



2022 Clarivate modern slavery statement

Contents

3	About Clarivate	18	Appendix A
4	Sustainability and Environmental, Social and Corporate Governance	18	Reporting overview
5	Governance to support focus, progress and accountability	20	Social KPIs
6	Our business structure, operations and supply chain	20	United Nations Global Compact Communication on Progress
7	Operations and Strategy	21	Alignment with sustainability standards
8	Advancing our ethical, sustainable supply chain	22	Appendix B
9	Our commitment to sourcing sustainable merchandise	22	Mandatory criteria reference table
10	Human rights – a shared imperative for sustainable development	22	Appendix C
11	Empowering colleagues to take charge of their health and well-being	22	Modern Slavery Act – in-scope entities
12	Ethical leadership	23	Statement of the Board of Directors
15	Bringing our Code of Conduct to life	23	About this report
16	Managing risks to accelerate sustainability		

About Clarivate

As a leading provider in information services and trusted insights worldwide, our vision at Clarivate™ is to fuel the world's greatest breakthroughs by harnessing the power of human ingenuity.

We connect people and organizations to intelligence they can trust to transform their perspective, their work and our world. Our subscription and technology-based solutions are coupled with deep domain expertise, covering the areas of Academia & Government, Life Sciences & Healthcare and Intellectual Property. We aim to build a lasting legacy by supporting the world's explorers, researchers and innovators as they help people and our planet for years to come.

Our customers are some of the world's leading researchers and problem solvers. More than 50,000 universities, non-profits, funding organizations, libraries, corporations, law firms, government organizations and independent researchers trust us to provide them with the right information at the right time to discover, protect and commercialize new ideas.

When it comes to sustainability, it remains at the center of our circle of business goals and we are making it fundamental to our decision making. We have created an interconnected, shared purpose and a strong operating philosophy that guides the actions of our leadership and colleagues around the globe. All these elements are built on the foundation of our purpose, vision and mission, underpinned by our values to help guide our colleagues every day – so our collective focus remains 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 every customer, worldwide.

Our purpose, vision and mission



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



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



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

Our values



We aim for greatness: We challenge the status quo, pursuing continuous performance improvements and aiming for greatness and customer delight in all we do.



We 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 an inclusive, diverse and collaborative environment.



We own our actions: Trust is built on actions. We act with integrity and are accountable to ourselves, our colleagues, our customers, shareholders and our communities.

Shareholder engagement

Proactive, transparent engagement with our shareholders is essential to our success, especially when it comes to our Environmental, Social and Governance (ESG) commitments. 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 to advance our programs around the world.

We have open discussions with our shareholders on topics such as executive compensation and corporate governance practices. We will continue to reach out on these types of issues, enabling our shareholders to help us focus on meaningful priorities, drive accountability and shape our future programs.

We serve customers across a wide variety of business verticals and primarily focus on helping professionals in the fields of:

- Academia & Government
- Life Sciences & Healthcare
- Intellectual Property

Clarivate at a glance

\$2.66B

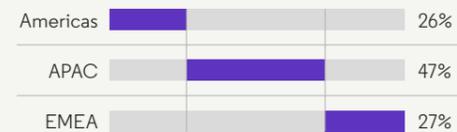
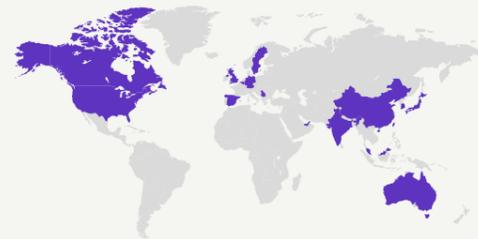
Total net revenue in 2022

50K+

Customers in approximately 180 countries

11.5K+

Colleagues located in 42 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 circle of business goals and is the foundation for our global business strategy and mission. 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, customers, shareholders and communities, operating ethically and efficiently, and partnering wherever possible to create the world we want today and preserve it for generations to come.



Governance to support focus, progress and accountability

Risk and Sustainability Committee

The Risk and Sustainability Committee oversees our leadership's development of metrics and analyses to understand the impact of ESG and stakeholder interests on our company, balancing these interests to promote long-term success at Clarivate.

Clarivate has established dedicated oversight of our ESG program from our Risk and Sustainability Committee which provides reports to the full Board of Directors, ensuring sustainability is on the agenda at every Board meeting. The Committee consists of four directors satisfying the independence requirements of the New York Stock Exchange (NYSE) and meets at least quarterly.

Sustainability Steering Committee

The Sustainability Steering Committee was created to ensure our ESG initiatives remain top of mind across Clarivate and galvanize our strategic commitments to take action across all business functions, segments and teams globally. Committee members help us identify strategic priorities to fulfill our organizational purpose and create long-term stakeholder value.

The Committee meets quarterly and reports to our CEO, Jonathan Gear, and our Board of Directors' Risk 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 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 Targets initiative](#)

Our methodology

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



Risk and Sustainability Committee
Endorses ESG vision as part of annual strategy review

Sustainability Steering Committee
Facilitates ESG strategy and oversight, guides and enables category owners

Our vision statements

Advancing customer innovation, market growth and company brand by aligning and building sustainability into Clarivate solutions.

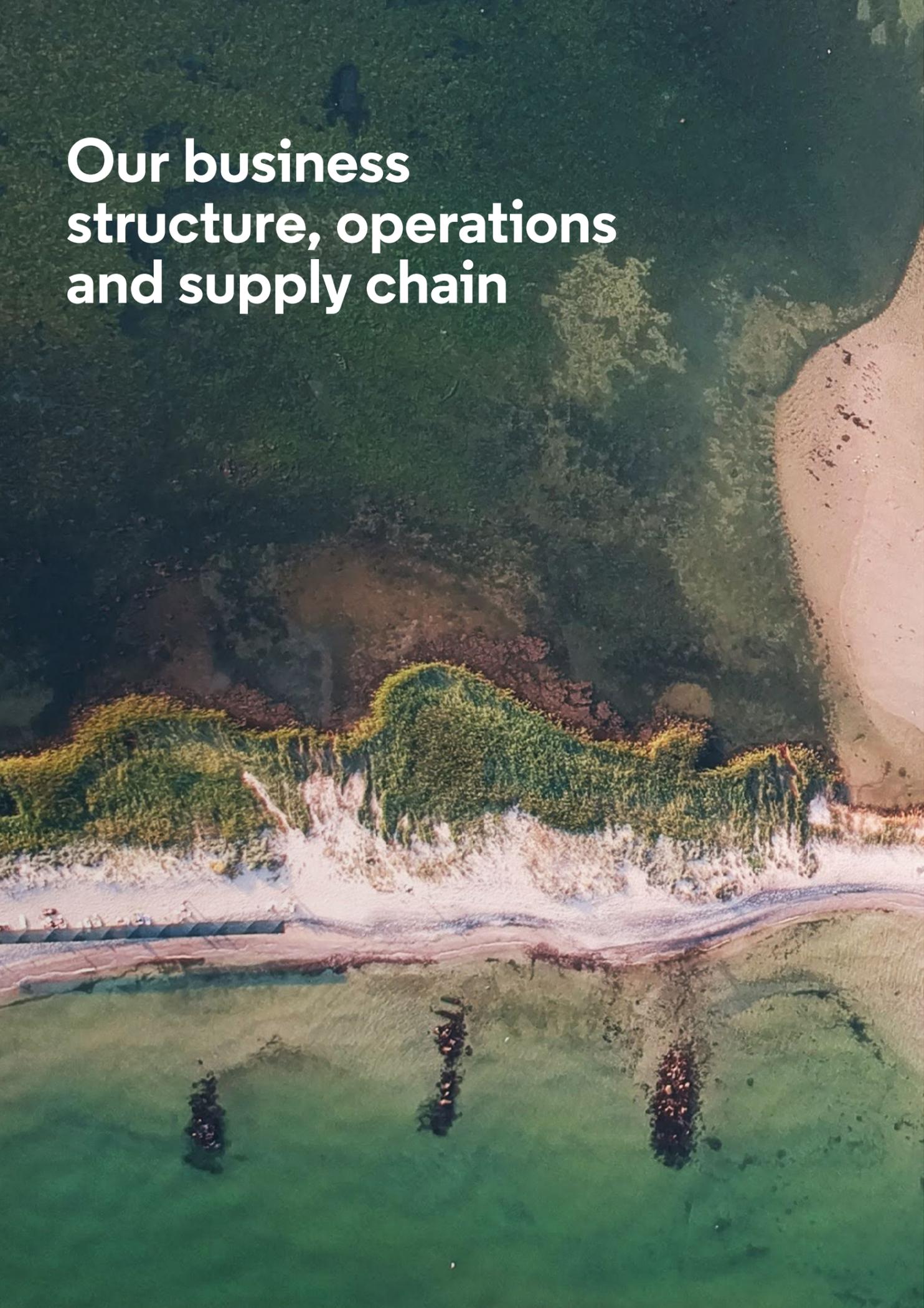
Implementing world-class responsible business practices strengthening ESG throughout our supply chain.

Developing and implementing a comprehensive climate transition plan towards carbon neutrality and eco-efficiency across our operations.

Facilitating and strengthening strategic business and community partnerships across the value chain, in support of advancing the sustainable development goals.

Prioritizing diversity and inclusion throughout our colleague journey, creating a culture of belonging.

Resource: [Risk and Sustainability Committee Charter](#)



Our business structure, operations and supply chain

Clarivate takes a group-wide approach to managing modern slavery risks in its operations and supply chain and there are several reporting entities under the Clarivate Group, which are detailed in Appendix 2 "In-Scope Entities".

We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings across our Group and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business operations or our supply chain. We are firmly opposed to forced

labour and all forms of labour exploitation. We continually work towards minimising the risk of human rights violations. By maintaining robust corporate governance, we aim to create a roadmap for long-term success and shareholder value, facilitated by our purposeful strategies which include sustainability and corporate responsibility.

Operations and Strategy

Promoting a sustainable and ethical supply chain

To impact global change, we're consciously choosing to engage with suppliers who align with our sustainability goals – whose products and services are produced in a way that treats people and the environment ethically and responsibly.

With the help of EcoVadis, our supply chain sustainability rating partner, we're evaluating

our suppliers for their sustainability policies, Environmental, Social, and Governance (ESG) ratings, implementation measures, and more. EcoVadis enables us to have better insights into all aspects of supplier responsibility and diversity. We use data to make more responsible, impactful decisions about who we partner with and build a resilient and sustainable supply chain.

We are serving the end-to-end needs of:

Academia and Government

Provides products and services to organizations that plan, fund, implement and utilize education and research at a global, national, institutional, and individual level.

48%

of revenues for the year ended December 31, 2022.

Life science and Healthcare

Empowering life sciences and healthcare organizations to create a healthier tomorrow.

17%

of revenues for the year ended December 31, 2022.

Intellectual Property

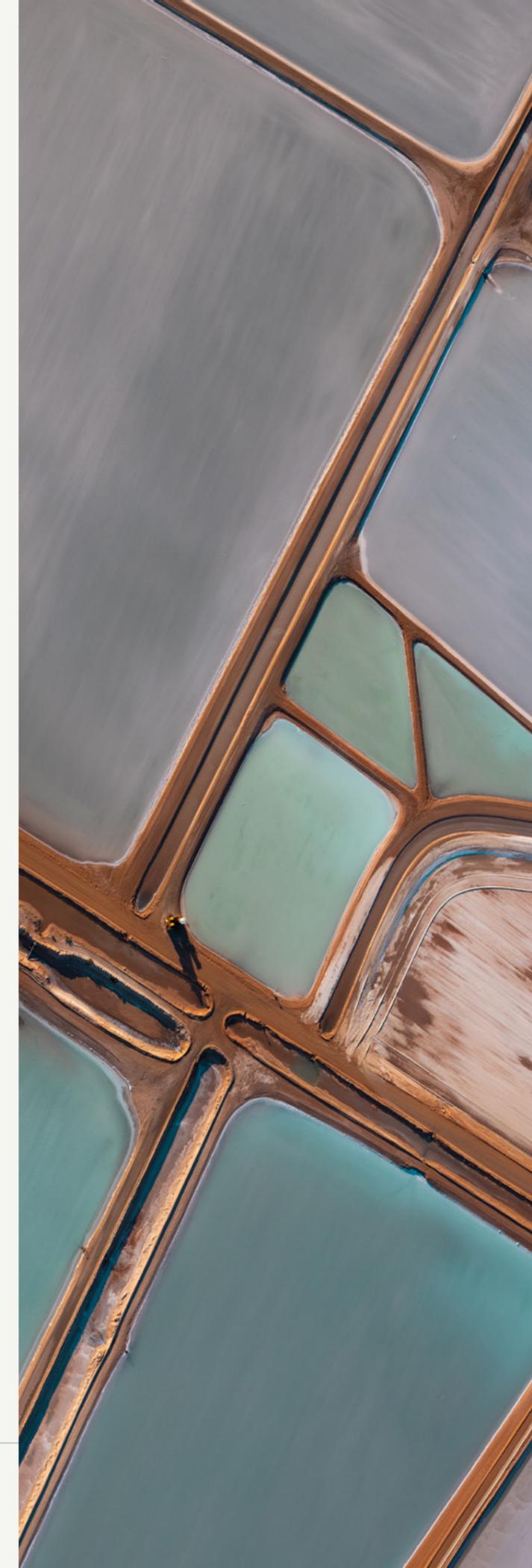
Accelerating informed decision-making for patents, building and protecting strong brands and effectively managing IP and collaborating with networks.

35%

of revenues for the year ended December 31, 2022.

In 2022, Clarivate had spend with 4,731 parent suppliers across the markets and regions where we operate, with our top three key areas of spend including Information Technology and Telecommunications (IT&T), third party legal and professional services in relation to our IP maintenance business and People and Professional Services, each of which may have potential exposure to modern slavery impacts. However, our assessment of those risks have found that none fall within the high-risk category.

At Clarivate, we mitigate risks by working closely with responsible suppliers who have signed the Clarivate Supply Chain Code of Conduct which seeks to ensure comparable standards of behavior for our suppliers worldwide, thereby driving a commitment to ethical improvements throughout our supply chain. For 2022, we are pleased to confirm that 100% of our suppliers signed the Clarivate Supply Chain Code of Conduct.



Advancing our ethical, sustainable supply chain

When it comes to sustainability, we know we cannot do it alone. To impact global change, we are making conscious choices 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 gain better insights into all aspects of our supplier responsibility and diversity. We are using data to make more responsible, impactful decisions about who we partner with in order to build a resilient and sustainable supply chain.

We use metrics to help us better understand and advance supplier diversity, such as:

- Tracking the number and percentage of suppliers against our spend, completing a comprehensive sustainability assessment, and, using EcoVadis, analyzing 78 management indicators, across 21 sustainability criteria.
- Understanding the performance of suppliers in all aspects of Environmental, Social and Governance criteria.
- Performing an ongoing review of Clarivate suppliers to drive positive impacts and a more sustainable supply chain.

2022 milestones¹

- Invited 200 of the top suppliers by spend to participate in the EcoVadis platform to be benchmarked for ESG performance.
- 41% of defined supplier spend has gone through our ESG assessment, an increase over our 2021 target which was 35%.
- Published Clarivate Anti-bribery and Anti-corruption Policy, Supply Chain Code of Conduct and the first Sustainable Procurement Report.

2023 goals

- Launch a global procurement transformation across Clarivate to enable a strategic long-term sustainable procurement strategy.
- Create processes, policies and change management to improve our capacity to positively impact our supply chain across ESG criteria in the coming years.

"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 today and for years to come."

Peter Frein, Vice President, Transaction Processing, Clarivate

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

¹2022 Milestones are based on 2021 spend from NetSuite

Our commitment to sourcing sustainable merchandise

Our approach

As we make strides towards achieving our sustainability milestones, we are looking across our entire supply chain for ways to integrate sustainability principles. Where we source and from whom we source our branded promotional merchandise is one area we are focusing on applying these efforts. Our goal is to ensure everything that carries our brand is selected and sourced in accordance with one or more of the following eight guiding principles for sustainability.



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 materials² 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.

²Rapidly renewable materials are natural, non-petroleum-based materials that have harvest cycles under 10 years.

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 global supply chain accountable to do the same. Our goal is to provide a work environment that is safe, inclusive, diverse and inspiring, while striving for equal opportunities 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 bargaining³
- 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

2022 milestones

- Built an Employment Relations team to provide expertise for addressing employment issues.

2023 goals

- Implement a globally relevant anti-harassment and anti-discrimination policy.
- Develop and implement training on prevention of discrimination and harassment.
- Continue our progress toward fair and equitable pay practices across gender.
- Submit second UNGC Communication on Progress.

"We value every voice and celebrate our people as our most important, sustainable advantage we have. We commit to treating everyone with dignity and respect and doing what’s right to provide opportunities to advance people and communities wherever we can."

Stephanie Roberts, Vice President, Employment Practices, Clarivate

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

³ All colleagues in Spain, France, Brazil, Italy, Singapore, Belgium, Germany are covered under Collective bargaining agreements. This represents 8.5% of total colleagues.



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

Our approach

We recognize that well-being means something different to each of us: being kind to yourself, being healthy and happy, being safe and prepared, being active, creative or free, being balanced, and being together are some examples.

At Clarivate we want our colleagues to be well – whatever that looks like to each individual. Well-being shouldn't be about checking

boxes. It can be about transformation, growth and possibilities – enabling colleagues to be better every day. Our mission is to give every colleague a way to improve their individual well-being experience with sophisticated, customized support. Through our Be Well program, we are 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 well-being: Physical, Financial, Social and Emotional.

Health and Safety management system

Clarivate currently has a Health and Safety management system in place which is primarily managed locally. Our systems and protocols are aligned with local country regulations, which include site risk assessments, risk reporting with action plans, and quality assurance meetings with the facilities teams to monitor and address any concerns and identify areas to improve.

In 2023, Clarivate is moving to a centralized Health and Safety Management System that will enable better auditing and reporting and provide digital records of inspections, risk assessments, accident reporting and more. These new systems and documentation will link to our emergency notification systems and business continuity plans to enable fast and effective responses to any emergency situations that may arise in a Clarivate site or with colleagues who may be traveling.

We have begun planning for these systems and are gathering required information to attain ISO45001 at key Clarivate sites in 2023. In addition, we are reviewing our systems to develop and deliver Health and Safety Management System training and guidelines to our colleagues around the world.

2022 milestones

- Grew colleague usage of our 'Be Well' worldwide platform– a comprehensive online well-being platform offering colleagues a health assessment, tracking daily health habits, health and fitness challenges, syncing mobile and fitness devices and more — all while earning rewards along their personalized journey.
- Continued our mindfulness and resiliency programming 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 193,046 minutes of mindfulness training.
 - 96% of participating colleagues reported reduced stress and anxiety.
 - 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 rate⁴(% of total days scheduled): 3.95%.

2023 goals

- Introduce a quarterly leadership series for people managers through the BeAP, with four workshops aimed at effective management and well-being of direct reports and leaders.
- Support our colleagues with their health and well-being journeys as they return to a hybrid model of working from an office and from home.

⁴The calculation took all of the hours submitted that fell into the categories: 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.



Strong corporate governance

Ethical leadership

Our approach

At Clarivate, our Board of Directors plays an essential role in prioritizing Environmental, Social and Governance (ESG) strategy across our organization. With growing awareness, attention and action from investors, customers and other stakeholders, our Board and its 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 are committed to being 'all in' across all regions, every role and every way we do business at Clarivate.

Diversity is an integral part of our principles of corporate governance and the Board believes that its membership should be composed of highly qualified directors from diverse backgrounds, who reflect the qualities enumerated above. As such, the Nominating and Governance Committee actively considers diversity (including gender, age, ethnicity, experience and geographic background) in the recruitment and nomination of directors.



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 and responsibilities very seriously to prepare for, attend and participate in meetings and in all committees on which they serve. Directors who are unable to attend a Board or Committee meeting are expected to notify the Board Chair or appropriate committee Chair 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 Risk and Sustainability Committee which reports into the Board at each meeting.

>75%

Average Board meeting attendance (of the 13 held in 2022)⁵

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.

10/11

independent Board members as of December 19, 2022

⁵The Board held 13 meetings during 2022. Each director attended at least 75 percent of the total regularly scheduled and special meetings of the Board and the committees on which they served.

Our four standing committees

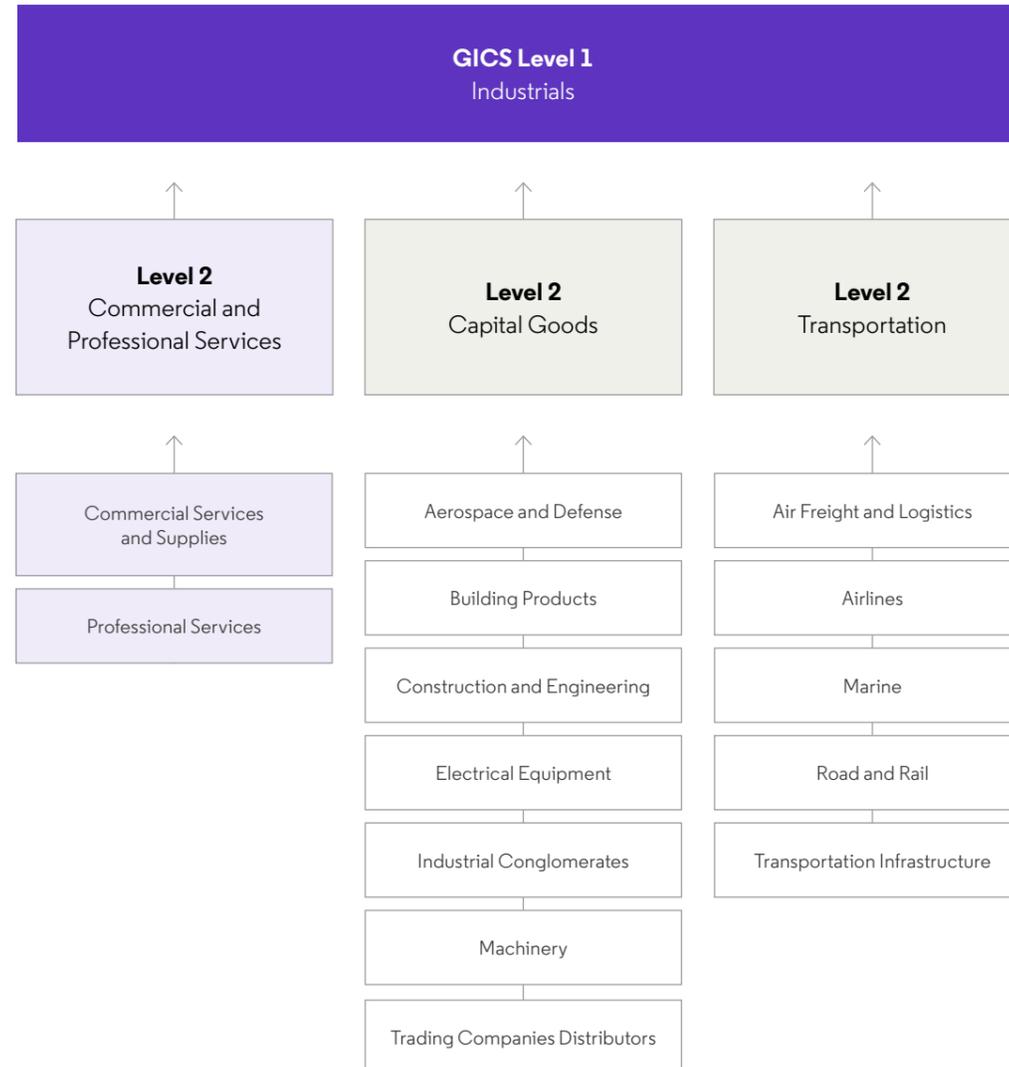
The Board had four standing committees in 2022 with the membership set forth below as of year-end.

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

	Audit Committee	Nominating and Governance Committee	Human Resources and Compensation Committee	Risk and Sustainability Committee
Adam T. Levyn				Member
Andrew M. Snyder		Member		
Anthony Munk	Member			
Dr. Wendell Pritchett		Chairperson		Member
Jane Okun Bomba			Chairperson	
Michael J. Angelakis		Member		
Richard W. Roedel	Chairperson			Member
Sheryl von Blucher		Member		Chairperson
Usama N. Cortas		Member	Member	
Valeria Alberola	Member		Member	

Chairperson Member

Board members with relevant work experience according to Global Industry Classification Standard⁶ (GICS) Level 1 sector classification



Business experience and qualifications of Board Members and Director Nominees can be found in our Proxy Statement for our 2023 Annual General Meeting of Shareholders, pages 10-13.

⁶GICS is a common global classification standard used by thousands of market participants across all major groups involved in the investment process: asset managers, brokers (institutional and retail), custodians, consultants, research teams and stock exchanges.



2022 milestones

- Our Board continued to focus on inclusion and diversity in 2022. We published our [Board of Directors Equity, Inclusion and Belonging Policy](#) in 2021. To the left are our Board's composition and related metrics.

2023 goals

- 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).
- 1 management director on the Board.

"At Clarivate, we believe that effective corporate governance is driven by the highest levels of ethical leadership where we set an example and act with integrity in everything we do. Our Board helps elevate the importance of ESG and guides our responsibility to address some of the greatest challenges of our time, including partnering with our customers to help them create a more sustainable future."

Richard W. Roedel, Board member

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 purpose, 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.



100%

of colleagues completed Code of Conduct training.

100%

of colleagues acknowledged Code of Conduct.

"Our aim is for our colleagues to live the values embodied in our Code of Conduct and we make adherence to our Code an integral part of our culture. This is supported by guidance and training from our experienced Compliance team and helps drive the strong sense of ethics that permeates and defines our organization."

**Julio Martin, Vice President,
Deputy General Counsel & Chief Compliance Officer, Clarivate**

Resources: [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 and around the world. 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

We continue to mature our Enterprise Risk Management (ERM) program. To gain valuable feedback and better understand our critical

success factors, we developed a comprehensive 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.

As we continue advancing our risk management practices, in 2022 we completed an external capability maturity assessment to benchmark our ERM program to identify leading practices and opportunities for improvement. We are in the process of incorporating our learnings into program improvements.

"We are 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 and Sustainability Officer, Clarivate

Enterprise risk management governance

Risk Management is the responsibility of every colleague in the company, however, different stakeholders have different objectives and levels of accountability with respect to monitoring and implementation.

- The Risk and Sustainability Committee was created by the Board of Directors to discharge the responsibilities set forth in the [Risk and Sustainability 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 risks and issues that could impact Clarivate.

- Business Segment and Functional Leaders are responsible for maintaining a sustainable risk management program following the company wide ERM Framework.
- Operational Risk Forums at our Business Segment level serve as an internal forum for identifying, communicating, assessing, responding to, and monitoring risks and issues that could impact Clarivate at an operational level.
- The Chief Risk Officer (CRO) is responsible for establishing the ERM process within the organization and instituting the relationship between risks across different categories and risk interdependencies. The CRO facilitates 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.



Emerging risks

Emerging risk 1: Our business continuity plans need to be fortified to mitigate events that may adversely impact our business.

There could be a variety of causes for unexpected events such as human error, natural disasters (such as hurricanes and floods), infrastructure or network failures (including failures at third-party data centers, by third-party cloud-computing providers, or due to aging technology assets), and other disruptions to our business that could cause an adverse effect.

- Category: Environmental
- Description and impact:
 - Adverse impact from climate action failure could have an impact on key assets, global real estate footprint and key infrastructure
- Mitigation:
 - Business Continuity Planning and incident response
 - Ongoing review of our global real estate footprint to prioritize alignment with TCFD framework
 - Setting science-based targets (Net-zero)

Emerging risk 2: Our ability to attract and retain colleagues with specific knowledge, experience and skillsets must be strengthened in order to ensure our future success.

- Category: Social
- Description and impact:
 - Social cohesion erosion can lead to the fracture of social networks and negatively impact social stability and economic productivity as well as increase polarization and divisiveness within societies
 - Livelihood crisis can impact an organization's ability to maintain labor costs at pre-COVID-19 levels due to increased costs of living and inflation.
- Mitigation:
 - Strategic workforce planning
 - People analytics
 - Strengthen Inclusion and Diversity (I&D) initiatives

2022 milestones

- Conducted 40+ enterprise risk interviews.
- Assessed 100+ risks.
- 10 top risks identified with related response strategies.
- 24 distinct risk assessments covering functional areas and business units, including workshops with MRC members, functional and business line leaders.
- Conducted 10+ ERM workshops.
- Higher priority/focused risks identified determined by likelihood of occurrence and impact to the organization.

2023 goals

- Continue to monitor and prioritize emerging risks.
- Advance our risk-aware culture by providing awareness and training to all colleagues.
- Ensure consistent ERM framework across business segments/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.
- Continue to focus on organizational resilience, as we continue to mature our Business Continuity governance framework by developing consistent discipline across segments.

Resources: [Clarivate Risk Framework](#), [Risk and Sustainability Committee Charter](#)

The risks noted herein are not exhaustive. Important factors that could cause our actual results and financial condition to differ materially include those factors discussed under the caption "Risk Factors" in our annual report on Form 10-K, along with our other filings with the U.S. Securities and Exchange Commission ("SEC"). However, those factors should not be considered to be a complete statement of all potential risks and uncertainties. Additional risks and uncertainties not known to us or that we currently deem immaterial may also impair our business operations. Please consult our public filings with the SEC or on our website at www.clarivate.com.

Appendix A

Reporting overview

Key performance indicator summary

By continuously focusing on actions and outcomes at Clarivate, we are making a positive impact on humanity and on our planet. By working together, we are helping to shape a more sustainable and equitable future for our colleagues, customers, shareholders and communities worldwide.

Environment KPIs

We are reporting on 100% of our 68 worksites and excluding data centers, per-desk sites, subleased sites, registered offices, virtual addresses, work councils, union locations, legal, third-party locations, and regulatory offices.

In 2022, we disclosed 1 out of 15, Scope 3 categories and are working on increasing the range of reporting moving forward. We set 2019 as our baseline year due to the impact of COVID-19 in 2020 and 2021. Our environmental metrics for 2019 through 2022 include data for all entities and organizations we had acquired thus far, including DRG in January 2020, CPA Global in October 2020 and ProQuest in December 2021. Our aim is to appropriately capture, measure and report on any change to our environmental metrics so we know what is working and identify opportunities to improve.

Environment	FY19	FY20	FY21	FY22	Unit
Number of reporting worksites	95	95	87	68	#
Operational square feet	1,415,005	1,415,005	1,334,666	1,127,792	sq. ft
Worksites with sustainability certifications	17	17	18	18	% of sq. ft
Total electricity consumption	35,127	31,483	26,300	24,474	MWh
Total heat and steam	839	871	307	123	MWh
Renewable energy	2,141	1,237	875	803	MWh
Energy mix	-	-	-	-	-
Renewable energy (biomass, solar, wind energy, Hydro, etc.)	6	4	3	3	%
Fossil Fuels mix	94	96	97	97	%

Energy	FY19	FY20	FY21	FY22	Unit
Scope 1	1,952	1,175	1,055	1,096	MWh
Scope 1: Natural gas	32	71	72	69	%
Scope 2: Fuel oil	68	29	28	31	%
Scope 2	35,966	32,354	26,607	24,597	MWh
Scope 2: Purchased electricity	98	97	99	99.5	%
Scope 2: Purchased steam & chilled Water	2	3	1	0.5	%
Total energy consumption (Scope 1 + Scope 2)	37,918	33,528	27,662	25,693	MWh
Reduction in global electricity consumption from 2019 baseline	-	-12	-27	-48	%
Global renewable energy consumption	2,141	1,237	875	803	MWh
Percent renewable energy	6	4	3	3	%

Water	FY19	FY20	FY21	FY22	Unit
Global water use	77,146	71,128	62,546	57,785	m ³
Reduction in global water withdrawal from baseline	-	-8%	-19%	-25%	%

Greenhouse gas (GHG) emissions	FY19	FY20	FY21	FY22	Unit
Scope 1: Direct greenhouse gas emissions	583	255	256	284	tCO ₂ e
Scope 1: Natural gas	114	134	151	161	tCO ₂ e
Scope 1: Fuel oil	469	121	105	123	tCO ₂ e
Scope 2: Indirect location-based greenhouse gas emissions	19,439	16,819	13,576	10,976	tCO ₂ e
Scope 2: Purchased Electricity	19,250	16,625	13,509	10,950	tCO ₂ e
Scope 2: Purchased Steam & Chilled Water	189	194	67	26	tCO ₂ e
Scope 2: Indirect market-based greenhouse gas emissions	17,857	15,863	1,926	10,450	tCO ₂ e
Scope 2: Purchased Electricity	17,667	15,670	12,799	10,424	tCO ₂ e
Scope 2: Purchased Steam & Chilled water	189	194	67	26	tCO ₂ e
Scope 3: Indirect greenhouse gas emissions not included in Scope 2	13,676	1,926	332	5,597	tCO ₂ e
Scope 3, category 6: Business travel ⁷	13,676	1,926	332	5,597	tCO ₂ e
Total market-based emissions: Scope 1 & 2	18,440	16,119	13,122	10,734	tCO ₂ e
Total location-based emissions: Scope 1 & 2	20,022	17,074	13,832	11,260	tCO ₂ e
Total market-based emissions: Scope 1 & 2 (market) and 3 (business travel)	32,116	13,676	13,454	16,331	tCO ₂ e
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel)	33,698	19,000	14,164	16,857	tCO ₂ e
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel) per revenue	34.59	15.15	7.55	6.34	tCO ₂ e/\$M
Total location-based emissions: Scope 1 & 2 (location) and 3 (business travel) per colleague	8.02	2.19	1.25	1.42	tCO ₂ e/colleague

Waste	FY19	FY20	FY21	FY22	Unit
Global Business Waste	1,224	1,219	1,084	944	metric tons
Recycled/composted material	30	30	30	30	%
Landfilled Material	70	70	70	70	%

⁷ Business travel includes air travel and hotel emissions.

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 colleagues based in the United States, who represent 25% of our total workforce.

	FY18	FY19	FY20	FY21	FY22
Total colleagues	4,580	4,203	8,690	11,353	11,832
Full-time	4,450	4,090	8,445	11,095	11,627
Part-time	130	113	245	258	205
Total colleagues = Full Time colleagues + 0.5 * Part Time colleagues	4,515	4,147	8,568	11,224	11,730
Net revenues	\$968,468,000	\$974,345,000	\$1,254,047,000	\$1,876,894,000	\$2,659,823,483
Operating expenses ⁸	\$1,074,176,000	\$1,017,432,000	\$1,251,242,000	\$1,963,874,000	\$1,040,437,623
Total employee-related expenses (salaries + benefits)	\$401,265,343	\$450,539,350	\$561,157,424	\$814,193,474	\$1,029,109,450
Colleague return on investment ⁹	\$0.74	\$0.90	\$1.00	\$0.89	\$2.57

	FY22
Colleagues based in the United States	2,966
Women	1,456
Men	1,510
Colleagues by employment contract	
Women - Permanent	5,827
Women - Temporary	94
Men - Permanent	5,811
Men - Temporary	62
Other - Permanent	37
Other - Temporary	1
Colleagues by employment type	
Women - Full-time	5,759
Women - Part-time	162
Men - Full-time	5,830
Men - Part-time	43
Other - Full-time	38
Other - Part-time	0

⁸Operating expenses include the impact from goodwill impairment reported in 2022. Please refer to our Annual Report. We normalized this data to compare against prior years.

⁹Colleague 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.

United Nations Global Compact Communication on Progress

We are committed to making the United Nations Global Compact (UNGC) and its principles part of our strategy, culture and day-to-day operations at Clarivate and to communicating 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 our continued, ongoing support 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.

Human Rights
Principle: Businesses should support and respect the protection of internationally proclaimed human rights. Disclosure: Human rights – a shared imperative to advance sustainability
Principle: Businesses should make sure that they are not complicit in human rights abuses. Disclosure: Human rights – a shared imperative to advance sustainability
Labour
Principle: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Disclosure: Human rights – a shared imperative to advance sustainability
Principle: Businesses should uphold the elimination of all forms of forced and compulsory labour. Disclosure: Human rights – a shared imperative to advance sustainability
Principle: Businesses should uphold the effective abolition of child labour. Disclosure: Human rights – a shared imperative to advance sustainability
Principle: Businesses should uphold the elimination of discrimination in respect of employment and occupation. Disclosure: Human rights – a shared imperative to advance sustainability
Environment
Principle: Businesses should support a precautionary approach to environmental challenges. Disclosure: Our commitment to net-zero before 2040
Principle: Businesses should undertake initiatives to promote greater environmental responsibility. Disclosure: Our commitment to net-zero before 2040
Principle: Businesses should encourage the development and diffusion of environmentally friendly technologies. Disclosure: Our commitment to net-zero before 2040
Anti-corruption
Principle: Businesses should work against corruption in all its forms, including extortion and bribery. Disclosure: Bringing our Code of Conduct to life

Alignment with sustainability standards

At Clarivate, we have closely aligned our sustainability initiatives and disclosures to satisfy investor and stakeholder expectations for sustainability performance data. We continue to highlight our accelerated actions and opportunities 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

Topic	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	Our commitment to safeguarding personal data, page 46
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	N/A	SV-PS-230a.2	Clarivate Privacy Program overview
	(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 did not have a reportable data breach in 2022.
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 inclusion, diversity, equity and belonging, page 27
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Rate	SV-PS-330a.2	Attracting, hiring and retaining the best talent, page 29
	Employee engagement as a percentage	Quantitative	Percentage	SV-PS-330a.3	Prioritizing people and our social responsibility, page 25
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	SV-PS-510a.1	10-K, Item 3. Legal Proceedings, page 28
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	SV-PS-510a.2	10-K, Item 3. Legal Proceedings, page 28
Activity Metric	Number of employees by: (1) full-time and part-time, (2) temporary and (3) contract	Quantitative	Number	SV-PS-000.A	ESG Metrics, page 49
	Employee hours worked, percentage billable	Quantitative	Hours, Percentage	SV-PS-000.B	N/A

Appendix B

Mandatory criteria reference table

The table provides reference pages for the relevant disclosures in each criterion for both the Australian Commonwealth Modern Slavery Act 2018 and United Kingdom's Modern Slavery Act 2015.worldwide. Please review our summary of key performance indicators (KPIs).

Australian Commonwealth Modern Slavery Act 2018 reporting criteria	United Kingdom's Modern Slavery Act 2015 requirements	2022 Modern slavery statement page reference
(a) Identify the reporting entity	N/A	Pages 3, 7, 24
(b) Describe the structure, operations and supply chains of the reporting entity	54(5)(a) the organisation's structure, its business and its supply chains	Pages 5-10
(c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	54(5)(d) the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 5-10, 16, 17
(d) Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	54(5)(b) its policies in relation to slavery and human trafficking; (c) its due diligence processes in relation to slavery and human trafficking in its business and supply chains; and (f) the training about slavery and human trafficking available to its staff	Pages 8-17
(e) Describe how the reporting entity assesses the effectiveness of such actions	54(5)(e) its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Pages 8-20
(f) Describe the process of consultation with any entities that the reporting entity owns or controls. In the case of a reporting entity covered by a statement under section 14 – the entity giving the statement	N/A	Page 23
(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	N/A	N/A

Appendix C

Modern Slavery Act – in-scope entities

Clarivate has chosen to make a joint Modern Slavery Act Transparency Statement (“Statement”) at the group level even though this approach is not required by the UK Modern Slavery Act (the “Act”).

The specific Clarivate Group entities in scope of Section 54 of the Act and that have approved the statement for the financial year end 31 December 2021 are:

Australia

- Clarivate Analytics (Australia) Pty Ltd
- Clarivate Analytics (Australia) Holdings Pty Ltd
- See-Out Pty Ltd
- CPA Global (Australia) Pty Ltd
- CPA Global Software Solutions Pty Limited
- ProQuest Australia Pty Ltd.
- ProQuest EBL Pty Ltd.
- PQIL Ltd Australia Branch
- Ex Libris Pty. Ltd.
- VTLS Australia Pty. Ltd.

United Kingdom

- Camelot UK Bidco Limited
- Clarivate Analytics (International) Limited
- Clarivate Analytics (UK) Limited
- Computer Patent Annuities International Limited
- CPA Global (Landon IP) Limited
- CPA Global (Patrafee) Limited
- CPA Global Finco Limited
- CPA Global Legal Support Services UK Limited
- CPA Global Management Services Ltd
- CPA Global Renewals (UK) Limited
- CPA Global Software Solutions (UK) Limited
- CPAUSH Ltd
- Intellectual Property Associates Network Limited
- IPSS Europe Limited
- Envoy Limited
- Envoy International Limited
- WIRO Limited
- Pi2 Solutions Ltd.
- Ex Libris Ltd. (UK)
- oMbiel Limited
- Research Research Limited
- Innovative Interfaces Limited
- Innovative Interfaces International Limited

Statement of the Board of Directors

Our Board of Directors is responsible for the oversight of our modern slavery statement. However, we took a cross-functional approach to preparing and drafting this Statement, including legal, human resources, risk, sustainability, compliance and procurement group functions.

The Risk and Sustainability Committee is an important stakeholder in the governance of our modern slavery response and provides oversight, review and/or approval of matters relating to our ESG priorities, including those relating to our supply chain, work force and external stakeholders. The Risk and Sustainability Committee has been delegated authority by the Board in relation to those ESG matters, whose contribution has formed the basis of our statement.

Accordingly, based upon the findings and recommendations of the Risk and Sustainability Committee, the governing body of each reporting entity listed on the In-Scope Entities under Appendix 2 has considered and approved this statement prior to publication. This Statement will be reviewed and updated annually.

Jonathan Gear
CEO, Clarivate

About this report

Clarivate publishes our Modern Slavery Statement every year which contains results from the prior year and forward-looking goals for the current year.

Our 2022 Modern Slavery Statement is published in August 2023. This document 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," "goals," "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, without limitation, 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 Modern Slavery Statement are based on our current expectations, beliefs and forecasts concerning future events, trends and developments and their potential effects on us. There can be no assurance that future developments affecting us will be those that we have anticipated. Because forward-looking statements relate to the future, they are difficult to predict and involve a number of risks and uncertainties (many of which are beyond our control) or

other assumptions that may cause actual results or performance to be materially different from those expressed or implied by these forward-looking statements. Should one or more of these risks or uncertainties materialize, or should any of the assumptions prove incorrect, our actual results or performance may vary in material respects from those expressed or implied in this document or any of our prior communications. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements include those factors discussed under the caption "Risk Factors" in our annual report on Form 10-K, along with our other filings with the SEC. However, those factors should not be considered to be a complete statement of all potential risks and uncertainties. Additional risks and uncertainties not known to us or that we currently deem immaterial may also impair our business operations. Forward-looking statements are based only on information currently available to our management and speak only as of the date of this Modern Slavery Statement. We do not assume any obligation to publicly provide revisions or updates to any forward-looking statements, whether as a result of new information, future developments or otherwise, should circumstances change, except as otherwise required by securities and other applicable laws. Please consult our public filings with the SEC or on our website at www.clarivate.com.

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About Clarivate

Clarivate™ is a leading global information services provider. We connect people and organizations to intelligence they can trust to transform their perspective, their work and our world. Our subscription and technology-based solutions are coupled with deep domain expertise and cover the areas of Academia & Government, Life Sciences & Healthcare and Intellectual Property. For more information, please visit clarivate.com.

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