



2021 U.K. Gender Pay Report

April 2022

Human Resources

Introduction

Since April 2017, it has been mandatory for organizations with more than 250 Colleagues in the United Kingdom (U.K.) to publish their data report on the U.K. Gender Pay Gap. This report reflects the required information for Clarivate and covers payroll information for Colleagues in the U.K., up to and including April 2021.

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

At the time of reporting, Clarivate employed 620 people in the U.K.

U.K. Gender Pay Gap

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 2021.
- 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

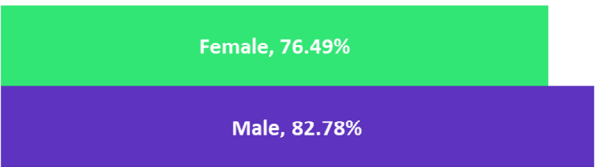
- The bonus gap is calculated based on the bonuses paid during the period April 2020 and March 2021 (inclusive) to all individuals employed in April 2021.
- The data includes, annual incentive plan, commission, one-time payments, retention and discretionary (unless in relation to redundancy) bonuses.
- In addition, for 2021 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-rata for part-time working, leaves of absence or joiners during the reporting year.

About Mean and Median

- 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.
- The median relates to the midpoint when the values by gender are ranked from lowest to highest.

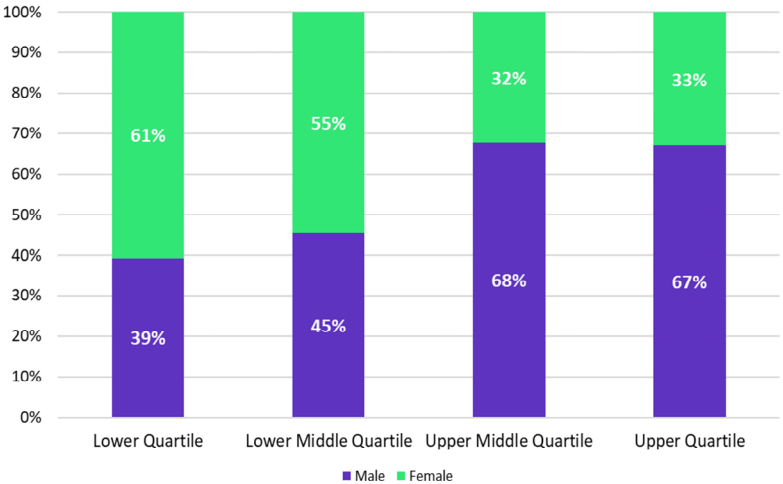
	Mean		Median	
Female hourly rate is	38.00%	Lower	24.00%	Lower
Female bonus pay is (excluding stock options exercised)	49.00%*	Lower	31.00%*	Lower
Female bonus pay is (including stock options exercised)	80.00%*	Lower	34.00%*	Lower

The proportion of males and females receiving a bonus payment (%)

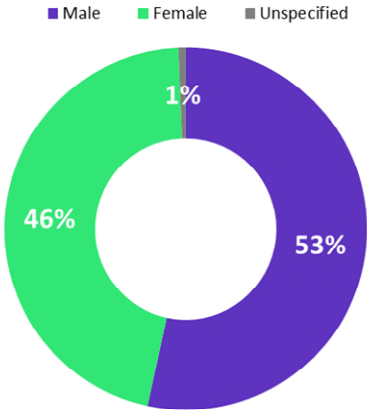


*The data used to calculate the 2020/2021 bonus gap included stock options exercised which represented a taxable event during the period for UK based executives. When this income is excluded, the mean gap is 49% and the median gap is 31%.

The percentage of males and females in each quartile pay band



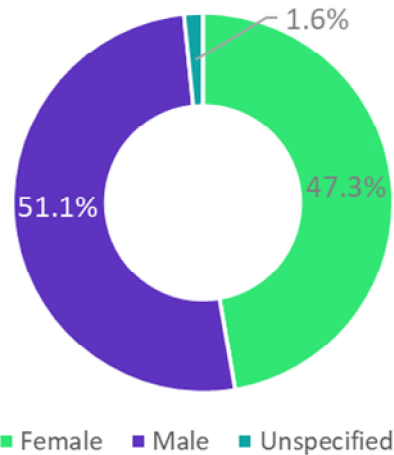
Gender split of Clarivate UK



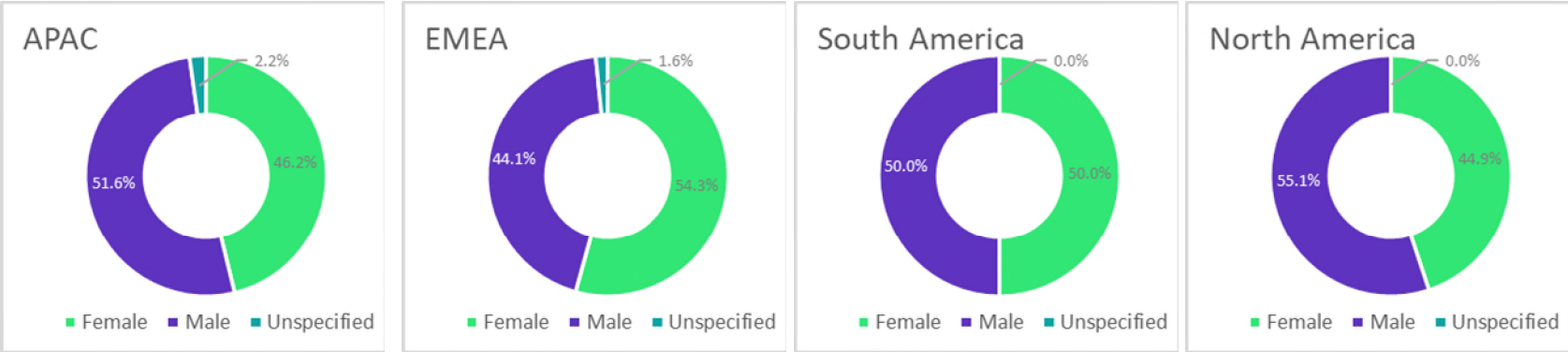
Global Workforce 2021

Clarivate is a global company and at the time of this reporting the U.K. colleagues represented 7% of the total population.

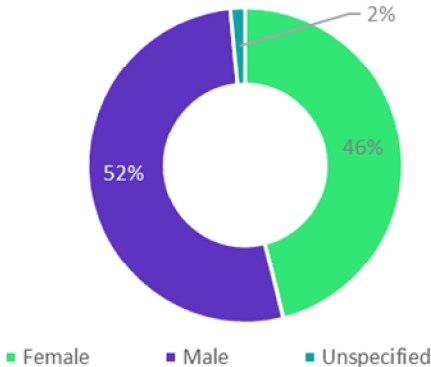
Colleagues by gender:



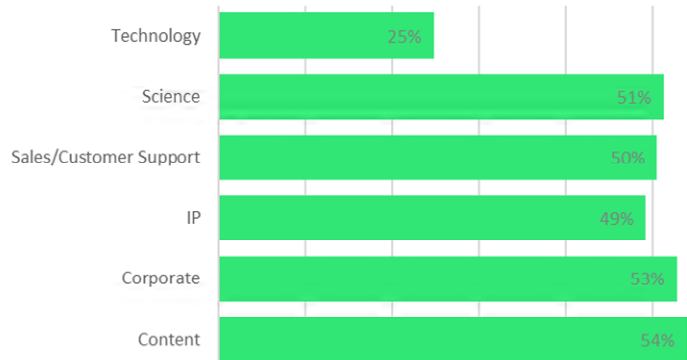
We strive to attract and retain a diverse, talented, and gender-balanced workforce around the world.



Proportion of male/female who are bonus eligible



Percentage of females by function



A global approach

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

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

Five Pillars of DEIB Strategy



We recognize that we must partner with others to achieve true equality. We are proud signatories to the **CEO Action for Diversity and Inclusion** and supporting two colleagues annually to represent Clarivate as Racial Equity Fellows. We are also signatories to the **UN Women’s Empowerment Principles**, and the **UN Global Compact**, and in 2021, we proudly joined the coalition of Scientific publishing organizations and national laboratories partnering on transgender-inclusive name-change process for published papers. Name changes allow researchers of all genders to own their academic work.

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



Taking action

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

Women @Clarivate Colleague Resource Group	Women@Clarivate cultivates an environment in which women can flourish through the creation of opportunities for social interaction, networking, community engagement and professional development/support. We strive to uplift colleagues who identify as women and enable them to better contribute to delighting internal and external customers and promoting the voices of women. The Goal for 2022 is to grow from 200 to 1,000 Members. We are also focusing on the areas that matter the most to our colleagues: external engagement with charities, our communities and customers; and personal development activities and sessions such as mentoring programs, health and well-being and building confidence and empowerment in the workplace
Celebrating female talent	At Clarivate, we believe that diverse viewpoints, backgrounds and life experiences are central to shaping our shared future. This past year, Clarivate women scientists contributed to COVID-19 vaccine research, working with our customers to save lives around the world. We did a series of communications honoring them and sharing their stories. This video celebrates female Clarivate researchers who contributed to the global fight against COVID-19.
Diversity is key to a sustainable culture.	Diversity is key to a sustainable culture: Diversity is a key component of becoming one of the best companies to work for in the world and is at the heart of our Sustainability strategy. We are working to create a fair and equitable workplace with gender and diversity balance and a culture of belonging; with a focus on diversity and inclusion, equity, learning and development at all points through the colleague journey. As part of increasing our transparency, in April 2021, we published our inaugural Sustainability Report , which included more information about Women@Clarivate, as well as diversity-related metrics and global pay data for men and women. More information is available on our external Sustainability website .
Talent management	<p>In 2020, we launched a program to identify high potential and high professional colleagues. This program continued through 2021. The primary objective of this program is to strengthen our talent pipeline to ensure that we have the talent to support our strategy for growth. Women represented 38% of High Performing pool of colleagues. This process continues to allow us to identify high potential women currently in critical positions and who their back-up may be, and provide them exposure through meetings, presentations, project or committee work as part of their individual development plans.</p> <p>Building on the success of our formal development programs for our High Potential and High Professional colleagues, in 2021 we selected once again colleagues to participate in an exclusive leadership development program: <i>Building and Leading Effective Teams</i> with Columbia Business School, and 50% of our participants were women.</p>
Leadership and development	In 2021, we continued to build on our leadership development programs. Women represented 57% of the graduating participants in these instructor-led courses. The “Leadership Contract” and “The First Mile” programs experienced increases in female participation year over year.
Connected Workplace	In 2021, we rolled out Connected Workplace - a flexible working model focused on teamwork, collaboration, colleague engagement and customer delight. Colleagues are empowered to work from home and, depending on location, can visit a workplace 1-2 days a week. This connected and flexible workplace model gives colleagues the flexibility to meet personal and professional needs and demands. As part of this program, we also run roundtables to understand our colleagues needs and inclusive engagement activities as local, regional and global level.
Global roles framework	In 2021, we commenced work on a Clarivate global roles framework, the completion of this in 2022 will enable us to refine our reporting further and better understand specific areas we need to focus on to close the gender pay gap.

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



A handwritten signature in blue ink, appearing to read 'Julie Wilson'.

Julie Wilson
Chief People Officer
April 2022