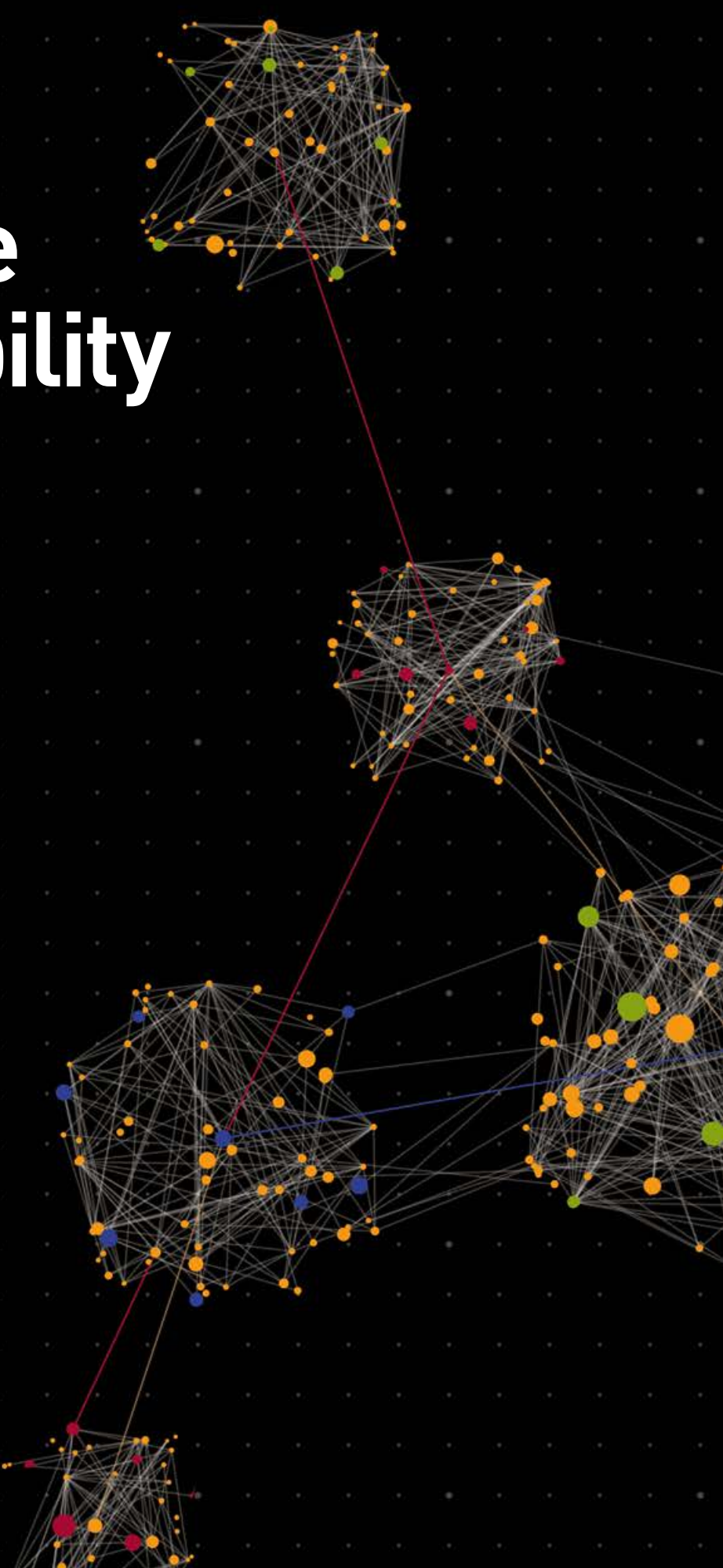


Corporate responsibility

An abstract graphic on the right side of the page features a network of interconnected nodes and lines. The nodes are represented by small circles in various colors, including yellow, green, blue, and red. These nodes are connected by thin, light-colored lines, forming a complex web. A prominent red line runs diagonally across the page, passing through several of the network clusters. The background is dark with a subtle grid of small white dots.

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- 69 Supply chain
- 73 Environment
- 82 CR disclosure standards

Contact details

Your views are important to us.
Please send your comments to:
corporate.responsibility@relx.com

Or write to:
Dr Márcia Balisciano
Chief Sustainability Officer and Global Head
of Corporate Responsibility
RELX
1-3 Strand
London
WC2N 5JR
United Kingdom

For more information, visit:
www.relx.com/corporateresponsibility

This report contains the RELX PLC Non-Financial and Sustainability Information Statement for the purposes of Section 414CA and 414CB of the Companies Act 2006.

The Corporate Responsibility Report is an integral part of our Annual Report. This section highlights performance against our 2023 corporate responsibility objectives.

Non-financial and sustainability information statement

RELX is required to comply with the reporting requirements of Sections 414CA and 414CB of the Companies Act 2006, which relate to non-financial and sustainability information. The list below outlines where this information can be found:

Reporting requirement:

Environmental matters	73-81, 82-87
Employees	54-59
Social matters	45-49
Human rights	45-49, 54-59, 69-72
Anti-corruption and anti-bribery matters	50-53, 69-72
Policies, due diligence processes and outcomes	50-53, 69-72
Description and management of principal and emerging risks and impact of business activity	98-107
Description of business model	4-13
Non-financial metrics	41
Climate-related financial information	82-87

Directors' duties and Section 172 Statement

The Directors of RELX PLC – and those of all UK companies – must act in accordance with their duties under the Companies Act 2006 (the Act). These include a fundamental duty to promote the success of the Company for the benefit of its members as a whole. The Board of RELX PLC, and its individual Directors, consider that they have done so for the year ending 31 December 2023.

Details of how the Board and its Directors have fulfilled these duties can be found throughout this 2023 Report, and therefore the following sections have been incorporated by reference into this Section 172 Statement and, where necessary, the RELX 2023 Strategic Report:

Business model and strategy	4-13
Corporate responsibility report	38-90
Principal risks	98-107
Culture and workforce policies	113-125
Board decision-making	113-125
Stakeholder engagement	113-125

Section 172 of the Act requires the Directors to have regard to, among other matters, the interests of the company's stakeholders in working to promote the success of the company. The Board recognises the importance of building and maintaining sound relationships with RELX's key stakeholders in order to achieve its business aims. Among the Group's many and varied stakeholders, the Board has identified investors, employees, customers, suppliers and the communities in which we operate, as the company's key stakeholders. Given its size, diversity and global business, stakeholder engagement takes place at all levels across the Group. To ensure adequate visibility of key stakeholder views, the Board received a detailed overview in the year covering engagement channels and activities the Company has with each of its key stakeholders.

In 2023, the Board also continued to oversee our substantial corporate responsibility activities, and maintained its focus on RELX's Sustainability performance. The Board's oversight on these matters is detailed on page 117 as part of Board activities, and page 119 as part of the Board's engagement with the communities in which we operate.

We review the implications of our identified risks to ensure appropriate mitigation. For example, one strategic risk is customer acceptance of our products and services; we must therefore make certain they are reliable and high quality, responding to the views expressed through customer feedback programmes, including Net Promoter Score, and access initiatives to ensure those who might benefit from our products and services can do so. In this way, we minimise risk of financial loss and damage to our corporate reputation.

Our approach to corporate responsibility



We set annual and longer-term objectives to ensure we continue to increase the positive impact we have on society through our business.

Dr Márcia Balisciano

Global Head of ESG and Corporate Responsibility, RELX

CR priorities

In this report we outline our approach to Corporate Responsibility (CR), our principal CR risks and how they map to our CR priorities, including operating with the highest standards, meeting customer needs, attracting and retaining the right people, maintaining an ethical supply chain and managing climate risks as presented in our Taskforce for Climate-related Financial Disclosure (see CR Disclosure Standards 1). This Report also sets out alignment with the Sustainability and Accounting Standards Board (see CR Disclosure Standards 2).

Corporate responsibility performance begins with the purpose of the company. RELX is a global provider of information-based analytics and decision tools for professional and business customers, enabling them to make better decisions, get better results and be more productive.

Our purpose is to benefit society by developing products that help researchers advance scientific knowledge; doctors and nurses improve the lives of patients; lawyers promote the rule of law and achieve justice and fair results for their clients; businesses and governments prevent fraud; consumers access financial services and get fair prices; and customers learn about markets, source products and complete transactions.

Our purpose guides our actions beyond the products that we develop. It defines us as a company. Every day across RELX our employees are inspired to undertake initiatives that make unique contributions to society and the communities in which we operate.

To be a leading company we must act with the highest responsible standards, while channelling our strengths to make a positive difference for society. To us, CR is not a programme or prescriptive set of activities, it is how we do what we do on a daily basis. It is the responsibility of everyone at RELX.

CR gives us long-term sustainable competitive advantage. It inspires confidence in our stakeholders, and provides a 'licence to operate' in the communities in which we live and work. It underpins our business strategy to deliver improved outcomes for our customers by combining content and data with analytics and technology across global platforms and helps us build leading positions in our markets by leveraging our skills and assets.

We align the objectives we set for our unique contributions, as well as those for the significant areas that affect all companies – governance, people, customers, community, supply chain and environment – with the United Nations Sustainable Development Goals (SDGs) to support the achievement of these 17 global goals by 2030.

We believe in timely, comprehensive reporting (see CR Disclosure Standards 2 and 3 for how we align with key standards, including the Global Reporting Initiative). Key non-financial metrics for environment, people and supply chain are independently assured. Corporate Citizenship assure our community disclosures against the Business for Societal Impact (B4SI) Framework. Full assurance statements are available at www.relx.com/additional-cr-resources. CR is an integral part of the statements of the Chair, CEO and CFO (see pages 3, 4, and 92-97). RELX is subject to the European Union's Corporate Sustainability Reporting Directive (CSRD) from January 2024 and our first CSRD Sustainability Statement will feature in this section of our 2024 Annual Report.

We pursue robust governance of CR issues for which the CEO is responsible to the Board. The leaders of our four business areas and our Functional leaders all have accountability for our CR performance, reinforced by objective setting and monitoring by our CR Forum and the involvement of over 4,400 colleagues in our internal CR networks.

Sustainable Development Goals (SDGs)

We're committed to doing our part to advance these essential objectives for the world. Throughout the Corporate Responsibility section of this report, SDG icons highlight the SDGs relevant to the content.



Visit the RELX SDG Resource Centre
www.sdgresources.relx.com

RELX

SDG Resource Centre



2023 key corporate responsibility data

	2019	2020	2021	2022	2023
Revenue (£m)	7,874	7,110	7,244	8,553	9,161
People					
Number of full-time equivalent employees (year end)	33,200	33,200	33,500	35,700	36,500
Percentage of women employees (%) ¹	50	50	50	50	51
Percentage of women managers (%) ¹	42	42	44	44	45
Percentage of women senior leaders (%) ¹	30	28	30	31	31
Percentage of ethnic minority US/UK managers (%) ¹		17	19	19	20
Percentage of ethnic minority US/UK senior leaders (%) ¹		9	10	12	15
Community²					
Total cash and in-kind donations (products, services and time (£m))	9.2	9.2	10.4	12.3	12.4
Market value of cash and in-kind donations (£m)	18.7	17.6	20.6	22.6	23.4
Percentage of staff volunteering (%) ³	45	26	32	36	36
Total number of days volunteered in company time	12,127	6,821	10,362	12,830	16,529
Health and safety (lost time)⁴					
Incident rate (cases per 1,000 employees) ¹	0.50	0.11	0.07	0.17	0.30
Frequency rate (cases per 200,000 hours worked) ¹	0.06	0.01	0.01	0.02	0.03
Severity rate (lost days per 200,000 hours worked) ¹	0.69	0.07	0.02	0.36	0.41
Number of lost time incidents (>1 day) ¹	14	3	2	5	9
Socially Responsible Suppliers (SRS)					
Number of key suppliers on SRS database ⁵	354	412	359	724	796
Number of independent external audits ⁶	93	99	111	119	125
Percentage signing Supplier Code of Conduct (%) ⁷	91	91	96	87	87
Environment⁸					
Total energy (MWh) ¹	176,682	142,098	125,095	117,997	110,750
Renewable electricity purchased (MWh) ⁹	135,710	120,710	105,793	98,013	92,621
Percentage of electricity from renewable sources (%) ⁹	91	100	100	100	100
Waste sent to landfill (t) ¹⁰	804	210	150	73	45
Percentage of waste diverted from landfill (%) ¹⁰	81	91	93	97	97
Water usage (m ³) ¹	344,304	226,509	183,575	156,734	142,374
Climate change (tCO₂e)⁸					
Scope 1 (direct) emissions ¹	8,498	5,217	5,644	5,211	4,317
Scope 2 (location-based) emissions ¹	69,616	53,740	44,051	37,270	36,616
Scope 2 (market-based) emissions ¹	18,384	11,384	8,321	8,952	8,598
Scope 3 (flights) Cirium's EmeraldSky flight emissions methodology ¹¹	40,544	8,961	3,402	15,879	16,999
Scope 1 + Scope 2 (location-based) emissions ¹	78,114	58,957	49,695	42,481	40,933
Scope 1 + Scope 2 (location-based) + Scope 3 (flights) emissions ¹	118,658	67,918	53,097	58,360	57,932
Scope 1 + Scope 2 (market-based) + Scope 3 (flights) emissions ¹	67,426	25,562	17,367	30,042	29,914
Paper					
Production paper (t) ¹	34,599	36,259	40,910	28,466	22,561
Sustainable content (%) ¹²	96	92	98	99	100
SDG Resource Centre					
Unique users ¹		89,902	133,832	155,082	220,815
New content items ¹		717	970	658	822

1 We define senior leaders as colleagues with a management grade of 17 and above.

2 Data reporting methodology assured by Business for Societal Impact (B4SI). Reporting period covers 12 months from December 2022 to November 2023.

See B4SI assurance statement at www.relx.com/additional-cr-resources.

3 All Group employees can take up to two days off per year, coordinated with line managers, to work on community projects that matter to them. Number of staff volunteering reflects the number of staff using volunteering hours, as well as those who participated in other Company-sponsored volunteer activities.

4 Accident reporting covers approximately 82% of global employees.

5 We continue to refine our supplier classification and hierarchy data, contributing to changes in the number of suppliers we track year-on-year.

6 For 2023, RELX moved to a new third party audit platform, which allows sharing of supplier audits across the platform therefore increasing the total number of audits.

7 Signatories to the RELX Supplier Code of Conduct include suppliers who have not signed the Supplier Code, but have equivalent codes. These suppliers are subject to the same audit requirements as Supplier Code signatories.

8 Climate change and environmental data (carbon, energy, water, waste) covers the 12 months from December 2022 to November 2023.

9 We purchase renewable electricity on green tariffs at locations in the UK and Europe. US Green-e certified Renewable Energy Certificates (RECs) are applied to electricity consumption in the US. US Green-e certified RECs are also purchased to equal 100% of any non-renewable electricity consumed outside the US; we do not apply any market-based emissions factors on this portion of electricity consumption.

10 Waste sent to/ diverted from landfill from reporting locations excluding estimates.

11 Covers all flights booked through our corporate travel partner in the calendar year. Uses the proprietary Cirium fuel-derived methodology. Further details are available on page 76. Previous figures restated following independent assurance.

12 Percentage of paper graded as known and responsible sources by the Book Chain Project or certified to FSC or PEFC. Includes less than 0.5% of paper not yet graded or certified.

¹ Independently assured. See Independent Assurance Statement.

 Reporting guidelines, methodology and independent assurance statements are available on www.relx.com/additional-cr-resources

2023 awards for excellence

Our employees, products and shows are regularly recognised for excellence. In 2023, for example:

Risk



Kimberly Sutherland, Vice President of Fraud and Identity at LexisNexis Risk Solutions won gold for Cybersecurity Woman of the Year at the Cybersecurity Excellence Awards



LexisNexis Risk Solutions was awarded Best Practices Company of the Year for global fraud detection and prevention by Frost & Sullivan

Scientific, Technical & Medical



Elsevier won gold at the Employer Brand Management Awards Europe for Best Employee Experience



Elsevier's SciBite won the Innovative Practices Award at Bio-IT World

Legal



LexisNexis Legal & Professional's US Voting Laws & Legislation Centre won the Justice Technology award at the Legalweek Leaders in Tech Law Awards



LexisNexis Legal & Professional won Best Business Intelligence Solution for CaseMap Cloud and Best Legal Solution for Lexis+ at the SIIA CODiE Awards

Exhibitions



RX won four awards for Best Company Leadership, Best Career Growth, Best CEOs for Diversity and Best CEOs for Women at the Comparably Awards



RX won the Greatest Trade Show award for JCK and the Best Use of Technology award for G2E Global Gaming Expo at the Trade Show Executive Gold 100 Awards

2023 ESG recognition



MSCI ESG Ratings
• AAA rating

Sustainalytics ESG Risk Rating
• Sector (media): 2nd out of 296

S&P Global Sustainability Yearbook
• Included

Tortoise Responsibility 100 Index
• 5th out of 100

Dow Jones Sustainability Index
Included in
• World

FTSE4Good Index
Included in:
• FTSE4Good UK Index

STOXX Global ESG Leaders Indices
• Included

ECPI Indices
• Included



CDP
• Programmes: Climate, Forests, Water



SOCOTEC ISO14001
• Group certification



Workplace Pride Global Benchmark
• Awarded Advocate status

Bloomberg's Gender-Equality Index
• Included

Prioritising key issues

To consistently understand the issues we should focus on, we consider our business priorities and engage regularly with both internal and external stakeholders. Employees are our primary internal stakeholder and we involve more than 4,400 colleagues across RELX in our CR networks, who in turn reach more people across the company. Examples of our stakeholder engagement in the year can be found at www.relx.com/additional-cr-resources.

The basis of our 2024 CSRD disclosure will be a double materiality assessment (DMA) which identifies key issues for our stakeholders and those which meet a test of financial materiality, encompassing both risk and opportunity. In 2023, we engaged CR consultancy, Carnstone to assist with the DMA, supported by an internal DMA/CSRD Review Group comprised of 27 colleagues. The methodology and results of this undertaking will be part of our 2024 CSRD disclosure.

For our previous stakeholder assessment Carnstone contacted over 270 stakeholders – including investors, employees and suppliers – to rank 14 issues we consider important to the company. All 14 CR priorities were rated as either significant or very significant by 26% or more of respondents (at a minimum), indicating that we are focusing on issues they believe are critical for us.

	Impact on society and the environment	Impact on RELX
Ranking no.	Priority issues:	Priority issues:
1	RELX unique contributions to society	Having the right people
2	Access to information	Data privacy and security
3	Managing environmental impacts	Responding to customer needs
4	Health, safety and well-being	RELX unique contributions to society
5	Responding to customer needs	Governance and ethical practice
6	Having the right people	Health, safety and well-being
7	Promoting diversity	Editorial standards
8	Governance and ethical practice	Promoting diversity
9	Transparent, comprehensive reporting	Access to information
10	Data privacy and security	Transparent, comprehensive reporting
11	Editorial standards	Managing environmental impacts
12	Sustainable supply chain	Tax, pensions and investments
13	Supporting our communities	Sustainable supply chain
14	Tax, pensions and investments	Supporting our communities
	#1 Unique contributions Ranked by stakeholders as our primary impact on society and environment	#1 Having the right people Ranked by stakeholders as the primary impact for RELX

Our external stakeholders



Overview
Market segments
Corporate Responsibility
Financial review
Governance
Financial statements and shareholder information

Our internal stakeholders



Commitment to the United Nations Global Compact

The United Nations Global Compact (UNGC) links businesses around the world with UN agencies, labour and civil society in support of Ten Principles encompassing human rights, labour, the environment and anti-corruption. Each year, we work to further UNGC principles within RELX and in our supply chain. We demonstrated leadership as one of 900 early adopters of the Enhanced Communication on Progress (CoP) in 2022, among more than 20,000 signatories and completed the CoP again in 2023. We contributed to the UNGC Leaders Summit and served as a sponsor of their Transformational Governance initiative. In the year, our Chief Sustainability Officer and Global Head of Corporate Responsibility completed her three year term as Chair of the UNGC UK Network and served on the Board of the Foundation for the Global Compact, which provides financial, operational and programmatic support to the UNGC.

The UNGC is a partner of the RELX SDG Resource Centre, which features UNGC content. UNGC Executive Director and UN Assistant Secretary-General, Sanda Ojiambo delivered keynote remarks during the 2023 RELX SDG Inspiration Day, which virtually brought together over 1,500 representatives from business, the investor community, academia, non-profit organisations and civil society to inspire action and collaboration to advance the global goals.



For our standing with the UNGC, visit:

www.unglobalcompact.org/what-is-gc/participants/7909



Our unique contributions

Our unique contributions are how we make a positive impact on society in the conduct of our business.



Universal, sustainable access to information



Advance of science and health



Protection of society



Promotion of the rule of law & access to justice



Fostering communities

Anne-Manuele Herbert
Portfolio and Show Director
RX



Our events foster the meeting of people and ideas which is essential for finding solutions to global challenges. Our teams work to ensure our events are organised in a sustainable way: taking steps to reduce our environmental impact, promote inclusion and diversity and support local communities. The UN Sustainable Development Goals are our roadmap to shape our industry and make a difference.

Risk

LexisNexis Risk Solutions' (LNRS) products and services align with SDG 16 (Peace, Justice and Strong Institutions) and SDG 10 (Reduced Inequalities), among others. Our products and services help protect society by detecting and preventing fraud across a range of business sectors and at US government levels, citizens access vital government benefits, and law enforcement keep communities safe. Our data privacy principles, governance structures and control programmes help ensure data privacy requirements are met and personally identifiable information is protected. We prioritise individuals' privacy concerns across all

jurisdictions where we operate. We work with established privacy advocacy groups, federal and state legislators and other interested parties and always operate within relevant legal, regulatory, ethical and best practice frameworks.

A number of Risk products aim to reduce online fraud and identity theft, helping customers recognise trusted transactions and reduce fraud losses. In the year LexisNexis Financial Crime Digital Intelligence (FCDI) won Best Overall Digital Identity Solution Provider at the FinTech Breakthrough Awards. FCDI is a digital sanctions evasion intelligence tool designed to help businesses balance customer online

2023 PERFORMANCE

Meaningful support of SDG 10 by expanding financial inclusion efforts in Africa and APAC, including by providing lenders with improved risk information from alternative credit data to benefit more people

Financial inclusion is essential to the SDGs. With adequate wages and access to appropriate financial tools, citizens are lifted out of poverty (SDG 1); avoid hunger (SDG 2); have better health (SDG 3); are more likely to receive quality education (SDG 4); and more women are likely to aid the financial well-being of their communities (SDG 5), among other SDG benefits.

Worldwide, the World Bank estimates that 1.4bn adults lack access to formal financial services, without access to basic transaction accounts they are excluded from financial opportunities because of a lack of a traditional credit record. The challenge of financial inclusion is often magnified in low-income countries, given gaps in identity verification and credit risk assessment.

Risk's DecisionTrust uses transactions across a global digital identity network giving enriched insights to help lenders better assess borrowers, ensuring consumers are not underestimated while addressing the problem of 'making visible the historically invisible' – people with no credit record. In 2023, Risk ran DecisionTrust tests in 15 countries in Africa, Latin America, Eastern Europe and Asia. The testing took place with fintechs, banks and lending companies, which have historically struggled to incorporate lower income populations into the regular banking system. The tests show that applications (or reapplications) for credit would be granted in approximately 20% of cases as opposed to outright rejections previously.

experience with heightened digital sanctions evasion risk. LexisNexis BehavioSec uses behavioural biometrics, the habits and patterns in the behaviour of device users, to recognise trusted transactions versus fraudulent activity. Working behind digital interactions, the solution ensures genuine users have a frictionless online experience while simultaneously enabling rapid responses to real risks and user anomalies. With the increasing use of digital devices and online transactions, behavioural biometrics is becoming an essential tool for businesses and organisations to build trust and reduce fraud.

The ADAM programme was developed by Risk in 2000 to help the National Center for Missing and Exploited Children (NCMEC) find missing children. ADAM technology, which is maintained and enhanced by LNRS employees, quickly distributes missing child alerts to law enforcement, hospitals, businesses and the public in specific geographic search areas. In 2023, ADAM distributed over 1.1m alerts featuring 1,670 missing children which helped NCMEC resolve 1,140 missing child cases.

Scientific, Technical & Medical

Elsevier plays an important role in advancing human welfare and economic progress through its science and health information, which spurs innovation and enables critical decision-making. Among others, Elsevier makes a significant contribution to SDG 3 (Good Health and Well-Being), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG13 (Climate Action).

In serving the global scientific research community, Elsevier published over 630,000 articles in 2023. To broaden access to its content, Elsevier supports programmes in places where resources are often scarce. Among them is Research4Life, a partnership with UN agencies and over 200 publishers; we provide core and cutting-edge scientific information to researchers in 125 low- and middle-income countries. As a founding partner and leading contributor, Elsevier provides

around 21% of the material available in Research4Life, encompassing approximately 5,200 journals and 31,900 e-books. In 2023, there were over 1.4m Research4Life downloads from ScienceDirect.

In 2023, the Elsevier Foundation supported Research4Life's Country Connectors initiative, heightening awareness and use of Research4Life content, building communities of users through national focal points in Bhutan, Ghana, Kenya, Liberia, Sierra Leone and Tanzania. Connectors have created tailored networking, promoting information skills building and empowering users to drive change in their communities.

To ensure that vulnerable young people and minority groups can take control of their health through accessible HIV-related information, counselling and lifesaving care, the Elsevier Foundation continued its partnership with Aidsfonds' Tanya Marlo project for young people tackling the HIV epidemic in Indonesia, by providing easy access to information and care.

SSRN is Elsevier's preprint and early-stage research platform. It enables researchers around the world to openly share their work so that it is freely available to others in their field and the wider research community, promoting discussion, collaboration and an exchange of ideas. In 2023, over 1,000 Elsevier journals offered researchers the opportunity to simultaneously submit a paper for publication and also post it as a preprint on SSRN.

► 40%

Increase in Research4Life downloads from Elsevier's ScienceDirect since 2021

2023 PERFORMANCE

Meaningful support of SDG 10 and SDG 13 through global partnerships to advance an inclusive approach to climate action

Elsevier works to build capacity and equity in research and health for an inclusive and sustainable future.

The Elsevier Foundation's Chemistry for Climate Action Challenge supports green and sustainable chemistry and diversity to advance climate action in the global south. Two projects were selected from 94 entrants across 47 countries, with each winning project receiving €25,000 in funding. The first in the Philippines focuses on biodegradable packaging using agro-industrial waste supporting farming communities by providing them with an additional source of income. The second in Somalia produces methane gas from fruit waste and cow manure as a cheaper and cleaner alternative to traditional charcoal.

Also in the year, we held a workshop for winners of The World Academy of Sciences-Elsevier Foundation Climate Action Grants. Among eight women-led projects focused on innovative solutions to climate change is one in Guatemala focused on food security and resilience by restoring traditional home gardens; another in Bangladesh enhancing climate-resilient



groundwater supply; and one in Uganda using aquifer storage and recovery to enable local women to advance a climate resilient food supply.

The Elsevier Foundation supported the Women Breakthrough Awards at the 2023 Falling Walls Science Summit in Berlin, celebrating women scientists focusing on gender equity and broader equality in science. The innovation award went to Atinuke Chineme and Marwa Shumo for their work incorporating black soldier flies into circular economy models for biowaste conversion and animal feed production; Sudeshna Das received the Gender Mainstreaming award for her work on AI to identify gender bias in school textbooks; and Simangele Shakwane won in the Empowerment category for her work in developing a culturally sensitive model for intimate care facilitation in nursing care.

Legal

LexisNexis Legal & Professional advances SDG 16 (Peace, Justice and Strong Institutions) through its products and services that promote the Rule of Law. The LexisNexis Legal & Professional global legal and news database contains 138bn documents and records providing transparency of the law in almost 150 countries and territories, with some 2.2m new legal documents added daily.

Through its content, data and analytics, LexisNexis Legal & Professional supports the four components of the Rule of Law: transparency of law, equality under the law, independent judiciaries and accessible legal remedy.

LexisNexis Legal & Professional partners with the International Bar Association (IBA) on the eyeWitness to Atrocities App, which allows human rights defenders to document and report human rights abuses in a secure and verifiable way so information can be used as admissible evidence in relevant forums. LexisNexis Legal & Professional utilises its data hosting capabilities to provide a secure repository for the information collected. Over 60,000 photos and videos have been captured with the app since 2015. In 2023, eyeWitness was selected as a game-changing digital solution contributing to advancing the SDGs by the United Nations Development Programme in their SDG Digital Acceleration Agenda.

In 2023 the LexisNexis Legal & Professional US Voting Laws and Legislation Center won the Legalweek Leaders in Tech Law award for Justice Technology. The Center is a free resource offering public access to over 40,000 federal and state election and voting laws, including changes to laws over time, as part of an ongoing effort to advance transparency of the law.

LexisNexis Legal & Professional does in-depth research and produces reports on key legal industry developments, including the LexisNexis Legal Aid Deserts report. Access to legal representation is a fundamental element of the Rule of Law, but many have neither the resources to engage a lawyer nor qualify for legal aid. The report mapped resources throughout the UK that can help those without means, particularly in areas such as criminal, family or employment law. In 2023 the LexisNexis Rule of Law Foundation (LNROLF) also launched the fourth in its series of reports on 50:50 by 2030 which seeks to achieve gender equity in the legal profession with a focus on Nigeria.

In 2023, the LNROLF began work to launch a judgement writing tool for justices, judges and magistrates across the Ugandan judiciary. The tool will assist in alleviating court delays and will allow judicial officers to access information from the Uganda case management and repository systems and write judgements on templates curated from research from six different global jurisdictions. It will allow judicial officers to access this material within Microsoft Word, working offline and while away from both internet and electricity, a common occurrence in rural areas of the country.

Legal team members volunteered their time and expertise in the year to support a global project to identify laws around the world that discriminate against individuals who have suffered from leprosy. Results were provided by 14 volunteers on 24 countries in partnership with the International Federation of Anti-Leprosy Associations, providing critical knowledge needed to target discriminatory laws through advocacy.

Since 2008, LexisNexis Legal & Professional has partnered with industry leading associations to recognise individuals and organisations for their commitment to the Rule of Law. 2023 award honourees include Filipino lawyer Raphael Pangalangan, recipient of the IBA Outstanding Young Lawyer of the Year Award, jointly established by Legal and the IBA Young Lawyers Committee, to honour young lawyers who have shown excellence in their career to date, commitment to professional and ethical standards, and dedication to the community at large. Winners included Argentinian lawyer Maria Fernanda Mierez, recipient of the IBA Pro Bono Award; French lawyer Céline Bardet, recipient of the Union Internationale des Avocats/ LexisNexis Rule of Law Award; and Guyana lawyer Melinda Janki, recipient of the Commonwealth Law Conference/ LexisNexis Rule of Law Award.

▶ **300%**

Increase in number of photos and videos uploaded to eyewitness to Atrocities since 2021, over 60,000 photos and videos uploaded to date

2023 PERFORMANCE

Meaningful support of SDG 16 by advancing the United Nations Global Compact's SDG 16 Business Framework on Inspiring Transformational Governance

The United Nations Global Compact states that 'Transformational Governance is a principles-based philosophy – not a new legal concept – that calls on business to be more accountable, ethical, inclusive and transparent to drive responsible business conduct, improve environment, social and governance performance and strengthen public institutions, laws and systems.'

During 2023, as a sponsor of the UNGC's SDG 16 Business Framework on Inspiring Transformational Governance, we supported the creation of a Transformational Governance Corporate Toolkit, including bringing together key



stakeholders at an event we hosted during 2023 UN General Assembly week in New York. It was also a theme at the RELX Rule of Law Café which we convene quarterly involving members of the legal community, bar associations, NGOs and peers.

Exhibitions

RX events strengthen communities and support the SDGs, including SDG 5 (Gender Equality), SDG 9 (Industry Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 12 (Responsible Consumption and Production) and SDG 17 (Partnerships for the Goals). In addition, RX supports SDG 13 (Climate Action) through our Net Zero Events commitments and by using our event platforms to drive industry engagement in a net zero carbon future. RX is committed to using its event platforms to support and drive the SDG agenda by stimulating conversations and collaboration, and educating and influencing the industries it serves.

RX saw a strong return to face-to-face events in 2023 across all geographies. A number of events set all-time attendance records, highlighting the importance participants place on connecting and doing business in person, allowing them to see many customers and suppliers at one time. Increasing numbers of customers took advantage of new RX digital and data analysis tools to source business solutions and suppliers, capture and qualify more leads, and analyse and improve their event performance.

In 2023, as part of its five-year, \$1m commitment to racial equity, RX continued to support nine global not-for-profit partners who are working to grow racial equity in RX communities. During the year, RX also announced partnerships with Black Young Professionals Network to advance the careers of black professionals in events; and Women in Exhibitions which aims to empower women in the exhibitions industry and help nurture the next generation of female leaders.

At the 2023 MIPTV television market, RX France presented its fourth annual MIP SDG Award which honours media companies for their contribution to delivering the SDGs. The 2023 award was presented to Silverback for their work supporting UN goals directed at climate action and the conservation of life below

water and life on land. RX France is part of the UN SDG Media Compact which seeks to inspire news and entertainment organisations to leverage their resources and talent to amplify and accelerate progress towards achieving the goals.

In 2023, RX's World Travel Market launched the inaugural Diversity and Inclusion Summit and pledged to ensure that 50% of speakers within the conference programme come from under-represented groups ensuring broad perspectives and knowledge are passed on to WTM attendees.

Arabian Travel Market, hosted in Dubai, presented its new Sustainable Stand Award to Hilton for their work on engaging local suppliers in the creation of the stand and commitment to repurpose materials over the next three years.

RX's in-cosmetics published its first Global Sustainability Trends Barometer, and a second regional report on sustainability in the APAC region. Both addressed the challenges and opportunities facing the cosmetics and personal care industry in its ongoing journey to reduce its carbon footprint.

MIPIIM, the international property show in Cannes, launched a new Road to Zero area, combining 400 sqm of exhibition, networking and conference space, with a focus on ground-breaking methods to decarbonise the real estate industry.

Across RELX

Recognising that across RELX we have products, services, tools and events that advance the UN's 17 SDGs, we created the free RELX SDG Resource Centre in 2017 to advance awareness, knowledge and implementation of the SDGs. Since 2017, we have made over 1,800 journal articles and book chapters free to access via the RELX SDG Resource Centre which would have otherwise cost nearly £4m to make open access.

2023 PERFORMANCE

Meaningful support of SDG 13 by progressing the Net Zero Carbon Events Initiative and developing the net zero pathway for RX shows

In February 2023, RX published a Carbon Reduction Playbook to accelerate best practice across our event and operations teams in order to help them make more sustainable choices. To promote engagement with the Playbook, the RX Head of Sustainability undertook a roadshow and held online events that attracted 500+ attendees. This work will continue in 2024 with the publication of a Pathway to Net Zero roadmap, setting out RX's carbon reduction strategy to achieve net zero by 2040, with key milestones for all shows.

During the year, as a member of the Net Zero Carbon Events taskforce, RX participated in working group sessions to advance industry measurement of event-related carbon emissions, including event energy, waste, and production inputs. In the year, 56 venues covering 141 face-to-face events reported energy and/or waste data across RX. Additionally, we conducted carbon footprints of ten events to understand what data is available and get a fuller picture of emissions categories such as logistics and production. These footprints have formed the basis for specific event strategies to target reductions.



Highlighting the importance of industry collaboration in driving climate change action, RX partnered with Elsevier at the 2023 London Book Fair on a new Sustainability Hub, which delivered three days of programming designed to raise awareness about climate change and encourage publishers to adopt sustainable responses across the supply chain. Elsevier and RX also partnered to calculate the emissions associated with Elsevier's exhibition stand and highlight their carbon emissions label. RX will build on this work to calculate further stand emissions and educate exhibitors on sustainable practices.

We held our annual RELX SDG Inspiration Day during the year with a focus on nature and biodiversity, giving thought leaders, corporate representatives, investors, governments, and NGOs a common platform to discuss challenges and opportunities for collaboration. Keynote speakers included former Secretary General of the United Nations, Ban Ki-moon, and ethologist, environmentalist and UN Messenger of Peace, Dr Jane Goodall, DBE.

Since 2011, the RELX Environmental Challenge has been awarded to projects that best demonstrate how they can provide sustainable access to safe water and sanitation where it is presently at risk. In 2023 the awards were presented at

Pollutec, an RX France event for innovative solutions in waste management, recycling, circular economy, water and energy. The \$50,000 first prize winner was Lombrifiltro by CPlantae, a sanitary engineering firm and social enterprise based in Mexico that has developed and commercialised prefabricated vermifilters for onsite wastewater treatment, providing a solution for communities without access to a sewer system. The \$25,000 second prize winner was TU Delft Water For Impact for their development of electroagulation, a method to treat surface water using solar power. For more information see page 78.

2023 PERFORMANCE

Advance the SDGs by increasing the number of unique users of the RELX SDG Resource Centre

In 2023, we added 822 new content items to the RELX SDG Resource Centre bringing the total number of content items available to 4,729, an increase of 21% over 2022. We published 19 special issues in 2023 featuring curated articles, book chapters and other content on specific topics. This included a nature and biodiversity special collection to coincide with the RELX SDG Inspiration Day, providing the over 1,500 attendees, and others, with additional resources on the subject.

The RELX SDG Resource Centre also features the World We Want podcast; recordings in the year included Robert Skinner, Deputy Director and Chief of Partnerships and Global Engagement in the United Nations Department of Global Communications; David Emmett, head of biodiversity partnerships at the Hempel Foundation; Dr Gabriel Filippelli, Chancellor's Professor of Earth Sciences and Executive



Director of the Indiana University Environmental Resilience Institute; and Kume Chibsa CEO & Co-Founder of Afrovalley.

We closed the year with more than 220,000 unique users, a 42% increase over 2022, exceeding our target of 15%.

▶ 65%

Increase in unique users of the RELX SDG Resource Centre since 2021

2024 objectives

Protection of society – SDG 10 (Reduced Inequalities): Complete four new financial inclusion pilots in low-income countries, working to provide lenders with improved risk information from alternative data to benefit more people

Advance of science and health – SDG 10 (Reduced Inequalities) and SDG 13 (Climate Action): Advance inclusive research and health by engaging key partners and convening changemakers to advance health equity

Promotion of the rule of law and access to justice – SDG 16 (Peace, Justice and Strong Institutions): Support dissemination of the United Nations Global Compact's Transformational Governance Corporate Toolkit, including by engaging customers

Fostering communities – SDG 13 (Climate Action): Launch carbon reduction action plan in support of RX's Pathway to Net Zero Roadmap and introduce exhibitor education on sustainable stands

Universal, sustainable access to information – Increase the number of unique users of the RELX SDG Resource Centre by 15% over 2023

By 2030

Use our products and expertise to advance the SDGs, among them:

SDG 3 (Good Health And Well-Being)

SDG 10 (Reduced Inequalities)

SDG 13 (Climate Action)

SDG 16 (Peace, Justice and Strong Institutions)

Enrich the SDG Resource Centre to ensure essential content, tools and events on the SDGs are freely available to all

Corporate responsibility governance

Good governance allows us to ensure our approach to and implementation of corporate responsibility initiatives is effective and consistent with our stated objectives, our values and culture.

CR Governance and reporting

Our Board recognises the importance of maintaining high standards of corporate governance, which underpins our ability to deliver consistent financial performance, and value to our stakeholders, aligned with RELX's culture of integrity. The Board has oversight responsibility of RELX's corporate governance and their role and function is explained fully in the Corporate governance section (see pages 113 to 124). The Audit Committee of the Board regularly reviews ethics issues. In addition, the Chief Legal Officer (CLO) and Company Secretary is responsible for ethics issues as a member of the RELX executive committee. The Chief Compliance Officer and Corporate General Counsel reports to the CLO and presents to the Board annually on the status of our ethics policies and implementation.

Governing policies set out our stance on key issues and are publicly available at www.relx.com/cr-downloads. These include the RELX Code of Ethics and Business Conduct, the Code of Ethics for Senior Financial Officers, the Supplier Code of Conduct, Tax Principles, Privacy Principles, Inclusion and Diversity Policy, Health and Safety Policy, Editorial Policy, Quality First Principles and Product Donation Policy.

Our values

We monitor the progress of each business in embedding our values.



Customer focus



Valuing our people



Innovation



Passion for winning



Boundarylessness

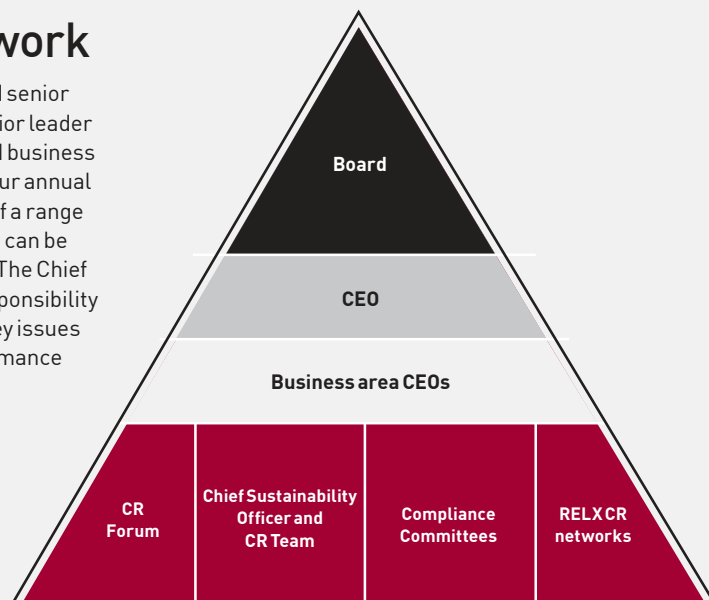
Jasdeep Gill
Financial and Operational
Audit Manager, RELX



High quality assurance is crucial for RELX as it ensures that internal processes are operating efficiently and effectively. With a robust assurance process, we can identify potential risks and opportunities for improvement, enabling us to optimise our operations and achieve long-term objectives.

Our CR governance framework

The CEO has responsibility to the Board for CR. They and senior management, as well as the CR Forum, chaired by a senior leader and involving individuals representing key functions and business areas, set and monitor CR performance. This includes our annual and longer term CR objectives, which reflect the views of a range of internal and external stakeholders. More information can be found on www.relx.com/additional-cr-resources. The Chief Sustainability Officer and Global Head of Corporate Responsibility provides formal updates to the Board and engages on key issues with senior managers, who have CR-related Key Performance Objectives (see page 132).



Helping our people pursue the highest standards of integrity

Doing the Right Thing is more than a phrase at RELX, it embodies principles that represent RELX's culture of integrity. It includes ensuring respect for one another, incorporating ethics in all our actions; growing our business with integrity; holding ourselves and each other accountable; and taking time to ask questions and report concerns.

Doing the Right Thing is underpinned by clear actions for employees, among them, being honest in our dealings with others; respecting the law, our policies and colleagues; and courageously speaking out for what is right. RELX in turn provides relevant training and resources; enables a culture where people can feel comfortable speaking up and experience no retaliation when they do; and ensures concerns are listened to and acted on in a fair and timely manner.

The pillars of our compliance activities include conducting periodic compliance risk assessments; implementing effective policies, procedures, training and communications; overseeing misconduct reporting channels, investigations processes and remediation efforts; and monitoring and auditing internal controls. We engage in a legal and compliance risk assessment twice a year to identify the top legal and compliance risks to the Company. The RELX Operating and Governance Principles further describe the process, policies and controls to manage risk.

Our Code of Ethics and Business Conduct (the Code) sets the standards of behaviour for all RELX employees and is reviewed regularly. Among other topics, the Code addresses fair competition, anti-bribery, conflicts of interest, employment practices, data protection and appropriate use of company property and information. It also encourages reporting of violations – with an anonymous reporting option where legally permissible.

We offer several reporting channels to report Code-related concerns, including an Integrity Line, available to employees, suppliers, and other reporting persons. The Integrity Line is managed by an independent third party and accessible by telephone or online 24 hours a day, 365 days a year. The Integrity Line also includes an Ask A Question feature which allows employees to seek ethical advice before taking action. Reports of violations of the Code or related policies are promptly investigated, with careful tracking and monitoring of violations and related mitigation and remediation efforts.

 The number of reports received is publicly available on our website www.relx.com/investors/corporate-governance/code-of-ethics

We maintain a comprehensive set of other compliance policies and procedures in support of the Code and our risk areas are reviewed and updated periodically to ensure they remain current and effective. We formally audit the compliance programme, including the Code, every three years. Our policies, including our anti-bribery policies, also comprise part of our adequate procedures for compliance with applicable laws. Full and part-time employees receive mandatory training on the Code – both as new hires and regularly throughout their employment – on topics such as maintaining a respectful workplace, preventing bribery and anti-competitive activity, and protecting personal and company data. Mandatory periodic training covers key Code topics and is supplemented by advanced in-person training for those in higher-risk roles or regions. Temporary staff and apprentices are also assigned training.

[^] Independently assured

Ethics and compliance policies, training and tracking

 Read our Code of Ethics and Business Conduct at www.relx.com/cr-downloads

To help employees comply with applicable laws, we supplement the Code with other policies in areas critical to our business, including anti-bribery, competition, data privacy and security, trade sanctions and workplace conduct

To facilitate understanding of the Code and our other policies we require cyclical mandatory training and use a range of communication tools, including video

We maintain compliance committees for all RELX business areas which help set and implement compliance initiatives for each business

We provide specialised training and webinars for colleagues in higher-risk roles and locations

The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported

► 99%[^]

Completion rate for all courses within 90 days of issuance

► 13

Our Code of Ethics and Business Conduct is available in 13 languages

We engage in policy discussions that matter to our business and our customers. Strategic decisions about policy are made at senior levels of the company to help advocate particular policies and/or to share our expertise. We strive to help policymakers around the world understand our business, innovations and contributions to the public interest.

RELX employees may engage in direct advocacy. We also engage through trade associations, policy organisations and third parties.

Lobbying activities done on behalf of RELX Inc. are managed by the RELX Government Affairs team, and, in coordination with our legal teams, are vetted, tracked and reported as required by law.

Consistent with our commitment to fostering a culture of integrity including through good governance, RELX has a supplemental policy and training for our employees that specifically relate to engagement with government officials and agencies.

The Code and a related supplemental policy also address corporate political contributions, which are strictly prohibited except in the US, where such contributions and activities are permitted in certain states within allowable limits, if they comply with stringent reporting and disclosure regulations. Corporate political contributions require senior level review and approval. Corporate contributions are reported as required by law. Contributions are made on a bipartisan basis and no funds are donated for presidential campaigns or any other federal-level campaigns.

We remained diligent through the year in our ongoing efforts to comply with applicable bribery and sanctions laws and mitigate risks in these areas. Our anti-bribery and sanctions programmes include detailed, risk-based internal policies and procedures on topics such as doing business with government officials, gift and entertainment limits, gift registers, and complex sanctions requirements. Relationships with third parties and acquisition targets are evaluated for risk using one or more of the following methods, including questionnaires, references, detailed electronic searches, and Know Your Customer screening tools.

We monitor and assess the implementation of our anti-bribery and sanctions programmes by continually reviewing and updating our policies and procedures; conducting periodic programmatic risk assessments; and conducting quality reviews and internal monitoring and audits of the operational aspects of the programmes.

We engage with our employees about compliance through digital communications and other media, including videos and animation. To raise awareness during Compliance Week 2023 we held challenges and quizzes, and recognised outstanding employee contributions to our culture of integrity with Integrity Hall of Fame inductions.

Our Code of Ethics and Business Conduct supports the principles of the United Nations Global Compact (UNGC) and stresses our commitment to human rights. In accordance with the UN's Guiding Principles on Business and Human Rights, we consider where and how we operate to avoid human trafficking and modern slavery in our direct operations and our supply chain.

As stated in our Modern Slavery Act Statement, available at www.relx.com, we stand against all forms of slavery and human trafficking. We do not tolerate it in any part of our business, including our supply chain. As a UNGC signatory we uphold its Ten Principles related to human rights, fair and non-discriminatory labour practices, the environment, and anti-corruption. Our policies are also informed by the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the Women's Empowerment Principles. We have consulted widely on a RELX Human Rights Policy which we will launch in 2024.

Data privacy

Data is integral to the solutions we provide that further our unique contributions as a business, including protecting consumers from the risk of fraud; allowing secure online transactions; improving access to financial, healthcare and government benefits; and delivering high quality medical care.

Recognising concerns and sensitivities around personal data, our commitment to data privacy remained a critical RELX priority in 2023 and continues to be supported by strong governance, transparency and accountability. Dedicated privacy teams implemented requirements for compliance with personal data protection regulations around the globe. In the United States, RELX continued to advocate for clear national privacy laws that protect consumers, bolster consumer trust and allow businesses to invest in data driven activities that serve the public interest. Certain US RELX companies have self-certified their participation in the Data Privacy Framework programme.

We proactively take into account privacy concerns in developing and offering our solutions. Our Privacy Principles, available at www.relx.com/corporate-responsibility/being-a-responsible-business/privacy-principles, guide our approach to the responsible collection and use of personal data and are supplemented by internal privacy policies and guidance that are updated by our privacy offices to respond to new requirements, best practices and expectations.

We undertake activities and training that deepen employee awareness about data privacy. For Data Privacy Day 2023, we organised internal panel discussions focused on privacy, AI and trust. We also celebrated the winners of the annual RELX Privacy Principles Champions Competition, which recognises the achievements of employees in protecting personal data and implementing our Privacy Principles.

2023 PERFORMANCE

Support of SDG 16 by increasing efficiency in fulfilling privacy requests at scale

As laws granting individuals more privacy rights continue to emerge around the world, RELX is receiving more privacy rights requests. In 2023, RELX privacy teams improved the forms and mechanisms used to intake such requests in order to increase efficiency in responding to the requests. These measures enable more streamlined services so that individuals are empowered to exercise their privacy rights as quickly and as easily as possible.

Cyber security

We observed Cyber Security Awareness Month with both central and business specific initiatives aimed at improving security understanding for employees. The theme for 2023 was Get Your Cyber Priorities Straight. Events included a new Cyber Security Escape Room Challenge; educational sessions on AI and Security, webinars on cyber security for all ages, and avoiding traps on social media. We also launched our bespoke video advice series, RELX Cyber Security Experts Say. In the year, 100%[^] of employees were included in monthly phishing simulation exercises. During 2023, we continued to enhance our security efforts with additional infrastructure monitoring capabilities both internally and through third parties.

In addition to more than 1,000 questionnaires and audits by our customers annually, we also engage third parties to perform independent audits on certain of our products and services. These audits help build trust and assurance in our target markets, especially where sensitive personal information is involved. For example, we have completed SOC 2 audits on our Risk US datacenters and our Lexis+ product, in addition, our UK Risk products have been ISO 27001 certified. 84% of our product revenue in Risk is covered by a third-party audit.

2023 PERFORMANCE

Support of SDG 16 through successful completion and testing of technical resilience enhancement initiatives across the business areas

We invested more than \$9.3m in 2023 across our business to enhance our technical resilience posture. This included initiatives in application dependency analysis, defining triage recovery order, implementation of resilient backups, and recovery testing, both desk-based and technical. Additional efforts will follow in 2024 to expand the scope of technical resilience applications and perform robust recovery testing.

[^] Independently assured

Pensions and investments

The Statement of Investment Principles for our UK pension scheme demonstrates that the Trustee recognises that consideration of financially material factors, including ESG and climate risk, is relevant at different stages of the investment process. As long-term investors, the Trustee embeds consideration of such factors in its investment decision-making as they can have a material impact on risk and return. The Trustee has produced a Responsible Investment Policy which has been shared with all investment managers. Throughout the year, the Trustee Board received presentations from corporate responsibility (CR) experts and the Responsible Investment Sub-Group met on a number of occasions. Furthermore, the Trustee submitted its first Taskforce on Climate-Related Financial Disclosures (TCFD) report in the year.

CR issues are also relevant to the investment decisions made by RE Venture Partners, RELX’s corporate venture arm. REV continues to invest in ethical AI, sustainable food technology and the creation of inclusive content for language learning.

A responsible taxpayer

Taxation is an important issue for us as well as our stakeholders, including our shareholders, governments, customers, suppliers, employees and the global communities in which we operate. We are transparent about our approach to tax. At www.relx.com/go/TaxPrinciples we provide details about our tax principles and global tax contribution – broken down by regions and categories – along with our tax risk control framework. There are also case studies showing how RELX has made a positive contribution in tax-related areas to benefit society as a whole. RELX is a signatory to the B Team’s Responsible Tax Principles. The B Team is a group of business leaders committed to sustainability, equality and accountability.

Globally, in 2023, RELX paid £619m in corporate taxes, but also paid and collected much more in payroll taxes and indirect taxes.

2023 PERFORMANCE

Support of SDG 16 through continued advancement of African tax law codification pilots

Taxes provide governments with the essential revenue necessary for public services that benefit their citizens. Governments need codified tax laws to know when, how much and from whom they should be collecting. Citizens need codified and transparent tax laws to understand their liabilities and to advocate for fair collection and use of their remittances. Unfortunately, in many countries around the world, it is difficult for tax authorities and taxpayers alike to access tax law in a complete, up-to-date and consolidated form.

Work is currently underway on a pioneering Rule of Law project aiming to produce and maintain a set of freely available consolidated tax laws in Africa. RELX Tax, LexisNexis South Africa and the LexisNexis Rule of Law Foundation have worked closely with the Ministry of Finance in Ethiopia and made substantial progress in 2023. The project is close to completion and targeted for publication on the Ethiopia Ministry of Finance’s website in the first half of 2024. In 2023, we secured the approval from the Rwanda Revenue Authority to commence a similar project in Rwanda.

2024 objectives	By 2030
Security – SDG 16 (Peace, Justice and Strong Institutions): Continued enhancement of our technical resilience posture across the business and expansion of applications and products covered by independent third-party assessments Privacy – SDG 16 (Peace, Justice and Strong Institutions): Enhance processes for conducting privacy and data protection impact assessments Responsible tax – SDG 16 (Peace, Justice and Strong Institutions): Continue to advance African tax law codification pilots	Continued progressive actions that advance excellence in corporate governance within our business and continue providing information, tools and analytics that promote high standards of corporate governance by our customers

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People

We owe our success to RELX's talented employees, including technologists, researchers, event directors, product managers, data scientists and many others. They are driven by a strong sense of purpose, and they count on us to create a fair, challenging, rewarding and supportive work environment where they can achieve their potential.

Our people

At RELX, we understand that people value a sense of real purpose at work: knowing that their actions are contributing toward something positive for themselves, their colleagues, their customers, the environment, and society. The nature of our business means our people experience this in a number of ways, including advancing the rule of law, improving outcomes for patients, or helping customers achieve their goals; it's at the heart of the relationship between RELX and its people.

Supporting our employees is a core principle. We strive to create an inclusive, diverse and collaborative workforce and an environment which encourages employees to seek improvements in all they do. We have 130 Employee Resource Groups that allow colleagues to collaborate, advocate and engage communities, furthering inclusion and diversity at RELX. We conduct annual company-wide employee opinion surveys to understand what is working well and where we can do better to support our employees' experience. In 2023, our employee survey received responses from approximately 88% of our global employee population.

Training and Development



RELX has always ensured I have the training and support to succeed in my job and progress to the next stage of my career.

Suzanne Perry

Group Treasurer, RELX

At RELX, we provide our people with resources, tools and experiences to help them perform and grow. In 2023, we invested over \$15m and more than 506,000 hours in learning and development opportunities that are regularly refreshed based on employee feedback and business impact. The effectiveness of these development options is tracked through our employee opinion survey, which monitors internal mobility and employee satisfaction with learning provision.

In 2023, we had two key cross-RELX focus areas for skills development. Knowing that people manager capability is a factor in driving employee performance and engagement, we created the Manager CORE programme to enhance manager skills. More than 800 managers participated in 2023 and rollout will continue through 2024. As a technology-driven business, we have also continued our focus on technology skills development in the year, covering topics like artificial intelligence. Learning opportunities

Heather Williams
Director, Product
Management
Elsevier



We get to work on meaningful problems and contribute to important outcomes. I can go to sleep at night feeling like what I do makes a difference to the world.

2023 Comparably Best Global Company Culture list

- 7th – Elsevier
- 8th – LexisNexis Legal & Professional
- 10th – RX
- Comparably Best Work-Life Balance Award – LexisNexis Risk Solutions

are designed to ensure employees do not only gain knowledge, but also have an opportunity to experiment and test their capabilities.

Our CEO and executive committee members care deeply about helping our people to develop and each year work alongside other senior leaders to conduct organisational talent reviews. This is underpinned by Enabling Performance, our approach to personal development, which reviews skills and achievements and identifies opportunities for recognition and advancement. Enabling Performance encourages regular and impactful performance, development and career conversations for all employees.

Many of RELX's most senior leaders benefit from active focus on their present and future career objectives through our Management Development Process, which involves skills assessment and the creation of a personal development plan. Progress against development plans is regularly updated to ensure that career aspirations are being met and factored into succession planning, through the annual Organisation Talent Review Process, led by the CEO and Chief HR Officer.

We offer a global mentorship programme, NetWorx, which is open to all on request. This digital mentoring platform recommends matches based on individual profiles and specific goals, creating six month long mentoring relationships. In 2023, the platform supported more than 1,800 active mentoring pairs.

Inclusion and Diversity



I have found true allyship here at RELX and an open, free, comforting space to be yourself.

James Berry
Senior Technical Writing Analyst, LexisNexis Risk Solutions

At the heart of our approach to inclusion, is the belief that everybody should be able to succeed and grow in a business that values them. Feeling you work for a company, a manager and a team that really sees and embraces who you are is what inclusion is all about. Inclusion is to feel heard, to be valued, to contribute and to access opportunity equally, regardless of personal characteristics. We encourage and promote diversity of all types and believe that RELX derives competitive advantage from the breadth of backgrounds, diverse perspectives, opinions and differing ways of thinking that our people bring to everything they do.

This is underpinned by our Code of Ethics and Business Conduct, where we prohibit discrimination and recruit, hire, develop, promote and provide conditions of employment without regard to race, colour, creed, religion, national origin, gender, gender identity or expression, sexual orientation, marital status, age, disability or any other category protected by law. This includes accommodating employees’ disabilities and religious beliefs and practices.

RELX Employee Resource Groups (ERGs) encourage colleagues to collaborate, advocate and engage communities, furthering inclusion and diversity at RELX. ERGs help advance a culture of inclusion, and this is further supported by allowing all employees to take two days paid time-off per year for ERG-sponsored activities. In 2023, there were 130 active ERGs and employees recorded over 19,000^ ERG hours.

A highlight of our 2023 ERG activity was the Inspiring Inclusion series of virtual events, designed to help colleagues understand and embrace the diversity of our global business. More than 3,200 employees participated and external speakers included Makaziwe Mandela, a social and political justice advocate highlighting issues affecting African communities and trans activist Max Siegel.

Our 2020-2025 inclusion goals, covering all aspects of diversity, guide our efforts and in the year we progressed them through a variety of targeted initiatives.

Business area initiatives include:

LexisNexis Risk Solutions’ Ignite and Accelerate is a bespoke leadership development programme with mentoring, coaching and sponsorship for over 61 high-potential women to date, to help further their career development. Since 2019, 62% of participants have been promoted, with an 83% retention rate.

Elsevier’s Rising TIDE Internship Programme is an ongoing internship programme, where college students and recent graduates from diverse backgrounds received paid internships to join technology, product development, publishing, marketing, and finance teams. There were 24 participants in 2023. Elsevier was named best company for diversity by Comparably in the year.

LexisNexis Legal & Professional was recognised as a Best Place to Work for Disability Inclusion in the year, receiving a top score of 100 from the Disability Equality Index. The Project Empowerment scheme continued which provides global training on how to successfully embed product accessibility.

RX was awarded the Race Equality Matters’ Trailblazer status in recognition of its work to address racial inequality within the organisation through training and recruitment initiatives. It recognised RX’s actions to create a more psychologically safe environment, increase representation of people of colour in the workforce, and improve the diversity of its candidate pipeline.

Gender

In 2023, the gender diversity of our senior leader population was steady at 31% women senior leaders, while our women people managers increased from 44% in 2022 to 45%. In 2023, women comprised 40% of the Board.

We have implemented a range of initiatives to enhance career development opportunities for women, particularly those who have the potential to grow into senior leadership roles. These vary by business area but typically involve mentoring, coaching and sponsorship to support career journeys. For example, Elsevier’s Developing Talent for Gender Equity programme started in 2019, with 220 alumni to date. Individuals who have completed the programme are more likely to appear on a succession plan, be promoted or have a job move, demonstrating improved talent outcomes.

Our business relies heavily on technologists and we need to attract the best talent to support our business ambitions. We directly employ approximately 8,000 technologists, 26%^ of whom are women and we aim to increase that number through a variety of initiatives including the Women in Tech Mentoring programme, Tech Talent Charter and participation in events such as the Grace Hopper conference.

^ Independently assured

Gender (% women)



RELX is a signatory to the Women's Empowerment Principles, a United Nations Global Compact and UN initiative to help companies empower women and promote gender equality. We comply with employee-related reporting requirements, and our business areas publish UK gender pay gap reports as required by UK legislation. They can be found at www.relx.com/corporate-responsibility/engaging-others/policies-and-downloads/local-reporting-requirements.

	Women		Men	
Senior leaders*	141	31%	310	69%
All employees**	18,615	51%	17,885	49%

* As defined by our internal job architecture.

** Full-time equivalent.

2023 PERFORMANCE

Expand the Women in Tech mentoring programme with more pairings

The Women in Tech Mentoring programme aims to increase the representation of women in technology by developing their capabilities and empowering them to make conscious career decisions. The programme invites women who are interested in moving into a technology field or role to apply. They are paired with women and men with experience in technology who serve as mentors for nine months; 358 employees participated in the programme in 2023, a 44% increase over 2022.

Race and ethnicity

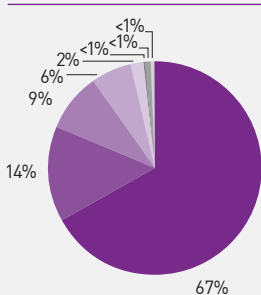
Ethnic minority representation in the US and UK was 29%, two key jurisdictions which account for approximately 56% of our employee base. Ethnic minority senior leaders increased from 12% in 2022 to 15% in the year, and ethnic minority managers also increased from 19% in 2022 to 20% in 2023. At least one member of our Board of Directors is from a minority ethnic background, in line with the UK Parker Review.

We have a number of initiatives underway that focus on race and ethnicity and support career advancement including talent development programmes such as Risk's Emerge and Evolve that provided 31 employees with coaching, leadership skills and enhanced visibility, preparing them for more senior roles. Our ongoing fellowship programme in partnership with the African Ancestry Network ERG and the LexisNexis Rule of Law Foundation selected 15 fellows from Historically Black College or University Law School Consortium students to further develop their leadership skills with support from LexisNexis colleagues.

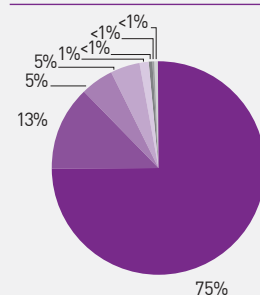
Ethnicity

US

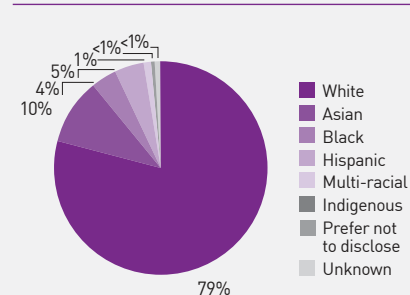
Employees



Managers

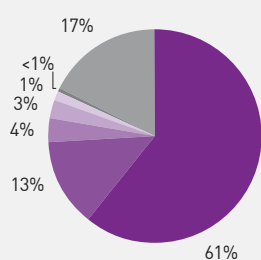


Senior leaders

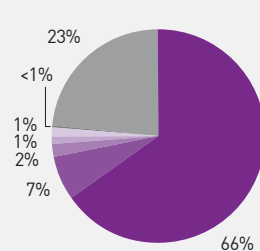


UK

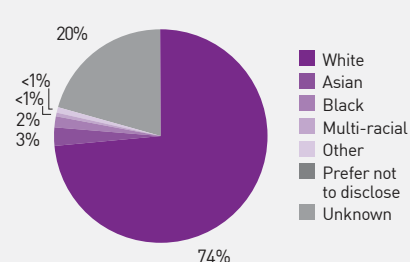
Employees



Managers



Senior leaders



Ethnicity data is 98% self-reported in the US and 100% self-reported in the UK.

LGBTQ+

RELX scored 97% in the 2023 Workplace Pride Global Benchmark, receiving the Advocate designation for LGBTQ+ workplace inclusion for a fourth consecutive year. We also scored 100% in the Human Rights Campaign Foundation's 2023 Corporate Equality Index, the national US benchmarking tool on LGBTQ+ corporate policies, practices and benefits on workplace equality.

We launched the Proud to be RELX mentorship programme which brings together the LGBTQ+ community and its allies across RELX, inspiring personal growth, career development, and a greater sense of inclusion. 77 colleagues signed up for the programme, forming 38 mentoring pairs. To ensure we are recruiting diverse talent, we joined myGwork, the largest recruiting platform for the LGBTQ+ community.

We are a member of the Open for Business Coalition which constructs and promotes the economic and business case for LGBTQ+ inclusion.

Disability

Our Enabled ERGs champion disability inclusion across our business areas through training, events and mentoring. Disability Fundamentals is our online interactive training for managers and colleagues to learn about disability awareness, disclosures and accommodations. Our CEO is a signatory to the Valuable 500, a global CEO community revolutionising disability inclusion.

We continue to strengthen and embed disability inclusion for our employees. Risk launched its disability allyship track which aims to educate on what it means to be a stronger ally to the Disabled and Neurodiverse community. Elsevier launched its Enabled Mentoring Programme in 2023, a programme designed to empower individuals with disabilities and create a more inclusive work environment. Legal was recognised as a Best Place to Work for Disability Inclusion in the year, receiving a top score of 100 from the Disability Equality Index. RX partnered with health and safety and legal teams to develop an Accessible Events Survey, to help identify accessibility improvements that can be made at future RX shows.

Inclusive workplace



Throughout the organisation there is an ingrained culture of trust, collaboration and respect, which is exemplified by the flexible working conditions that help to ensure a comfortable work-life balance.

George Spice

Head of eSales, Elsevier

We have developed Ways of Working policies in the US, UK and the Netherlands to establish a framework for hybrid and flexible working that balances the needs and wishes of employees with the requirements of our business and to help managers make decisions.

We have established policies for parental leave across RELX. In the US our Modern Family Leave benefit offers up to 14 weeks of paid leave following the birth of a child or adoption and up to 8 weeks of paid leave to care for an eligible family member with a serious health condition. In the UK we have recently implemented a new parental leave policy across all business areas covering maternity, adoption, partner and shared parental leave. It applies to all, regardless of sexual orientation or gender and offers 26 weeks enhanced maternity leave and six weeks of partner leave.

Across the business, we have provided training which encompasses inclusive leadership, unconscious bias, as well as psychological safety workshops for managers and teams. We measure how psychologically safe our employees feel through regular surveys and make intranet resources available to everyone.

2020-2025 Inclusion goals

Gender: Increase women in management, senior leadership and technology roles over time

Race and ethnicity: Increase the racial and ethnic diversity of our workforce over time

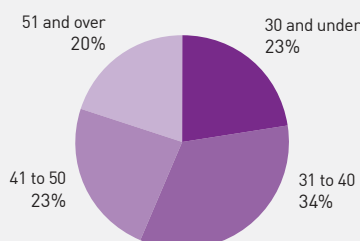
LGBTQ+: Foster an LGBTQ+ supportive workplace tracked through employee surveys

Disability: Foster a disability supportive workplace tracked through employee surveys

Inclusive workplace: Establish minimum global standards in areas such as flexible working and leave benefits; continue impactful global inclusion training and track effectiveness, including through employee surveys; engagement on inclusion across RELX, with leadership involvement and grassroots employee participation, including through ERGs

Our Inclusion and Diversity Policy is available at www.relx.com/cr-downloads.

Employee age split



Health and safety

The importance of employee health and safety is emphasised in the RELX Code of Ethics and Business Conduct and in the RELX Health and Safety Policy, both available on www.relx.com. These documents commit us to providing a healthy and safe workplace for all employees, as well as safe products and services for customers. The CEO is responsible for health and safety on behalf of the Board.

We consult with employees globally on health and safety through staff and works councils and reinforce good health and safety practice through regular communications, including a dedicated intranet site with relevant information. We also hold regular Health and Safety Committee meetings.

We provide tailored health and safety training to employees and use the services of third parties to assist us in ensuring compliance with local health and safety rules and to promote best practice. This is particularly important for employees at higher risk of injury in the workplace, including those that work in our book warehouses and exhibitions. Where necessary, we engage local specialists to conduct safety reviews or air quality tests at specific locations. We also provide employee support following any incident or health concern. There were no work related deaths reported in 2023.

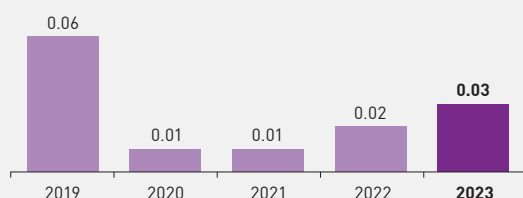
With a number of employees continuing hybrid working arrangements (working from both an office location and home), we provide health and safety support for both office and home working, and over 5,000 employees have completed our Healthy Working programme which includes personalised risk assessments and action plans.

We regularly monitor and ensure our buildings are maintained and comply with relevant health and safety legislation and standards, in conjunction with third parties and landlords, where appropriate.

RX has instituted an internal programme of recording, reviewing and continual learning from health and safety-related incidents to enhance safety across our events, given the safety risks during the construction and dismantling of an exhibition event. The business regularly reviews mitigations to ensure hazards are appropriately managed, and engages with local and global exhibition industry associations, working together to drive best practice and safety standards at all our events.

Health and Safety Performance

Lost time incidents per 200,000 hours worked

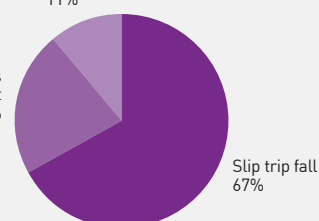


Accident reporting covers approximately 82% of global employees.

Lost time incidents by type

Manual handling/repetitive strain
11%

Use of tools
or equipment
22%



Well-being and support



What I love about RELX's well-being programmes is that they provide a platform for people to connect and make work a happier place.

Mai Trinh

Head of Tax Risk, Reporting and Reputation, RELX

We support the physical and mental health of our people, with dedicated health and well-being resources available to all employees including a well-being hub with free access to the Headspace mental health app, and fitness classes, as well as training courses. Additionally, we have a network of more than 90 Well-being Champions.

We offer employee assistance programmes to all our employees, providing professional counselling to help them and their family members with personal or work-related issues that may impact their health or well-being. This service is available 24 hours a day, 365 days a year.

2023 PERFORMANCE

Relaunch Fit2Win global employee fitness competition

In 2023 we relaunched the RELX Fit2Win competition where employees worked in teams to climb a virtual mountain by logging their activities on an app; running, cycling, swimming, or walking over a two-week period.

Over 100 teams took part, with more than 400 participants logging 7,553 activity hours. The winning teams received cash donations (\$1,000, \$750, \$500) to charitable causes of their choice, which included the Center for Animal Rescue and Enrichment of St. Louis, World Bicycle Relief and UNICEF.

Reward

We have robust and well-established reward mechanisms across RELX, with a strong emphasis on performance, fairness, equity and market competitiveness. We provide reward education for people managers across our four business areas which includes training on pay equity; they also have access to on-demand reward eLearning modules with content added to onboarding materials for new managers. In 2023, we continued our efforts to help employees understand more about reward practices with materials explaining market benchmarking and how we make sure rewards are competitive.

RELX is a Living Wage accredited employer in the UK, certified by the Living Wage Foundation. We regularly review our global salary benchmarking data, using a variety of data sources. We make adjustments based on market competitiveness and pay equity and we formally review wages at least once a year.

	2023
RELX people in numbers	
FTE employees	36,500
Full-time employees (%)	95%
Part-time employees (%)	5%
Average length of service (years)	8
Total hours worked by all employees in the year	64m
Temporary workers (%)	2%
Contingent workers	1,300
Employees represented by a collective bargaining agreement (%)	13%
Global HR information system coverage	100%
Turnover	
Total turnover rate	11.9%
Voluntary turnover rate	8.4%
Involuntary turnover rate	3.5%
Training and development	
Investment in training	\$15m
Training hours	506,000
Employee engagement	68%
Reward	
Employees with variable pay opportunities	58%
Employees with access to share purchase programmes (US/UK/NL)	60%
Absence	
Absence rate (number of unscheduled absent days out of total days worked in 2023, UK and NL)	1.31%
US Family Medical Leave Act requests	1,723

2024 objectives

Inclusion – SDG 10 (Reduced Inequalities): Continue to engage colleagues globally through our Inspiring Inclusion programme

Pay equity – SDG 8 (Decent Work and Economic Growth): Continue to assess pay competitiveness and pay equity

Well-being – SDG 3 (Good Health and Well-Being): Expand World Well-being Week activities across RELX through enhanced programming with greater reach

By 2030

Continued high-performing and satisfied workforce through talent development, D&I and well-being

Customers

We recognise that the growth and future of our company is dependent on our ability to deliver information-based analytics and decision tools in a sustainable way to customers.

Improving customer outcomes

Our goal is to improve outcomes for our customers by providing information-based analytics and decision tools for professional and business customers that benefit their daily work.

Peer Review

To ensure the quality of scientific papers submitted to Elsevier, primary research journals undergo peer review. This means that once received from an author, editors send papers to specialist researchers in the field. In most disciplines, this is done anonymously. In some cases, the process is 'double blind,' where both the reviewer and the author are anonymous, to limit bias based on an author's gender, country of origin, academic status or previous publication history. It may also help ensure that articles written by renowned authors are considered on the content of their papers, rather than reputation.

Elsevier's Peer Review Workbench (PRW) provides researchers and academics, upon application, access to Elsevier journal manuscript metadata to allow systematic analyses of peer review processes at scale. PRW advances transparency and evidence-based studies in the journal editorial and peer review process.

Elsevier also enables the automatic sharing of peer review metadata with a feed of peer review information from our submission and peer review system Editorial Manager to Open Researcher and Contributor ID (ORCID) once the peer review process has been completed. ORCID is a not-for-profit, cross-publisher organisation that fosters trustworthy connections between researchers and their institutions. Researchers receive a unique ID they can connect to their peer review activities across journals and publishers to showcase their reviewing work. Data is supplied directly by participating publishers and cannot be entered manually ensuring reliability.

 Read more about peer review at www.elsevier.com/reviewers/what-is-peer-review

Editorial Standards

Maintaining the integrity of what we publish is vital to the trust of customers and other stakeholders. Our Editorial Policy, available to all staff (and publicly available on www.relx.com/corporate-responsibility/engaging-others/policies-and-downloads), makes clear our respect for human rights, pluralism of sources, ideas and voices.

Gemma Hersh
SVP Global Academic and
Government Sales
Elsevier



The first question we ask ourselves when developing our products is, will this help our customers solve a problem? Through a continuous process of customer feedback and engagement, we gain the insights we need to ensure our solutions can help our customers answer questions, solve problems and plan for the future.

2023 PERFORMANCE

Support of SDG 8 by rolling out the RELX Responsible AI Principles across the business areas

As data science and artificial intelligence (AI) are increasingly applied across RELX to improve customer outcomes and business processes, we created the RELX Responsible AI Principles to guide their use. The Principles were published in 2022 and are publicly available at www.relx.com/corporateresponsibility/engaging-others/policies-and-downloads. The Principles are accompanied by a RELX position paper on AI and a dedicated address that anyone can use to provide feedback or raise queries: ResponsibleAI@relx.com

The Principles state: We consider the real-world impact of our solutions on people, we take action to prevent the creation or reinforcement of unfair bias, we can explain how our solutions work, we create accountability through human oversight, we respect privacy and champion robust data governance.

The Responsible AI & Data Science (RAIDS) team works to implement the RELX Responsible AI Principles across the company. They are responsible for developing policy, processes, tools, resources and training to support teams working with data science, machine learning and AI in embedding the Principles in their day-to-day activities.

In 2023, we published the RAIDS policy and accountability framework which is integrated into our new Data Science Project Review governance process and supported the business with rollout and adoption. The purpose of the



policy is to support colleagues in implementing the RELX Responsible AI Principles in their business area, drawing on best practice from within our business and other organisations.

Four primary RAIDS Champions, embedded across the company, provide ad-hoc training and support in priority areas, particularly around generative AI projects, as well as a wider network of more than 85 colleagues working on integration of the Principles in products and workflows. In 2023, they collectively supported more than 30 projects, held tailored workshops and training sessions and published a suite of self-service resources and training videos. Feedback from the workshops will inform a review and update to the Principles in 2024, reflecting the speed and scale at which AI is evolving.

Digital knowledge and innovation: advancing customer goals

Across RELX, we work to address customer challenges through digital innovation.

In 2023, electronic products and services accounted for 83% of revenue, up from 30% in 2003.

Risk

ICIS, part of Risk, is a global provider of chemical and energy marketing intelligence. In 2023, ICIS launched the first Pyrolysis Oil Pricing Indices to address increasing consumer demand for the pricing of chemical recycling outputs. The new price series sits alongside ICIS' comprehensive coverage of key recycling chains.

Supplier Carbon Footprints, which harnesses ICIS' understanding of chemical markets combined with carbon footprint data from lifecycle data providers Carbon Minds, enables companies to identify, measure, and manage opportunities to reduce global supply chain emissions for chemicals and plastics, with ground-breaking GHG emission data by supplier, region and plant. For many businesses, Scope 3 emissions in particular account for most of the overall carbon footprint of a company. ICIS customers are now able to report emissions and identify areas of focus, empowering customers to make supply chain decisions that could significantly reduce their Scope 3 emissions.

Scientific, Technical & Medical

Elsevier announced Scopus AI in 2023 which provides summaries and relevant references in response to natural language questions about research topics. Scopus AI combines generative artificial intelligence with Scopus' trusted content and data to help researchers gain deeper insights faster, facilitate collaboration, and increase the societal impact of research. Scopus AI provides summaries based on abstracts, allows navigation for extended exploration, and cites sources. Elsevier ensures that the content used in Scopus AI is rigorously vetted, based on over 29,000 academic journals from more than 7,000 publishers worldwide.

Elsevier announced an early access launch of ClinicalKey AI in the year, which helps physicians access accurate evidence-based information at the point of care, by combining Elsevier's large corpus of trusted medical information with advanced AI technology. It features conversational search to accelerate access to evidence-based clinical information and adheres to industry data privacy and security standards and the RELX Responsible AI principles.

Also in 2023, Elsevier launched EmBiology, an AI-driven research tool that provides visualisations of biological relationships, giving researchers a rapid understanding of disease biology and allowing them to focus on critical evidence. Researchers working in drug discovery and development are able to intuitively explore biological relationships and concepts to improve drug target and biomarker identification and prioritisation, enabling more confident decision making about what targets to pursue.

Legal

Legal introduced Lexis+ AI in 2023, a generative AI product designed to streamline legal research and drafting. The new platform delivers trusted results in an easy-to-use interface with hallucination-free, linked legal citations, combining AI technology with proprietary LexisNexis search technology. It features conversational search, intelligent legal drafting, insightful summarisation and document upload capabilities, all supported by encryption and privacy technology to keep sensitive data secure.

In 2023, Legal launched InterAction+, a cloud based legal CRM solution to help lawyers manage relationships and identify opportunities and at-risk clients. With exclusive content from LexisNexis Legal and Professional, US customers can view litigation events by firm, practice area and jurisdictions of clients and prospects.

Exhibitions

Digital event technology continued to transform the way RX's customers connect and do business by enabling them to create and capture more value. Emperia is RX's badge scanning mobile app that enables exhibitors to capture and qualify leads. In 2023 60% of exhibitors used Emperia at events where it was available and at RX's ISC West and Interphex 2023 shows adoption rates reached 100%.

RX collects and uses behavioural data to help its customers make better decisions. It's Exhibitor Dashboard brings together event data and insights in real time, allowing customers to analyse their results, improve their event performance and justify financial investment. In 2023, the dashboard was made available to over 29,000 exhibitors at 104 RX events, of which 33% used the tool.

Responding to customer needs

Listening to our customers allows us to deepen our understanding of their needs and drive improvements. We do this through regular surveys, customer dashboards and feedback mechanisms. With input from customer insight teams across our company, we calculated a RELX-wide customer satisfaction metric showing that in 2023, 86% of customers would recommend working with RELX.

Access to information

In primary research we offer two separate payment models for our science and medical journals to suit author preferences: pay-to-read articles funded by payments for reading made by individuals or institutions; and pay-to-publish (commonly known as open access) funded by payments for publishing made by authors, their institutions or funding bodies, with the research freely available to read by all upon publication. We offer a range of pay-to-read and pay-to-publish options, both subscription-based and transactional. Nearly all of Elsevier's 2,900 journals enable open access publishing. We welcome debate in government, academic and library communities regarding the mechanisms by which scientific outputs should be openly available and continue to create new access options together with industry partners.

During 2023, Elsevier announced a geographical pricing pilot to support authors in low- and middle-income countries with equitable open access publishing options. The pilot will run across 143 of Elsevier's Gold Open Access journals and tailor pricing structures according to Gross National Income per capita. The model aims to reduce financial barriers that hinder researchers and institutions from low- and middle-income countries from publishing research in Gold Open Access Journals. Elsevier continues to waive article publishing charges for authors in the lowest economic band.

2023 PERFORMANCE

Support of SDG 17 by strengthening Corporate Responsibility and Sales team engagement

In 2023, we developed materials to help sales teams build awareness of our CR priorities with their customers. This included an animated video highlighting how RELX products and services impact society and contribute to advancing the SDGs. The video was featured at the RELX global senior management conference and a longer version will be part of RELX onboarding materials and a new toolkit launching in 2024.

We presented our Annual RELX SDG Customer Awards during the RELX SDG Inspiration Day. These included Neste, nominated by ICIS and Proagrica, part of LexisNexis Risk Solutions. Neste is pioneering more sustainable aviation fuel and has committed to supporting customers to reduce greenhouse gas emissions by at least 20 million tonnes of CO₂e annually by 2030. Solvay, a global leader in materials, chemicals and solutions, was nominated by Elsevier for its One Planet roadmap covering three categories; climate, resources and better life, with ten measurable commitments where the company has the biggest positive impact. Panasonic, nominated by LexisNexis Legal & Professional, aims to reduce CO₂ emissions by more than 300 million tonnes, or about 1% of the current total global emissions, by 2050. RX nominated Silverback Films, using the power of film-making and



story-telling to reveal the urgent truth of our changing planet to a global audience.

We published visual stories for internal and external audiences to mark the SDG midway point and included a summary of tools and reports from across RELX that advance the SDGs such as LexisNexis Legal and Professional's Exploring the Global Sustainable Innovation Landscape: The Top 100 Companies and Beyond Report, Elsevier's Biodiversity Research in the Netherlands and Worldwide Report, and The RX Sustainability Playbook.

Customers are increasingly engaged in corporate responsibility matters and to address this increased interest the CR team supports sales teams in responding to customer surveys and requests for information. Such requests have increased by more than 300% since 2021.

Elsevier is a partner of Clearinghouse for Open Research (CHORUS) which enables public access to funded research. CHORUS utilises publishers' existing infrastructure for discoverability, search, archiving and preservation of scientific and medical research articles, and it is now integrated into the ScienceDirect platform. Furthermore, members of the public can read Elsevier's peer-reviewed content through walk-in access at public and academic libraries around the world. Our ScienceDirect platform is available to the public through onsite user access from any participating university library or UK public library via the Access to Research programme.

Providing access in countries with low resources is a priority for us. Through Research4Life, more than 11,500 institutions in over 125 low- and middle-income countries receive affordable access to over 200,000 peer-reviewed resources. Elsevier is a founding partner, providing around 21% of the content in Research4Life, as well as access to our abstract and citation database Scopus. Elsevier offers free media access to over 2,000 journalists through our newsroom. In addition, Patient Access provides patients and caregivers with access to individual papers related to medicine and healthcare at no cost, upon request, within 24 hours.

Elsevier publishes a suite of nine journals, called Research Elements, which focus on research methods, data and equipment. Openly sharing and describing the methodologies and data generated by experiments improves the reproducibility of published research. Researchers who have published in these journals note benefits such as reaching new readers, sharing innovative technologies and making research more accessible.

Bringing science into society

We work closely with journalists to ensure that research findings are accurately and effectively communicated to the public, and that authors receive credit for their work. A number of journalists receive free access to all Elsevier publications via Elsevier's Media Access programme.

Researchers who published an outstanding peer-reviewed article that has significantly impacted people's lives around the world, or has the potential to do so, are recognised with the Elsevier Atlas Award. The articles are made freely available and translated into everyday language, while author interviews are made public to encourage the dissemination or implementation of their findings. Content is linked to the SDGs and is featured on the RELX SDG Resource Centre.

We provide essential resources in times of emergency, making full text articles free to access for healthcare professionals, researchers, librarians and members of the public affected by disasters. While the World Health Organisation has now ended the Public Health Emergency of International Concern categorisation for Covid-19 and Mpox, all related content published through July 2023 will remain freely available, encompassing early-stage and peer-reviewed research, as well as evidence-based clinical overviews, patient education and drug monographs.

In 2023, Elsevier continued to offer free resources to Ukrainian researchers via a Ukrainian Academic Support page online where researchers can access waived and reduced author publishing charges for open access journals. They also have access to publishing resources on Researcher Academy, which provides researchers free e-learning modules developed by global experts and career advice. They can also register for free access to ScienceDirect, Scopus and SciVal as well as clinical resources such as ClinicalKey, Complete Anatomy and Osmosis. To support Ukrainian journal editors and authors, we worked with the Polish Academy and the Ukrainian Council of Young Scientists to deliver two workshop series, one for editors and another for authors.

The Lancet celebrated its bicentennial in the year with a commitment to ensuring that medicine improves lives and that knowledge transforms society for the better. The Lancet affirmed its five key priorities – universal health coverage, mental health: climate health, health research, and child and adolescent health; emphasising collaboration with the medical community to advance healthcare and increase the social impact of science.

Elsevier's Library Connect programme, with a website, newsletter, events, social media offerings, as well as a new Library Connect Academy, provides library and information science professionals worldwide with opportunities for knowledge sharing. As of 2023, there were 60,000 Library and Information Science (LIS) professionals globally subscribed to the Library Connect Newsletter, a complimentary publication, covering LIS best practices, trends and technology.

During 2023, the Library Connect website, containing articles, infographics, videos and other resources, received approximately 30,000 visitors. The Library Connect website is currently ranked sixth in the top 90 librarian blogs and websites for librarians by Feedspot, a content aggregator for blogs and websites.

Accessibility

We strive to empower all people, including persons with disabilities, by ensuring our products and services are accessible and easy to use by everyone. Our commitment to accessibility is embedded across RELX and advances our Inclusion Policy. We follow the Web Content Accessibility Guidelines (WCAG 2.1 level AA).

We maintain an Accessibility Policy that highlights industry standards and tools to embed accessibility into our products and our business operations. We apply best practice from the RELX Accessibility Policy across hundreds of digital products and websites.

Our Accessibility Policy is available at www.relx.com/cr-downloads.

Risk employees continued enhancing our A11yCAT tool to help developers address accessibility bugs in real time while edition 2.0 was successfully beta tested in the year for release in 2024. It will highlight code to help developers discover errors.

Elsevier empowers all learners by providing features such as full-text search, marked tables, magnifiable content, screen reader compatibility and high-contrast text. Its Health Education Systems Incorporated (HESI) Delivery Operations team continued to work with HESI testing candidates that register to take a HESI exam remotely via our remote proctoring vendors. Since 2019, the team has processed more than 800 candidate accommodation requests, ensuring that these candidates have an accessible and inclusive experience.

In 2023, members of the Accessibility Working Group logged over 275 accessibility projects and Elsevier's Global Books Digital Archive fulfilled more than 3,200 disability requests, 91% of them through AccessText.org, a service we helped establish. In 2023, Elsevier was designated a Global Certified Accessible publisher by Benetech, a non-profit organisation based in Palo Alto, California. The certification recognises publishers that meet specific accessibility criteria to support readers with disabilities and learning differences. Relevant file testing received 100% scores in all categories.

In 2023, Elsevier's ScienceDirect achieved zero errors on its homepage with the WAVE accessibility testing tool, making the research platform number one of the top 1m websites ranked in the 2023 WebAIM Million accessibility report.

2023 PERFORMANCE

Support of SDG 10 by expanding the Accessibility Champions model across RELX

RELX is committed to creating products that are usable by everyone including people who experience some type of disability. A network of Accessibility Champions advance the RELX Accessibility Policy and encourage teams to incorporate accessibility requirements from the start and to use best practices to ensure an optimal experience for disabled users. The RELX Accessibility Leadership Advisory Board convened during the year to address challenges and approaches to accessibility.

We expanded the accessibility training model across the four business areas during the year. We also released an Introduction to Accessibility video accompanied by a quick start guide for product managers, ensuring accessibility requirements are embedded in our products.

In 2023, we celebrated the fifth annual RELX Accessibility Leadership Awards, introducing a new award category for team leadership. Winners received a glass award with a braille inscription and featured in an all-employee news article.



We also made a donation to the charity of their choice. Nominees were honoured for product enhancements to key products which led to the two highest Web Content Accessibility Guidelines (WCAG 2.1) compliance scores in Elsevier history and for improving accessibility for internal colleagues.

In 2023, Elsevier signed the UK Publishers Association Accessibility Action Group Accessible Publishing Charter and also worked closely with university disability services offices, launching a survey and interviews to understand how to better serve students with disabilities. In the sixth year of Elsevier's Accessibility Belting programme, 85 additional colleagues received belts (more than 340 people have completed the programme since inception). Additionally, the Elsevier Digital Accessibility Team provided awareness trainings for new hires as part of onboarding. They also conducted research into automated text descriptions and sonification to help users with disabilities better understand trends in data, holding six sessions with visually impaired people to better understand how to develop useful text descriptions for speech technologies.

We worked with disability services offices, procurement officials and instructors across the world to provide Voluntary Product Accessibility Template (VPAT) and Accessibility Conformance Reports. Customers can also utilise the accessibility@relx.com Inbox to connect with an accessibility expert and make VPAT and report requests. In 2023, Risk completed 26 VPATs; Legal's Accessibility UX team resolved over 100 customer enquiries and generated VPATs for 30 products.

We promoted accessibility to outside companies and vendors throughout the year. RELX accessibility teams partnered with external content providers, including Highcharts, to advance accessible solutions for public benefit. Elsevier has collaborated with Highcharts for over eight years to continually improve the accessibility of its widely used chart library.

► 275+

Accessibility projects logged by the Accessibility Working Group, an increase of 83% since 2021

► 3,200+

Elsevier's Global Books Digital Archive fulfilled 3,235 disability requests

2024 objectives

Customer engagement – SDG 17 (Partnership for the Goals): Create internal Sustainability Hub to support customer enquiries and engagement

Quality – SDG 8 (Decent Work and Economic Growth): Update RELX Responsible AI Principles to keep pace with evolving technology

Accessibility – SDG 10 (Reduced Inequalities): Develop accessibility specialist career track for RELX employees

By 2030

Continue to expand customer base across our four business areas through excellence in products and services, active listening and engagement, editorial and quality standards, and accessibility; a recognised advocate for responsible marketplace practices

Community

Contributing to our local and global communities is a responsibility and an opportunity.

RELX Cares, our global community programme, supports employee volunteering and giving that makes a positive impact on society.

The mission of RELX Cares is education for disadvantaged young people that advances one or more of our unique contributions as a business. Employees have up to two days' paid leave per year for their own community work. A network of over 245 RELX Cares Champions ensures the vibrancy of our community engagement.

In 2023, we held the 13th Recognising Those Who Care Awards to highlight colleagues who have made outstanding contributions to RELX Cares. The eight winners of the individual award travelled to London to take part in volunteering projects with RELX charity partners. Two other individuals and teams were given the opportunity to make a donation to the charity of their choice.

Each September, we hold RELX Cares Month to celebrate our commitment to our communities around the world. During the Month, over 3,300 colleagues across the Company took part in hundreds of volunteering and fundraising events. This included You Move, We Donate organised by Risk where colleagues were encouraged to get active in return for a company donation to charity; a mentoring activity for school and university students at Elsevier India; support for local food banks by US Legal colleagues; and preparing care packages for vulnerable women at LexisNexis South Africa.

In the wake of disasters and emergencies in the year, including flooding in Libya, earthquakes in Morocco and Turkey and the war in the Middle East, we donated approximately \$150,000 to Save the Children; Turkish charity Ahbap; World Central Kitchen and the British and International Red Cross.

Deidre Collins

Executive Assistant and RELX Cares Champion
LexisNexis Legal & Professional



It is very important to help those in need. Assisting someone or supporting a worthy cause gives me immense satisfaction to know I am making a real difference.

► 245+

A network of over 245 RELX Cares Champions ensures the vibrancy of our community engagement

The mission of RELX Cares is education for disadvantaged young people that furthers one or more of our unique contributions as a business, including universal, sustainable access to information.

2023 PERFORMANCE

Create new opportunities to engage remote workers in RELX cares

We extended the RELX Cares Central Donations programme to home-based employees encouraging them to submit grants for charities that they wanted to support. Until 2023 only office-based colleagues could nominate a charity. This resulted in a number of applications, two of which we funded following a vote by RELX Cares Champions. We will continue to expand this engagement in 2024.

In the year, a network of home-based Legal employees who wish to get involved in RELX Cares activities established a new network. The network is facilitated by a home-based LexisNexis Legal & Professional RELX Cares Champion. They contacted other home-based RELX employees to invite them to participate, learn about opportunities and to take part in volunteering and other RELX Cares activities. Over 230 colleagues joined the network and so far there have been two activities, including volunteering at a charity that provides grief support to children and doing a beach clean up.



Setting up a home-based RELX Cares network has created a wonderful opportunity to get to know other Florida home-based colleagues ensuring more colleagues can take advantage of using their RELX Cares hours to make an impact in their community.

Tatiana Morales

Marketing Operations Manager, LexisNexis Legal & Professional

Giving

Our central donations programme aligns with the RELX Cares mission. Employees serve as sponsors for charities seeking funding, which must in turn indicate how they meet one or more of RELX's unique contributions as a business including protection of society and reducing inequalities, advancing science and improving health outcomes, furthering the Rule of Law and access to justice and fostering communities.

RELX Cares Champions vote on submissions using decision criteria such as value to the beneficiary and opportunities for staff engagement. In 2023, RELX Cares Champions donated \$317,000 to 26 charities supporting over 40,000 young people. Projects included:

- Providing a programme for girls in West Bengal, India, to keep them in education and out of child marriage
- Funding a Book Buzz programme to inspire pre-school children in remote indigenous communities in Australia to enjoy reading
- Helping underprivileged children living in poverty-stricken areas of Quezon City in The Philippines
- Expanding availability of school supplies at no cost to teachers and students in need at under funded schools in Dayton, Ohio
- Offering support to vulnerable families experiencing challenges such as isolation, bereavement and financial worries in Sutton, United Kingdom
- Supporting a weekly group intervention programme for pregnant and parenting teen girls in Philadelphia, Pennsylvania

The LexisNexis Rule of Law Foundation's ABCs of the Rule of Law colouring books teach children basic elements of the Rule of Law. An additional colouring book, The Rule of Law Coloring and Activity Book, was published in the year, aimed at older children to bolster their literacy skills, highlighting the main elements of the rule of law in contemporary society and throughout history.

In managing community involvement, we apply the same rigour as we do to other aspects of our business. Following the B4SI methodology – a global standard for measuring and reporting corporate community investment – we conduct an annual Group Community Survey with RELX Accounting Services and RELX Cares Champions. It divides our aggregate giving into short-term charitable gifts, ongoing community investment and commercial initiatives of direct business benefit.

During the year, we worked with B4SI, where we are members, to ensure we effectively apply the organisation's methodology for valuing in-kind contributions; B4SI subsequently assured our use of the methodology. Their assurance statement is available at



www.relx.com/additional-cr-resources.

We donated £5.7m in cash (including through matching gifts), and £17.7m in products, services and staff time in 2023. Some 36% of employees were engaged in volunteering through RELX Cares. According to 2023 B4SI data, the average volunteering rate was 13.6% for our sector and 9.2% for all sectors.



In 2023, we continued to engage in skills-based volunteering, applying business knowledge and expertise to benefit communities. For example, in the US, Risk colleagues created an Online Safety for Kids programme to educate parents and protect children. The team devoted more than 200 hours to the project which has been delivered to 467 Risk employees and approximately 1,500 parents, teachers, school administrators and community leaders.

Throughout 2023, we encouraged in-kind contributions, such as product and equipment donations, aligned with our Product Donation Policy (available at www.relx.com/cr-downloads). We also contributed over 139,000 books to Book Aid International (BAI) and Books for Africa worth over \$11m. In addition, eight Risk colleagues volunteered to transcribe audio interviews that Book Aid International had collected from partners in Kenya in support of its new Generation Reader campaign. The 2023 Recognising Those Who Cares winners who travelled to London spent the day volunteering in the Book Aid International warehouse preparing books to be sent to partners.

Engagement

In 2023, we continued to provide opportunities for colleagues to get involved in RELX Cares. In monthly calls for RELX Cares Champions across the company, we shared updates about our local RELX Cares activities and featured guest speakers. Additionally, we shared RELX Cares stories in all employee communications throughout the year.

For a story to launch our global RELX Cares Month in September, we interviewed colleagues about how they used their RELX Cares hours to volunteer. This included serving as a museum trustee, volunteering at a local library and helping women and their children who have been displaced from their homes with practical support. During the Month, we ran our Global Book Drive competition. Employees donated nearly 2,000 books for local charities.

Jeffrey P Mladenik and Andrew Curry-Green Memorial Scholarship



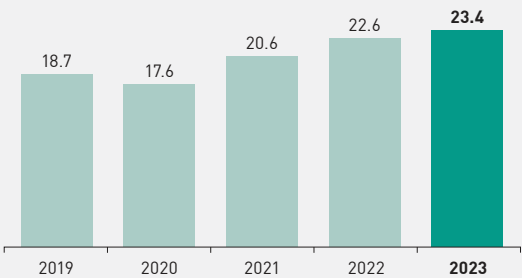
As a lasting memorial to our colleagues Jeffrey Mladenik and Andrew Curry-Green, who lost their lives on 9/11, we offer scholarships in their name to children of eligible employees.

Evan Robert Quering (left), son of Allison Quering, National Sales Manager for Legal in Pennsylvania, graduated from Madonna High School in Weirton, West Virginia in 2022 where he placed in the top ten of his class. Evan was also awarded several sport and academic honours during his high school career before attending the University of Pittsburgh with a major in pre-medicine. He is currently studying nursing at Robert Morris University and finished his first year earning Dean’s List status and plans to go on to complete a PhD in Nurse Anesthesia. In response to receiving the scholarship Evan said the funding was “not only an acknowledgement of my hard work and determination, but it also serves to fuel my passion for helping others in the medical field”.

Carina Wang (right), daughter of Xiaoming Wang, Senior Software Engineer for Risk in Florida. Carina has a passion for using technology to address societal challenges. She served as co-president of her high school’s nationally ranked Speech and Debate team, co-president of the American Heritage robotics team that was a division finalist in the 2023 World Championships, president of the Inter-Club Council and played on the Varsity Volleyball team. She has been recognised as the National Speech and Debate Association Academic All-American, National Merit Finalist, and received the President’s Volunteer Service Award. In high school, Carina dedicated over 1,300 hours to community service including volunteering with seniors in hospice centres to write their life biographies. She later went on to design a speaker device for nursing homes. After presenting this innovation at the Global Conrad Innovation Challenge, she won Top 5 in her category and the Outstanding Presentation Award. Carina has previously interned at LexisNexis and plans to continue her education at Cornell University.

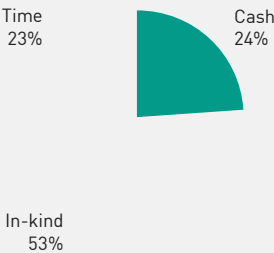
Community involvement

Market value cash, in-kind and time donations (€m)



What we contributed in 2023 (market value)

Market value cash, in-kind and time donations (€m)



Impact

In accordance with the B4SI model, we monitor the short- and long-term benefits of the projects with which we are involved. We ask beneficiaries to report on their progress to increase transparency and engagement.

In addition, we survey RELX Cares volunteers on the impact the programme has on their work following each volunteer activity. In 2023, we received over 17,800 responses, 90% of respondents said their motivation and pride in the company had increased as a result of volunteering and 88% said they had experienced a positive change in behaviour or attitude as a result of volunteering.

In 2023, for the fourth year, we supported the Ban Ki-moon Centre for Global Citizens' Global Citizen Scholarship Program in association with the Management Centre Innsbruck benefitting 15 young African leaders. The change-makers developed their own SDG micro-projects using the RELX SDG Resource Centre to inform their work. The 2023 scholars addressed 15 SDGs and projects ranged from driving community awareness about cervical cancer in Rwanda to capturing mental health stories through photography in Kenya, and training young people to build with local construction materials for disaster risk reduction in Burkina Faso.

2023 PERFORMANCE

Undertake fundraising for Save The Children to help achieve the three year target of \$150,000

In 2022, we announced a new three-year partnership with Save the Children. We have committed to raising \$150,000 to support their work, which includes improving nutrition and access to school meals; preventing child labour and child marriage; and supporting children's mental health. In 2022, the most recent year for which data is available, the Save the Children global movement directly supported 48.8m children in 116 countries around the world.

To date, we have raised over half of our total fundraising target. Fundraising activities included a global holiday sweater day, quiz nights and cause related marketing at an Elsevier conference in the US.

We have shared communications with colleagues about how our funds are benefitting children, and in the year, a member of the Save the Children team spoke to RELX Cares Champions about the impact of their work.

We have also worked with Save the Children to help focus our response to disasters and emergencies.



We are hugely grateful to RELX and their continued generous support with our three-year partnership. RELX colleagues have raised an incredible amount so far which is already having an impact and helping children get the future they deserve.

Alicia Wiltshire

Senior Corporate Manager, Save the Children

2024 objectives

Employee community engagement – SDG 17 (Partnership for the Goals): Increase internal and external information about our global community activities

Philanthropic giving – SDG 17 (Partnership for the Goals): Strengthen our cross business area philanthropic response to disasters and emergencies

By 2030

Through our unique contributions, and investments with partners, contribute to significant, measurable advancement of education for disadvantaged young people

Supply chain

Our customers depend on us to provide them with ethically sourced and produced products and services. Therefore, our suppliers need to meet the same high standard we set for our own behaviour.

Managing an ethical supply chain

RELX has a diverse supply chain with suppliers located in over 150 countries across multiple categories, including technology (e.g. software, cloud, hardware and telecom), indirect (e.g. consulting, marketing, contingent labour and travel), and direct (e.g. data/content and production services, print/paper/bind and distribution).

Given the importance of an ethical supply chain, we maintain a Socially Responsible Supplier (SRS) programme encompassing all our business areas, supported by colleagues with expertise in operations and procurement and a dedicated SRS Director from our global procurement function.

Monitoring suppliers

We have a comprehensive Supplier Code of Conduct (Supplier Code), available on www.relx.com in 16 languages, which we ask suppliers to adhere to and display prominently in the workplace. It commits them to following applicable laws and best practice in areas such as human rights, labour and the environment. It also asks our suppliers to require the same standards in their supply chains, including requesting subcontractors to enter into a commitment to uphold the Supplier Code. The Supplier Code states that, where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards. Our SRS programme is a key aspect of our work to prevent modern slavery and human trafficking in our supply chain as described below.

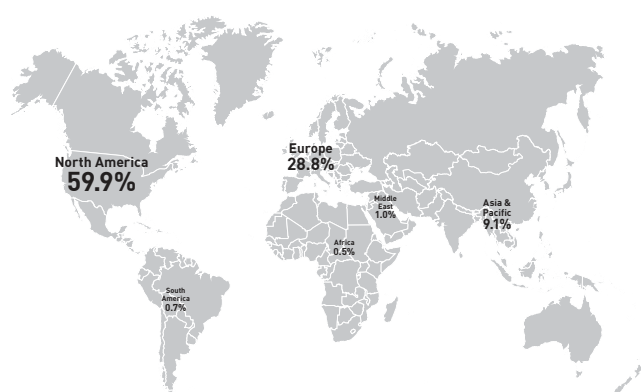
Through our SRS database, we track suppliers with whom we spend more than \$1m annually, suppliers identified as critical by the company, and those located in medium- and high-risk countries (as designated by our third-party developed supplier risk tool) with a spend of \$100,000 or more per year for the most recent consecutive two-year period. The tool incorporates 11 indicators, including human trafficking information from the US State Department and Environmental Performance Index results produced by Yale University and Columbia University in collaboration with the World Economic Forum. In 2023, 80% of our global spend was risk assessed utilising the supplier risk tool.

Pauline Grace Cortes
Socially Responsible Supplier
Programme Lead
RELX



An ethical supply chain programme allows us to monitor the social and environmental practices of our suppliers. This helps us mitigate our impacts and ensure we conduct our business responsibly. I am proud to be part of an organisation that commits to high social standards.

RELX supplier locations (% of supplier spend)



Based on four quarters ending Q3 2023

The tracking list changes year-on-year based on the suppliers we engage to meet the needs of our business and/or changes in country risk designations within our third-party risk tool. In 2023, there were 796 suppliers on the SRS tracking list, 66 of which were in high-risk countries and 606 in medium-risk countries. 690 of the suppliers (87%) on the SRS tracking list have signed our Supplier Code, or have equivalent standards in place. The majority of non-signatories are new to the SRS tracking list and we are working with them, and other non-signatories, to gain agreement to our Code. In total, at the end of 2023 there were 5,322 signatories to our Supplier Code, or suppliers with an equivalent code, representing an increase of 19% from 4,467 signatories at the close of 2022.

We engage a specialist supply chain auditor to conduct audits and assessments on our behalf using their platform. In 2023, a total of 125 external audits were conducted: 36 onsite and virtual onsite audits and 89 desktop audits. During a desktop audit, the supplier responds to an online questionnaire and uploads relevant supporting documents followed by a risk assessment using the third-party platform. For virtual onsite audits, facility representatives wear a video and audio source to allow remote interaction with a qualified auditor. The auditor can then evaluate the facility, conduct interviews, and review the necessary documentation in real time, just as if conducting an in-person audit. During an onsite audit, the auditor will select employees from a full roster to interview (and may select employees on the work floor during the facility walkthrough). Employee interviews are private and confidential and facility management is not allowed to be present. All information gathered from employee interviews is anonymised. When the auditor communicates non-compliance to facility management, they are not allowed to disclose information which could identify the employee or employees to avoid retaliation against them, which is forbidden in the Supplier Code.

Incidents of non-compliance trigger continuous improvement reports summarising audit results and remediation plans. The audit covers critical dimensions of the Supplier Code such as: labour (including child/forced labour, discrimination, discipline, harassment/abuse, freedom of association, labour contracts); wages and hours (including wages and benefits and working hours); health and safety (including general work facility, emergency preparedness, occupational injury, machine safety, safety hazards, chemical and hazardous material, dormitory and canteen); management systems (including documentation and records, worker feedback and participation, audits and corrective action process); environment (including legal compliance, environmental management systems, waste and air emissions); anti-corruption and data security. During 2023 onsite and virtual onsite audit locations included Argentina, India, Italy, Philippines, Poland, Romania, Singapore, Sri Lanka, South Africa and the United Kingdom.

To minimise the risks of deforestation in our production paper supply chain, we utilise the Forest Sourcing module of The Book Chain Project, a shared industry resource for sustainable paper we helped establish, to assess the forest sources of our papers. By year end 2023, 100% of RELX's production paper was graded by The Book Chain Project as known and responsible (sustainable) sources or certified to FSC or PEFC (note: less than 0.5% not yet graded or certified).

During 2023 we held RELX Supplier sessions focused on the RELX supplier audit process and our efforts to collect and report CO₂ emissions.

Promoting human rights through the Supplier Code

As stated above, the Supplier Code sets out expectations for our suppliers' ethical conduct.

In accordance with the UK's Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association's Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices.

In 2023, we updated our RELX Modern Slavery Act Statement (MSA), available from www.relx.com, which states how we are working to avoid human trafficking and modern slavery in our direct operations and in our supply chain.

The Supplier Code stipulates that, where required by law, suppliers will have employment contracts signed with all employees and requires mechanisms for reporting grievances. It additionally contains a provision on involuntary labour that states unequivocally that suppliers cannot directly or indirectly use, participate in, or benefit from, involuntary workers and human trafficking-related activities. Suppliers have access to Modern Slavery Awareness training through our audit provider. In addition, we asked all suppliers audited during the year to complete an e-learning course on preventing forced labour. We use a UK Government definition of modern slavery, particularly "the trafficking of people, forced labour, servitude and slavery." We did not receive any reports or questions from employees that related to modern slavery in the year.

The Supplier Code states, "Failure to comply with any RELX term, condition, requirement, policy or procedure...may result in the cancellation of all existing orders and termination of the business relationship between RELX and supplier." It further states suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of the Supplier Code or who assists in the investigation of any such report.

▶ 125

Independent audits, including onsite, virtual onsite and desktop

▶ 796

Suppliers tracked

2023 PERFORMANCE

Advance Supplier Diversity and Inclusion Programme

We are committed to proactive engagement with suppliers to ensure that our supply chain reflects the diversity of our communities. During 2023, we continued to focus on our supplier diversity programme through participation in a Supplier Diversity Taskforce, diversity conferences, best practice sharing and increased internal staff support. In the year, 3.3% of our US spend was with veteran, minority or woman-owned businesses. Including small businesses, 14.8% of total US spend was with diverse suppliers. We use an independent supplier diversity database to classify diverse suppliers.

Diverse-owned businesses interested in working with RELX can register on the RELX Supplier Diversity Registration Portal. While registration does not provide preferred supplier status or guarantee of business, it provides visibility within RELX for suppliers who can potentially fulfil business requirements. Find out more at:

 <https://reedelsevier.service-now.com/sdpr>

We aim to implement a sustainable supplier diversity and inclusion programme that creates value by:

- promoting the sourcing of goods and services from high-performing, competitive diverse suppliers
- monitoring and measuring the effectiveness of our efforts
- participating in outreach programmes/activities to support diverse suppliers

► 5,322

Suppliers who have signed the Supplier Code or have an equivalent code

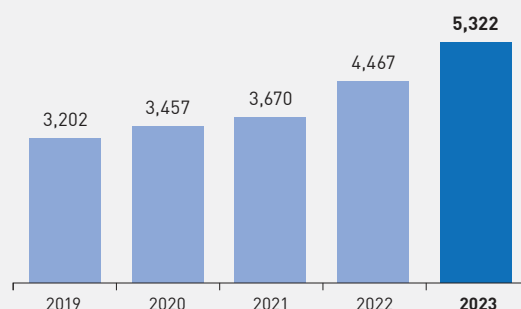
► 3.3%

US spend with veteran, minority or woman-owned businesses. Including small businesses, 14.8% of total US spend was with diverse suppliers

► 87%

Suppliers on the tracking list who were either signatories to our Supplier Code or have an equivalent code, covering 97% of tracking list spend

Supplier Code of Conduct signatories



Responsible Supply Chain Performance

Target	Measure	Results				
		2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual
Increase # of suppliers as Code signatories	Total # of Code signatories	3,202	3,457	3,670	4,467	5,322
	Total # of suppliers on tracking list	354	412	359	724	796
	% of suppliers on tracking list who were Code signatories (or equivalent)	91%	91%	96%	87%	87%
Continue using audits to ensure continuous improvement in supplier performance and compliance	# of independent audits ¹	93	99	111	119	125
	Onsite/virtual onsite	52	25	28	28	36
	Desktop	41	74	83	91	89
Continue to advance the US Supplier Diversity and Inclusion Programme	% of total US spend with diverse suppliers (Veteran, Minority, Woman-owned, and small businesses)	11.9%	12.9%	12.9%	15.4%	14.8%
	% of total US spend with diverse suppliers excluding small businesses	2.5%	2.8%	3.1%	3.8%	3.3%

¹ For 2023, RELX moved to a new third party audit platform, which allows sharing of supplier audits across the platform therefore increasing the total number of audits.

ALIGNING WITH GOOD PARTNERS

Intrust Global

Intrust Global, a RELX supplier on our Socially Responsible Supplier tracking list, provides technology driven research, analytics and reporting services across industries.

They maintain a robust set of policies that underpin their responsible business practice which include ethical governance, fair labour practices, community engagement and stakeholder collaboration. Intrust Global are dedicated to advancing the UN SDGs with a focus on decent work (SDG 8); quality education (SDG 4); innovation (SDG 9) and reduced inequalities (SDG 10).

They foster positive change through the Sambhava Foundation, their central group's arm for social development. Among flagship programmes are the Hunar project which empowers women aged 18 to 35 through skills training and social entrepreneurship initiatives to gain economic independence. Another is the Koshish programme which helps differently-abled women become financially independent through vocational skill building, placement support and regular assessments and feedback.



As a growing company, we maintain transparent and fair business practices, meet ethical standards and help make the world a better place to live and thrive.

Ravindra Nag

Director, Intrust Global

2024 objectives

Responsible Supply Chain – SDG 8 (Decent Work and Economic Growth): Increase number of suppliers that are Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance

Supplier Diversity – SDG 10 (Reduced Inequalities): Advance Supplier Diversity and Inclusion Programme

By 2030

Reduce supply chain risks related to human rights, labour, the environment and anti-bribery by ensuring adherence to our Supplier Code of Conduct through training, auditing and remediation; drive supply chain innovation, quality and efficiencies through a strong, diverse network of suppliers

Environment

We work to increase the positive impact we have on the environment through our products and services which provide essential insight and bring stakeholders together, while also striving to reduce our environmental footprint across our company and value chain.

A positive environmental impact

Our key environmental impact is through our products and services which help inform debate, aid decision makers and encourage research and development with regard to environmental issues.

The CEO is responsible to the Board for environmental performance; the CEOs of our business areas are responsible for complying with environmental policy, legislation and regulations and the CFO is our most senior environmental advocate. Our Chief Sustainability Officer and Global Head of Corporate Responsibility engages with the Board on environmental issues and we work with Environmental Champions and dedicated engineering, design and real estate specialists to improve efficiency wherever possible in our portfolio.

In 2023, we continued our support of the Climate Pledge, aiming to achieve net zero across all carbon scopes by 2040 at the latest. We have committed to measure and report greenhouse gas emissions, implement decarbonisation strategies for emissions reductions and address residual emissions with high-quality offsets. Details of our net zero transition road map are available on pages 76 and 85.

We support progressive environmental legislation and in 2023 continued our membership in the Aldersgate Group, an alliance of leaders from business, politics and civil society, chaired by former UK Prime Minister Theresa May, that drives action for a sustainable economy. In the year, we signed a letter to the British Prime Minister confirming our support for delivering progress on the UK's net zero commitments. We hosted an event to launch a report from UCL and the Aldersgate Group on the electrification of

Bosman Stramrood
Pre-Sales Consultant
LexisNexis Legal &
Professional South Africa



As a global organisation, we can make a big difference by meeting our environmental objectives, setting an example for future generations to continue the improvements we started. It requires commitment and dedication from leadership and employees alike.

British industry, and continued our membership of the Net Zero Supply Chains initiative with other companies and NGO partners organised by Pineapple Partnerships.

We were a Taskforce for Climate-related Financial Disclosure (TCFD) Supporter until it was disbanded in the year and have expanded our TCFD disclosure (see page 82). We remain signatories of We Are Still In, a network of more than 3,900 businesses, universities, cities, states and other organisations, committed to combatting climate change.

2023 Environmental Performance

	Absolute performance			Intensity ratio (absolute/£m revenue)		
	2022	2023	change	2022	2023	change
Scope 1 (direct emissions) tCO ₂ e	5,211	4,317	-17%	0.61	0.47	-23%
Scope 2 (location-based) emissions tCO ₂ e	37,270	36,616	-2%	4.36	4.00	-8%
Scope 2 (market-based) emissions tCO ₂ e	8,952	8,598	-4%	1.05	0.94	-10%
Scope 1 + Scope 2 (location-based) emissions tCO ₂ e	42,481	40,933	-4%	4.97	4.47	-10%
Total energy (MWh)	117,997	110,750	-6%	13.80	12.09	-12%
Water (m ³)	156,734	142,374	-9%	18.33	15.54	-15%
Waste sent to landfill (t)*	73	45	-38%	0.01	<0.01	-43%
Sustainable production paper (%)	99	100	1%	-	-	-

* From reporting locations only, excluding estimated data.

Actual environmental data covers approximately 83% of occupied floor space based on electricity reporting. When we are unable to obtain reliable data, for example from small serviced offices, we estimate energy consumption and water usage on actual data from our portfolio. In this way, our reported data covers all operations, for which we have operational control for a 12-month period, December 2022 to November 2023.

Scope 2 (location-based) emissions are calculated using grid average carbon emissions factors for all electricity sources.

Scope 2 (market-based) emissions are calculated using supplier-specific carbon emissions factors (where available) for renewable energy purchases.

Our key environmental impact: environmental knowledge

In creating and delivering our products and services we have an impact on the environment in areas such as carbon emissions, energy and water usage. But arguably bigger and more important is our growing portfolio of environmental research, products and services, which spread good practice, encourage debate and aid researchers and decision makers. The most recent results from Scopus show our share of citations in environmental science represented 54% of the total.

Risk

Climate-driven extreme weather events are increasing and pose a specific challenge to the insurance industry. In response to intensifying climate risks, insurers require data and technology to better assess risk. Combining geospatial information, imagery and historical records with predictive analytics and AI, LexisNexis Risk Solutions provides comprehensive data sets and analytics to support the industry to better understand and price risk. Geospatial information can provide vital information about a property's likely susceptibility to flood, fire or storm damage. Meanwhile, aggregating comparative data can help insurers benchmark performance in certain regions to manage localised risk more effectively.

In 2023, Cirium, a Risk business unit, advanced its flight emissions methodology powered by EmeraldSky. This advancement aims to deliver a standardised and precise overview of carbon emissions and fuel burn calculations for each aircraft flight and seat. This data serves as the foundation for RELX's business flight travel emissions data.

Scientific, Technical & Medical

The Lancet published their 2023 Countdown on health and climate change which monitors the evolving health profile of climate change and provides an independent assessment of the delivery of commitments made by governments worldwide under the Paris Agreement. The content, either open access or free to read, covers 47 indicators, drawing on the expertise of 114 scientists and health practitioners from 52 research institutions and UN agencies worldwide.

Elsevier delivered the first Sustainability Hub at the London Book Fair in 2023 with a stage devoted to raising awareness of the growing climate emergency and how the publishing industry can best respond. Events included a presentation on the SDG Publishers Compact, a keynote from London Mayor Sadiq Khan about making London a more sustainable city and a session from Book Industry Communication (BIC) on designing books with recycling in mind. Elsevier worked with Smart Space, RX's in-house design and build service, to create a prototype carbon label of its stand using four main categories from the exhibitor perspective: stand build; venue emissions and water; operations (emissions from staff travel and accommodation); and emissions associated with the products displayed.

Legal

Legal has extensive environmental law offerings for customers including curated daily news alerts, podcasts, law trackers and consultations. Specifically on climate change, tools show where climate change targets come from at national, European and international levels, climate reporting and disclosure frameworks, litigation and practical guidance.



In 2023, the LexisNexis Legal and Professional Practical Guidance Journal featured a dedicated climate change issue covering topics such as sea level rise and how it affects public and private projects; energy security and climate change initiatives in the US Inflation Reduction Act; and climate change in M&A transactions, among others.

In the year, PatentSight, which provides curated and enriched patent datasets and analysis tools to advance research and development, competitive intelligence and benchmarking, and more, released a publicly available report on sustainable technologies linked to the SDGs. It shows, for example, among the largest share of patents for SDG 7, Affordable and Clean Energy, is hybrid vehicles and biofuels; for SDG 13, Climate Action, it is for GHG emissions reductions.

Exhibitions

RX's portfolio of environmental events include World Future Energy Summit. Held in Abu Dhabi in January 2023, the show focused on critical sectors shaping sustainability and driving investment globally including solar; clean energy; ecowaste; water, and smart cities. With over 200 hours of expert content, the Summit's knowledge-sharing programme was its most extensive and diverse to date. Over 250 speakers, including government officials and 166 CEOs, presidents and founders of leading companies, shared their insights with over 30,000 investors, policy makers, business leaders, project owners and technology pioneers.

The 2023 edition of Pollutec in Lyon, France, the international event for environmental and energy solutions committed to accelerating environmental innovation, showcased over 1,000 exhibitors, including 200 start-ups. 420 conference sessions were delivered, and over 42,800 attendees came to learn, network and conduct business. The 2023 Pollutec Innovation Awards highlighted 12 finalists and rewarded three winners: Grims Énergie (thermal storage), MTB (li-ion battery recycling), and Purenat (a textile capable of destroying organic pollutants in the air).

All-Energy is the UK's largest renewables and low carbon showcase, held in Glasgow. It connects clean energy suppliers and technology providers with energy industry developers, buyers, investors, and policy makers. Reflecting the urgency required to meet UK net zero emissions targets, the 2023 event broke previous attendance records. Nearly 600 speakers took part in the free-to-attend conference, which featured contributions from Scotland's First Minister, Rt Hon Humza Yousaf and Minister for Energy, Gillian Martin. Dcarbonise, another show in the RX portfolio, supported by the Scottish government and Energy Saving Trust, offered end-users advice and technology to help them decarbonise their buildings, businesses and transport systems.

Environmental risks and opportunities

The assessment, prioritisation and mitigation of environmental risks are integrated into our overall company-wide risk management process which considers current and emerging risks to achieving RELX's strategic goals. The Board assesses the risk level and mitigation strategies and monitors implementation by senior managers.

Colleagues throughout the business, as well as external stakeholders such as NGOs and investors, help us monitor and rank our environmental risks and opportunities. They are reviewed quarterly by the Environmental Checkpoint Committee, chaired by the CFO, during the year.

Our Global Environmental Policy is available on www.relx.com/cr-downloads and applies to all areas of the company and states that we must consider, among other risks, those that require legislative compliance, have significant cost implications for the company and/or may affect our reputation. The Global Environment Policy is supported by a global Environmental Management System (EMS), certified to the ISO 14001 environmental standard across the group.

The EMS covers the assessment of existing and emerging regulatory requirements related to climate change, including carbon pricing, taxes and additional reporting requirements.

It includes transition and physical risks and has informed our TCFD report, including transitioning to a lower carbon economy and risks related to physical impacts of climate change. For more information see page 86.

Green Teams, employee-led environmental groups representing 53% of employees in 44 key facilities, help us implement our EMS and achieve environmental improvements at the local level. We are also aided by consistent dialogue with stakeholders including employees, government and NGOs. We participate in sector initiatives, such as the Book Chain Project, and further our understanding through environmental benchmarking activities, such as CDP.

Assessing our environmental impact

While as a non-manufacturing company our direct use of resources is limited, we monitor all our environmental impacts, and prioritise climate change, water, waste and paper use. Throughout 2023, we worked to reduce our direct environmental impact as well as upstream and downstream impacts as part of a lifecycle approach to our operations.

Third-party verification of our environmental data gives us confidence in its reliability and improves our reporting.

▶ Group certification

to ISO14001 Environmental Management System maintained in 2023

▶ 75%

reduction in Scope 1 and Scope 2 (location-based) emissions since 2010

2023 PERFORMANCE

Expand climate risk assessment of products by the Climate Product Working Group

To avoid climate change of more than 1.5°C, we must quickly transition to a low carbon future. We aim to support our customers in carbon intensive sectors to decarbonise by providing products and services that can inform the transition to net zero.

We established our Climate Product Working Group with representatives from all our business areas to better understand climate risks and opportunities in the mix of our products and services.

Elsevier continues to focus its content and offerings toward scientific breakthroughs in clean energy. In 2023, Elsevier launched several new titles covering renewable energy, energy efficiency, battery technology, and decarbonisation. Of Elsevier's 2,900 journals, four with a traditional hydrocarbon focus were repositioned with updated aims to advance the UN's sustainable development goals and promote a pathway to a net zero future.

Likewise, the Books team will only commission content that advances the energy transition and the reduction of CO2 emissions. Among new titles in 2023 were Design and Control of Active Power Filters towards the Decarbonisation of Smart Grid Networks; Fuel Cells for Transportation: Fundamental Principles and Applications; and Battery Technology: From Fundamentals to Thermal Behavior and Management. Elsevier remained committed to supporting innovation in clean energy and in 2023 held the Renewable Transformation Challenge, in collaboration with the International Solar Energy Society, recognising Solar Sister which helps women entrepreneurs in African rural communities run their own clean energy distribution initiatives.

Climate change

Our Climate Change Statement supports the scientific community's opinion that human activity is contributing to climate change; we support the Paris Agreement's intention to limit climate change to 1.5°C.

The RELX Climate Change Statement is available at

 www.relx.com/cr-downloads.

Since 2020, there has been a change in how our office space is utilised. This has contributed to decreases in reported carbon emissions. To show trends, we report data over a longer time sequence.

Emissions from work-related flights are calculated using EmeraldSky, a solution developed by Cirium within Risk. This innovative methodology combines comprehensive industry datasets with Cirium's proprietary data to accurately determine the fuel consumption of individual flights. Unlike distance-based methodologies, the Cirium methodology powered by EmeraldSky recognises and highlights carbon-efficient carriers and routes, enabling businesses to effectively reduce their travel emissions.

See methodology notes for full details on

 www.relx.com/additional-cr-resources.

Total Scope 1 emissions decreased by 17% in the year due to lower fuel consumption. Car fleet emissions have decreased 82% since 2010 and overall Scope 1 emissions by 68% during the same period.

Scope 2 (location-based) emissions decreased by 2% in the year due to office space consolidations, as well as lower power consumption at our data centres.

Scope 3 business travel data covers all our air travel booked and collected through our travel partner, BCD, and completed within the reporting period. While further resumption of business travel in 2023 led to a 7% increase in emissions over 2022, since 2019, we have reduced travel emissions by 58%.

Our Net Zero Commitment

As a signatory to the Climate Pledge, we are committed to becoming net zero by 2040 at the latest. The main tenets of the initiative, a community of more than 450 organisations working to address climate change, is measuring and reporting greenhouse gas emissions and implementing decarbonisation strategies for significant emissions reductions.

Since 2010, we have reduced our Scope 1 and 2 location-based carbon emissions by 75%. In 2023, our new carbon target began verification by the Science Based Targets Initiative. This aligns with the 1.5°C goal of the Paris Climate Agreement and will require us to continue reducing greenhouse gas emissions

and maintain our internal carbon pricing scheme, among other measures.

We compensated for emissions in Scope 1, Scope 2 and Scope 3 (work-related flights, hotels, cloud computing, home-based working and commuting) by purchasing verifiable offsets in 2023 encompassing REDD+ forestry and peatland projects in Colombia and Indonesia. We do not use offsets in our carbon performance reporting.

Net Zero Road Map

RELX's emissions are aligned with the 1.5°C pathway. We aim to maintain this performance by pursuing further emissions reductions in two primary ways:

1. Company operations: We set and aim to achieve science-based reduction targets that bring us to net zero no later than 2040. Read more about our carbon reduction targets and our carbon performance on pages 73-81.
2. Value chain: We will engage with our suppliers on setting and attaining their own science-based carbon reduction targets and also address emissions from other Scope 3 categories. Read more about how we engage with suppliers on pages 69-72.

RELX will continue to advance wider action on climate change through:

1. The continued development of leading-edge products, services and events on climate change and net zero transition
2. Industry partnerships such as the Responsible Media Forum's Climate Pact and Net Zero Events, an initiative for the global events industry
3. Climate advocacy supporting responsible climate-related initiatives through organisations such as the United Nations Global Compact, The Aldersgate Group, and RE100
4. Sharing climate knowledge broadly through offerings such as the free RELX SDG Resource Centre

 www.sdgresources.relx.com

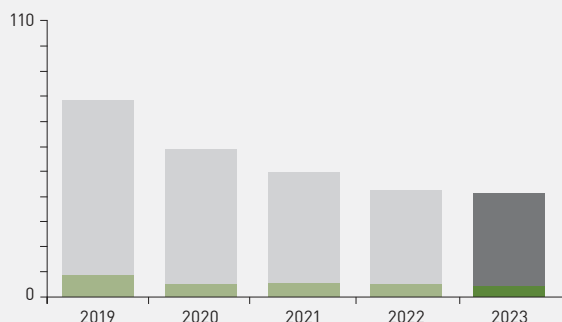
We will continue to advance our net zero efforts through an internal carbon price payable by all business areas for Scope 1, 2 and select Scope 3 emissions. The 2023 price is \$35/tCO₂e and will increase over time.

Climate objectives are monitored by the RELX CR Forum, chaired by the Head of Corporate Affairs, which meets twice per year to agree and assess progress on sustainability targets and objectives. Read more about CR governance on page 50. Executive remuneration is linked to achieving environmental targets including our Scope 1 and 2 carbon reduction target. Read more about executive remuneration on pages 128-148.

Scope 1 and Scope 2 emissions

Absolute

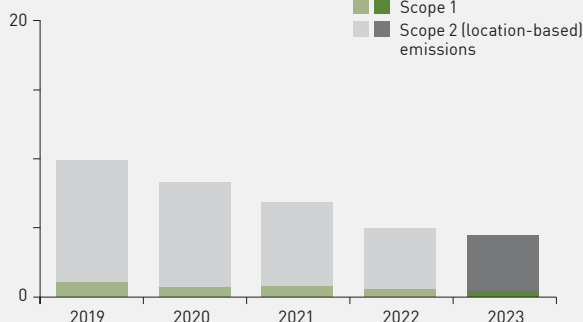
tCO₂e 1,000s



2015 is our baseline year for environment targets. Data available on page 41

Intensity

tCO₂e per £m revenue



Data available on page 73

Scope 3

In 2023, we continued to advance our understanding of our Scope 3 emissions beyond business flights, identifying key areas, refining our methodology and our engagement with suppliers. We used the RELX CO2 Hub, an internal analytics platform, to help quantify our Scope 3 emissions.

Supply chain

We have estimated supplier emissions through an improved methodology by collecting data on key suppliers to derive carbon intensity factors. The factors are then extrapolated by spend category to cover our full supply chain. We estimate that our share of the Scope 1 and Scope 2 carbon emissions of our suppliers, excluding business travel (estimated separately), cloud computing services (see below) and events (see below), is approximately 65,000 tCO₂e per annum.

Cloud computing services

While RELX continues to undertake energy efficiency projects at its own data centres, some of the energy and carbon reductions at these facilities have been achieved by moving content to third-party cloud services. With emissions data provided by our primary Infrastructure as a Service (IaaS) cloud providers, we estimated 2023 market-based carbon emissions associated with all cloud computing services provided to RELX to be 178 tCO₂e.

Home-based employees

Using location-specific emissions factors and office attendance data, we estimated emissions from home working in the year to be 12,498 tCO₂e.

Commuting

Through RELX's Environmental Standards programme, locations are encouraged to develop a local travel plan. Actions from travel plans include publishing information on public transport links, promoting commuter loan schemes and encouraging carpooling. Using daily refreshed office attendance data, we estimated emissions in 2023 to be 4,619 tCO₂e.

Events

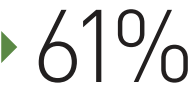
RX has partnered with peers on Net Zero Carbon Events. Launched at COP27, the initiative aims to develop methodologies to quantify and reduce emissions associated with the events industry. While attendance at one of our events can replace the need for multiple business trips, we are looking to better gather emissions data associated with an event's value chain, which we expect to be a sizeable component of our Scope 3 emissions.

Energy

As RELX predominantly occupies leased locations with few opportunities for onsite generation, we rely on green tariffs and renewable energy certificates (RECs) to purchase renewables equal to 100% of our global electricity consumption. In 2023, Green-e certified wind RECs were purchased from sources in Texas.

Energy consumption at our offices, representing around 50% of the total, decreased in 2023 due to ongoing office space consolidation. Data centre energy, representing around 40% of the total, decreased as we continue to move activity to the cloud.

We are a member of RE100, a global initiative bringing together businesses committed to 100% renewable electricity.



Reduction in energy and fuels consumption since 2010

Water

The majority of our sites use water from municipal supply and are in developed countries with a high capability for water adaptation and mitigation.

Our water usage decreased 9% between 2022 and 2023 due to ongoing office space consolidation.

We engage with internal water experts who produce water-related content for our customers. In 2023, we offered customers 24 peer-reviewed journals in water science and technology, including Water Research.

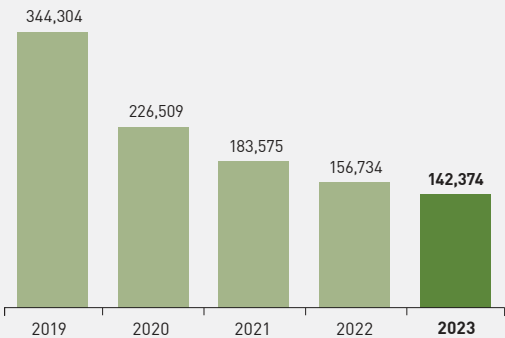


Reduction in water use from 2010 to 2023

2023 water and energy performance

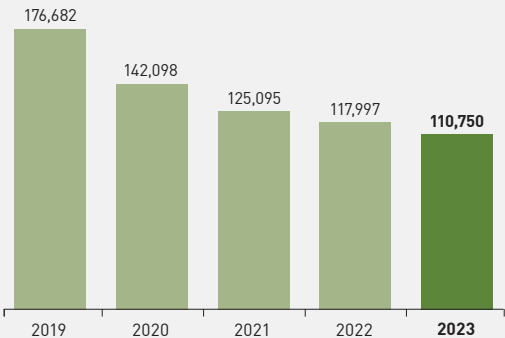
Water usage

Cubic metres



Energy consumption

MWh



RELX Environmental Challenge

2023 marked the thirteenth year of the RELX Environmental Challenge, a competitive grant-making scheme focused on providing improved and sustainable access to water and sanitation where it is presently at risk.

The \$50,000 first prize winner was Lombrifiltro by CPlantae, a sanitary engineering firm and social enterprise based in Mexico that has developed and commercialised prefabricated vermifilters for onsite wastewater treatment.

The \$25,000 second prize winner was TU Delft Water For Impact that has developed electrocoagulation; a method to treat surface water using solar power and removing the need for costly and often hard to access chemicals. The pilot project will test the approach and effectiveness in providing a more sustainable and less chemical intensive solution to groundwater treatment challenges in northern Ghana.

The winners were recognised at Pollutec where they were invited to participate in the show's dedicated startup space and pitch sessions.



It's more than just an award; it's an opportunity to make a broader impact. The prize money and recognition will help us expand our reach, providing safe water and sanitation to more communities in Mexico.

Cesar Maldonado
Co-founder of CPlantae

Waste

Total waste generated by our locations decreased by 27% in 2023, primarily due to changes in how our office space is utilised.

Of waste generated at our locations, we estimate 73% was recycled and 93% diverted from landfill through recycling, composting and energy generation from waste. Of the waste produced at our reporting locations, excluding estimated data, 76% was recycled.

Where reliable measurements are not available, we calculate waste based on weight sampling and by counting waste containers leaving our premises. Although local municipalities most often carry out sorting and recycling, we report all waste as going to landfill unless we have robust evidence. For this reason, performance against our waste target is linked to our reporting locations.

We do not produce any material amounts of hazardous waste.

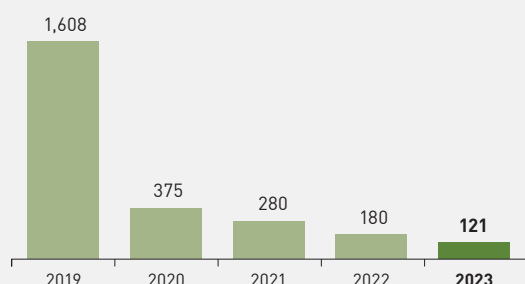
We continued to work toward our target to reduce waste sent to landfill from reporting locations. In 2023, waste sent to landfill from reporting locations, excluding estimated data, decreased by 38%.

We work to reduce packaging waste from our physical products. In the UK, we provide information on packaging waste in line with the UK government's Producer Responsibility Obligations (Packaging Waste) Regulations 2007. As a member of the Biffpack compliance scheme, we report the amount of obligated packaging (as defined in the Packaging Waste Regulations) we generate through selling, pack and fill and importation of our products.

Waste performance

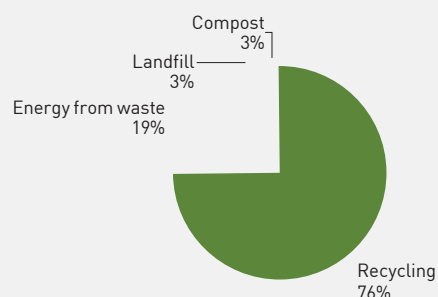
Waste sent to landfill (all locations)

Tonnes



All locations includes non-reporting locations, such as serviced offices, where data is estimated.

Waste disposal (reporting locations)



Reporting locations are those from which we were able to capture primary data in the year and excludes estimated data.

A new life for old equipment

We dispose of defunct hardware and other electronic waste according to local regulations and recycle only if equipment cannot be reused.

This year, we continued our partnership with Camara Education to donate equipment to provide access to computers for students in Ethiopia, Kenya, Tanzania and Zambia. Camara Education refurbishes our donated equipment and uses it, or the proceeds from selling it, to set up computer labs, train teachers and provide locally relevant educational content. Any equipment that cannot be refurbished is appropriately recycled.

In 2023, Camara Education generated around £25,000 from equipment donated by RELX, enough to fully equip three new eLearning centres, impacting more than 2,000 students. Our donations saved almost 2,000 tCO₂e and kept more than nine tonnes of waste from going to landfill.



The ongoing support we receive from RELX is hugely appreciated. Camara's mission is to equip students with the digital skills they need to enable them to secure meaningful employment or pursue further education.

Aidan Tallon
CEO, Camara Education

Paper

The quantity of production paper purchased in 2023 decreased by 21% over 2022 and by 66% since 2010 as we deliver more of our products online, reflecting a circular economy approach to conducting our business.

During 2023, we updated the RELX Paper Policy to highlight our commitment to avoiding deforestation and other environmental impacts through the purchase of sustainably sourced papers.

100% of RELX production papers were graded as known and responsible sources or certified to FSC or PEFC. We continue to reduce waste and the environmental impact of producing our products through measures such as smaller print runs, digital over litho printing, print on demand and lighter papers where possible.

Focus on sustainable paper

We are a founding member of the Bookchain Project's paper module (PREPS) and helped create the PREPS database which identifies the pulps and forest sources of papers. Each paper is given stars according to sustainability criteria: one (unknown or unwanted material), three (known and responsible), or five (recycled, Forest Stewardship Council or Programme for the Endorsement of Forest Certification certified).

The grading system was initially developed by PREPS member Egmont UK Ltd and sustainability consultants Carnstone, along with input from Greenpeace and WWF.

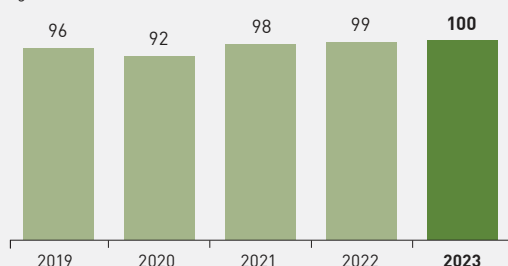
The RELX Sustainable Production Paper Policy commits us to purchase only sustainable papers – graded three or five in Bookchain, or certified to FSC or PEFC.

In 2023, we used approximately 97 tonnes of office paper. To reduce paper use at sites with higher consumption levels, we have set specific targets.

2023 paper performance

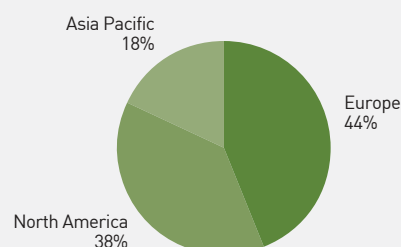
Sustainable production paper

Percentage



Percentage of paper graded as known and responsible sources by the Book Chain Project or certified by FSC/PEFC. Includes less than 0.5% of paper not yet graded or certified.

Forest source of graded production papers



2023 PERFORMANCE

Review global car fleet policies with the aim to move to more fuel-efficient vehicles

The size of the RELX car fleet has decreased by 25% since 2015, to less than 500 vehicles across the company. Over this period, fleet emissions have reduced by 65% due to the reduction in vehicles and improvements in vehicle performance.

Since 2015, the number of zero or low-emission vehicle models in the fleet has more than quadrupled and approximately 7% of the fleet is fully electric (up from 0 electric vehicles in 2015).

Fleet emissions account for a minimal share of emissions of around 3% of the reported Scope 1 and Scope 2 emissions.

During 2023, we conducted an analysis of approximately 80% of fleet vehicles through our primary global lease to better understand how we can best accelerate the transition to electric vehicles.

A survey of the remaining vehicles highlighted areas of the business where low-emission vehicles could be more effectively incorporated.

Targets and standards

Our focus is on delivering continuous improvement in our environmental performance year-on-year. In 2023, we reduced our energy consumption by 6% compared to 2022, with this resulting in a reduction of 4% in our scope 1 and scope 2 (location-based) emissions as emissions factors changed in a number of countries. We also reduced our water consumption by 9%, reduced waste sent to landfill by 38% and reached 100% for our sustainable production paper metric.

We also set longer term targets to reflect our ambition over time. In 2023, we achieved all the environmental targets we had set for 2025, as shown in the table to the right. We are in the process of setting new targets, out to 2030, against a 2018 baseline year, with our proposed targets currently being reviewed by the Science Based Targets initiative.

We continue to report on our indirect Scope 3 emissions. See Climate change above for more information.

We set other targets for reducing energy and fuel consumption, for the amount of renewable electricity we purchase and for decreasing the amount of waste we generate.

We are a founding signatory to the Responsible Media Forum's Media Climate Pact which requires signatories to set a science-based carbon reduction target and commit to furthering climate awareness and positive action through their content.

As a signatory to the SDG Publishers Compact, we advocate for climate action in the content we publish.

Environmental targets

Focus area	Targets – 2025	2023 performance
Climate change	Reduce Scope 1 and 2 (location-based) carbon emissions by 46% against a 2015 baseline	-61%
Energy	Reduce energy and fuel consumption of our locations by 30% against a 2015 baseline	-49%
Energy	Continue to purchase renewable electricity equivalent to 100% of RELX's global electricity consumption	100%
Waste*	Decrease waste sent to landfill from reporting locations to 35% below 2015 levels	-96%
Production paper**	100% of RELX production papers to be graded in PREPS as 'known and responsible sources', or certified to FSC or PEFC by 2025	100%

* From reporting locations, excluding estimated data.

** Percentage of paper graded as known and responsible sources by the Book Chain Project or certified by FSC/PEFC. Includes less than 0.5% of paper not yet graded or certified.

Environmental management system	Achieve Group certification to the ISO 14001 standard across the company	Group certification across the company achieved in 2022
	100% of new office fit-outs to achieve RELX Sustainable Fit-Out standard by 2025	RELX Sustainable Fit-Out standard developed
Content	Meet our responsibility under the Media Climate Pact to advance climate knowledge through our content	Content to support climate awareness and positive action (see page 74)

We have reported on all emission sources required under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013. We have included emissions from all RELX operating companies. Environmental data covers 12 months from December 2022 through November 2023.

We have used the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and the data has been assured by an independent third party.

Book donations: supporting education

While print is a relatively small portion of our revenue, we must continue to minimise the impact of printed product.

We focus on techniques such as print on demand or print run control to better match production to demand.

We donate excess product to charity partners such as Book Aid International and Books for Africa to avoid waste and benefit communities.

In 2023, RELX donated over 139,000 books with a value of over \$11m to our charity partners.

Book Aid International

RELX has been a Book Aid International partner for over 30 years through regular book donations, financial support and staff fundraising and volunteering. RELX donations of medical books are critical to educating the next generation of healthcare providers around the world.

In 2023, we donated 105,109 new higher education and medical books, as well as a grant to help Book Aid International and partners create an Explorer Library at Chiuzira Primary School, a poorly resourced school in a heavily populated area in central Malawi. This library will help children improve their reading and learning skills and give them the confidence to thrive.



For over 30 years RELX and Book Aid International have partnered to support transformational change in libraries, schools and universities across sub-Saharan Africa and beyond. From much needed medical textbooks helping to improve patient care to creating brand new school libraries like the one at Chiuzira Primary school in Malawi, RELX has helped us reach thousands of readers. As we approach our charity’s 70th anniversary we hope that together we will continue to meet the need for books around the world.

Alison Tweed,
Chief Executive, Book Aid International

2024 objectives	By 2030
Environmental responsibility – SDG 12 (Responsible Consumption and Production): Implement new SBTi environmental targets Carbon reduction – SDG 13 (Climate Action): Publish RELX net zero transition plan	Further environmental knowledge and positive action through our products and services and, accordingly, conduct our business with the lowest environmental impact possible

Overview
Market segments
Corporate Responsibility
Financial review
Governance
Financial statements and shareholder information

CR Disclosure Standards 1

Taskforce on Climate-related Financial Disclosure (TCFD)

RELX makes the following disclosures, consistent with the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD) All Sector Guidance as required by the UK Listing Rules (Disclosure of Climate-Related Financial Information) (No 2) Instrument 2021.

I. Governance

a. Board oversight of climate-related risks and opportunities

This statement has been reviewed and approved by the Board.

The RELX Board oversees the internal controls and risk management practices as described on page 98. In addition, climate risk and opportunity is subject to our CR governance processes, see page 40. In the year, the Company's approach to managing its climate change risks and opportunities was covered by the Board at multiple points including in discussions with and papers from the Chief Financial Officer (CFO), responsible to the Board for performance against climate targets; the Chief Sustainability Officer and Global Head of Corporate Responsibility (CSO); and the Head of Group Insurance and Risk, as part of the RELX Audit Committee review of the Company's risk management process.

The result of these undertakings is that the Board has found climate change has no material impact on RELX's business in the short term and will be unlikely to have a significant impact in the medium and longer term. This is based on the review of RELX's low sector exposure to climate change and consideration of climate change by the business in its strategy, activities, policies, annual budgets, and business plans, setting and monitoring of performance objectives, major capital expenditures, acquisitions and divestitures.

Moreover, this view is predicated on strong climate action by the business in 2023 and over time to mitigate the effect of transition and physical climate change risks as described in this statement and in the Corporate Responsibility Report.

b. Management's role in assessing and managing climate-related risks and opportunities

Management in each business area is responsible for identifying customer needs and developing relevant products related to climate change. This ranges from launching and advancing scientific journals with articles on climate change, energy efficiency, and other climate-related topics; providing data and analytics that support customers in reducing their environmental impact; providing information and analytics on laws and regulations related to the environment; and holding exhibitions focused on renewable energy and low carbon solutions.

As RELX's senior environmental champion, the CFO leads the RELX Environmental Checkpoint Group which sets strategy and targets for measuring and reducing the group's own environmental impact. The group monitors performance throughout the year, tracking emissions across all scopes and performance relative to our target to reduce Scope 1 and 2 (location based) carbon emissions by 46% by 2025 against a 2015 baseline.

Management in each operational area support our environmental goals. They are responsible for ensuring the continuity of the group's operations, including resilience to events caused by extreme weather events. The Business Continuity Forum brings together specialists from across the group to identify risks, assess continuity and incident response plans, learn from incidents and spread best practice.

We recognise climate change intersects with other environmental and sustainability issues. For this reason, climate change is also considered by the RELX Corporate Responsibility (CR) Forum, with oversight by the Head of Corporate Affairs, a member of the executive committee, and led by the CSO. The CR Forum meets twice per year and comprises more than 100 participants including function heads and business area leads from across the Company.

Management is informed about climate-issues through quarterly business climate reporting, the certified ISO14001 Environmental Management System and by engagement with internal and external networks.

II. Strategy

a. Climate-related risks and opportunities in the short, medium, and long term

While we are in a low carbon intensive sector, the Board and the Environmental Checkpoint Committee continued to consider our climate-related risks and opportunities based on the scenarios in section c below. Examples of our findings for various timeframes are outlined below. The long-term time horizon aligns with the timeframe of the Paris Climate Agreement and the medium-term with our ambition to achieve net zero by 2040.

Short (<10 years) – Transition risks: Policy and legal requirements relative to climate change will continue to increase as they have in recent years requiring us to ensure adequate disclosure; there will be increasing stakeholder pressure requiring us to ensure our products and services help accelerate the green transition for our customers in carbon intensive and other industries. Physical risks: Variability in weather patterns and more frequent extreme weather events mean we must advance both mitigation and adaptation strategies, including through our business continuity planning. See page 86 for further information on TCFD risks.

Medium (10 to 20 years) – Transition risks: There will likely be increased pricing of GHG emissions and enhanced reporting obligations, particularly in areas like supply chain emissions; reputational damage could result if we do not show medium-term results for meeting our obligations as a signatory of The Climate Pledge and similar initiatives. Physical risks: Gradual increase of average temperatures will affect businesses we operate in some locations more than others, so we are developing country and local response plans; mean temperature rise will likely affect our suppliers as well and we will continue our due diligence related to exposure in our supply chain.

Long term (20 years +) – Transition risks: Stigmatisation could result if our products and services are not seen as part of the solution to climate change; this creates an opportunity for us to increase offerings that support a lower carbon future. Physical risks: Sea level rise will be varying but worse under the business as usual scenario which will increase risk of business interruption and damage to property; we recognise that this must be part of our planning for the places where we will operate.

Risks and opportunities have been identified through the risk assessment process, as described in Governance above and detailed on pages 98-105, and through working groups such as the ESG Product Group, CR Forum and other networks.

Our carbon action hierarchy is to first, reduce our carbon emissions; second, to purchase increasing amounts of green tariff energy as availability improves in global markets where we operate; and third, to purchase certified renewable energy certificates where necessary. Our performance reporting is based on our gross emissions, and we also purchase high-quality, verified offsets for residual emissions. We offset residual emissions in Scope 1, Scope 2 and Scope 3 (work-related flights, hotels, cloud computing, home-based working and commuting) purchasing offsets that meet strict criteria, and which are subject to certification and reporting requirements. RELX is committed to achieving net zero emissions following our carbon action hierarchy across all Scopes by 2040 at the latest, including through our participation in The Climate Pledge.

b. Impact of climate-related risks and opportunities on our business, strategy, and financial planning

In 2023, energy represented less than 1% of the RELX cost base. Although energy costs, and associated carbon costs, may increase substantially, the impact on RELX's financial results is likely to remain limited and will not have a material impact on RELX financial planning as described in Governance above.

While we do not believe climate risk will have a material impact on our revenue, there is careful review within the relevant businesses to assess impacts of providing products and services that help customers with their energy transition as traditional sector activities may not be viable in the longer term.

We are using the climate scenarios we outline below to inform strategy and financial planning at both the Board and business area level. One example is our work with finance and other teams across the business to price carbon, which we raised to \$35 tCO₂e in the year (which will increase over time). Proceeds will be used for, among other measures, internal climate action projects where possible. In the year, we continued a cross-business review of climate-related product risks and opportunities. Printed and face-to-face products and events, responsible for 17% of total revenue, face more exposure to risks such as weather-related logistics disruption than do our digital offerings; see Principal Risks on page 98.

We are factoring climate change into strategy planning for our portfolio as our scientific research information, analysis of environmental law, tracking of carbon and recycling markets, among other products and services, becomes increasingly important for our customers, investors and other stakeholders in their own responses to climate change. A small proportion of customers operate in carbon intensive industries, including agriculture and aviation, and we are committed to supporting them, and those in other industries, with their energy transition.

There are no technology-related dependencies in realising opportunities to help customers reduce their carbon impact, though new opportunities may arise as technology advances.

In Risk, products such as Cirium, which serves the aviation sector, is deploying an improved methodology for calculating flight emissions; helping airlines better plan and conduct maintenance of their fleet to ensure efficient operation; and identifying flight routes for maximum occupancy so emissions per passenger are lower.

Elsevier is working to support clean energy. In 2023, it took further steps to implement its Energy with Purpose mission statement to commission only new book content that advances the energy transition and reduction of carbon emissions. Of 2,900 journals, four journals relating to hydrocarbon research remain with updated scope and aims focused on topics such as renewable energy and carbon capture and storage. Environmental science journals include a focus on renewable and clean energy. Among these are the flagship Cell Press title, One Earth, and Solar Compass, launched in conjunction with the International Solar Alliance, Joule, and new journal Nexus. The Lancet Countdown monitors the impact of climate change on global health.

We also continue to review our editorial boards to ensure they include expertise in these areas and a greater representation from the global south. The Elsevier Energy Books team likewise will only commission new content that advances emissions reductions and the energy transition. Elsevier discontinued Geofacets, an earth science tool, in 2023 and plans to discontinue Gulf Professional Publishing in 2024.

LexisNexis Legal & Professional provides LexisPSL Environment to help clients identify environmental liabilities, understand the commercial implications of environmental law and keep track of current developments with daily news feeds on new cases, legislation, and consultations as well as practice notes, Q&As, and legal precedents.

RX holds World Future Energy Summit, a portfolio of events specifically designed to combat climate change, in line with the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement. The United Arab Emirates unveiled its logo for the 28th Session of the Conference of the Parties to the UN Framework Convention on Climate Change (COP28) at 2023 World Future Energy Summit. As part of its Net Zero Carbon Events commitments requiring signatories to reach net zero by 2050 at the latest and to halve greenhouse gas emissions by 2030, RX was part of working groups to advance measurement of event-related emissions in the year and completed the carbon footprint of ten shows to better understand emissions from event energy, waste, production inputs and logistics. It published its net zero pathway report before the close of the year.

All RELX business areas are contributing content to the RELX SDG Resource Centre which provides free access to news, research, tools and events on the SDGs, including SDG 7 Clean and Affordable Energy and SDG 13 Climate Action. The site also incorporates relevant content from key partners, including the UN Global Compact (UNGC). In support of COP28, we released a climate change special issue on the RELX SDG Resource Centre, a curated list of 159 journal articles and book chapters to inspire positive environmental action and further climate research.

c. Resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

We have a threefold strategy to address climate-related risks:

1. Minimising our environmental impact through measures such as energy efficiency, renewable energy, reducing waste and other measures. This reduces our exposure to future legislation and the rising price of carbon
2. Providing products and services which support customers through their transition to a low-carbon economy. We anticipate demand for these offerings to continue to increase over time
3. Supporting wider action on climate change through collaboration, partnerships and initiatives such as the Digital Impact of Media Project in conjunction with the Responsible Media Forum, comprised of industry peers, and Bristol University

The Board and the Audit Committee as part of robust risk control measures covering our products and operations (including our property portfolio and supply chain) ensures management of both the transition and physical risks of climate change. The Environmental Checkpoint Committee provides data on climate change metrics and advice to the Board and also engages people throughout the business. We gain and share best practice through engagement with the UNGC, the Climate Pledge, Media Climate Pact, Net Zero Carbon Events, and the Science-based Targets initiative, among others.

We have considered three possible future scenarios and estimated possible timeframes. They are not exact descriptions of an expected future, but provide an outline description of each based on certain assumptions. In scenarios where extreme weather events occur more frequently, we may see increased incidents that disrupt our operations, necessitating additional measures, with some potential cost, to ensure our operational resilience. However, in the context of RELX's overall cost base, we would not expect any such incremental cost to be significant. We believe our strategy will be resilient even in the most challenging future scenario.

Scenario 1: Business as usual (RCP 8.5). In this scenario, carbon emissions continue to increase at current rates and temperature increases exceed 4°C by the year 2100.

Short term: While some policies could be introduced to reduce carbon emissions, action is limited. Some countries may price carbon emissions and set standards for building and vehicle energy efficiency.

Medium term: The availability of renewable energy may grow, but the share of energy from fossil fuels will remain sizeable. With this level of warming, extreme and severe weather events will likely increase. Drought and increased precipitation will impact agriculture. Severe storms will interfere with our supply chains and logistics. The heightened need for innovation in climate adaptation infrastructure may increase demand for our environmental products and services for the scientific, technical and other communities.

Long term: Rising sea levels will affect land use of coastal and low-lying regions where we may have operations, requiring investment to protect or relocate key company facilities to ensure business continuity. Significant government investment will be required to mitigate the impacts, for example in strengthening flood and coastal defences or securing reliable water supplies, with follow-on effects for places where we and future customers operate.

Political instability in some regions may increase as populations compete for resources such as fresh water supplies and as large numbers of people move from regions most heavily impacted by climate change. Global economic uncertainty will likely become the norm, with limited growth at best and decline at worst. There will likely be significant health impacts as well. As impacts become more apparent, public sentiment may favour organisations such as RELX that have taken action to limit the impact of climate change.

We would continue to pursue measures such as science-based carbon reductions, implementation of innovative technological solutions, carbon sequestration and (re)forestation, but without the catalyst of global government investment in these areas.

Scenario 2: 2°C climate change (RCP 2.6). In this scenario, carbon emissions are halved by 2050 and climate change does not exceed 2°C by the year 2100.

Short term: Countries would introduce more challenging carbon targets as they update their Nationally Determined Contributions under the 2015 Paris Climate Agreement. A range of new policies would most likely be introduced across many countries to control carbon emissions including carbon pricing, higher standards on building and vehicle energy efficiency, with increased renewable energy generation in global power grids. Such developments will be reflected in our policies and procedures, and could increase the demand for our climate-related products and services.

Medium term: There would likely be public and private investment in greater carbon sequestration, capture and storage, (re)forestation, and other measures – all of which would aid action in these areas within our business.

Long term: The frequency of extreme weather events will increase but not as much as under Scenario 1. There will still be disruption to transport and logistics through storms, but sea level rise will be more limited, as will costs we may face associated with adaptation and mitigation projects. With reduced climate impacts, political and economic instability will be lessened. Climate-related migration will still be a factor but to a smaller degree than anticipated under Scenario 1.

Scenario 3: 1.5°C climate change (RCP1.9). In this scenario, to achieve a 66% chance of avoiding more than 1.5°C warming by 2100, inclusive and sustainable development will be a key consideration for policy makers with high levels of international cooperation.

Short term: Emissions must peak before 2025 to achieve net zero emissions by 2050. These ambitious carbon reductions would be supported by new policies (with carbon prices reaching as much or more than four times the price under the 2°C scenario) and strong regulation.

Medium term: Buildings will be subject to tougher standards to achieve carbon reductions of nearly three times those under the 2°C degree scenario. Energy costs and associated carbon costs could be higher than in Scenario 1 or 2, but this is unlikely to have a major impact for RELX as energy is not a significant part of our cost base as indicated above.

The transport sector will see significant change, with the majority of vehicles powered by alternative sources. Nature-based solutions to climate change, such as forestation, are also likely to play an important role. In this scenario, RELX efforts to reduce emissions, seek technology-driven carbon solutions and the pursuit of nature-based decarbonisation will be magnified.

Long term: By 2050, approximately 80% of global energy should be from renewable sources. Use of coal will decrease significantly and oil will drop to very low levels by 2060, which may impact the energy costs paid by RELX. After 2050, technologies such as bioenergy and carbon capture and storage will need to be widespread to remove excess carbon from the atmosphere to ensure emissions are net negative.

III. Risk management

a. Our processes for identifying and assessing climate-related risks

The principal and emerging risks facing the business, which have been assessed by the Audit Committee and Board, are described on pages 98-105. The Directors have considered the risk of climate change to the business, including the positive contribution that RELX makes through activities such as supporting academic research, pricing recyclable materials, and enabling customers to access our products electronically.

Climate-related risks are assessed as part of the RELX risk management process. Risks are formally reviewed every six months. Each risk is assigned a significance based on the potential impact to revenue and the likelihood of that risk being realised. As part of our Environmental Management System, climate risk assessment covers transition and physical risks as described above and below, and also includes the assessment of existing and emerging regulatory requirements related to climate change. These include carbon pricing schemes, taxes and additional reporting requirements.

b. Our processes for managing climate-related risks

Climate change responsibilities are assigned to key roles, including the CFO at the executive level. Performance is monitored and evaluated throughout the year by the Environmental Checkpoint Group, chaired by the CFO, and new programmes are introduced as required to control climate-related transition and physical risks.

On legislative and product trends, we gain insights through our Government Affairs teams, external fora such as the Aldersgate Group, and ISO 14001 environmental certification of our EMS. We speak with experts in the business, our climate-related Employee Resource Groups including Green Teams and Elsevier's Climate Board, and learn through industry specific networks such as the Responsible Media Forum's Climate Pact and cross-sector networks like the CR and Sustainability Council of the Conference Board, where our CSO serves on the Executive Committee.

The business continuity programme, under the direction of the RELX Business Continuity Forum, oversees mitigations of climate change physical risks on our operations through business continuity plans which include remote working and detailed employee information.

We mitigate potential climate-related risks on our supply chain through supplier management practices in the Global Procurement team, the Supplier Resiliency Working Group, the Business Continuity Forum and the Socially Responsible Supplier programme, which includes supplier engagement on their activities and policies, and a risk-based programme of supplier audits and remediation.

High-level net zero roadmap

RELX carbon emissions are in line with the reductions required to ensure climate change of no more than 1.5°C.

To achieve net zero across all Scopes by 2040 at the latest, we are following a broad programme of action to achieve further reductions. This will include developing products and services that support the transition to a net zero economy, alongside actions to reduce our emissions.

Short term

- Continue office space consolidation in line with the working preferences of colleagues
- Migration from owned data centres to more energy efficient third party cloud providers
- Purchase of renewable energy equal to RELX's global electricity consumption
- Continue to quantify and report on Scope 3 emissions from our supply chain and value chain
- Engage suppliers to adopt 1.5°C aligned carbon reduction targets
- Purchase of high quality carbon offsets to equal our residual emissions

Medium term

- Transition company car fleet to zero emission (e.g. electric) vehicles
- RELX renewable energy purchases in more markets
- Encourage purchase of renewable energy by suppliers

Longer term

- Purchase of carbon neutralisation offsets for residual emissions

IV. Metrics and targets

We aim to provide additional insight into revenue from products and services designed for a low carbon economy in subsequent disclosures. Scope 1 and 2 (location-based) emissions reduction targets and energy reduction targets are set out on page 80 of this report. The remuneration of the CEO and the CFO is linked to the achievement of environment targets. These included in 2023, a key performance objective to reduce Scope 1 and Scope 2 (location-based) carbon emissions by 40% against a 2015 baseline, with 61% achievement and to reduce energy and fuel consumption by 27% against a 2015 baseline, with 49% achievement. See page 132 for further details.

In the year, we reported performance against our \$3bn committed bank facility which has pricing linked to three sustainability performance targets. In each year, the cost of the facility is reduced if two or more sustainability targets are achieved and increased if two or more of the targets are missed. The targets relate to carbon emissions reduction, as well as increasing the unique users and the amount of content available on the RELXSDG Resource Centre. All three targets were achieved. See page 49.

TCFD Risks

We have considered climate-related risk areas detailed in the TCFD guidance as detailed below. While we do not believe climate-related risks will have a material impact on our business, we have highlighted risks areas which present the most opportunity for us to support the net zero transition.

Risk group	Type	Climate-related risk	Implication	Opportunity
Transition risks	Policy and legal	Increased pricing of GHG emissions: The rapid transition to a low carbon energy system could require higher energy prices and a higher carbon price to disincentivise the use of fossil fuels	RELX has low exposure to energy and carbon pricing (less than 1% of total spend) and has achieved significant reductions in energy consumption since 2010. For this reason, moderate to significant increases in energy costs will have a limited impact on RELX.	There will be an increased need for information on energy and carbon pricing; research on energy transition and zero carbon; and events which bring stakeholders together to showcase related technological innovation are likely to increase the demand for RELX products and services.
		Enhanced emissions-reporting obligations: An increasing number of governments are likely to impose requirements on business to achieve the low carbon transition. New requirements are likely to include additional reporting and transparency requirements for GHG emissions	RELX has processes in place for carbon reporting and disclosure aligned with various best practice frameworks. Additional reporting requirements are expected to have insignificant financial implications. Widespread introduction of different reporting regimes in the countries where we operate could increase the risk of non-compliance (and therefore the risk of fines). However, RELX operates an environmental management system certified to ISO 14001 which requires a compliance assessment with environmental legislation. This reduces the risk of non-compliance with future reporting regulations.	As new regulations are introduced, there will be a greater need for guidance; this could result in an increased demand for our risk, science, legal and other products and services.
		Mandates and regulation affecting existing products and services: New regulations may be introduced for products to support the transition to a low-carbon economy	RELX delivers products and service primarily in three ways: i) online/digital; ii) printed products; iii) in-person events. Increasing regulation on products in these areas could result in an increased cost for providing those products and services. Online/digital: Products served by RELX-owned data centres are covered by the purchase of renewable electricity and RELX's net zero commitment. RELX is engaging with Scope 3 suppliers for greater transparency on our share of their carbon emissions and renewable energy. Printed products: Revenue from printed products has decreased significantly since 2010 as more product offerings are made online. Paper used in RELX's printed products complies with the RELX Sustainable Paper Policy which requires all papers are from known and sustainable sources and/or certified to a recognised standard. In person: Exhibitions is part of an events industry initiative, Net Zero Carbon Events, working to achieve net zero by 2040. This commitment requires significant reductions in carbon emissions and partnerships with other industries to minimise events-related emissions. A small proportion of our customers operate in carbon-intensive industries, and less than 1% of the journals we produce specifically cover content related to hydrocarbon; we continue to ensure they focus on supporting relevant customers in their energy transition.	New regulations on products will, in many cases, be best addressed through industry collaboration. Our convening power in the markets we serve can support such industry collaboration.
	Technology	Substitution of existing products and services with lower emissions options	RELX has largely transitioned from printed physical products to online/digital products and services. This avoids the emissions associated with the manufacture and distribution of printed products but introduces emissions associated with the use of data centres for the digital offerings. RELX-owned data centres are covered by renewable electricity and RELX's net zero commitment. As described, we are engaging with our cloud providers for greater transparency on carbon emissions and renewable energy.	Our products, services and events aid the low-carbon transition benefiting our customers and society.
		Costs to transition to lower emissions technology	The cost implications for transitioning to new technology are primarily in our supply chain. Printed products are manufactured and distributed by suppliers on behalf of RELX. RELX engages its suppliers through the Socially Responsible Suppliers programme and has processes in place for reporting on its supply chain-related emissions.	Detailed energy and carbon market insights we can provide through our products, services and events will allow companies to better assess the risks and costs of transitioning to lower emissions technologies.

Risk group	Type	Climate-related risk	Implication	Opportunity
	Market	Changing customer behaviour	Significant increases to the cost of air travel due to the factoring in of carbon charges may discourage business travel in favour of virtual meetings. This could lead to a reduction in the number of attendees at in-person events affecting our events business. We offer virtual attendance options and in-person participation allows exhibitors and attendees to hold numerous meetings during one event.	The ability for an exhibitor or event attendee to maximise engagement by attending one event, for example, with customers, prospects, and suppliers, can become more valuable as the cost of travel increases.
		Uncertainty in market signals	As businesses take action to combat climate change, they might need to change business models or practices to ensure their success in a low-carbon economy. Some of these changes may raise questions for investors or other stakeholders and reduce visibility of the business's strategy. RELX provides detailed and transparent disclosure on climate change to provide clarity to investors and other stakeholders.	Businesses can develop new disclosures to effectively communicate plans with stakeholders. The demand for our products which provide company and market insights could grow as investors' requirements for reliable information and data increases.
		Increased cost of raw materials: Low-carbon requirements on the use, and distribution, of raw materials could lead to an increase in their cost	RELX does not manufacture products from raw materials. An increase in the cost of raw materials would primarily impact RELX via higher prices in our supply chain.	Pricing insights in key supply chains such as chemicals and plastics are provided within our Risk business. If cost and price volatility increases, there could be a greater demand for such products and services.
	Reputation	Shifts in consumer preferences	Business customers may become more aware of environmental concerns and expect a high standard of performance from companies. Over time, this may lead to a decrease in demand for carbon intensive products as consumers move to low emission alternatives.	While we do not produce consumer products, we do serve a variety of industries and can support their efforts to decarbonise through our products, services and events.
		Stigmatisation of sector: Products and services offered to carbon-intensive industries could result in negative public reaction	We offer products and services across a wide range of industries, some of which are carbon-intensive industries. We are working to support these industries in their transition to a low-carbon economy.	Industries which face the greatest challenges in decarbonisation will need support, information and tools. We will continue developing new products and services to assist these industries in their decarbonisation efforts.
		Increased stakeholder concern or negative stakeholder feedback: Poor performance could result in negative feedback from stakeholders such as investors or colleagues	RELX sets environmental targets on a five-year cycle and has a Science Based Target aligned carbon reduction target which aligns its emissions reductions with those required to meet the 1.5°C ambition of the Paris Agreement.	Maintaining good environmental performance provides a reputational benefit with our stakeholders, including investors. Strong environmental performance and commitments may be reflected in improved or lower cost financing.
Physical risks	Acute	Increased severity of extreme weather events such as cyclones and floods: severe weather could interrupt normal business operations	RELX operates a comprehensive business continuity programme to ensure colleagues can work remotely and be informed should a location be impacted by severe weather conditions. This allows the business to function despite the impact of the severe weather. As risks associated with weather events increases, insurance premiums paid by RELX could increase.	We provide products that help to assess and quantify insurance perils. As insurance premiums increase, demand for these products will likely grow as insurance providers seek more accurate weather-related risk assessments.
	Chronic	Changes in precipitation patterns and extreme variability in weather patterns: Such changes could affect agricultural processes	Printed products require supply of wood from sustainable forest sources. Changes in precipitation and weather patterns could disrupt the growth in forest sources known to be sustainably managed which could increase the price of sustainable paper. RELX has flexibility in the types of paper used and the forest sources of these papers which allows purchases to be made elsewhere should the need arise. As a member of the Book Chain Project, we assess the sustainability of a large number of papers, allowing us to consider alternatives.	We offer products that use data analytics to help increase the efficiency of land use in areas such as water consumption. Demand for such products could grow as a response to decreasing yields due to weather.
		Rising mean temperatures: The gradual increase of average temperatures is a factor of climate change	Climate change will affect temperatures differently in different locations. This means that, over time, the operation of some offices will become less efficient as they may need to maintain physical working conditions close to or outside the range for which they were designed. This could lead to an increase in operational costs as more energy will be required for cooling.	Rising mean temperatures will require government to review, and businesses to implement, new building standards and guidelines. Our business areas would produce guidance to assist customers to interpret associated new standards and planning regimes.
		Rising sea levels	If sea levels rise significantly there is increased risk of property damage to any RELX locations in low-lying coastal regions. This could increase insurance premiums or disrupt the working arrangements of colleagues in those locations. We have a comprehensive business continuity programme in place to mitigate such impacts and consider climate risk in the siting of our offices.	We offer products that help to assess and quantify insurance perils risk. As insurance premiums increase, demand for these products could grow.

Overview

Market segments

Corporate Responsibility

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CR Disclosure Standards 2

Sustainability Accounting Standards Board (SASB) disclosure

SASB Standards enable businesses around the world to identify, manage and communicate financially material sustainability information to their investors. The SASB standards are industry specific and identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry

SASB assigns RELX to the Professional and Commercial Services sector. The following disclosure is made according to the SASB standard for that sector.

Topic	Accounting metric	Code	Disclosure/Disclosure location
Data security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	See page 52
	Description of policies and practices relating to collection, usage and retention of customer information	SV-PS-230a.2	See page 52
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	Except as a matter of public record, RELX does not disclose this information for reasons of commercial confidentiality
Workforce diversity and engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	See pages 55-56
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	See page 59
	Employee engagement as a percentage	SV-PS-330a.3	68%
Professional integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	See pages 5-53
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Except as a matter of public record, RELX does not disclose this information for reasons of commercial confidentiality
Activity metrics	Number of employees by (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	See page 59
	Employee hours worked, percentage billable	SV-PS-000.B	See page 59

CR Disclosure Standards 3

Global Reporting Initiative (GRI) Content Index and Streamlined Energy and Carbon Reporting (SECR)

This report has been prepared in accordance with the GRI Standards: Core option

GRI Standard Number	GRI Standard Title	Disclosure Title	Page number
GRI 102	General Disclosures	Name of the organisation	Title page
GRI 102	General Disclosures	Activities, brands, products, and services	5-37
GRI 102	General Disclosures	Location of headquarters	38
GRI 102	General Disclosures	Location of operations	7
GRI 102	General Disclosures	Ownership and legal form	153
GRI 102	General Disclosures	Markets served	7
GRI 102	General Disclosures	Scale of the organisation	7
GRI 102	General Disclosures	Information on employees and other workers	54-59
GRI 102	General Disclosures	Supply chain	69-72
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Streamlined Energy and Carbon Reporting (SECR)

	Absolute performance			Intensity ratio (per £m revenue)		
	2022	2023	Change	2022	2023	Change
Global Scope 1 (direct emissions) tCO ₂ e	5,211	4,317	-17%	0.61	0.47	-23%
Global Scope 2 (indirect location-based emissions) tCO ₂ e	37,270	36,616	-2%	4.36	4.00	-8%
Global energy (including vehicle fuels) MWh	123,325	115,264	-7%	14.42	12.58	-13%
UK energy (including vehicle fuels) MWh	11,220	11,844	6%	1.31	1.29	-1%
UK Scope 1 and Scope 2 emissions tCO ₂ e	2,250	2,315	3%	0.26	0.25	-4%

We report on all global operations for which we have operational control following the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) for the reporting year December 2022 to November 2023.

Independent Assurance Statement to RELX PLC Management

Scope

We have been engaged by RELX plc ("RELX") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the "engagement", to report on RELX's corporate responsibility data indicated with a 'A' symbol (the "Subject Matter") contained within RELX's Annual Report for the year ended 31st December 2023 (the "Report").

This data is reported under the following headings in the Report:

- People
- Health and safety (lost time)
- Socially Responsible Suppliers (SRS)
- Environment
- Climate change
- Paper
- SDG Resource Centre
- Cyber security
- Helping our people pursue the highest ethical standards

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by RELX

In preparing the Subject Matter, RELX applied their corporate responsibility reporting guidelines, comprising the 'RELX Reporting Guidelines and Methodology 2023' [Criteria], which is available on the RELX website.

RELX's responsibilities

RELX's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)') and the terms of reference for this engagement as agreed with RELX on 11th January 2024. This standard requires that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our Independence and Quality Management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

Performed detailed testing on the ESG Data Sets and carried out the following activities to assess the Subject Matter:

- a. Conducted interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period;
- b. Reviewed certain documentation related to guidance and training for the Subject Matter, and minutes outlining relevant initiatives;
- c. Undertook analytical review procedures to understand the appropriateness of the data;
- d. Performed testing, on a sample basis, against underlying source information to check the accuracy and completeness of the data and the appropriate application of the Criteria;
- e. Understood global estimation methodology to determine how it should be applied correctly and consistently;
- f. Assessed the Report for the appropriate presentation of the data, including limitations and assumptions.

We also performed such other procedures as we considered necessary in the circumstances.

Emphasis of matter

RELX reported 100% of its electricity purchased from renewable sources for 2023, relying on green tariffs and renewable energy certificates (RECs). However, it should be noted that, for 2023, 20% of this percentage reported related to US RECs that have been applied to countries outside the United States. This means that the location of the purchased RECs differs from the location where they have been applied. This does not affect our conclusion as set out below.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter for the year ended 31st December 2023 in order for it to be in accordance with the Criteria.

Use of Our Assurance Statement

We disclaim any assumption of responsibility for any reliance on this assurance report or its conclusions to any persons other than RELX, or for any purpose other than that for which it was prepared. Accordingly, we accept no liability whatsoever, whether in contract, tort or otherwise, to any third party for any consequences of the use or misuse of this assurance report or its conclusions.

Ernst & Young LLP

14 February 2024
London