



2021 Clarivate sustainability report

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Introduction and strategy

Letter from the CEO

At Clarivate, sustainability isn't something we do; it's everything we do. Our vision is to improve the way the world creates, protects and advances progress, working together with our customers, colleagues and partners.



Jerre Stead
Clarivate, Executive
Chair and CEO

Our solutions and deep domain expertise help our customers solve some of the world's most complex challenges, including the development and launch of life-changing drugs and treatments, helping leading academic institutions educate the next generation of pioneers, helping companies innovate world-changing technologies and advancing sustainable resource use.

We believe that the path to achieving our vision relies on a steady commitment to our core values: aim for greatness, value every voice and own our actions. This includes acting with care, operating ethically and efficiently, and partnering with others to accelerate progress across all three pillars of Environment, Social and Governance (ESG).

In 2021, we made excellent progress having published our first annual sustainability report. We are proud to be part of the global community of business leaders, as signatories to the United Nations Global

Compact, United Nations Women's Empowerment Principles, CEO Action on Diversity and Inclusion and the Stonewall Transgender Rights are Human Rights campaign. We captured and reported out for the first time on our environmental metrics and impact of our global operations and business travel, and published comprehensive social metrics as we continue to better understand and advance a diverse workforce and a culture of belonging. Clarivate colleagues volunteered more than 14,000 hours in our communities globally and we continue to provide 40 hours of paid time off for all colleagues to make a positive impact in their communities. I could not be prouder of how our Clarivate colleagues continue to progress our efforts towards responsible business practices and customer impact, to advance a more sustainable and healthy world.

In 2022, we are focused on continuing our efforts to address climate change, committing to set a science-based target and achieving carbon-neutrality by 2024 on our journey to a net-zero future. We are working to increase the visibility of ESG throughout our value chain, connecting all we do – in how we operate and how we innovate – to the UN Sustainable Development Goals (SDGs). We know that partnering with others is key to achieving our vision of helping our customers innovate to address the world's greatest challenges and opportunities. We are proud to have donated

100,000 USD to support humanitarian efforts in Ukraine, allocating funds to two vital organizations, Nova Ukraine and International Medical Corps. We are also committed to aligning executive pay to performance against ESG goals by the beginning of 2024, to ensure we maintain the highest level of performance in all areas. We are making great progress towards our ambitious goals to become one of the top companies to work for and to be listed on both the Dow Jones Sustainability Index and FTSE4GOOD Index based on our 2023 performance. With 46% of our 2021 revenue aligned with the Sustainable Development Goals, we are proud of our progress in helping our customers innovate in solving some of the most pressing global issues, from climate change to disease management to sustainable resource use.

It is our pleasure to share with you our progress and way forward in our second annual sustainability report. We thank you for your interest in our progress and welcome your feedback, and partnership, in our efforts to build a sustainable company that is set up for long-term success.

With deep appreciation,

About Clarivate

As a global leader in providing trusted insights and analytics to accelerate the pace of progress, our vision at Clarivate is to improve the way the world creates, protects and advances progress.

We do this by partnering with our customers to deliver critical data, information, workflow solutions and deep domain expertise – continuously supporting the world’s pioneers, risk-takers and trailblazers.

Our customers are some of the world’s leading researchers and problem solvers. More than 45,000 universities, non-profits, funding organizations, libraries, corporations, law firms, government organizations and independent researchers trust us to help them reduce risk and accelerate the pace of discovering, protecting, and commercializing new ideas.

When it comes to sustainability, it is not just something we do. It is everything we do. We have woven it into the fabric of our corporate culture worldwide, making it fundamental to every decision we make whether it involves our global footprint or supplier relationship. We have created an interconnected, shared purpose and a strong operating philosophy that guides the actions of our leadership and colleagues worldwide. All these elements are built on the foundation of our clear purpose, vision and mission, underpinned by our values to guide our colleagues in everything they do – so our collective focus is growth for the greater good.

Our core values are cultural cornerstones that guide our actions from the day-to-day decisions we make to how we interact with each other to how we prioritize building trusted partnerships with each and every customer, worldwide.

When it comes to sustainability, it is not just something we do. It is everything we do.

Our Purpose, Vision and Mission



Our Purpose:
We believe human ingenuity can transform the world and improve our future.



Our vision:
We will improve the way the world creates, protects and advances innovation.



Our mission:
We are a trusted indispensable partner to innovators everywhere delivering critical data information, workflow solutions and deep domain expertise.

Our values



Aim for greatness:
We challenge the status quo, pursuing continuous performance improvements and aiming for greatness and Customer Delight in all we do.



Value every voice:
We work together in respectful partnership with our colleagues and customers which is our evergreen source of sustainability and success. The best results come from a diverse, collaborative and inclusive environment.



Own your actions:
We act with integrity and are accountable to ourselves, our colleagues, our customers and our communities.

Shareholder engagement

Proactive, transparent engagement with our shareholders is essential to our success, especially when it comes to our commitments to protecting the environment, diversity and corporate governance. We have designed our disclosures to be as open and clear as possible in order to fuel insightful discussions and gain valuable input and feedback for our programs.

We have openly discussed our executive compensation and corporate governance practices with our shareholders. We will continue to reach out on these types of issues, enabling our shareholders to help focus on meaningful priorities, drive accountability and shape our future programs. By the beginning of 2024, we will align executive pay to performance against ESG goals.

We focus on helping professionals in the fields of:

- Academia
- Corporate
- Government
- Professional services
- Life sciences and healthcare
- Consumer
- Manufacturing
- Technology

Clarivate at a glance

\$1.8B

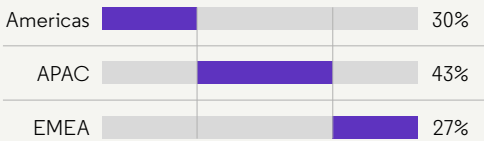
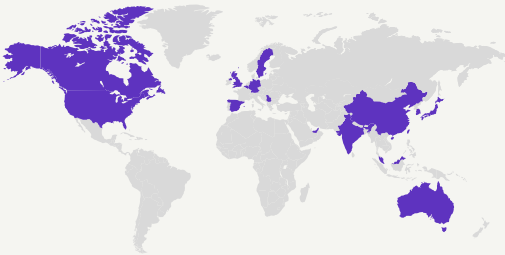
Total revenue in 2021

45K

Customers in 190 countries

11K+

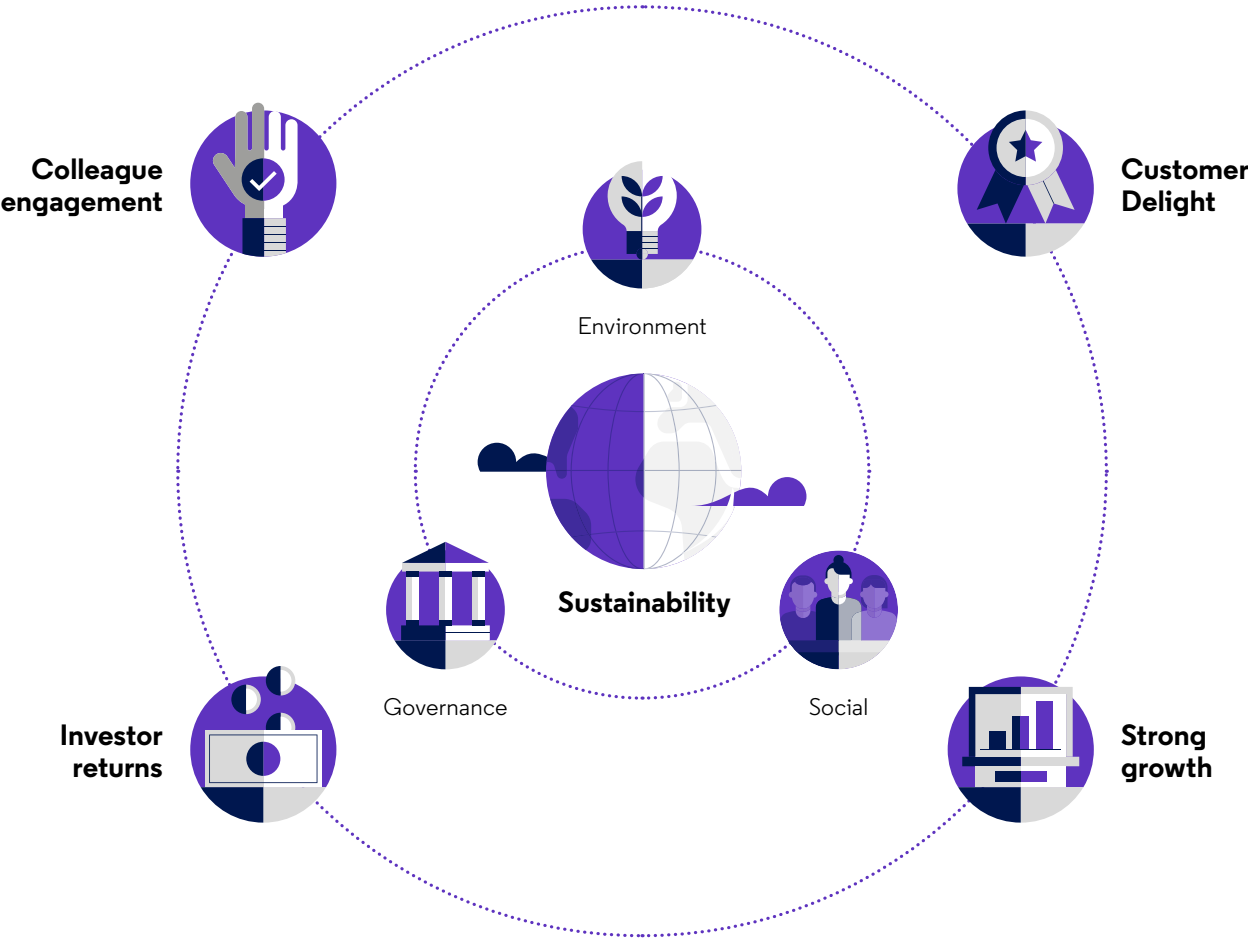
Colleagues located in 43 countries around the world



APAC = Asia-Pacific
EMEA = Europe, Middle East and Africa

Sustainability and Environmental, Social and Corporate Governance (ESG)

Sustainability sits at the heart of our business strategy and goals – at the center of our ‘Virtuous Circle.’ We are committed to driving responsible business practices throughout our value chain to advance a more sustainable and healthier world. This includes caring for our colleagues and customers, operating ethically and efficiently, and partnering wherever possible to create the world we want today, and to ensure its sustainability for future generations to come.



Governance to support focus, progress and accountability

Nominating, Governance and Sustainability Committee

Sustainability is a topic of every Board meeting with dedicated oversight from the Nominating, Governance and Sustainability Committee which reports into the Board. The Committee consists of three directors satisfying the independence requirements of the New York Stock Exchange (NYSE).

The Committee assesses Board composition, identifies Board skills needed and determines Board training required to address ESG issues. The Committee also oversees our leadership’s development of analyses and metrics to understand the impact of ESG and stakeholder interests on our company in addition to overseeing the integration and balancing of these interests to promote long-term success at Clarivate.

Sustainability Steering Committee

The Sustainability Steering Committee was created to ensure our sustainability initiatives remain top of mind across Clarivate and to strategically advance our commitments to action across all functions, groups and teams globally. Committee members identify strategic priorities to fulfill our organizational purpose and create long-term stakeholder value.

The Committee meets monthly and reports progress to our Executive Chair and CEO, Jerre Stead, as well as our Executive Leadership Team (ELT) and our Board of Directors’ Nominating, Governance and Sustainability Committee.

Key objectives

- Lead, support and execute strategic priorities within key areas of responsibility based on agreed scope and budget
- Provide consistent stewardship and visibility around our sustainability commitments worldwide
- Provide necessary updates, information and metrics to drive comprehensive, transparent reporting and communication of our ongoing sustainability efforts

Global leadership commitments

- [United Nations Global Compact](#)
- [United Nations Women’s Empowerment Principles \(WEPs\)](#)
- [CEO Action on Diversity & Inclusion](#)
- [U.K. Stonewall Trans Rights are Human Rights initiative](#)
- [Science-Based Target initiative](#)

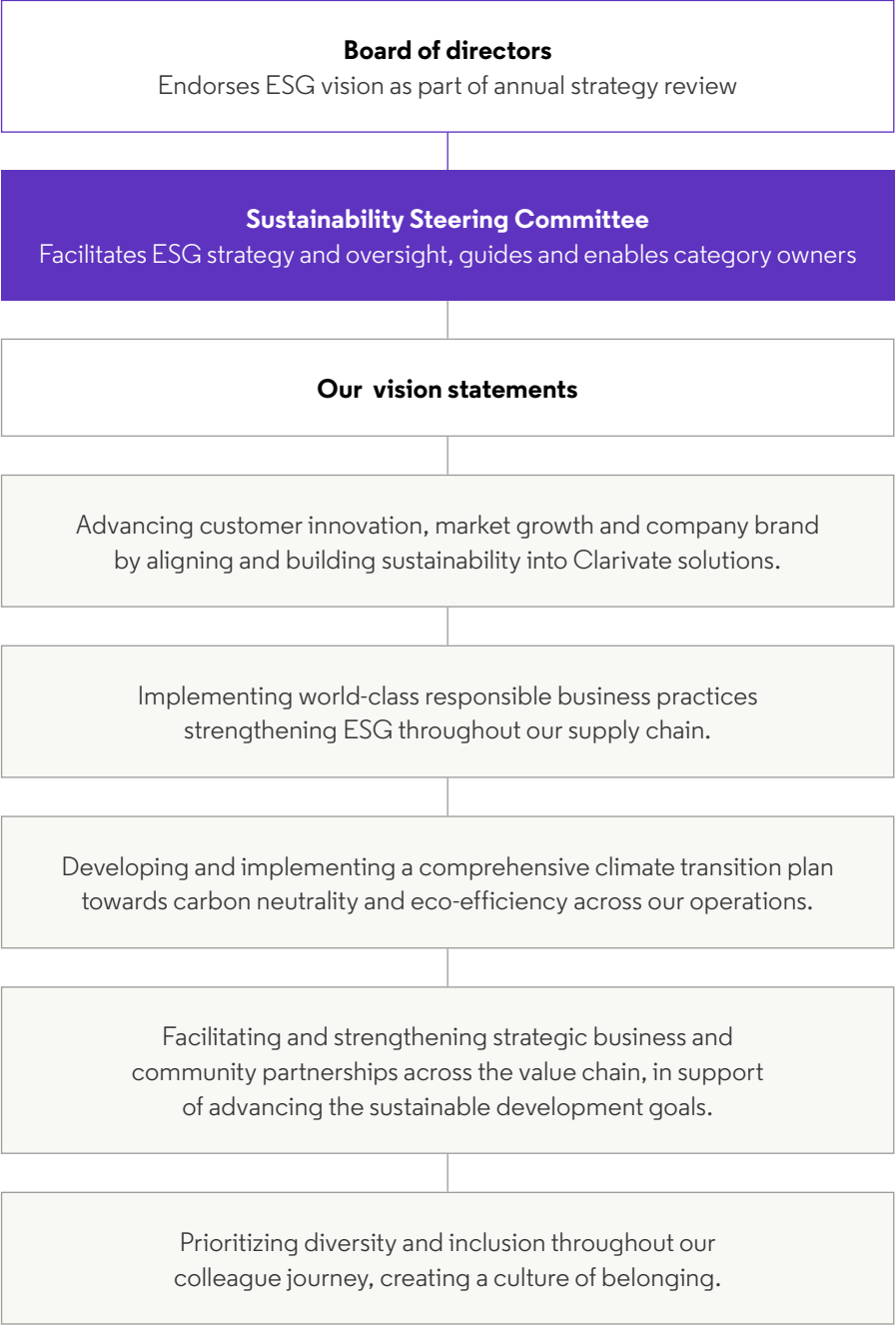
Our methodology

Our annual sustainability report is aligned with the following reporting frameworks: UN Sustainable Development Goals, Global Reporting Initiative (GRI) and SASB.



Board Committees

- Nominating, Governance and Sustainability Committee
- Human Resources and Compensation Committee
- Risk Committee
- Audit Committee



Resource: [Nominating, Governance and Sustainability Committee Charter](#)

Our bold commitments towards recognized leadership in sustainability

As we continue to integrate sustainability and ESG into everything we do at Clarivate, all of our actions and commitments roll up into two overarching goals.

01

To achieve leadership in driving sustainability by providing tangible solutions that help our customers advance SDGs worldwide.

02

To implement responsible business practices across our entire business and expect everyone we do business with to do the same.

Some of the bold, ambitious commitments we have made to support these goals include being listed on the Dow Jones Sustainability Index (DJSI) and being carbon neutral by 2024. Currently, 46% of our revenue at Clarivate is aligned with SDGs. We expect this number to climb over the next couple of years as we swiftly move forward with executing our climate transition plan, setting a Science-Based Target and remaining laser focused on attaining a net-zero future. We plan to announce specific net-zero timelines by the end of 2022.

Our ESG strategy

Our ESG strategy continues to evolve as we shape and refine it through materiality mapping to address the needs of our key stakeholders and focus on the issues and priorities that matter most.

We are boldly integrating sustainability into everything we do, ensuring our strategic priorities are focused on advancing a more sustainable world through our customer impact and by operating sustainably through responsible business practices. We recognize our unique role in advancing innovation to drive ESG and have mapped our products and services to the UN Sustainable Development Goals, directly impacting all 17.

Our global impact on SDGs

We are encouraged and proud of the progress we have made to map our products and solutions against SDGs and are inspired to make these part our culture, aligning our mission and strategy to continue grow our global impact on SDGs worldwide.

All SDGs

46% of Clarivate revenue is aligned with SDGs

Good Health & Well-being

70+ health technology assessments supported (2019-21) expediting the approval of life-changing drugs

Partnership for Goals

51% of companies ranked in Dow Jones Sustainability Index work in partnership with us

Multiple SDGs¹

2.5M+ inventions in the Derwent World Patent Index relate to green energy technologies²

Good Health & Well-being

80M+ patients supported through chronic diseases by improving understanding of their medicines

Quality Education

26K+ public and academic libraries rely on our solutions

Quality Education

130M+ students use our solutions to enhance their learning and research experience

All SDGs

22K+ non-profit and for-good domain names protected by MarkMonitor™ Domains for Good program

All SDGs

2.4M+ citations in the Web of Science™ are related to SDG research areas

Industry, Innovation & Infrastructure

48/50 of the top R&D companies work with us to accelerate innovation

"One of our most valuable milestones when it comes to driving responsible business practices at Clarivate is our framework for quantifying our contribution towards the 17 United Nations Sustainable Development Goals. This highlights our product portfolio’s contribution to SDGs, helps us focus on where we can drive maximum impact now and enables us to further accelerate our contributions by embedding sustainability into our culture and long-term business strategy."

Tiffani Shaw, Chief of Staff

¹ SDGs 2, 6, 7, 9, 11-15, ² As defined by DWPI (Derwent World Patent Index) family

Mapping our solutions to UN Sustainable Development Goals

46%

of Clarivate revenue is aligned with UN Sustainable Development Goals

51%

of companies ranked in the Dow Jones Sustainability World Index work in partnership with us

Our impact spans all 17 UN Sustainable Development Goals (SDGs)³

Our team mapped the breadth and depth of coverage within Clarivate solutions against all the SDGs to identify where we have an impact. We then ranked our impact across each of the 17 SDGs, determining those that are most important based on our current SDG alignment as well as our potential to increase SDG alignment. We used the chart below to prioritize four SDGs for maximum impact.



SDG Score (4) Significant activity towards meeting the UN goal and target
SDG Score (3) Moderate activity towards meeting the UN goal and target
SDG Score (2) Specialized activity towards meeting the UN goal and target
SDG Score (1) Marginal activity towards meeting the UN goal and target

³There is currently no industry standard methodology for reporting individual sustainable development goals and reporting frameworks may vary. Clarivate has scored its performance against the United Nations Sustainable Development Goals based solely on data available at this time and the output and scoring can change materially in the future. Clarivate undertakes no obligation to update or revise these statements, except as otherwise required by applicable law.

Our focus on the four SDGs where we can make the strongest impact

By mapping our solutions to the 17 UN Sustainable Development Goals, we gained a clear view of our current state, identified 4 key focus areas where we can make the biggest impact and uncovered opportunities where we can continue to embed sustainability into our business strategy to broaden our impact worldwide.



Ensure healthy lives and promote wellbeing for all at all ages

Enabling organizations to understand groundbreaking scientific research alongside expediting the development and launch of life changing drugs and treatments

80M+
patients supported through chronic diseases by improving understanding of their medicines

70+
health technology assessments supported (2019-21) expediting the approval of life changing drugs



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Our content, analytics and workflow tools support students, academic institutions and public libraries educate the next generation of pioneers and enhance

130M+
students use our solutions to enhance their learning and research experience

26K+
public and academic libraries rely on our solutions



Build resilient infrastructure, promote sustainable industrialization and foster innovation

Our data and insights support customers along the innovation lifecycle and bring innovations to market faster. Our data empowers policy makers to understand global technology landscape and inform sustainability policies

48/50
of the top R&D companies work with us to accelerate innovation



Ensure sustainable consumption and production patterns

Clarivate helps customers develop sustainable innovations and establish, protect and promote sustainability-focused brands to help consumers make sustainable consumption choices

2.5M+
inventions in the Derwent World Patent Index™ relate to green energy technologies

Our positive impacts

Four SDGs where we are making the biggest impact



Combating COVID-19 with human ingenuity

[Learn how a global team of Clarivate experts partnered with pharmaceutical companies to fight COVID-19 by making life-saving vaccines available in record time.](#)

Achieving patient centricity at scale

[Learn how we help life sciences and healthcare companies better understand the healthcare experience, drive patient centric strategies at scale and advance human health.](#)

Innovation in Alzheimer's disease research

[Listen to our podcast to learn how innovation in the search for Alzheimer's treatments is evolving.](#)



Clarivate helps overcome distance learning challenges

[See how we enable libraries and educators to help students overcome the challenges of distance learning environments.](#)

The value of research diversity

[Read our report from the Institute for Scientific Information \(ISI\)™ at Clarivate identifying the benefits of research diversity.](#)

The changing research landscape in emerging regions

[Read how Web of Science data demonstrates the untapped potential of the research base in the Middle East, North Africa and Turkey \(MENAT\).](#)

[Learn how Clarivate analysts assess Latin American research profiles and highlight the potential benefit of a regional collaborative research organization to enable research growth, training and capacity.](#)



Transforming the water sector for a more sustainable future

[Learn how by partnering with Clarivate, the Future Water Association \(FWA\) in the U.K. set out to drive transformational change through data-driven recommendations.](#)

Unlocking hidden opportunities, looking to the future

[Read a new Clarivate report, where we unify data, tools and services to help customers in the electric vehicle \(EV\) industry maximize their IP potential across the entire innovation lifecycle.](#)

Ideas to Innovation podcasts

[Listen to our "Ideas to Innovation" on-demand podcasts, where we speak with Clarivate customers about how they are solving some of the world's most complex problems.](#)



Top 100 Best Protected Global Brands from Clarivate

[See how our team at Clarivate analyzed data from 80 million active trademark registrations to uncover the Top 100 Best Protected Global Brands.](#)

Re-calibrating brand strategies for a changing world

[Read the report from Clarivate which provides luxury brands with valuable, new insights through the lens of integrated IP, strengthening their brand building with the science of IP intelligence.](#)

Lagging Bioplastics Innovations Report

[Read our Clarivate report to learn how bioplastics innovations are lagging behind public sentiment for sustainable plastics alternatives.](#)

"At Clarivate we are committed to integrating our portfolio of data, software and insights to help our customers deliver better, more impactful solutions that advance global sustainability and improve the quality of people's lives."

Gordon Samson, Chief Product Officer

Materiality and our commitment to stakeholder engagement

When it comes to driving long-term sustainability, we know that early stakeholder engagement provides opportunities to further align our actions with the key Environmental, Social and Governance needs and expectations across our company.

In short, we’re improving our chances of success. To do this, we leveraged our Enterprise Risk Management (ERM) program to engage stakeholders in our Sustainability dialogue and identify wider issues to consider, improving clarity, decision-making and accountability. Below are some highlights of our process.

- To assess the importance to our business, we reviewed and synthesized 12 material issues and mapped them to our three sustainability pillars based on our assessment results, making sure to consider any top risks we identified.
- To assess the importance to our stakeholders, we engaged four stakeholder groups to help us establish our material ESG issues

based on importance. We analyzed investor ESG ratings (S&P CSA, Bloomberg ESG, MSCI, Sustainalytics, ISS ESG), customer ESG survey (EcoVadis), regulatory frameworks (TCFD, EU Taxonomy, SASB) and colleague feedback to identify the level of importance for our 12 topics.

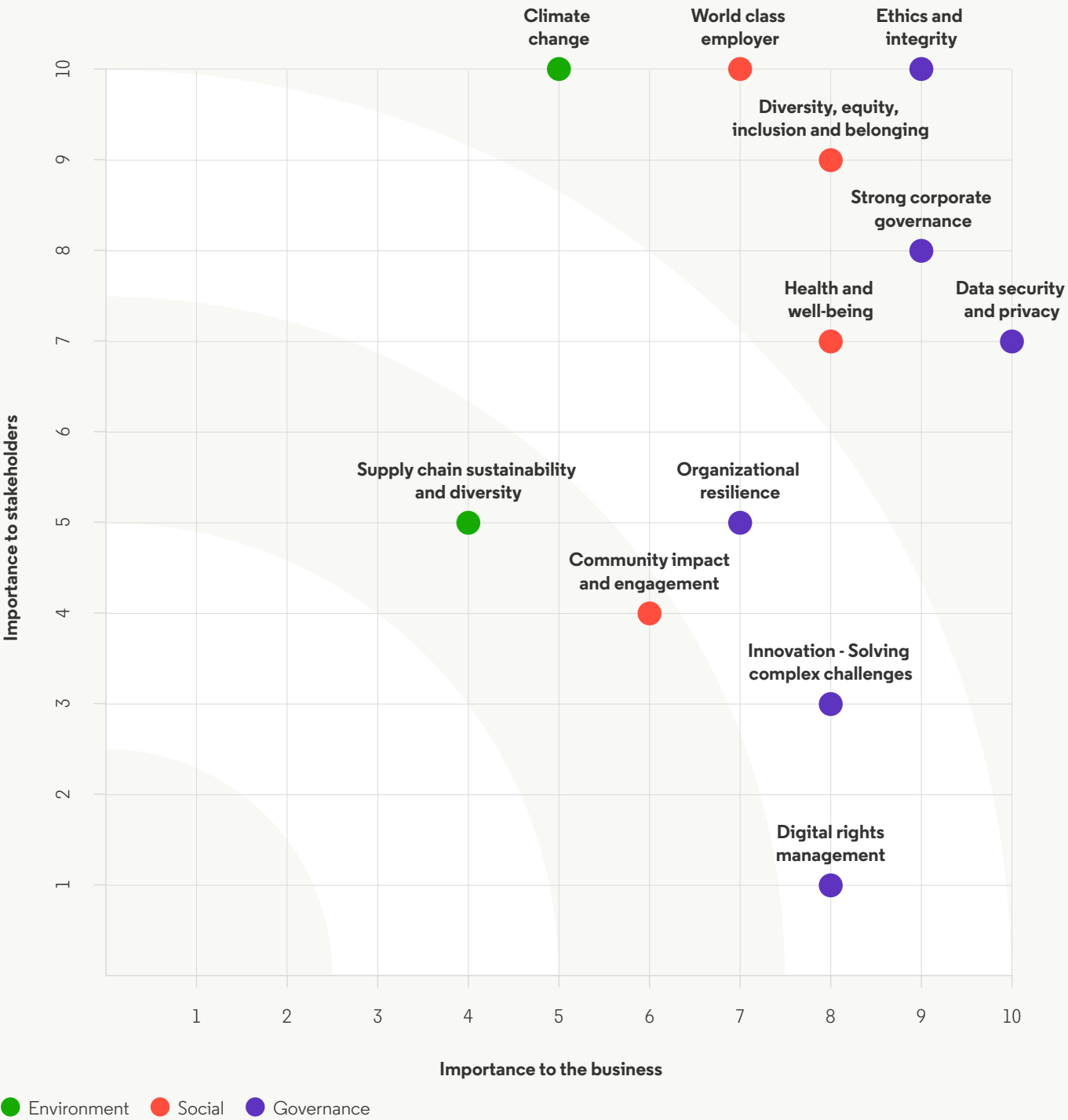
- Finally, we added the values from the first two exercises to our materiality map and came up with the most relevant, impactful topics for our business. Please see the map to the right for more details.

We strive to be a leader in all material priorities by continuously improving our results and corresponding ratings and expanding our performance disclosure on ESG targets as we advance our strategy and plan. In addition, we have identified new targets and will add them to our external disclosures for full accountability and transparency moving forward.

"With the increasing global focus on sustainability, we are actively engaging with our shareholders to identify key topics we should address as part of our long-term ESG strategy. We are determined to be a leading sustainable company, which will help to attract new shareholders aligned with our ESG goals."

Mark Donohue, Vice President, Investor Relations

Materiality Mapping of key priorities



Note: This chart is interactive, click on an SDG to navigate to its associated section

2021 milestones and 2022 goals

By advancing our sustainability mission across our entire company and beyond, we made significant progress with our Environmental, Social and Governance programs in 2021.

As we engage more deeply with our stakeholders, lean into our values and adopt an aggressive roadmap for our journey forward to sustainability leadership, our 2022 goals are possible because of the solid foundation we are building based on our commitments to our people, communities and the environment.



Environment

Become carbon neutral by 2024, towards a net-zero future

3

GOOD HEALTH AND WELL-BEING

Climate change

2021 milestones

Published environmental metrics for 100% of our 43 workplaces and air travel emissions excluding ProQuest and 3rd party locations

2022 goals

Publish environmental metrics for 100% of our workplaces and air travel emissions including ProQuest, excluding 3rd party locations

3

GOOD HEALTH AND WELL-BEING

Climate change

2021 milestones

Signed up with Task Force on Climate Related Disclosure (TCFD) as supporter

2022 goals

Align with Task Force on Climate Related Disclosure (TCFD) requirements

3

GOOD HEALTH AND WELL-BEING

Climate change

2021 milestones

Informed Science-Based Target initiative (SBTi) of our intention to set a 1.5C Science based target

2022 goals

Commit to setting a Science Based Target (SBT)

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Supply chain sustainability and diversity

2021 milestones

Evaluated ESG performance of over 100 suppliers, representing nearly 38% of supplier spend

2022 goals

Increase ESG evaluation of total supplier spend from 27%⁴ to 30% with a stretch goal of 33%

⁴2022 goals reflect 2021 acquisition spend

Social

Increase engagement score from 75% to 77% by the end of 2022

<div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div> <div>Diversity, equity, inclusion and belonging</div>	<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div> <div>World-class employer</div>
<div><div>2021 milestones</div><div>Participated for the first time in the Human Rights Campaign Corporate Equality Index (CEI) and scored 75/100 points</div><div>2022 goals</div><div>Increase Human Rights Campaign Corporate Equality Index (CEI) score to 85/100 points</div></div>	<div><div>2021 milestones</div><div>Organized the Leadership Contract program for experienced managers</div><div>2022 goals:</div><div>Enhance programs to grow our learning culture and reward high-performing talent</div></div>
<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div> <div>Health and well-being</div>	<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div> <div>Community impact and engagement</div>
<div><div>2021 milestones</div><div>Launched "Be Well" worldwide – a comprehensive online well-being platform</div><div>2022 goals</div><div>Introduce a worldwide trained mental health crisis response team</div></div>	<div><div>2021 milestones</div><div>Shared over 14,000 hours of time volunteering and helping in communities around the world and advancing the SDGs</div><div>2022 goals</div><div>Clarivate colleagues to share 17,000 hours volunteering</div></div>

Governance

Align executive pay to performance against ESG goals by the beginning of 2024

<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div></div></div> <div>Ethics and integrity</div>	<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div></div></div> <div>Strong corporate governance</div>
<div><div>2021 milestones</div><div>Became signatory of the United Nations Global Compact</div><div>2022 goals</div><div>Increase transparency of progress toward ESG goals at all levels of the business by committing to set Science Based Target (SBT) and supporting Task Force on Climate-Related Financial Disclosures (TCFD)</div></div>	<div><div>2021 milestones</div><div>Elevated accountability of Sustainability, now part of the Board Nominating, Governance, and Sustainability Committee</div><div>2022 goals</div><div>The Nominating, Governance and Sustainability Committee will assess board composition, identify board skills needed and determine board training required to address ESG issues</div></div>
<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div></div></div> <div>Strong corporate governance</div>	<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div> <div>Data security and privacy</div>
<div><div>2021 milestones</div><div>Published the Board diversity statement and updated the modern slavery statement</div><div>2022 goals</div><div>Increase the percentage of female Board Directors from 27% to 30%</div></div>	<div><div>2021 milestones</div><div>Achieved ISO 27001 in recognition of the critical importance of information security, in addition to maintaining a robust privacy center</div><div>2022 goals</div><div>Normalize Security tooling across acquired environments</div></div>

Customers

Our commitment to surpass customer expectations

At Clarivate, we believe that the best results come from strong, authentic partnerships between our colleagues and customers. Our commitments to Customer Delight include aiming to surpass expectations, anticipate needs and continuously ask for feedback to build a long-term, positive experience.

Delighting our customers with passion and purpose

In 2021, more than 30,000 customers shared their feedback specific to five critical questions in our global Customer Delight survey.

We asked our customers five critical questions specific to:

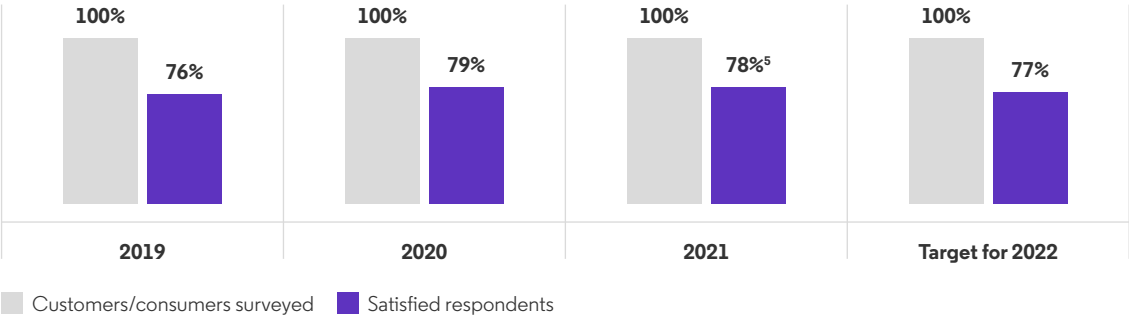
- Information and insights
- Quality of solutions
- Ease of doing business
- Value of solutions
- Positive interactions

Despite a multitude of challenges impacting customer satisfaction scores across many industries last year, Clarivate improved customer

satisfaction three points overall. We don't take this improvement for granted because we know it takes focus, hard work and continuous progress to delight our customers. 'Make it easy' became our mantra and top priority of our Customer Care team which resulted in consistent improvements across all solutions and geographic regions. We still have more work to do and will continue to focus on the following areas to improve Customer Delight year over year:

- Make our solutions more user-friendly
- Deliver our content to our customers faster
- Improve our responsiveness across all key customer touchpoints

Customer Delight survey satisfied respondents



2021 milestones

30,000+ customers responded to our Customer Delight survey in 2021

107 restricted stock units (RSUs) awarded to all eligible colleagues for hitting the 2021 stretch goal

100% of colleagues completed our Customer Delight Certification

2022 goals

All colleagues have a Customer Delight performance goal

Establish a new Customer Delight baseline score by adding in all 2021 acquisitions

Increase from 75⁴ to 77 measured in bi-annual Customer Delight survey

⁵ We are using 75 as our new "baseline" score for 2021 after adding in customers from our ProQuest acquisition.

Accessibility to our digital brand

Promoting a more accessible, inclusive user experience

The diverse needs of our colleagues and customers are the center of our digital communications strategy to reduce barriers to equality and create inclusive, engaging interactions aligned with our values.

Key focus areas

- **Customer Delight** – Our accessibility principles are closely related to general usability, and both aim to define and deliver simpler, more intuitive user experience of our brand.

Diversity, Equity, Inclusion and Belonging – Considering users with disabilities is an essential aspect of diversity and inclusion planning. The non-discrimination or accessibility laws of many countries specifically refer to enabling web accessibility.
- **Sustainability** – The internet is responsible for roughly one billion tonnes of greenhouse gases a year. However, developing elegant digital first solutions, we can provide inclusive access to information and reduce our digital carbon footprint.

The four pillars of accessibility compliance according to Web Content Accessibility Guidelines (WCAG)

- **Perceivable** – Website information and the user interface must be available to view and understand by all users, regardless of disability.
- **Operable** – Users should be able to interact with web content using a variety of adaptive devices, including keyboard, mouse, screen readers, etc.
- **Understandable** – Interaction and content should be easy to understand for as many people as possible.
- **Robust** – Web content should work well across browsers and platforms, including assistive technologies.

	Color blindness	Visual impairment	Cognitive and neurological	Auditory impairment	Motor impairment
Color	✓	✓	✓		
Layout		✓	✓		✓
Text		✓	✓		
Icons		✓	✓		
Imagery	✓		✓		
Data visualization	✓	✓	✓		
Production		✓	✓	✓	✓

"Considering accessibility allows us to pursue truly people-centric design, contributing to customer delight across our brand touchpoints"

Stuart Simpson, Design Director

2021 milestones

WAVE accessibility rank for Clarivate.com increased from the 53rd percentile (WebAIM Million) to 66th percentile

2022 goals

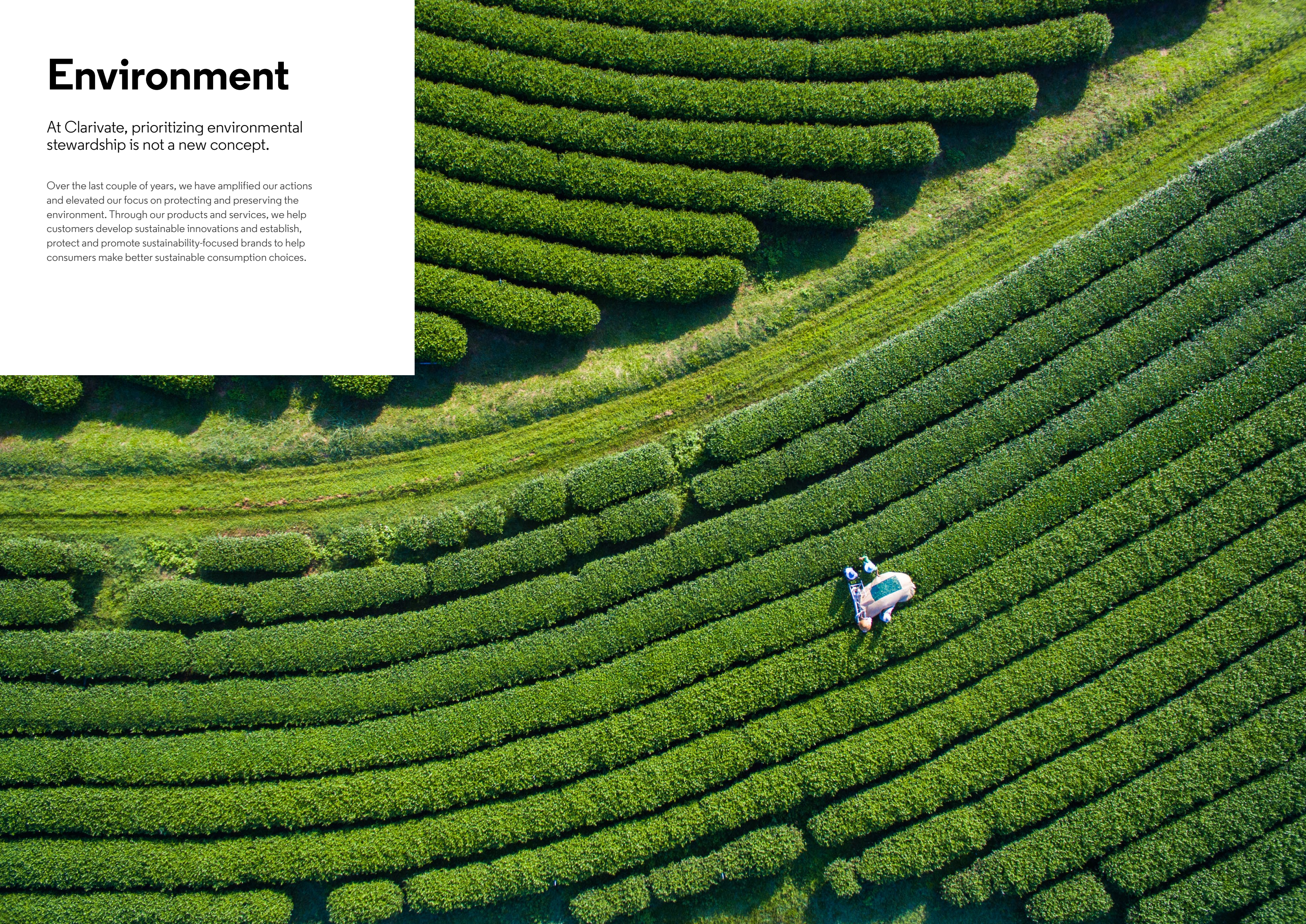
Continue our progress towards achieving "AA" compliance with our website

Expand accessibility testing and assess solutions to improve pdf resources

Environment

At Clarivate, prioritizing environmental stewardship is not a new concept.

Over the last couple of years, we have amplified our actions and elevated our focus on protecting and preserving the environment. Through our products and services, we help customers develop sustainable innovations and establish, protect and promote sustainability-focused brands to help consumers make better sustainable consumption choices.



Our commitment to carbon neutrality by 2024 towards a net-zero future

Climate change requires resolute and accelerated action. At Clarivate, we are committed to doing our part to create a better world today, and for future generations. Being carbon neutral means staying focused as a company to identify and deliver bold solutions as the world comes together to address climate change. We know that’s not enough. We have committed to setting a science-based-target and to achieving a net-zero future. We support these ambitious goals by being members of the Business Ambition for 1.5 campaign –an urgent call to action from a global coalition of UN agencies, business and industry leaders, in partnership with Race to Zero.

Our approach

Our approach to attaining carbon neutrality by 2024 is fundamental to being a responsible, sustainable company. We aim to operate eco-efficiently across everywhere we work, from our mailroom to our boardroom, our home offices, supply chain and beyond. Our carbon neutral journey began with obtaining accurate data, reliable measurement and a solid understanding of our current emissions output. We are partnering with [JLL](#) to build a comprehensive climate transition plan that includes setting an ambitious Science-Based Target.

While reducing our overall energy use, we are also increasing our use of renewables and identifying workplaces with sustainability and environmental certifications wherever possible. In addition, we are planning to purchase renewable energy credits and offsets wherever appropriate and have publicly declared support for the Task Force on Climate-Related Financial Disclosures (TCFD) and its recommendations.



"From my perspective, sustainability is cause and effect, where one thing leads to another, and everything is interconnected. Reducing our carbon footprint across our global real estate portfolio will reduce our consumption at the source, enabling us to achieve a more sustainable, long-term result versus implementing solutions after the fact."

Jason Nichols, Vice President, Real Estate and Facilities

2021 milestones

Published environmental metrics for **100%** of our **43** workplaces and air travel excluding ProQuest and 3rd party locations

Carbon reporting is based on the AA1000 Assurance Standard (AA1000AS v3) and the AA1000 Accountability Principles

Developed comprehensive plan and drove positive momentum to meet our goal to be carbon neutral by 2024

Launched global environment and climate change focused Colleague Resource Group, Element

2022 goals

Publish environmental metrics for **100%** of our workplaces and air travel emissions including ProQuest, excluding 3rd party locations

Align with Task Force on Climate Related Disclosure (TCFD) requirements

Commit to setting a Science Based Target (SBT)

Participate in 6-month UN Global Compact Climate Ambition Accelerator

2021 Sustainability performance

Absolute performance

Intensity ratio (absolute/\$m revenue, net)

	2020	variance	2021	2020	variance	2021
Scope 1: Direct greenhouse gas emissions (tCO2e)	89	10%	99	0.07	-26%	0.05
Scope 2: Indirect greenhouse gas emissions - location (tCO2e)	4,160	-25%	3,104	3.32	-50%	1.65
Scope 3: Electricity (tCO2e)	1,121	-22%	873	0.89	-48%	0.47
Scope 3: Other Fuels (tCO2e)	55	0%	55	0.04	-33%	0.03
Total energy (tCO2e)	5,424	-24%	4,131	4.33	-49%	2.20
Total water (m3)	53,924	-21%	42,551	43.00	-47%	22.67

Guiding environmental sustainability with data driven insights

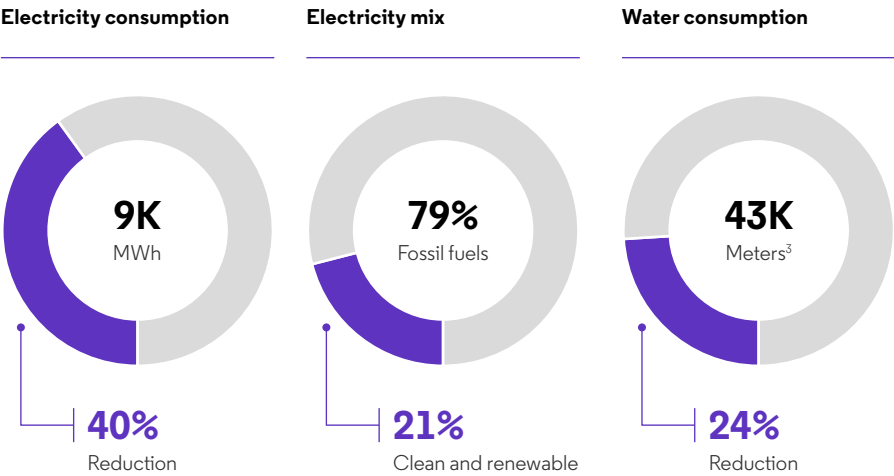
At Clarivate, one of our guiding principles is, "facts are our friends." We believe data are the foundation for truth and transparency and are using it to understand why strong environmental stewardship is essential and where we can make the greatest impact now and in the future. Through our materiality mapping, we ensure stakeholder alignment in becoming carbon neutral and operating eco-efficiently in all we do.

Our approach

As part of our commitment to carbon neutrality by 2024, Clarivate is working with JLL, a leading global real estate services company, to establish a baseline for our carbon footprint and to implement a comprehensive carbon transition plan towards a net-zero future. Since we maintain a fully leased real estate portfolio, with energy primarily procured through our various landlords around the world, our current carbon emissions are predominantly categorized as Scope 3, meaning indirect emissions that occur in our value chain. We are continuing to track and report consumption by fuel source wherever data is available.

Of the 43 workplaces cited in the report, covering 1,012,242 square feet, we have received specific data (directly metered or sub-metered) for 61% of the square footage. For an additional 28% of the square footage, a landlord calculates our usage based on the space we occupy because they do not have submetering capability. This leaves 11% of space unaccounted for, so we have instead used benchmarks for these areas. In these instances, we used location-based carbon emissions from either country-specific sources (e.g. U.K. Greenhouse Gas Protocol) or the factors given by the International Energy Agency (IEA).

Important to note, we’re using the 2019 calendar year to develop our realistic carbon footprint baseline since 2020 operations were severely disrupted by the global pandemic. In 2021, we made great improvement and have expanded our overall visibility and data collection. The data is key to truly understanding our impacts and to further implement effective reduction and mitigation efforts.



Resource: [2021 JLL Methodology Statement](#)

Our growing list of sustainability certifications

We know sustainability credentials such as green building and sustainability certifications matter. As a company that leases our workplaces around the world, we choose to work with organizations who are also committed to sustainability, as evidenced through their actions, such as the use of renewables, eco-efficient business practices, and seeking third-party certification such as LEED, Energy Star and NABERS.

12 out of our 43 worksites have green building certifications



25%

of the workplace square footage is under green building certifications

Region	Worksites	Sustainability certifications	Square footage	Renewable energy (%)
Americas	Chandler	LEED Gold	29,994	0%
Americas	Philadelphia	LEED Silver	78,778	0%
Americas	Toronto	LEED Gold	16,783	0%
Americas	Milwaukee	Energy Star	24,012	0%
Americas	Parsippany	LEED Gold	11,692	0%
Americas	Alexandria	Energy Star	11,574	0%
Americas	Boston	Energy Star	35,593	0%
APAC	Beijing	LEED Platinum	13,551	0%
APAC	Shanghai	LEED Platinum	3,534	0%
APAC	Sydney	5 Star Nabers	8,340	100%
EMEA	Munich	LEED Gold	12,998	100%
EMEA	Stockholm	LEED Gold	6,620	100%

APAC = Asia-Pacific
EMEA = Europe, Middle East and Africa

Resource: [2021 JLL Methodology Statement](#)

Advancing our ethical, sustainable supply chain

When it comes to sustainability, we know we cannot go it alone. To impact global change, we are making a conscious choice to engage with suppliers who align with our sustainability goals – whose solutions and services are produced in a way that treat people and the environment ethically and responsibly.

Our approach

With the help of EcoVadis, a supply chain sustainability ratings platform, we are evaluating our suppliers for their sustainability policies, ratings, implementation measures and more. Our goal is to have better insights into all aspects of supplier responsibility and diversity. We are using data to make more responsible, impactful decisions about who we partner with and to build a resilient and sustainable supply chain.

"Sustainability is not possible without embedding it throughout our entire global supply chain. Where we purchase, what we purchase, how we purchase and from whom we purchase all matter in advancing a better world for tomorrow."

Peter Frein, Vice President, Procurement

2021 milestones⁶

200

of the top suppliers by spend invited to participate in the EcoVadis platform to be benchmarked for ESG performance

Created and published Clarivate internal sustainable procurement guidelines

Published Clarivate Anti-bribery and anti-corruption policy, Supply chain code of conduct, and the first Sustainable Procurement Report

2022 goals

20%

Increase in number of suppliers evaluated on the ESG platform

Increase ESG evaluation of total supplier spend from **27%** to **30%** (an additional **\$14M**) with a stretch goal of 33% (another **\$14M**)

Metrics to help us better understand and advance supplier diversity

- Track number and percent of suppliers against our spend, completing a comprehensive sustainability assessment, using EcoVadis analysis of 78 management indicators, across 21 sustainability criteria
- Understand the performance of suppliers in all aspects of Environmental, Social and Governance criteria
- Ongoing review of Clarivate suppliers to positively impact and drive a more sustainable supply chain

38%

of supplier spend has gone through ESG assessment (2021 target was 35%)⁶

All suppliers are required to agree to our Supply Chain Code of Conduct which is included in Clarivate standard agreements and our PO Terms and Conditions.

2021 target was 100%.

Resources: [Supply Chain Code of Conduct](#), [Anti-Bribery and Anti-Corruption Policy](#)

⁶ 2021 Milestones are based on 2020 spend from NetSuite

Our commitment to sourcing sustainable merchandise

Our approach

As we advance towards achieving our sustainability milestones, we’re looking across our entire supply chain for ways to integrate sustainability principles. One area where we’re focusing these efforts targets the promotional merchandise we source and whom we source from. We strive to ensure that everything that carries our brand is selected and sourced in accordance with one or more of the following eight guiding sustainability principles.



Recycled: Using recycled materials with post-consumer recycled content greater than 10%



FSC certified: Ensuring Forest Stewardship Council (FSC) certification (paper products only)



Locally sourced: Purchasing closest to delivery location to minimize carbon footprint



Renewable: Consisting of rapidly renewable materials⁷ of greater than 50%



Non-hazardous: Does not contain known hazardous materials such as Bisphenol A (BPA)



Waste reducing: Choosing items that have an identifiable waste reducing impact such as being made from biodegradable or compostable materials that can be recycled



Durable and reusable: Selecting durable versus one-time use disposable products such as reusable cups, mugs and water bottles



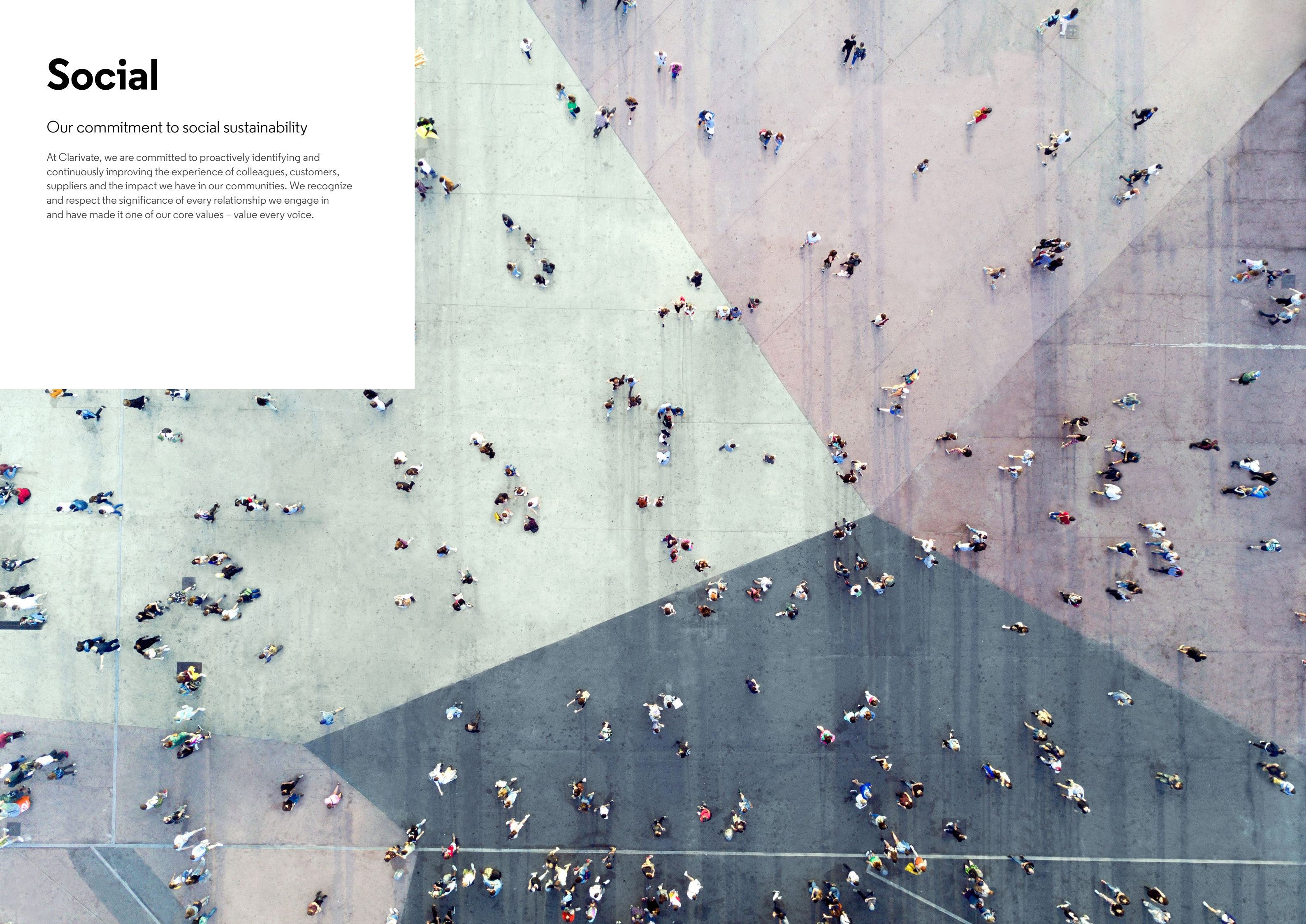
Sustainable suppliers: Using suppliers that are recognized sustainability leaders, through their policies and/or certifications.

⁷ Rapidly renewable materials are natural, non-petroleum-based materials that have harvest cycles under 10 years.

Social

Our commitment to social sustainability

At Clarivate, we are committed to proactively identifying and continuously improving the experience of colleagues, customers, suppliers and the impact we have in our communities. We recognize and respect the significance of every relationship we engage in and have made it one of our core values – value every voice.



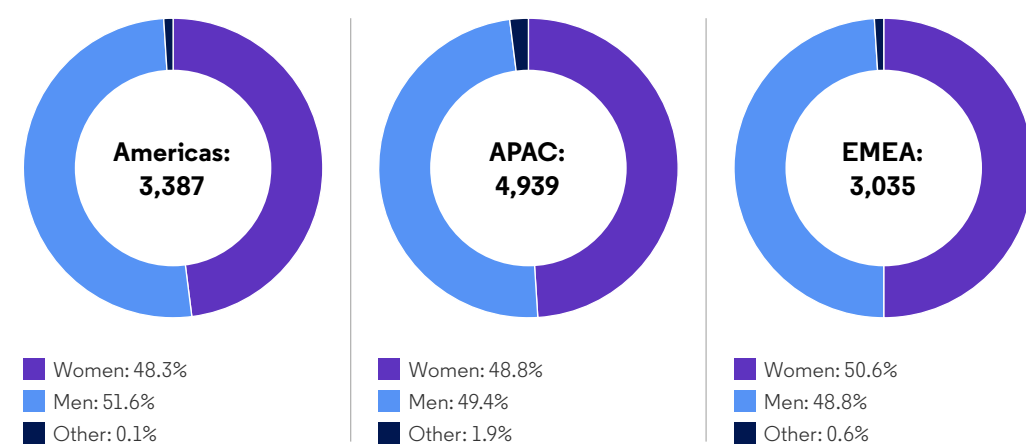
Prioritizing people and our social responsibility

Our approach

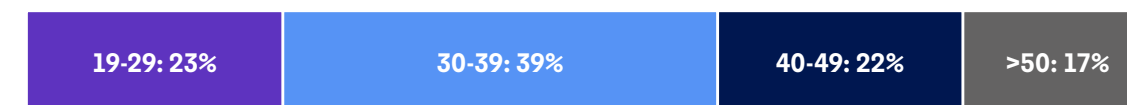
At Clarivate, our people are our greatest competitive advantage. We are proud to be a tapestry of diverse backgrounds, cultures and experiences focused on delivering peerless progress, trust and [Customer Delight](#).

We have made creating a connected, rewarding colleague experience a top priority, where every colleague can find purpose in their work and enjoy a true sense of belonging. To achieve our goal of being recognized as one of the best companies in the world to work for, means we must continuously invest time and resources into developing and implementing world class programs to attract, retain and engage a talented and diverse workforce. Our success is only possible through the great work, commitment and creativity of our people.

Total number of colleagues

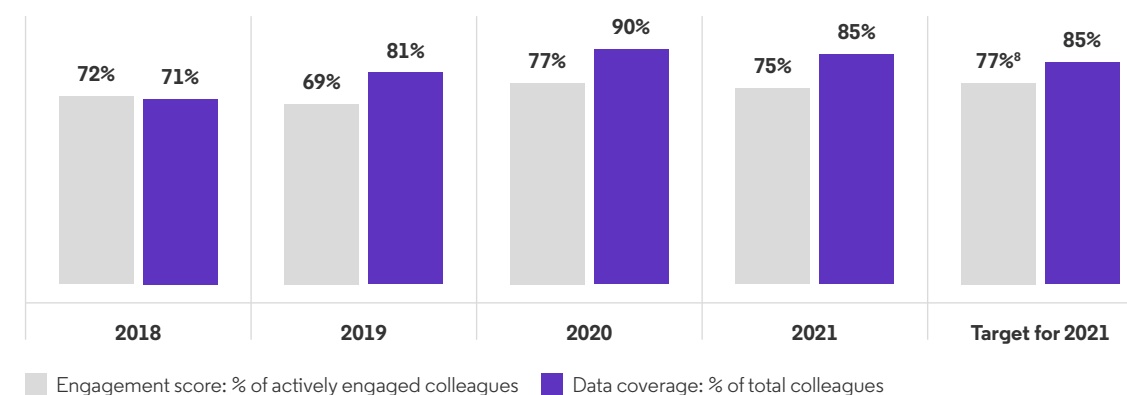


Percentage of colleagues by age group



Our 2022 goal is to foster a fair and equitable workplace, balanced with gender and cultural diversity and offering a sense of belonging to all colleagues. We aim to increase our colleague engagement score from 75% in 2021 to 77% in 2022.

Colleague engagement



"Our strategic commitment to addressing diversity and inclusion and building a culture focused on social responsibility continues to be a high priority in order to drive real, lasting change. Our goal is to enable our colleagues around the world to thrive with opportunities to learn, engage and grow – all positively impacting our overall success in the long-term."

Julie Wilson, Chief People Officer and Executive Sponsor of Spectrum Colleague Resource Group

Human rights – a shared imperative for sustainable development

Our approach

One of our core company values at Clarivate is ‘value every voice.’ As we work together to bring this concept to life, we believe in treating everyone the same, no matter the person’s background, culture or situation in life. We strive to treat everyone with dignity and respect, and we’re committed to doing what’s right to lift people and communities up wherever we can. We take a stand against modern slavery and human trafficking across our business and hold our partners and our supply chain accountable to do the same. Our goal is to provide a work environment that is safe, diverse and inspiring, while striving for equality for all colleagues, wherever they live.

By adhering to the 10 principles of the UN Global Compact and the United Kingdom Modern Slavery Act, we promise to conduct business in a manner that respects the rights and dignity of all people. We strongly support the principles contained in the United Nations Universal Declaration of Human Rights.

We require our suppliers to treat their employees fairly and in accordance with applicable laws and regulations regarding labor, employment and the following principles:

- Freely chosen employment
- Respect for freedom of association and the right to collective bargaining
- Safe, healthy and hygienic working conditions
- No child labor
- Fair and equitable wages and benefits
- No excessive working hours
- No discrimination is practiced
- No harsh or inhumane treatment
- Promotion of supplier diversity

2021 milestones

Became signatory of UN Global Compact

6.6%

of colleagues are represented by Collective bargaining agreements⁹

2022 goals

Initiate an assessment of potential human rights issues across our business activities

Complete manager training on prevention of discrimination and harassment

Submit first UNGC Communication on Progress

"We are values-driven and purpose-led demonstrating respect for one another and embracing what we each contribute to the whole. Our people are the most important, sustainable advantage we have."

Stephanie Roberts, Vice President, Employment Practices

⁹ All colleagues in Spain, France, Brazil, Italy, Singapore, Belgium, Germany are covered under Collective bargaining agreements

Resources: [Modern Slavery Statement](#) | [Code of Conduct](#) | [Supplier Chain Code of Conduct](#)

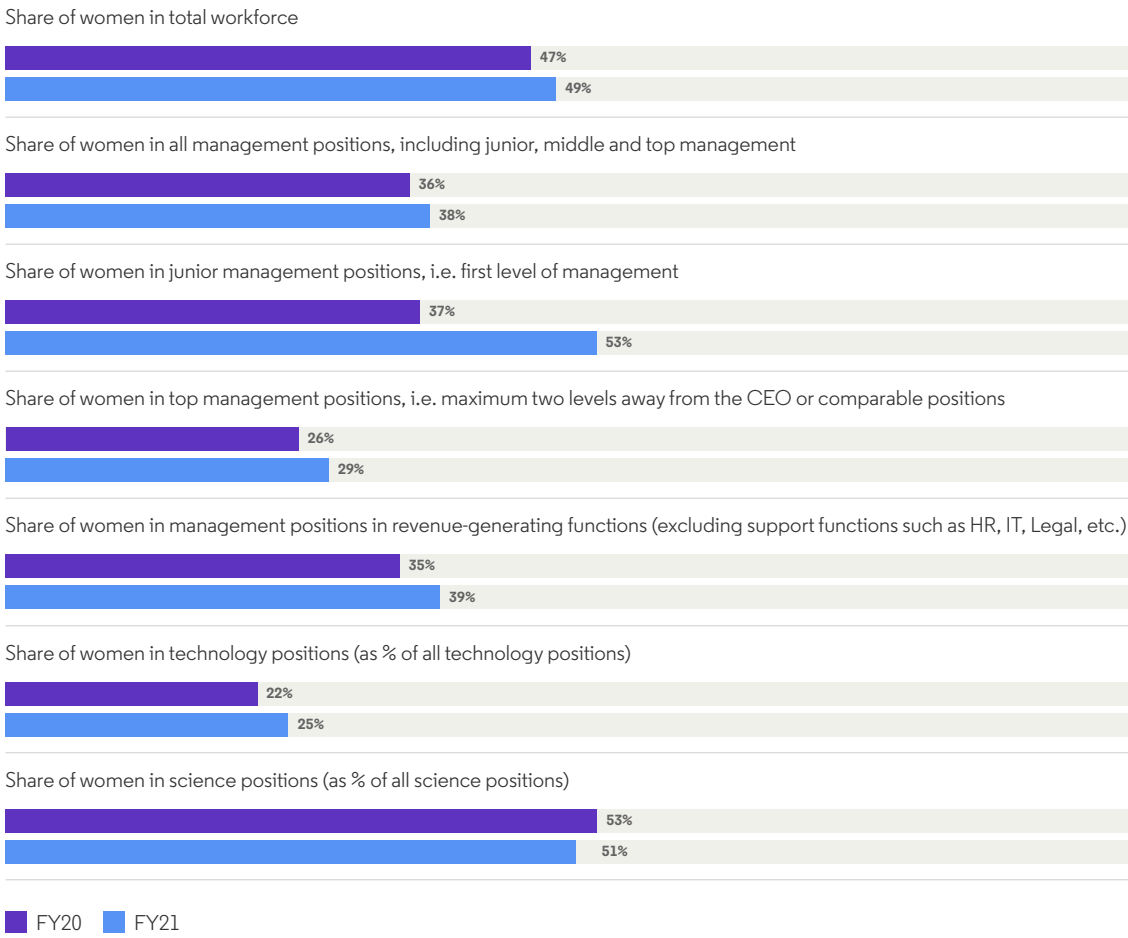


Diversity, equity, inclusion and belonging

Our commitment to diversity, equity, inclusion and belonging

We believe that companies that practice and embrace diversity, equity, inclusion and belonging as a cultural shift outperform those that hang onto the status quo. The benefits – from higher productivity, better colleague retention and a boost in morale to increased innovation and creativity from a variety of perspectives – are significant and have become embedded in our business strategy. Our commitment to diversity, equity, inclusion and belonging is about impacting real, lasting change – so we can look back and feel proud of the actions we’re taking together, at this moment.

Workforce breakdown: Gender



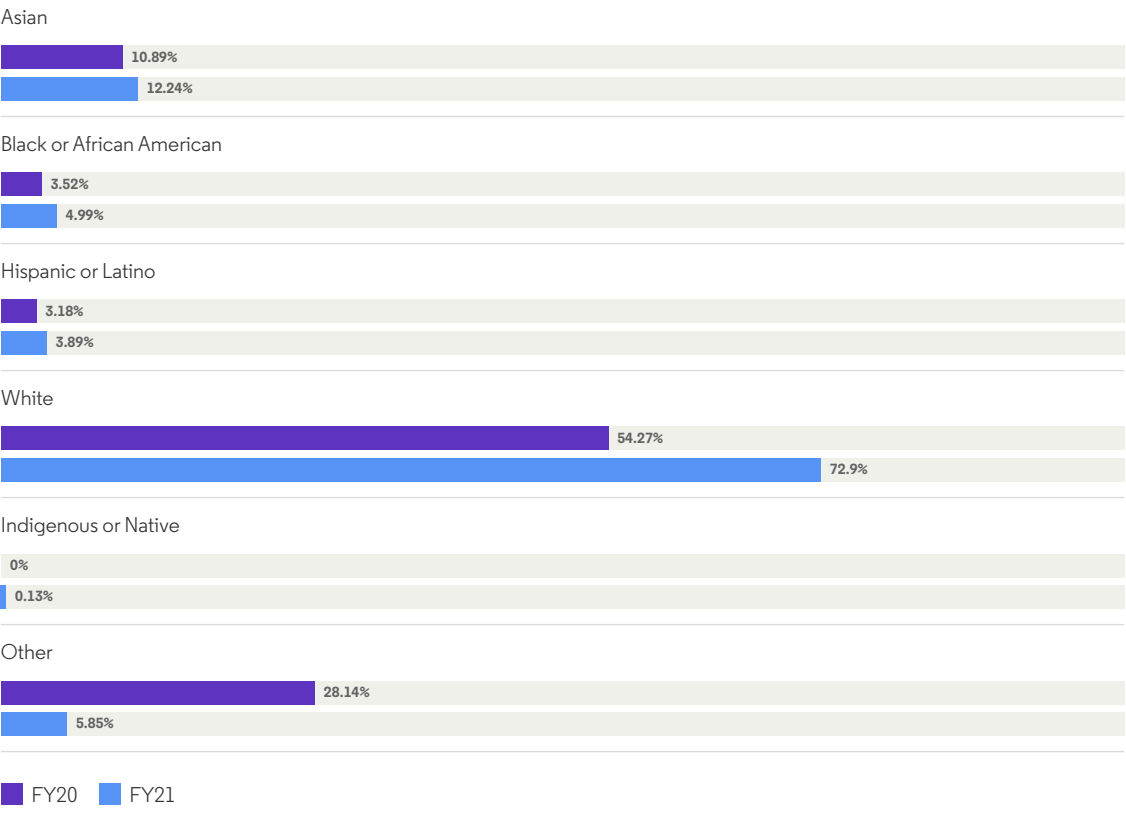
Our approach

Treating one another with fairness, dignity and respect sounds like a simple concept. Yet we know it takes prioritizing and focusing on the issues and challenges around diversity, equity, inclusion and belonging to impact real cultural change. We believe that our colleagues are our most important competitive advantage and see people coming together from different cultures and backgrounds, with different life experiences,

as key to sparking new ideas and accelerating our progress. We know that colleagues who feel engaged and included will be the most proactive and productive.

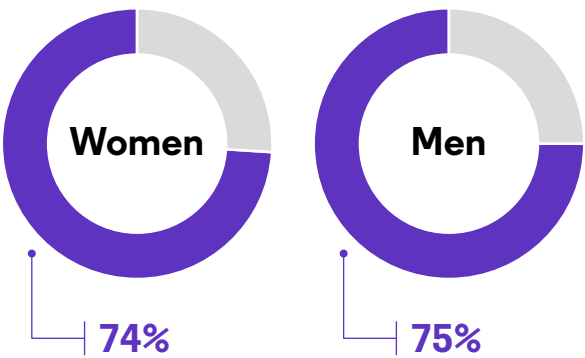
Our goal is to weave these principles into the fabric of our culture to become a recognized global employer of choice. Throughout our organization, we are accelerating progress and action in support of a more diverse and inclusive workforce.

Workforce breakdown: Race/Ethnicity

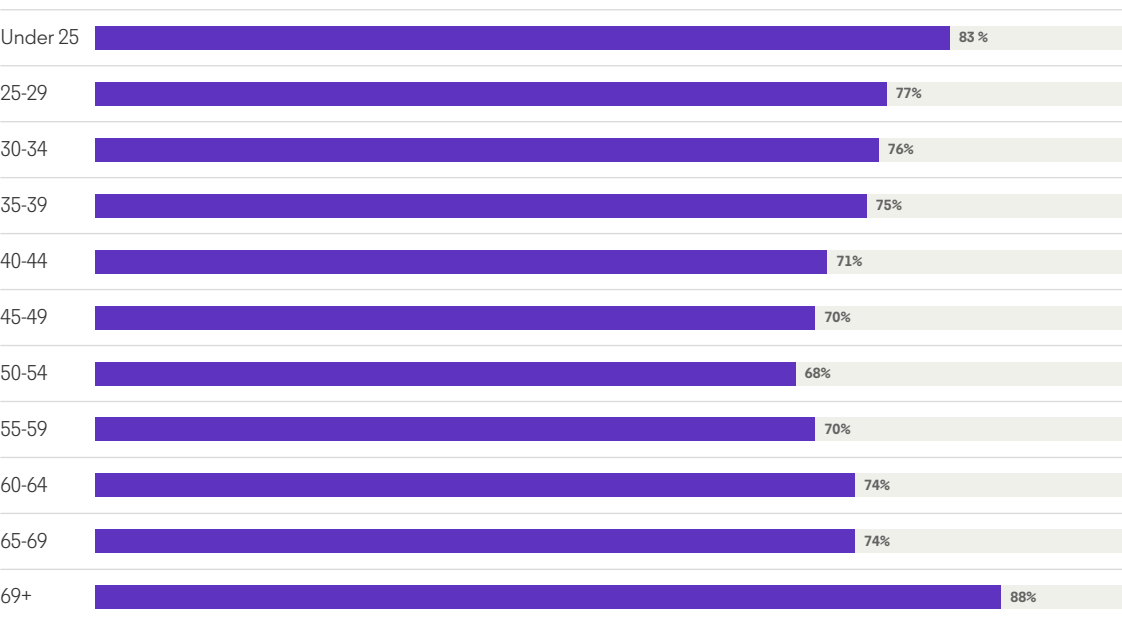


Number of colleagues based in U.S. is 3,185 which is 28% of our total workforce. All indicators related to race/ethnicity in our reporting include only our U.S.-based colleagues.

Colleague engagement score by gender (%)



Colleague engagement score by age group (%)



2021 milestones

73%

of colleagues completed anti-bias training which is required corporate training for newly hired colleagues

Continued participation in the CEO Action for Racial Equality fellowship focused on addressing racism, social injustice and improving society

Achieved a score of 75 in our first year participating the Human Rights Campaign Corporate Equality Index (CEI) baselining our work to achieve LGBTQ+ equality

Launched a Diversity, Equity, Inclusion and Belonging Steering Committee with active participation from cross-functional colleagues

Participated in the Women's Empowerment Principles (WEPs) as part of our drive to improve women's equality

2022 goals

Launch robust supplier diversity program

Increase Human Rights Campaign Corporate Equality Index (CEI) score from 75 in 2021 to 85 in 2022

Participate and submit the Global Workplace Equality Index assessment addressing LGBTQ+ globally

Continue participation in the Women's Empowerment Principles (WEPs) evaluation to further inform and drive strategy

"When it comes to Diversity, Equity, Inclusion and Belonging at Clarivate, our goal is to amplify our actions to impact authentic, lasting change. I'm proud of the progress we have made around the world and want to ensure this becomes more than a prioritized initiative and instead, becomes a vital part of our corporate culture."

Michael Hagdorn, Senior HR Business Partner and Spectrum Colleague Resource Group co-lead

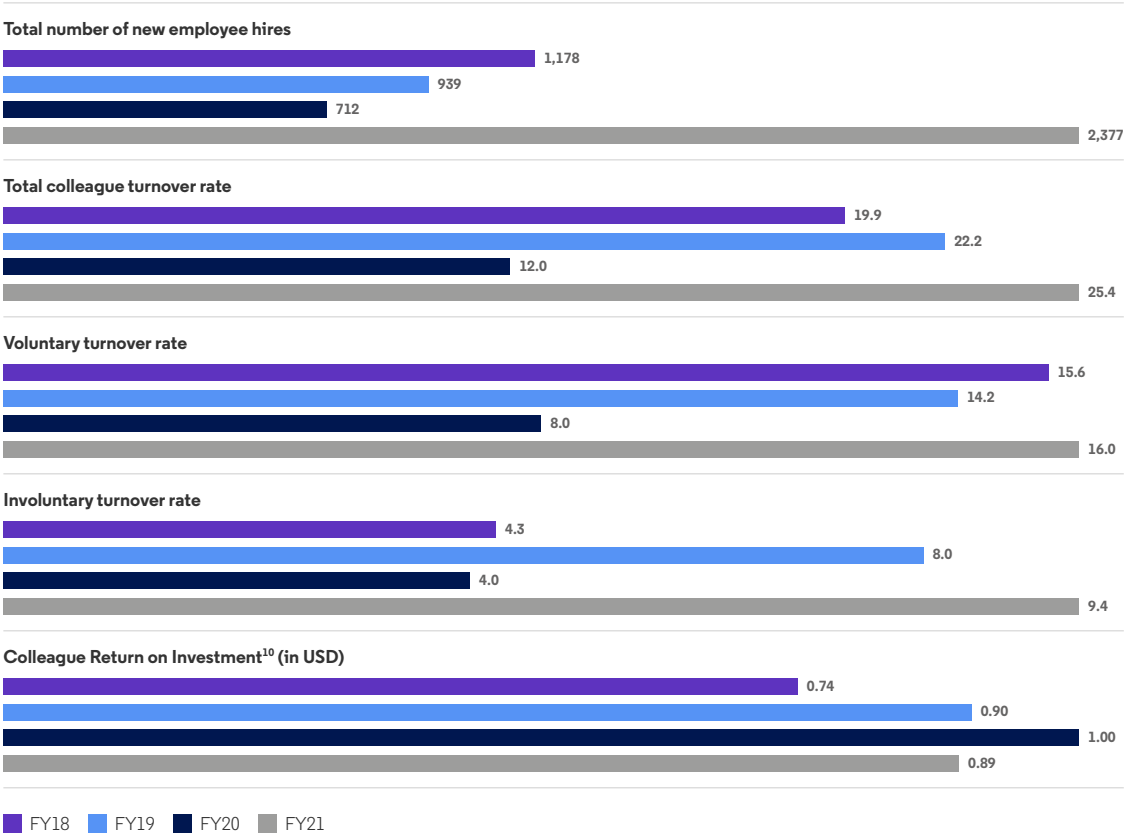
Resources: [Clarivate celebrates women in science](#): See how Clarivate women scientists contributed to COVID-19 vaccine research, working with customers to save lives around the world. [Clarivate enables libraries and classrooms to broaden their spectrum of voices](#): Learn how our partnerships with organizations like the NAACP and minority publishers, enable curation of learning and research materials that offer diverse perspectives and reflect every voice.



Attracting, hiring and retaining the best talent

Our approach

At Clarivate, we have a growing myriad of opportunities for colleagues to thrive and advance their careers as well as welcoming new hires to our organization. We have a dedicated Talent Acquisition team whose priority is to attract the best, most suitable candidates using a broad variety of channels such as proactive sourcing, connecting through universities, ad campaigns and referrals. Their goal is to identify a diverse, qualified candidate pool and to provide a great candidate experience throughout the interview and hiring process.



¹⁰ Colleague Return on Investment = (Total net revenues – (Total operating expenses – Total colleague-related expenses including salaries and benefits)) / Total colleague-related expenses including salaries and benefits

People analytics drivers at Clarivate

- We establish performance and development goals with colleagues at the beginning of each year and evaluate individual performance annually. We request 100% of our colleagues to participate as achievement of goals and objectives impacts their performance rating, bonus attainment and annual compensation increases based on eligibility.
- Business teams including HR Business Partners and Finance Partners work together to assess the market opportunity to develop financial, operational and hiring plans designed to successfully achieve the company’s goals and objectives. A specific example is the partnership between the Technology leadership team and the HR/Talent Acquisition team focused on the technology organizational design initiative which has a worldwide scope and established set of deliverables.
- We make significant investments to build our internal recruiting capacity in addition to securing external partners worldwide which enables us to establish an agile, supply and demand model. We also invest in technology and tools to help us understand the marketplace and available talent in specific geographies for skillsets required.
- Clarivate has completed a talent assessment process and attrition analysis to identify key areas of focus for retention initiatives. Areas of focus include attrition hot spots, business continuity, as well as identifying key leaders, high performing talent and critical skills.
- Clarivate is using talent market data and services as well as compensation consulting services to support our workforce supply and demand planning.
- We implement a job architecture process and global roles framework to align roles, responsibilities, skills and competencies with our business requirements.

Clarivate Futures graduate program

Clarivate Futures is our new approach for targeted, proactive university recruitment. Our Talent Acquisition team is working to develop a global program for hiring directly via college campuses to fulfill our growing talent needs. As part of this initiative, we will:

- Develop and centralize best in class campus recruiting efforts
- Build long term relationships and plans with universities to help fulfill our talent needs
- Enhance our brand awareness across colleges and universities
- Be accountable to deliver a clear, end-to-end process and positive candidate experience



2021 milestones

12%
of open positions filled
by internal candidates

\$4.2K
Average hiring cost per colleague

Median tenure by gender:
Women: 3.6 years
Men: 4 year

2022 goals

18,000
hours (1,500 hires @ 12 hours each)
new hire onboarding for all
colleagues joining Clarivate in 2022

Launch Clarivate Futures hiring program
for interns, graduates and early career
candidates in Americas, EMEA and India,
growing our diverse candidate pipeline

"A key driver for accelerated sustainability action and competitive advantage is our people. Our priority is to continue to attract, hire and retain the best colleagues around the world for whom we must foster ongoing development of competencies and skills to achieve optimum performance, engagement and our long-term strategic objectives."

Troy Teague, Sr. Director, Talent Acquisition Strategy and Delivery

Learning and development as a catalyst for change

Our approach

Our learning and development (L&D) philosophy is about bringing our values, our diverse culture and a world of opportunities to life. It’s about empowering each colleague to bring their best self to work every day and providing a wide range of opportunities to develop the knowledge and skills that are applicable now and into the future. Some of our guiding principles include:

- We develop our L&D plans and programs in alignment with our key business functions to help further our mutual success and avoid creating silos.
- Our L&D commitments are performance related and designed to improve corporate, functional, team and individual accountability.

- We believe that every colleague across our entire business should be provided with equal opportunities to learn, develop and grow.
- We believe in empowering individual colleagues with their own L&D milestones. With ownership comes commitment, responsibility and greater chances of success for ongoing personal and career growth.
- We continuously focus on outcomes and business impact when it comes to evaluating L&D programs. We always ask the question, "How will you apply what you have learned in your day-to-day job?"

Colleague development programs

The Leadership Contract Program

This program, for experienced managers, consists of three virtual sessions for a total of six hours, plus a follow-up session after 45 days, designed to move leaders to action planning, support personal reflection and drive accountability to enhance performance at all levels.

Colleague participants learn:

- Greater clarity about what it means to be a leader and the four key terms and conditions required of all leaders
- The environmental drivers impacting leaders today
- The "Big D" decisions that have shaped them in the past and the "small d" decisions that require clarity and daily commitment

- The stakeholder obligations that exist in dynamic tension
- The Hard Rule of Leadership and the ten ways managers can make it even harder on themselves
- An understanding of a leadership community and the ways to build it in our organization
- How to create and live their own personal Leadership Contract

Ongoing business benefits:

With 31% of eligible managers attending, participants create a Personal Action Plan with a check-in during a follow-up session. The continued contact with the leadership community created during the session provides a positive, mentoring experience and our ability to shape future leaders of Clarivate and beyond.

Clarivate First Mile Program

This program, focused on new leaders, is a 12-week program offered in conjunction with Harvard Business Publishing for new first line leaders.

Colleague participants learn:

- How to use the learning methodology of: Learn, Apply and Reflect, leveraging content from Harvard ManageMentor®, Harvard Business Review articles, cases, and videos
- How to complete a real-life leadership exercise based on a real work experience
- Reflective exercises designed for participants to review outcomes and share their actions and approach with peers to identify best practices

- The following areas foundational to management capabilities:
 - Making the transition to developing a leader mindset
 - Developing personal adaptability
 - Accelerating talent development
 - Developing high performing teams focused on driving execution

Ongoing business benefits:

This program is available by nomination and 15% of those eligible were nominated and graduated. Participants gained accelerated leadership knowledge and practical, on-the-job activities to help them improve their day-to-day leadership performance.

2021 milestones

The Leadership Contract program for experience managers consists of a daylong session, plus follow-up session after 45 days, designed to move leaders to action, supporting personal reflection and action planning that drives accountability and enhances performance at all levels.

8,211
courses targeting soft skills, technical skills and product knowledge

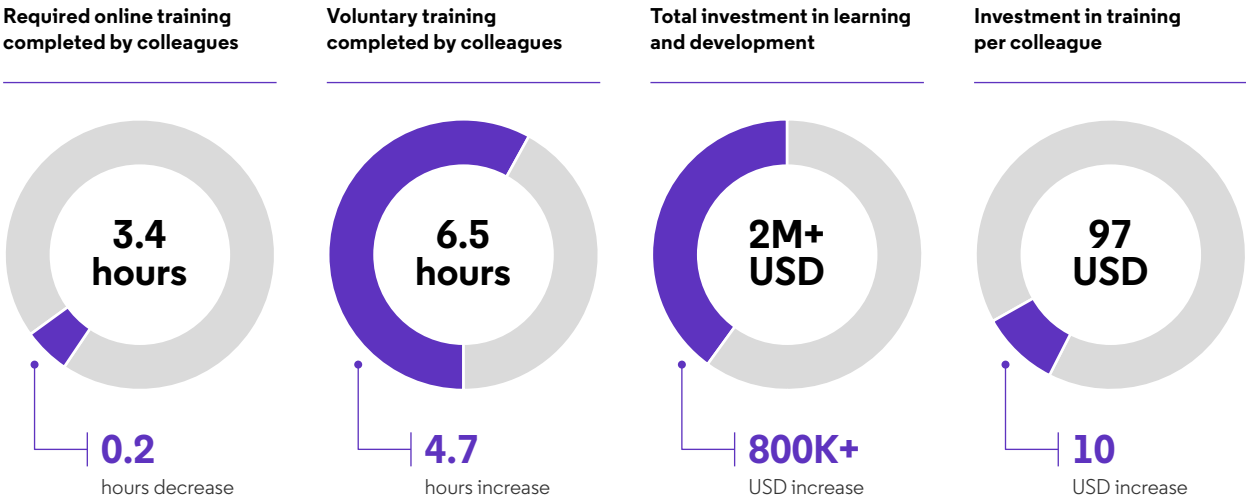
10,012
hours of virtual instructor led sessions offered across the globe

25,849
e-courses completed

2022 goals

Enhance programs to grow our learning culture and reward high-performing talent such as inclusive interviewing training, high performing pool, adopting a learning governance model and piloting a mentor program tied to diversity and inclusion initiatives.

Support sustainability and diversity by continuing to provide diversity education, supporting our colleague engagement survey and increasing colleague resource group activities and participation.



"Behind every successful organization is always a dedicated, skilled team of colleagues who work together for the benefit of the company. At Clarivate, our internal learning and development programs are an essential way to support our colleague development, elevate their skills and help propel our organization to be successful and future-proof."

Marguerite Harris, Head of Talent and Development

Empowering colleagues to take charge of their health and well-being

Our approach

At Clarivate, health and good living is part of our DNA – a fundamental aspect of our culture and important for colleagues and family members alike. We are on a continual journey to make positive and lasting changes to support our overall health. We prioritize and reinforce the need for work/life balance for our colleagues around the world,

and offer a robust, proven health and well-being strategy to foster a healthier, happier and more productive workforce. We’re committed to providing colleagues with meaningful resources to support their personal, family and community needs using a holistic approach that focuses on four key pillars of wellbeing: Physical, Financial, Social and Emotional.

Support during the COVID-19 pandemic:

- Maintained an informative, empathetic communications cadence with colleagues to help them ensure they remained safe and informed, including bi-weekly live Q&A sessions with the CEO and executive leadership team
- Increased focus on mental health and well-being in response to the disruptive impact of the global pandemic
- Prioritized and promoted our global Employee Assistance Program (EAP) to provide all colleagues with the support they need
- Enhanced existing programs, such as increased paid time off, expanded child/elder care benefits, allowed rollovers and mid-year election changes to pre-tax spending accounts in the United States, adopted several CARES Act provisions in our 401(k) Plan and more
- Launched a financial hardship assistance program in response to COVID-19 which delivered funding to help colleagues and their families
- Continued to provide additional COVID time off

2021 milestones

Launched "Be Well" worldwide – a comprehensive online well-being platform offering colleagues a health assessment, tracking daily health habits, health and fitness challenges, sync mobile and fitness devices and more — all while earning rewards along their personalized journey

- Total colleague steps from April through December 2021 were **451,410,764** with members averaging **7,161** steps/day.
- Colleagues enrolled in U.S. medical plans earned a total of **\$62,600** in cash rewards to use toward medical expenses, purchase of activewear or equipment, charitable donations and more.

Introduced a mindfulness and resiliency program aimed at helping colleagues find more focus and build critical skills in areas such as reducing stress and anxiety, improving mental health, building emotional intelligence, improving relationships, boosting physical health, parenting/caregiving and more

- Colleagues completed **59,265** minutes of mindfulness training.
- **100%** of colleagues who rated sessions reported that our mindfulness tool helped them to reduce stress and anxiety, be happier and thrive at work.

Improved our global Employee Assistance Program (EAP) to provide all colleagues with the support they need

Integrated our well-being program with colleague resource groups and our career development system to ensure more impactful participation

Absentee rate¹¹ (% of total days scheduled): **4.9%**

2022 goals

Introduce a worldwide trained mental health crisis response team

Create a streamlined approach to sharing targeted, monthly well-being information with colleagues, including an annual calendar of events aligned with themes that matter most to help colleagues thrive at work and at home

Integrate sustainability into our well-being rewards system, giving colleagues the ability to contribute to the global community through such endeavours as microlending and charitable giving

Boost financial fitness by offering access to tools and resources which help colleagues learn to save, invest and manage personal finances

¹¹ The calculation took all of the hours submitted that fell into these COVID-19 time off, personal time off, and sick time off over the number of scheduled hours for the year. For the scheduled hours, we took those with a termination date and calculated the number of weeks worked times their scheduled hours. For those active, we took their scheduled hours at year end times 52.

Advancing our flexible, Connected Workplace model

Our Connected Workplace model is about creating a more flexible, productive and healthier workplace where we can continue to delight our customers while increasing colleague engagement. As a result, this approach positively impacts our global sustainability commitments.

Our approach

Clarivate has evolved our organization to be a Connected Workplace, where, since March 2020, most of our colleagues around the world work remotely. Based on feedback from colleagues, this flexibility is fostering more creative and inclusive ways of communicating, collaborating and advancing teamwork to improve work-life balance and long-term growth potential. We remain focused on safety as we plan to reopen our workplaces around the world. We aim for 100% of our colleagues to have access to a workplace 1-2 days per week as needed between our portfolio of Clarivate workplaces plus 3,500 third-party workplaces around the world by the end of May.

Our results

Our company and our team have thrived with our Connected Workplace model. We see that our business is resilient, our colleagues are focused and productive and we are beginning to experience unprecedented success. Our global colleague engagement survey revealed that 74% enjoyed and appreciated the new model of working from home. Based on this data and our diverse colleague feedback, we are continuing our Connected Workplace journey to ensure our business stays relevant, profitable and sustainable for years to come.

2021 milestones

85%

reduction in business travel by for safety reasons from February 2020 through the end of the year

1,640

colleagues reimbursed for furniture and other necessary workstation items purchased to support work from home

88

virtual social activities conducted to enable colleagues to improve connections, focus on wellbeing and work-life balance and have fun together

2022 goals

90

virtual and onsite social activities and events by the end of the year

50

regional colleague roundtables globally by the end of the year to listen to our colleagues and take meaningful actions by site

100%

of our workplaces open and implement our Connected Workplace model for ProQuest colleagues by the end of April

Maintain and monitor safety protocols and achieve **100%** compliance in opening workplaces around the world

"Connected Workplace is all about our people – keeping both colleagues and customers safe, engaged and happy globally. Our flexible model allows our colleagues to effectively and on their own terms deliver on our customer commitments. We are continuously listening to our colleagues and turning their feedback into meaningful actions to make Clarivate a great place to work."

Kelley Montoya, Vice President, Change Management

Our roadmap to enrich and expand our Connected Workplace

Health and well-being

- Rolled out flexible working model where every colleague can go into a workplace 1-2 days a week for team meetings, collaboration, training, or choose to work from home
- Promote work-life balance, health and well-being via Ways of Working content
- Use of Everbridge (contact tracing app) and Booking System to monitor workplace usage and COVID cases

Working conditions

- Open new London Headquarters to serve as modern, state of the art collaboration workplace
- Conduct 50 colleague round tables in 2022 to get feedback on what is working and what is not
- Provide access to over 50+ Clarivate workplaces and 3,500 3rd party sites globally to enable better team collaboration
- Publish remote working guidelines by end of March 2022



Colleague Resource Groups

One of our five key visions is to create a fair and equitable workplace that fosters gender and diversity balance as well as a culture of belonging. Continuously engaging colleagues is key to strengthening our ESG focus at Clarivate, increasing our impact and enabling colleague-led initiatives.

Our approach

Clarivate supports colleagues around the world in the pursuit of meaningful connections and impact through participating in one or many of our Colleague Resource Groups, to learn, listen, lead and make a measurable impact. We welcome all colleagues to engage in areas of greatest personal interest at global, regional, and local levels to share information, have open conversations, debate new ideas and improve work practices.

2021 milestones

22%

colleague engagement from the Global Engagement Network – our global structure and coordination of all colleague resource groups, aligning strategy and action

80

global and local teams in the network, including sustainability teams and across our six Colleague Resource Groups

2022 goals

30%

colleague engagement in the Global Engagement Network

Each Colleague Resource Group will have at least one key NGO strategic partnership for impact and advancing the SDGs with measurable outcomes

Our Clarivate Colleague Resource Groups include:

Clarivate Volunteer Network:

Volunteering is so important to Clarivate, that every colleague has 40 hours of paid time off to volunteer. Volunteering provides a tremendous opportunity to engage, grow, learn, develop new skills, network and connect with others – while learning more about ourselves and the world we live in. Our volunteer network is designed to engage colleagues and facilitate impact in the community through volunteering, where actions, big or small, can have a big impact and transform our communities.

Element:

Our environment and climate change group is an internal network focused on specific environmental initiatives at Clarivate around the world. We aim to raise awareness of environmental concerns and advance our impact to promote activities and drive change. We work together to leverage our industry position to make an impact at scale through innovation and support of our customers environmental initiatives.

SPECTRUM:

Clarivate's LGBTQ+ and Allies resource group works to drive continuous improvement in company policies and our work environment, provide support and networking opportunities for our members, and promote activities within Clarivate that raise awareness about our LGBTQ+ community - to make Clarivate an employer of choice for LGBTQ+ talent.

Military Veterans at Clarivate:

Supporting members with military backgrounds, including military family members and care givers with challenges such as adjusting to post-military life is vital. Our goal is to set up programs to foster career growth, establish support networks for new colleagues to assimilate into the corporate culture, and building relationships in the community with volunteer outreach.

Vibrant:

Focused on racial and ethnic diversity, inclusion and equity, colleagues are helping establish diversity commensurate with the markets we serve and the communities in which we operate. Embracing diversity will be our strength to make Clarivate a more creative, innovative and competitive company while uniting a multi-faceted workforce through cultural awareness, representation, and community engagement.

Women@Clarivate:

By cultivating an environment in which women flourish through the creation of opportunities for social interaction, networking, community engagement and professional development, we lift up all colleagues and enable them to better contribute to sustainable growth and profitability.

Advancing our community impact around the world

Our approach

We champion community partnerships and diverse, innovative contributions to our shared future because we believe there is no better way to support giving back and social impact initiatives worldwide than to motivate and mobilize our colleagues and their communities. In 2021 we built the foundational elements to encourage our colleagues to share their time, talent and resources wherever possible to make a measurable difference. Every Clarivate colleague is provided five days of paid volunteer time off every year.

We've made volunteering easier and more inspiring by collaborating with the Clarivate Volunteering Network (CVN) which supports organizing and communicating various events and initiatives.

The CVN is aligned with the UN Sustainable Development Goals, with a focus on quality education, gender equality, decent work and economic growth, industry innovation and infrastructure, reduced inequalities and sustainable cities and communities.

We're reinvigorating volunteerism at Clarivate with the use of YourCause, a centralized platform for collaboration, event support and reporting where colleagues can find events, or search organizations to volunteer with or donate to.

2021 milestones

5
days of paid time off to
volunteer for all colleagues

14K
hours of global volunteering
in support of the SDGs

9%
of colleagues participated in
volunteering activities in 2021

2022 goals

17K
hours Clarivate colleagues
to share volunteering

Grow our impact and participation
in mentorship with the Global
Mentorship Initiative as a key partner

"The volunteer network at Clarivate is a happy hub that truly empowers each and every colleague to do good, give back, learn and grow while having fun. Every one of us, whether we realise it or not, has the ability to make a difference to the lives of others and a meaningful impact in the world"

**Aman Gata-Aura, Strategy manager and
Co-lead of Clarivate volunteer network**

Our commitment to volunteering, partnerships and donations

Our Corporate citizenship strategy

8
DECENT WORK AND
ECONOMIC GROWTH

Global mentorship initiative (GMI)

As an information and insights company, research, analysis and data are key to driving progress. Education and enabling full, meaningful career growth and opportunities for all, are fundamental to our core values and how we drive progress within our company, with our customers and in our communities.

Clarivate is one of GMI’s top five corporate partners, where, in 2021 we sponsored 100 students who successfully completed the GMI 14-week program, through a \$5,000 donation and sharing over 2,000 hours in volunteer time. This enriching, global initiative, brings together mentees who reside all over the world, with our Clarivate mentors in many countries/regions, including the U.S., India, England, Spain, Canada, Serbia, Mainland China, Germany, Australia, Singapore and South Africa. This includes 99 first time mentors in 2021, for a total of 137 mentee relationships with some colleagues mentoring multiple students.

Since the inception of the partnership in 2020, Clarivate mentors have completed 180 mentorships, with 55 Clarivate mentors choosing to mentor multiple students. This partnership supports SDG 4, SDG 5, SDG 8, SDG 10.

10
REDUCED
INEQUALITIES

Racial equity fellows

As a global company, we are committed to growing and nurturing a diverse workplace. We believe that advancing a more equitable world, is the foundation to advancing a more sustainable world. We are signatories to the CEO Action for Diversity and Inclusion and enabled two full time colleagues to serve as Racial Equity Fellows to support the work of addressing systemic racism in the US and beyond. We have two additional colleagues who will serve as a racial equity fellows in 2022. This work supports SDG 5, SDG 10 and SDG 8.

Number of Racial Equity Fellows: 2

8
DECENT WORK AND
ECONOMIC GROWTH

Kiva Microlending

As a global company working to advance innovation and investment in a more equitable world, we value entrepreneurship at all levels. As a way for our company and colleagues to help small business owners be self-sufficient, run their business and earn a living despite lack of access to traditional funding, we are partnered with Kiva to provide access to funding and meaningful, personal ways for colleagues to engage and provide support. Clarivate donated \$5,000 to Kiva in 2021. This work supports many SDGs, particularly SDG 8, SDG 10, SDG 5.

41

Kiva Cares Team members from Clarivate in 2020

126

Kiva Cares Team members from Clarivate in 2021

55

loans made and entrepreneurs supported by Clarivate colleagues in 2020

242

loans made and entrepreneurs supported by Clarivate colleagues in 2021

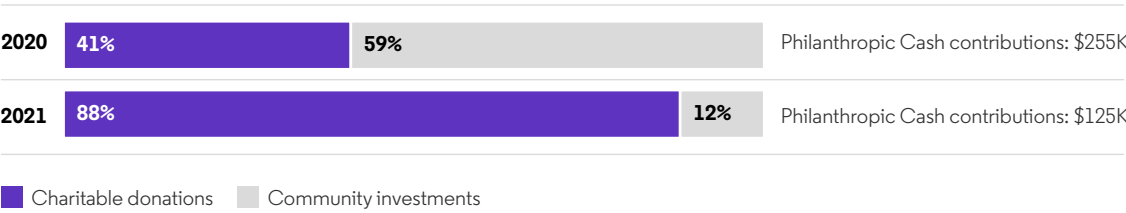
92%

proportion of female borrowers

43

countries donated to where entrepreneurs live

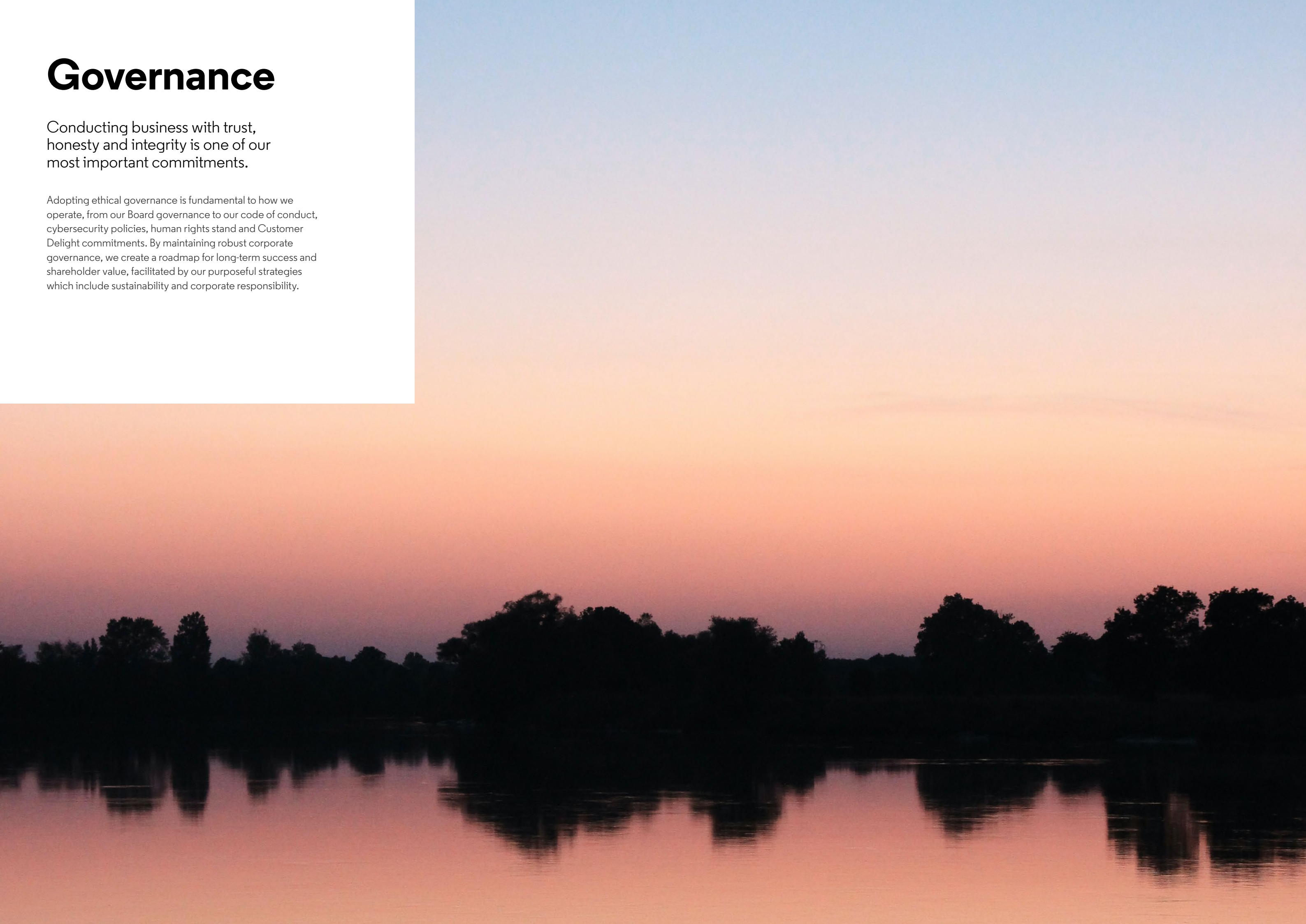
Charitable donations and community investments

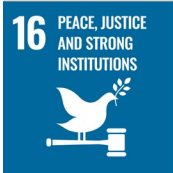


Governance

Conducting business with trust, honesty and integrity is one of our most important commitments.

Adopting ethical governance is fundamental to how we operate, from our Board governance to our code of conduct, cybersecurity policies, human rights stand and Customer Delight commitments. By maintaining robust corporate governance, we create a roadmap for long-term success and shareholder value, facilitated by our purposeful strategies which include sustainability and corporate responsibility.





Strong corporate governance

Ethical leadership

Our approach

At Clarivate, our Board of Directors plays an essential role in prioritizing Environmental, Social and Governance (ESG) issues across our organization. With growing awareness, attention and action from investors, customers and other stakeholders, our Board and Committees provide our leadership with much more than oversight and guidance. They keep us focused on driving real accountability to continually ‘do what is right’ when it comes to advancing ESG. ESG issues have an expanding impact on our business strategy, risk management and overall performance so we’re committed to being ‘all in’ across all regions, every role and every way we do business at Clarivate. One of our key goals is to align executive pay to performance against ESG goals by the beginning of 2024.



In 2021, we were proud to be named in Inc.’s first annual Best-Led Companies list, their data-driven list of the strongest U.S. firms with revenue of \$50 million to \$2 billion that looks at a 12-point measure of management excellence across the middle market.

Board meetings

The Board meets at least four times a year, and special meetings may be called from time to time as determined by the needs of our business. Our directors take their roles seriously as well as their responsibility to prepare for, attend and participate in meetings and in all committees which they are on. Directors who are unable to attend a Board or committee meeting are expected to notify the Chairman of the Board or appropriate committee in advance of the meeting and participate via teleconference if possible. Sustainability is a key topic at every Board meeting with dedicated oversight from the Nominating, Governance and Sustainability Committee which reports into the Board at each meeting.

Over

75%

Average Board meeting attendance (of the 8 held in 2021)¹²

Board independence statement

Our Board is composed of a majority of directors who qualify as independent directors as required under NYSE rules and our committees are composed exclusively of independent directors. Our Audit Committee and Human Resources and Compensation Committee each satisfy the applicable enhanced independence criteria set out by NYSE and the SEC.

14/15

Number of independent out of total Board members

¹² Each director attended at least 75% of the total regularly scheduled and special meetings of the Board and the committees on which they served

Four standing committees

- Audit Committee
- Human Resources and Compensation Committee
- Nominating, Governance and Sustainability Committee
- Risk Committee

	Audit Committee	Nominating, Governance and Sustainability Committee	Human Resources and Compensation Committee	Risk Committee
Anthony Munk		★		
Balakrishnan S. Iyer	👤			👤
Charles J. Neral	👤			👤
Jane Okun Bomba		👤	👤	
Richard W. Roedel	👤			👤
Roxane White			👤	
Sheryl von Blucher		👤	👤	👤
Usama N. Cortas			👤	
Valeria Alberola	👤			

👤 Chairperson ★ Lead Independant Director 👤 Member

2021 milestones

Our Board continued to focus on diversity in 2021. We published [Board of Directors Diversity, equity, inclusion and belonging Policy](#). Below are our Board’s composition and related metrics:

13%
of board members are non-U.S.

27%
of board members are female

57
median age of board members

1yr
average tenure of board members

2022 goals

The Nominating, Governance and Sustainability Committee will assess board composition, identify board skills needed and determine board training required to address ESG issues.

Increase transparency of our progress toward achieving ESG goals at all levels of the business by setting a Science-Based Target (SBT) and supporting the Task Force on Climate-Related Financial Disclosures (TCFD)

30%
increase the percentage of female Board members (up from 27%)

90%
of independent Directors on the board

"The Board is committed to ensuring Clarivate adheres to the highest levels of ethical leadership in order to drive sustainable, long-term value for all stakeholders. We recognize the importance of ESG and embrace our responsibility to address some of the greatest climate challenges and opportunities of our time. Clarivate is ideally positioned to give customers the information and insights they need to change the future."

Sheryl von Blucher, Board member and Chair of the Nominating, Governance and Sustainability Committee

Source: www.ir.clarivate.com/governance/committee-charting/default.aspx

Bringing our Code of Conduct to life

At Clarivate, our Code of Conduct is foundational for establishing global leadership as a sustainable company. We have embedded it into our corporate culture as our guide for behaving with trust, respect and ethics — and we bring it to life with our actions. Throughout our global organization, it's the cornerstone of our compliance program and provides guidance on how we represent our brand in everything we say and do. It reflects our mission, vision and values, especially when it comes to fostering trust, respect, integrity and sustainability.

Our approach to reinforcing ethics and integrity

Our Code of Conduct covers a broad spectrum of guidelines including proper use of assets, confidentiality, health and safety, gift giving, conflicts of interest, anti-fraud and more. We supplement it with targeted training, best practices and continual leadership guidance. Our commitment is to have all colleagues worldwide complete our online Code of Conduct training course and acknowledge our Code of Conduct annually. All new colleagues must complete and acknowledge this training shortly after joining with progress monitored by our Compliance team.

"Our colleagues live the values embodied in our Code of Conduct and we make adherence to our Code an integral part of our culture, supported by continual guidance and training from our experienced and engaged Compliance team. Our colleagues live our values every day, reflecting the strong sense of ethics that permeates and defines our organization."

Julio Martin, Chief Governance & Compliance Officer

100%

of colleagues completed
Code of Conduct training

100%

of colleagues got Code of
Conduct acknowledgement

Resources: [Code of Conduct](#) | [Supplier Chain Code of Conduct](#) | [Anti-Bribery and Anti-Corruption Policy](#)

Managing risks to accelerate sustainability

By taking a strategic approach to risk management, we are better equipped to anticipate the direction and impact of change across our business. It also helps us connect our long-term vision and our sustainability principles so we can avoid barriers to success and actively pursue opportunities to achieve and maintain our sustainability goals.

Our approach

In 2020, we took several key steps to advance our risk management program, starting with establishing our governance framework, creating a Management Risk Committee (MRC) to provide effective reporting to the Board and benchmarking our approach with other companies that have a similar risk profile. To gain valuable feedback and better understand our critical success factors, we developed an extensive, holistic approach to assessing strategic, operational, financial, legal, regulatory and compliance risks across our global business.

We initiated regular risk reporting to better identify issues as they arise or better yet - before they arise.

In 2021, we maintained the risk assessment process, completing a comprehensive assessment including review and rationalization of existing risks, identifying new risks and expanding risk definitions. We implemented Operational Risk Boards for major solution groups to facilitate review and track management of operational-level risks.

Enterprise risk management governance

Risk Management is the responsibility of every colleague in the company. Different stakeholders have different objectives and levels of accountability with respect to risk management.

- The Risk Committee was created by the Board of Directors to discharge the responsibilities set forth in the Risk Committee Charter. The governing charter can be found at [Clarivate Risk Committee Charter](#).
- The Management Risk Committee (MRC) is an integral part of the Governance Framework for Enterprise Risk Management and has been established to serve as an internal forum for identifying, communicating, assessing, responding to and monitoring risk and issues that could impact Clarivate.
- Enterprise Risk Management
 - Business Unit and Functional Leaders are responsible for maintaining a sustainable risk management program following the company wide ERM framework.
 - The Chief Risk Officer (CRO) is responsible for the establishment of the enterprise risk management process within the organization. ERM understands the relationship between risks across different categories (risk interdependencies). The CRO will facilitate the process to define risk oversight and accountability for managing risks at all levels of the company by presenting best practice, common risk management techniques and driving a consistent risk appetite.



2021 milestones

30+
enterprise risk interviews conducted

100+
risks assessed

10
top risks identified with related response strategies

17
distinct risk assessments covering functional areas and business units, including workshops with MRC members, functional and business line leaders

10+
Enterprise Risk Management (ERM) workshops conducted

Higher priority/focused risks identified determined by likelihood of occurrence and impact to the organization

2022 goals

Continue to monitor and prioritize emerging risks

Advance our risk-aware culture by providing awareness and training

Ensure consistent ERM framework across business lines/functions supporting our risk assessment and business continuity efforts by leveraging a central repository of risks, ERM guidelines and documentation, consistent methodology and approach for existing and newly integrated businesses

Continuing to focus on organizational resilience, as we establish our Business Continuity governance framework

"We're embracing Enterprise Risk Management as part of our core management philosophy and business strategy, so we can not only proactively focus on potential threats and opportunities but consider the environmental and social impacts tied to each of them."

Liliana Hinderman, Chief Risk Officer



Resources: [Clarivate Enterprise risk management](#) | [Risk Committee Charter](#)

Fortifying our commitment to Cybersecurity

At Clarivate, Cybersecurity remains a top priority across our organization. We know the best way for our company to protect itself from cyber threats is to have a solid Information Security Risk Management program in place to safeguard colleague and customer data and build trust and loyalty across our platforms. We continue to stay proactive, informed and committed to continually reviewing, testing and strengthening our Information Security Risk Management program.

Our approach

We use a risk-based approach to address compliance requirements by establishing continual, lock-step alignment with business priorities and customer needs. We make sure our standards, policies and security controls are defined, managed and tracked across all our products and solutions. To accomplish this, we have assembled a talented team of certified security subject matter experts located around the world who are highly focused on reinforcing our cyber security standards at all levels.



In 2021, we completed our ISO 27001 certification audit, meeting the global standard for managing information security. ISO 27001 is the only auditable global benchmark that defines the requirements of an information security management system (ISMS) which includes a set of policies, procedures, processes and systems that manage information risks, such as cyber-attacks, hacks, data leaks or theft.

2021 milestones

Completed our first ISO 27001 certification audit

92%

Awareness training completion

2022 goals

Deploy Security Champions Program across the Organization

Normalize Security tooling across acquired environments

"As we continue the shift towards a digital workplace and blur the perimeter line, we are working hard to remain nimble and vigilant. We've assembled an expert team to proactively monitor, identify and secure areas of potential exposure to keep our information and systems safe."

Christian Wagner, Chief Information Security Officer

Resources: [Information Security Program](#) | [Information Security Standards](#)

Building a collaborative ecosystem with Domains for Good

At Clarivate, we believe that collaboration drives sustainability.

We know that successful, sustainable community partnerships can do great things. Today's non-profits, B Corporations and other mission-driven organizations face unique challenges on the internet. From cyber security threats targeting an organization's digital assets to fraud aimed at donation intake and philanthropic giving channels, every minute and every dollar spent addressing these challenges takes away from the focus and success of their mission.

This is where MarkMonitor Domains for Good is uniquely positioned to help, with more than 20 years of domain industry leadership and cybersecurity expertise. In 2020, inspired by sustainability at Clarivate, our MarkMonitor team began inviting qualifying organizations to join our Domains for Good collaborative ecosystem. We continue to welcome mission-driven organizations, such as B Corps, and non-profit organizations whose primary purpose is philanthropic, benevolent or other for-good activity focused on at least one of the UN Sustainable Development Goals.

Key participation benefits to help drive success

- Engage with like-minded peers and MarkMonitor experts on best practices for cybersecurity, domain management and online brand protection through various live and online events
- Invitations to MarkMonitor events with priority registration like 'mastermind' webinars, forums, and other relevant events like Org Impact Awards, and access to relevant thought leadership content
- Receive a complimentary Domain Watch service from CompuMark™, helping to quickly identify newly registered domain names which may infringe on their brand or serve as cyberattack vectors
- Special pricing for domain related services, which reflects our recognition of participating organizations' efforts toward their positive, world-changing missions

22K+

non-profit and for-good domain names protected by MarkMonitor Domains for Good program

"Clarivate is inspired, eager and uniquely positioned to support nonprofit, mission-driven organizations through our MarkMonitor™ Domains for Good program. Tightly aligned with our corporate sustainability initiatives, Domains for Good helps these organizations navigate online complexities, gain best practices and mitigate cybersecurity risks so they can focus on contributing to a better world."

Brian King, Head Government Strategy & Industry Relations

Our commitment to safeguarding personal data

Incorporating sustainability into the Clarivate Privacy Program ensures company and colleagues alignment with not only data protection, but also best practices for lean, responsible collection, usage and storage of data. This collaborative approach will ensure our solutions and corporate functions adopt the data minimization principle by only collecting the data needed or required.

Our approach

At Clarivate, data is our business. We believe in trust and transparency, especially when it comes to protecting personal data. Our ongoing commitment to promoting responsible data use will help drive a more sustainable society. We've created a robust and effective data protection program with policies and procedures that reflect internationally accepted principles of transparency, accountability and individual rights.

To be effective, data protection policies must be managed as an evolving program that is continually reviewed, advanced and tested to make sure our actions reflect our promises. In addition to investing in data protection technology, we've built a team of full-time, dedicated privacy professionals led by our Chief Privacy Officer. They are diligent guardians of our privacy policies and practices, helping us adhere to our guiding principles and stay ahead of evolving privacy and data protection laws.

Our guiding principles

- Transparency and choice – help individuals understand how their personal data is used, what their rights are and how they're empowered to control their data
- Accountability – remain accountable for our practices by reporting how we're complying with data privacy legislation
- Security – reinforce processes that define policies and procedures to manage risk and reduce vulnerabilities for our ongoing commitment to security and privacy

2021 focus areas

- Increase third-party privacy oversight
- Improve record-keeping maturation and automation
- Enhance privacy incident response readiness and testing
- Conduct exhaustive reviews and implementation of new privacy and security law requirements including Mainland China PIPL, Japan's APPI, the New Transatlantic Principle, etc.
- Continue to increase awareness, implement and strengthen additional safeguards in cross-border transfers

2022 goals

- Continue to enhance and strengthen third-party privacy oversight
- Enhance the data minimization principle across the company to promote a focus on lean data
- Create a team of privacy connectors for channelling privacy notifications and initiatives across the company
- Conduct the 2022 product privacy impact assessments to measure current state of data minimization principle and privacy by design effectiveness

"We believe in giving individuals control over their data which starts by giving them access and options – easy access for making data subject requests and options for accepting or rejecting data collection. Our goals continue to focus on achieving world-class innovation while respecting the right to privacy and managing personal data entrusted to us with fairness, transparency and rigorous legal compliance."

Lisa Smith, Chief Privacy Officer

Resources: [Privacy center](#) | [Privacy notice](#)

ESG Appendix

Reporting overview

Key performance indicator summary

By continuously focusing on actions and outcomes at Clarivate, we are making a positive impact on humanity and are helping to shape a more sustainable and equitable future for our colleagues, customers and communities worldwide. Please review our summary of key performance indicators (KPIs).

Environment KPIs

We are reporting on 100% of our 43 workplaces and air travel emissions excluding ProQuest and 3rd party locations.

Environment	Value			Unit
	FY19	FY20	FY21	
Number of reporting workplaces	40	42	43	#
Operational square feet	945,782	922,147	1,012,242	sq.ft.
Workplaces with sustainability certifications	24	24	25	sq.ft.
Total electricity consumption	14,789	11,272	8,945	MWh
Workplace electricity	100	100	100	%
Total heat and steam	871	706	772	MWh
Renewable energy	1,934	1,660	1,920	MWh
Energy mix				
Renewable energy (biomass, solar, wind energy, Hydro, etc.)	13	15	21	%
Fossil Fuels mix	87	85	79	%

Energy	Value			Unit
	FY19	FY20	FY21	
Scope 1	715	294	286	MWh
Scope 1; Natural gas	14	21	20	%
Scope 1; Fuel oil	86	79	80	%
Scope 2	11,702	8,711	7,008	MWh
Scope 2; Purchased electricity	93	92	89	%
Scope 2; Purchased steam and chilled water	7	8	11	%
Scope 3	3,253	2,824	2,191	MWh
Scope 3.03; Fuel and energy related activities	5	9	12	%
Scope 3.08; Upstream leased assets	95	91	88	%
Total electricity (Scope 2 + Scope 3)	14,789	11,272	8,945	MWh
Scope 2	79	77	78	%
Scope 3	21	23	22	%
Total energy consumption (Scope 1 + Scope 2 + Scope 3)	15,671	11,829	9,486	MWh
Reduction in global electricity consumption from 2019 baseline		-24	-40	%
Global renewable energy consumption	1,934	1,660	1,920	MWh
Renewable energy	13	15	21	%
Water	Value			Unit
	FY19	FY20	FY21	
Global water use	55,872	53,924	42,551	m3
Reduction in global water withdrawal from baseline		-3	-24	%

Greenhouse gas (GHG) emissions	Value			Unit
	FY19	FY20	FY21	
Scope 1; Direct greenhouse gas emissions	222	89	99	tCO2e
Scope 1; Natural gas	10	15	9	%
Scope 1; Fuel oil	90	85	91	%
Scope 2; Indirect greenhouse gas emissions - location	7,193	4,160	3,104	tCO2e
Scope 2; Purchased electricity	7,009	4,010	2,940	tCO2e
Scope 2; Purchased steam and chilled water	185	149	164	tCO2e
Scope 3; Indirect greenhouse gas emissions not included in Scope 2	15,068	3,098	1,208	tCO2e
Scope 3.03; Fuel and energy related activities	35	55	55	tCO2e
Scope 3.06; Business travel	13,676	1,922	280	tCO2e
Scope 3.08; Upstream leased assets	1,357	1,121	873	tCO2e
Total emissions: Scope 1 and 2 (location)	7,416	4,249	3,203	tCO2e
Total emissions: Scope 1 and 2 (location) and 3 (Upstream leased assets, other fuels and business travel)	22,484	7,346	4,446	tCO2e
Revenues	23.08	5.86	2.37	tCO2e/\$M
Colleagues	5.35	0.85	0.39	tCO2e/colleague
Eco-efficiency	Value			Unit
Waste	FY19	FY20	FY21	
Global business waste	923.6	923.6	665.8	metric Tons
Recycled/composted material	70	70	70	%
Landfilled material	30	30	30	%
Global e-waste	/	15.3	73.9	metric Tons
Recycled material	/	91	100	%
Refurbished and reused material	/	9	0	%

Social KPIs

All our social key performance indicators (KPIs) include 100% of our colleagues worldwide, except for indicators related to race/ethnicity where we captured only our U.S. based colleagues, who represent 28% of our total workforce.

Colleagues by employment contract	FY20	FY21
Women - Permanent	4,508	5,500
Women - Temporary	78	80
Men - Permanent	4,992	5,604
Men - Temporary	65	63
Colleagues by employment type		
Women - Full-time	4,421	5,394
Women - Part-time	165	186
Men - Full-time	5,014	5,593
Men - Part-time	43	74
Proportion of women/men reciving bonus		
Women	40	65
Men	46	68
Colleague engagement score by race/ethnicity (in %)		
Asian	75	74
Black or African American	73	72
Hispanic or Latino	73	64
White	75	67
Indigenous or Native	/	/
Other	65	59

United Nations Global Compact Communication on Progress

We are committed to making the United Nations Global Compact (UNGC) and its principles part of the strategy, culture and day-to-day operations of our company and to communicate our progress according to UNGC requirements. We submitted our [UN Global Compact letter of commitment](#) in December 2020 and have been a member since February 2021. We pledge to align our business practices to the 10 UNGC principles in the areas of human rights, labour, environment and anti-corruption. This report serves as our annual UNGC Communication on Progress. The table below shows the reference location of our disclosures against each UNGC Principle.

Principle		Value
Human Rights		
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Human rights – a shared imperative to advance sustainability
2	Businesses should make sure that they are not complicit in human rights abuses.	Human rights – a shared imperative to advance sustainability
Labour		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human rights – a shared imperative to advance sustainability
4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Human rights – a shared imperative to advance sustainability
5	Businesses should uphold the effective abolition of child labour.	Human rights – a shared imperative to advance sustainability
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Human rights – a shared imperative to advance sustainability
Environment		
7	Businesses should support a precautionary approach to environmental challenges.	Our commitment to carbon neutrality by 2024 towards a net-zero future
8	Businesses should undertake initiatives to promote greater environmental responsibility.	Our commitment to carbon neutrality by 2024 towards a net-zero future
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Our commitment to carbon neutrality by 2024 towards a net-zero future
Anti-corruption		
10	Businesses should work against corruption in all its forms, including extortion and bribery.	Bringing our Code of Conduct to life

Resources: [United Nations Global Compact – Letter of Commitment](#) | [United Nations Global Compact – 2022 Communication on Progress](#)

Alignment with sustainability standards

At Clarivate, we have worked to better align our sustainability initiatives and disclosures to satisfy investor and stakeholder expectations for sustainability performance data. We are focused on highlighting how we are accelerating our purpose in addition to driving long-term profits by aligning with accepted, standard reporting frameworks for disclosing impacts on the environment, society and the economy.

GRI content index: [This report](#) has been prepared in accordance with the GRI Standards: Core option.

SASB – professional and commercial services

Accounting metric	Category	Unit of measure	Code	Disclosure
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	SV-PS-230a.1	Fortifying our commitment to Cybersecurity
Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	N/A	SV-PS-230a.2	Our commitment to safeguarding personal data
(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected.	Quantitative	Number, Percentage (%)	SV-PS-230a.3	Clarivate is not aware of any material data breach that was required to disclose in any public filings in the last 12 months
Workforce Diversity & Engagement				
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees.	Quantitative	Percentage (%)	SV-PS-330a.1	Our commitment to diversity, equity, inclusion and belonging
(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Rate	SV-PS-330a.2	Attracting, hiring and retaining the best talent
Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	Prioritizing people and social responsibility
Professional Integrity				
Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	SV-PS-510a.1	Bringing our Code of Conduct to life
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	SV-PS-510a.2	Not available
Activity Metric				
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	Social KPIs
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	Not available

Statement of the Board of Directors

The Board of Directors have reviewed, discussed and approved the sustainability report of Clarivate for 2021.

In our opinion, the sustainability report for 2021 provides a fair presentation of Clarivate sustainability activities and results as well as a balanced presentation of Clarivate Environmental, Social and Governance performance in the reporting period.

About this report

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." These forward-looking statements can generally be identified by the use of forward-looking terminology, including the terms "believes," "estimates," "anticipates," "expects," "seeks," "projects," "intends," "plans," "strives", "forecast", "outlook", "may," "will", "should" or similar expressions or, in each case, their negative or other variations or comparable terminology. These forward-looking statements include all matters that are not historical facts. They appear in a number of places throughout this report and include statements regarding our intentions, beliefs or current expectations concerning, among other things, anticipated Environmental, Social or Governance 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. These forward-looking statements 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 document or any of our prior communications. We do not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

About Clarivate

Clarivate™ is a global leader in providing solutions to accelerate the pace of innovation. Our bold mission is to help customers solve some of the world’s most complex problems by providing actionable information and insights that reduce the time from new ideas to life-changing inventions in the areas of Academia & Government, Life Sciences & Healthcare, Professional Services and Consumer Goods, Manufacturing & Technology. We help customers discover, protect and commercialize their inventions using our trusted subscription and technology-based solutions coupled with deep domain expertise. For more information, please visit clarivate.com.

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