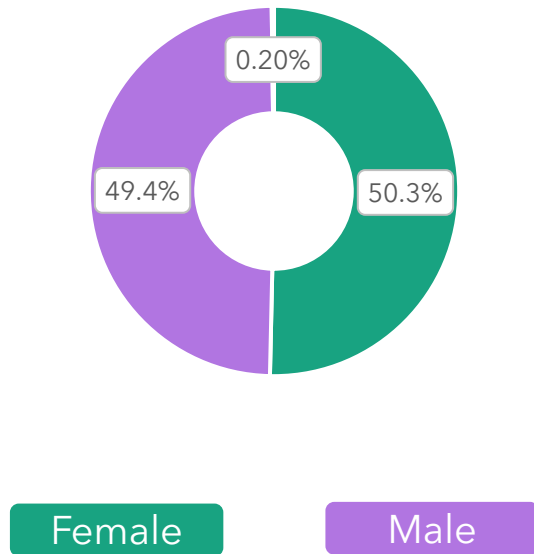
- The median relates to the midpoint when the values by gender are ranked from lowest to highest. The median is generally understood to be the best representation of typical pay, as it is not affected by extreme outliers.
- The mean (average) provides an overall indication of the gap by adding together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

# Global workforce 2025

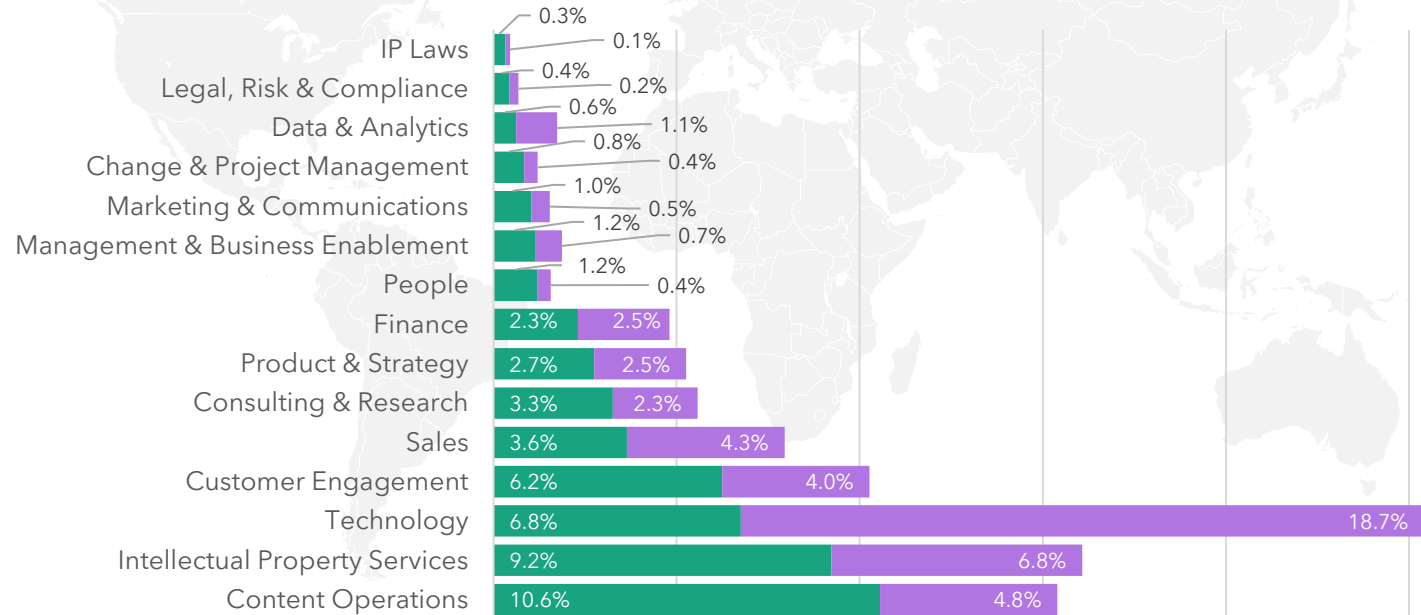
**We strive to attract and retain a diverse, talented and gender-balanced workforce around the world.**

Clarivate is a global company. In April 2025, the U.K. colleagues represented 6% of our total company population

Global gender split of Clarivate

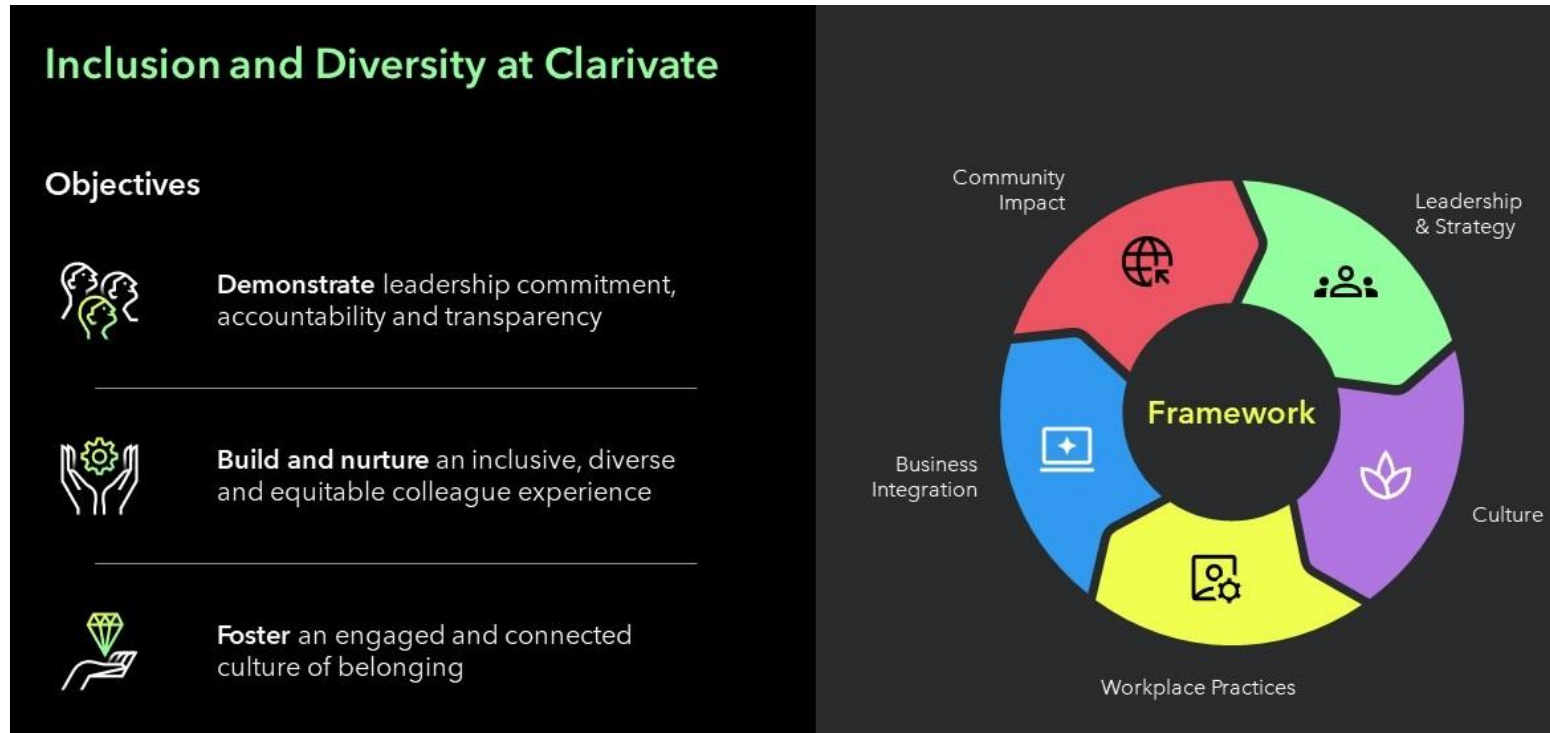


All colleague distribution by job family group



# Our global approach

We believe our colleagues are our most important competitive advantage. Located in over 40 countries, they bring diverse cultures, backgrounds, and experiences to Clarivate. They are the key drivers of our innovation and success. We are committed to strengthening Inclusion and Diversity across our global organization, so all colleagues feel a sense of belonging and can be their authentic selves at work.



Clarivate recognizes that true equality requires partnership. We are proud 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

<b>Women@Clarivate</b> <i>Colleague Resource Group</i>	Our Women@Clarivate Colleague Resource Group cultivates an environment where 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 through external community engagement, volunteerism and advocacy.
<b>Inclusion &amp; Belonging</b>	We have several other Colleague Resource Groups (CRGs), in addition to Women@Clarivate, that support Inclusion & Belonging. These include groups for 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 May 2026, we will publish our annual Clarivate Sustainability Report, which will include additional information about our CRGs, as well as gender representation data. More information is available on our <a href="https://www.clarivate.com/sustainability">Sustainability space on clarivate.com</a> .
<b>Talent Development</b>	We offer a global Clarivate Mentoring Program that connects and develops colleagues across our company. This program has positively impacted both our mentees and mentors, and helped improve engagement throughout the organization. We also provide a range of courses through our learning platform to support colleagues in building networks, advancing their careers, and leading their teams.
<b>Talent Acquisition</b>	We are committed to promoting fair hiring practices that foster gender diversity. We support an equitable and structured process through behavioral-based interviewing techniques and targeted training for all team members involved in hiring. By continually evaluating and enhancing our recruitment efforts, we aim to build an inclusive workplace where everyone has equal opportunity to succeed.
<b>Global Roles Framework</b> <i>Internal job architecture</i>	Each year, we continue to advance and refine our job architecture. Our consistent and transparent framework enables our colleagues to better understand career opportunities. We have defined skills and competencies across our job framework to help colleagues understand what is required to grow their careers and be successful at Clarivate. In 2026, we introduced new career development resources to help colleagues explore career paths and guide their growth.



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