



# 2023 U.K. Gender Pay Gap Report

March 27, 2024

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 2023.

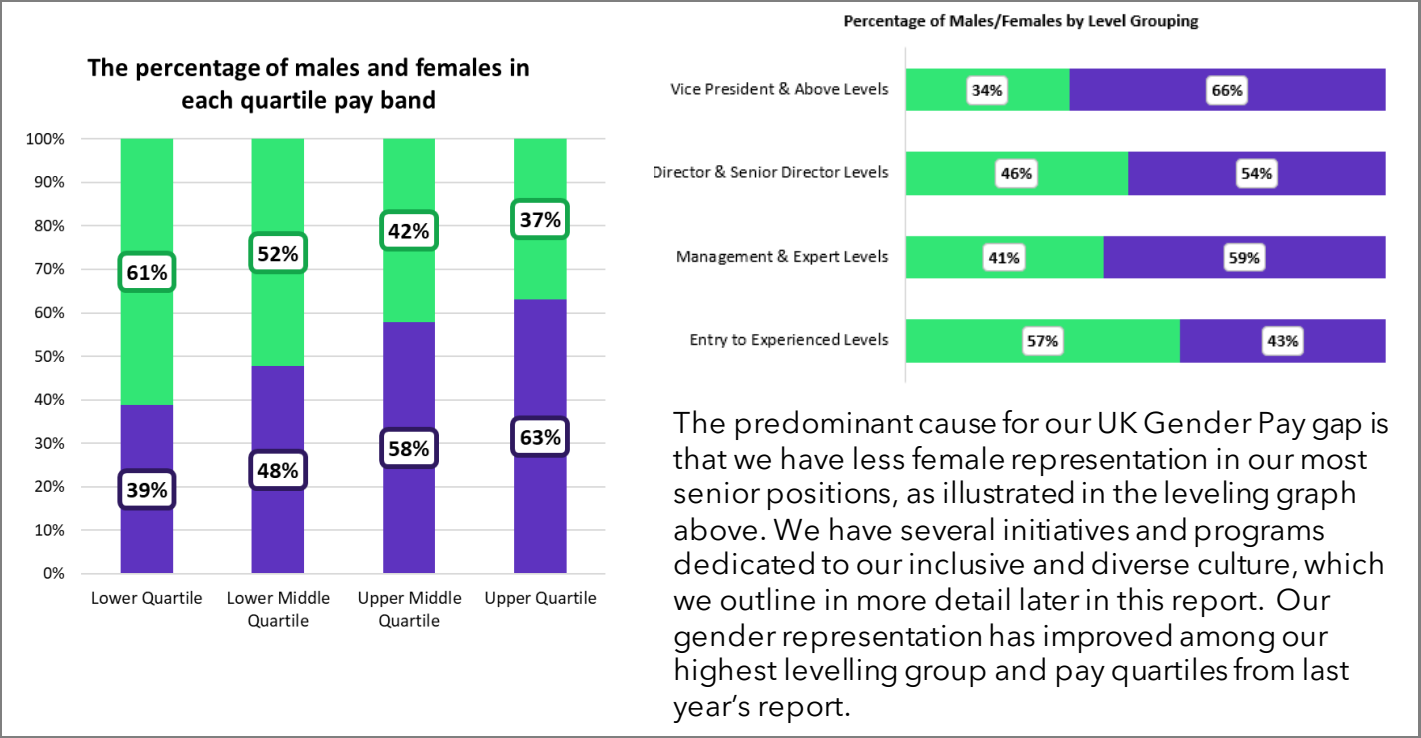
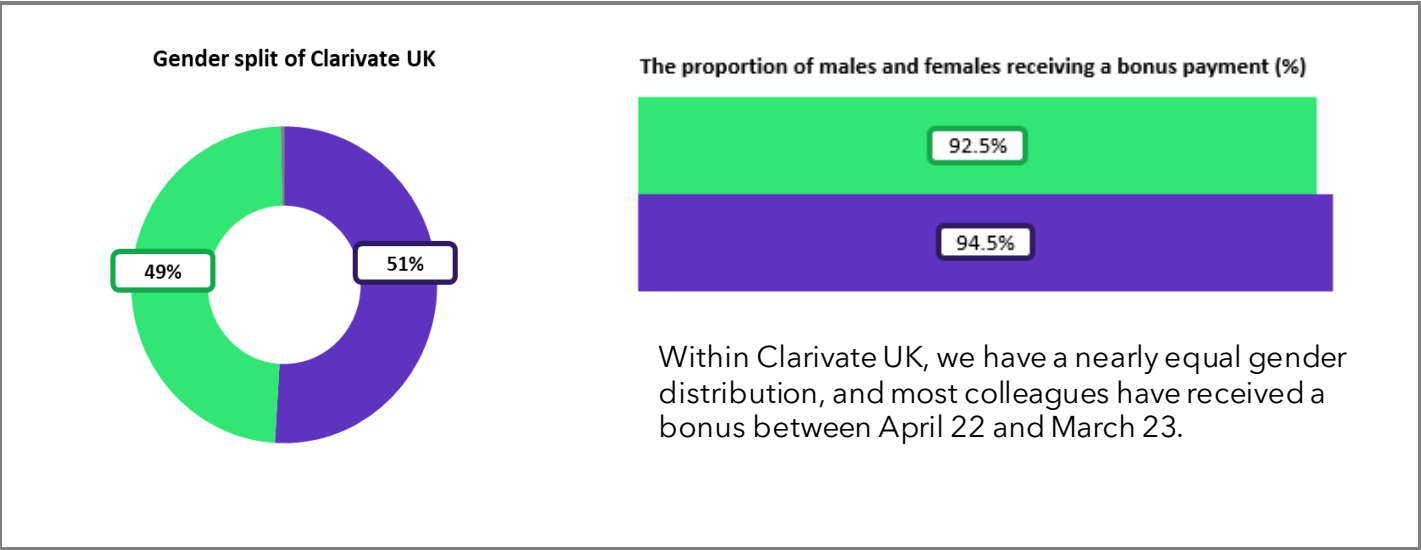
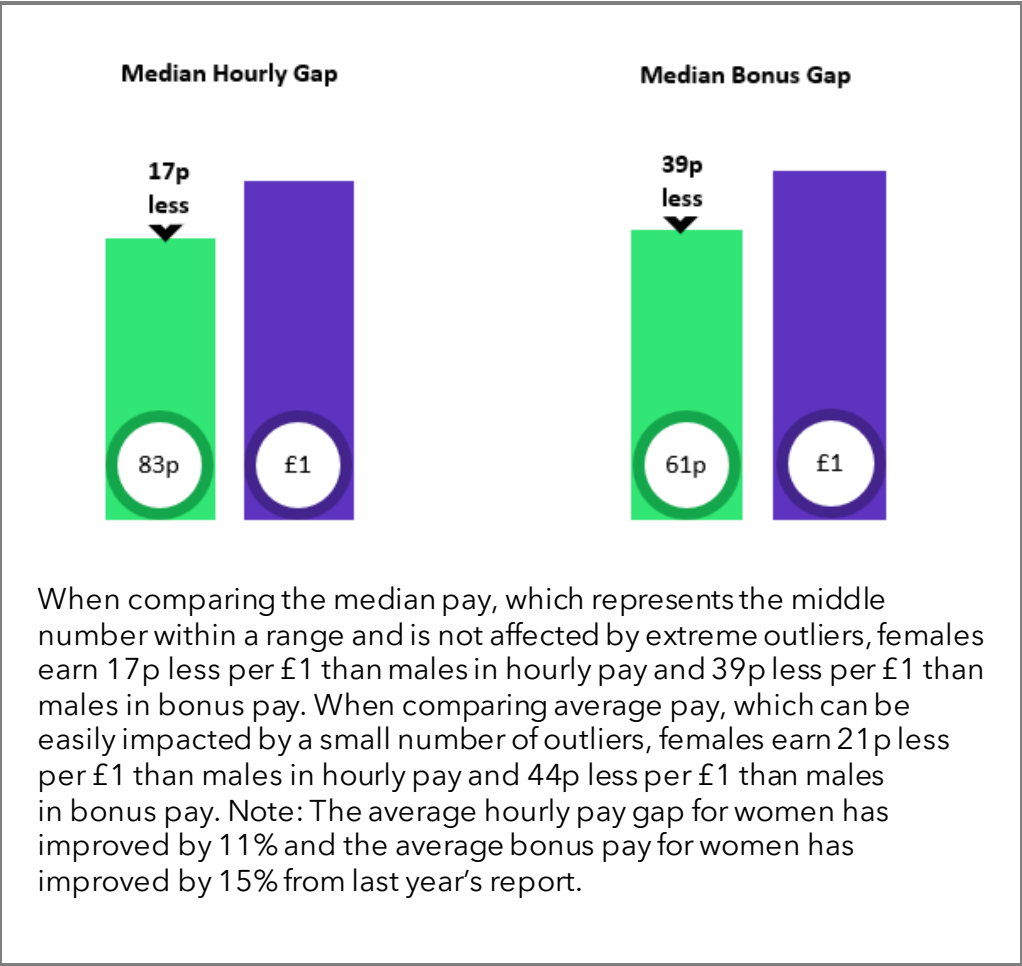
The U.K. Gender Pay Gap measures the difference between the median and average salaries and bonuses paid to men and women, across an organization, in the U.K. It is different from an equal pay comparison, which looks at the difference in pay of two people doing the same, similar or equivalent work.

At the time of reporting, Clarivate employed 826 people in the U.K.

# U.K. Gender Pay Report

Female

Male



# U.K. Gender Pay Gap Calculation

## *An explanation of the calculations in this report*

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

- Hourly rates of pay are calculated based on an individual's ordinary salary and bonuses paid in the month of April 2023.
- The data excludes any individual not in receipt of their full pay due to a leave of absence during that month.

### **What counts as bonus pay**

- The bonus gap is calculated based on the bonuses paid during the period of April 2022 to March 2023 (inclusive) to all individuals employed in April 2023.
- The data includes annual incentive plan, commission, one-time payments, retention and discretionary (unless in relation to redundancy) bonuses.
- The data includes equity grants that have been awarded to colleagues and vested (become subject to tax adjustments) during the relevant pay periods.
- The amount used is actual paid and not adjusted to reflect any pro-ration for part-time working, leaves of absence or joiners during the reporting year.

### **About Mean and Median**

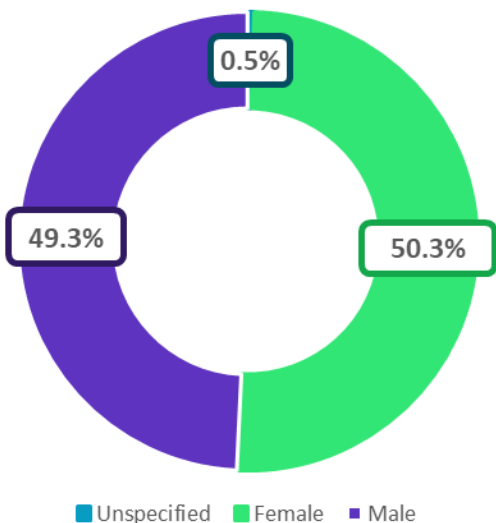
- The median relates to the midpoint when the values by gender are ranked from lowest to highest. The median is generally understood to be the best representation of typical pay, as it is not affected by extreme outliers.
- The mean (average) provides an overall indication of the gap by adding together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



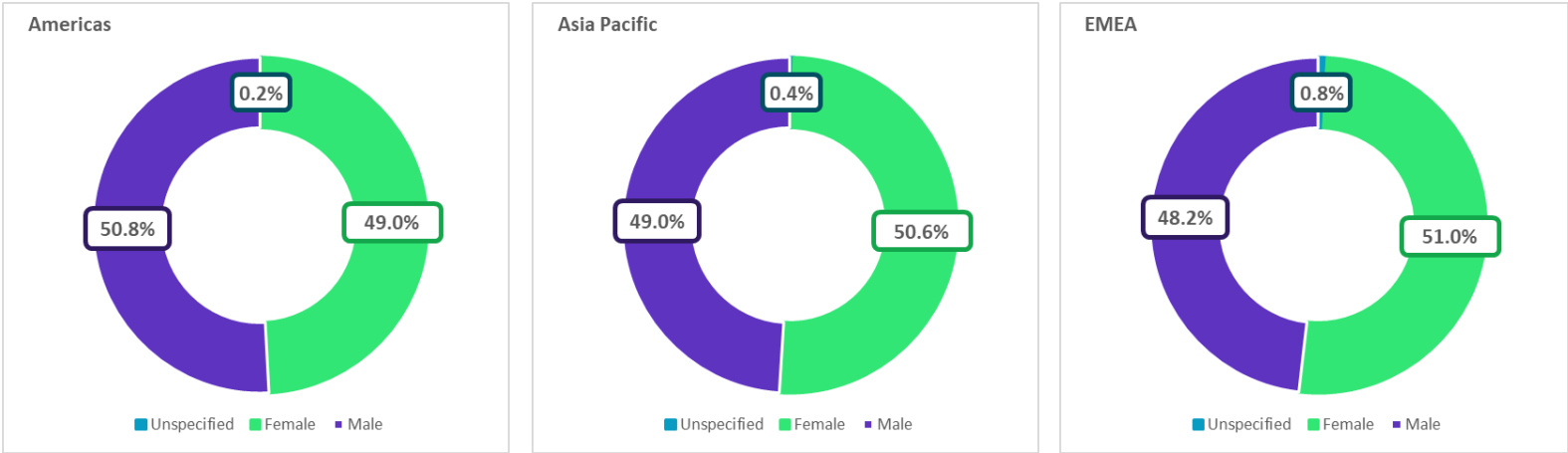
# Global Workforce 2023

Clarivate is a global company. As reported in our sustainability report, U.K. colleagues represented 7% of our total company population.

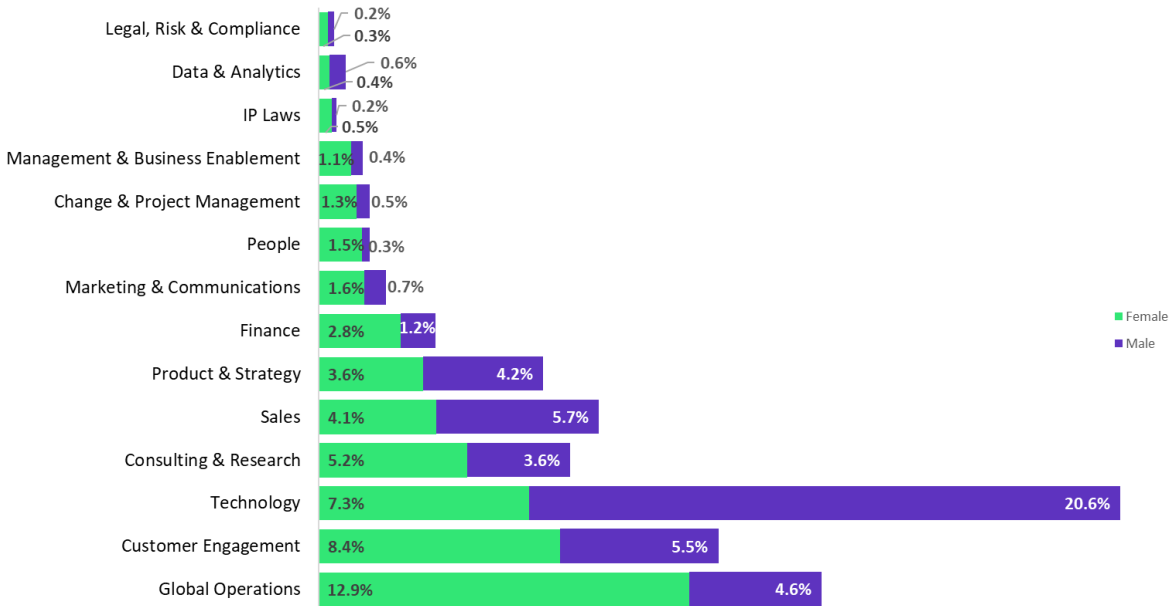
Colleagues by Gender



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

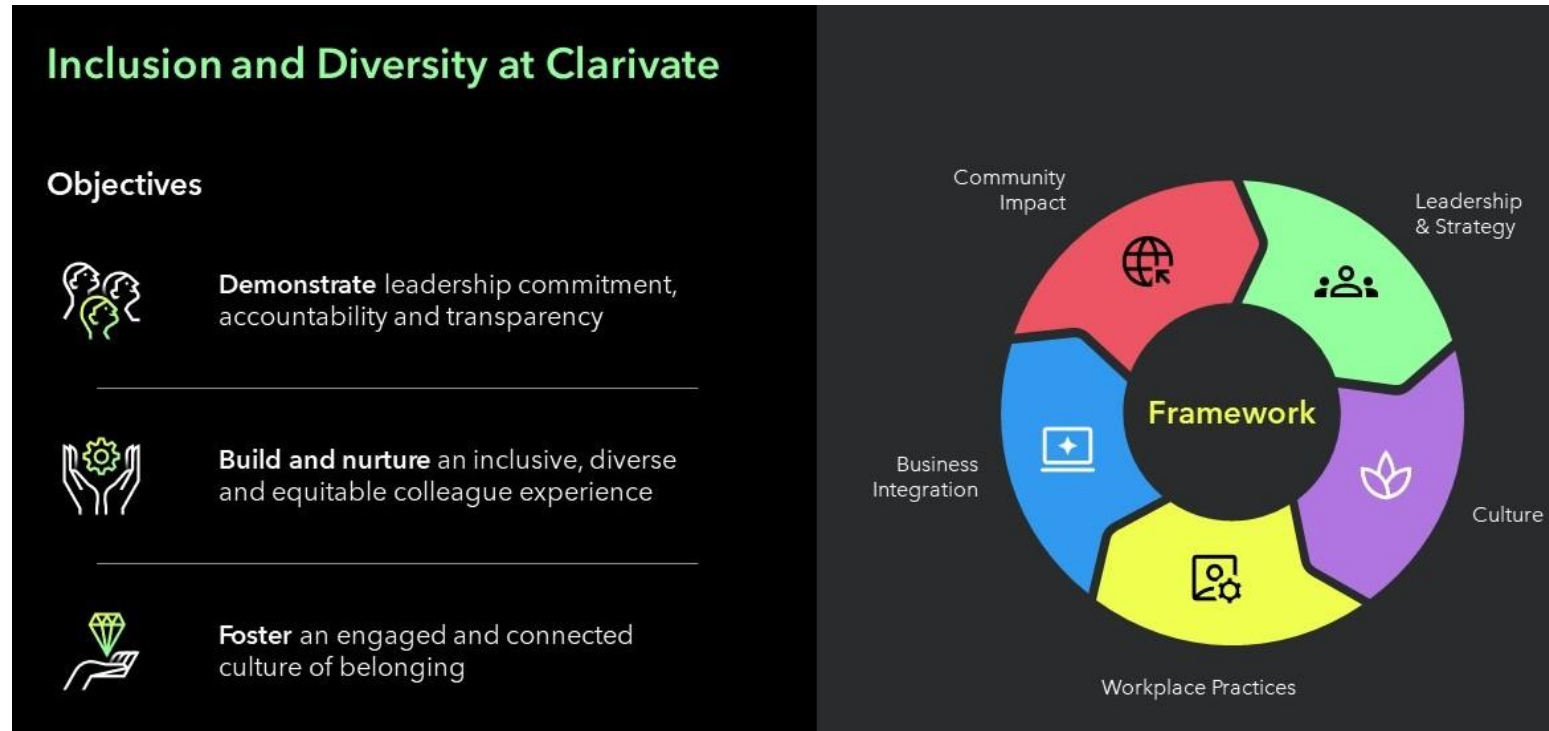


Global Distribution by Job Family Group



# Our global approach

We believe that our colleagues are our most important competitive advantage. They bring diverse cultures, backgrounds and experiences to Clarivate, and are a key driver of our innovation and success. We are committed to strengthening Inclusion and Diversity (I&D) across our global organization, so all our colleagues have a sense of belonging and can be their authentic selves at work.



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

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



SDG 5: Achieve gender equality & empower women



SDG 8: Promote inclusive & sustainable economic growth



SDG 10: Reduce inequalities within and among countries

# How we take action

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

<b>Women@Clarivate Colleague Resource Group</b>	Our Women@Clarivate Colleague Resource Group cultivates an environment in which women can flourish through creating opportunities for social interaction, networking, community engagement and professional development and 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. Our focus areas include mobilizing and empowering local office chapters, supporting women’s personal and professional development and well-being, and promoting our commitment to gender equality with external community engagement, volunteerism and advocacy.
<b>Inclusion &amp; Diversity</b>	Inclusion and Diversity (I&D) are key to our Clarivate culture. In 2023, we launched both our CEO Council and Working Council for I&D. These cross-functional and colleague-led groups developed our framework and put our I&D objectives into action throughout the company. They connect I&D activities, including the important work of our Colleague Resource Groups (CRGs), to broader business-driven and result-oriented strategies. In addition, we developed a three-year plan to drive position change (eg. expanding gender categories for colleagues, investing in interview training for hiring managers and unconscious bias training for colleagues, and having our senior leaders make a tangible commitment to I&D). In May 2024, we will publish our annual Clarivate Sustainability Report, which will include more information about Women@Clarivate as well as diversity-related metrics and representation data for men and women. More information is available on our <a href="#">Sustainability space on clarivate.com</a> .
<b>Talent Development</b>	In 2023, we launched enterprise-wide leadership development programming aimed at three levels of leaders and we created a robust executive promotion process with criteria encompassing our leadership expectations. These programs are designed to ensure employees get the appropriate training, coaching, mentoring and talent development they need to succeed, as well as an equitable set of criteria for promoting our executive leaders for the company.
<b>Talent Acquisition</b>	We pursued opportunities to increase gender diversity through three core strategies: Share Our Story, Engage with Partners and Model Behavior. We developed these strategies through a series of exercises with the Talent Acquisition team to better understand where we should focus our efforts related to gender diversity. We will continue to look for opportunities to improve our hiring efforts.
<b>Global Roles Framework</b>	In 2023, we advanced our job and levelling structure after implementing a new framework at the end of 2022. The consistency and transparency of the framework enables our colleagues to better understand career opportunities and focus to close gaps in gender representation across functions and levels. In 2023 we implemented new guidance and structure around promotion events to ensure consistency in timing and treatment of promotions, increased transparency and appropriate levels of review and approval.

As the Chief People Officer for Clarivate, it is my privilege to certify 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  
March 27, 2024