08/21/2025

Dear Anupama,

Congratulations! I am excited to offer you a position at Clarivate, a global leader in trusted and transformative intelligence. Our aim is to fuel the world's greatest breakthroughs by harnessing the power of human ingenuity. We cannot wait to see what you can achieve and look forward to your acceptance.

In joining our team, you will receive the below terms, which are effective from your start date which is tentatively set as 09/24/2025. Your exact start date will be confirmed via email once finalized. This letter sets forth the initial terms and conditions of your employment with Clarivate.

Title: Associate Content Ingestion Analyst

Compensation: You will be eligible for the following less applicable deductions and withholdings:

- Total Fixed Pay ₹440,000.00, full components of fixed pay is in Annexure 1
- Annual Incentive Plan (AIP) bonus with a target award of 5% of earned base salary. The payment of any AIP bonus will be subject to terms and conditions of the plan document including modification of the actual bonus payment based on business and individual performance, and your start date. From time to time, as business conditions dictate, the Company may revise eligibility or the bonus target award.

Work Location: Your assigned Clarivate location is in Bengaluru (Bangalore) Urban, Karnataka. The Company has a hybrid-remote working approach, and you may be required to work in the office depending on your role, business requirements and agreement with your manager (schedules are subject to change). You may also be required to travel to or work at another location of the Company or to travel to meet with customers, vendors or other business partners as may be reasonably required according to business needs. The Clarivate Global Travel and Expense policies provide more information on reimbursements.

When not working at a Company location or engaged in business travel, you will work from your home location per the Company's Remote Work Guiding Principles.

Benefits: You will be eligible to participate in our benefits in accordance with the terms and conditions of the respective plans. An overview of all available benefits is mentioned in Annexure 1.

Contingencies: Please be aware that your offer of employment is contingent on your completion of the below. Failure to complete any one or more of these requirements will result in the immediate withdrawal of this employment offer or immediate termination of employment if it has commenced.

- Successful Completion of a Background Check
- Proof of identity and employment eligibility
- Signature of required agreement(s) based on what is required and allowable in your local work location jurisdiction which may or may include non-compete, non-solicit, code of conduct, confidential