

Corporate responsibility

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Corporate responsibility overview



Corporate Responsibility starts with the positive impact we have on society through our products and services. Our focus on Corporate Responsibility enhances customer trust and underpins our overall business performance.

Dr Márcia Balisciano

Global Head of 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 ethical standards, meeting customer needs, attracting and retaining the right people, maintaining an ethical supply chain and managing climate risks.

Corporate responsibility 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 on insurance; and customers learn about markets, and complete transactions.

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

We act with the highest ethical standards, while using our strengths to make a positive impact on society. To us, CR is not a programme or prescriptive set of activities, it is how we conduct ourselves and our business on a daily basis. It is the responsibility of everyone at RELX.

Our focus on CR gives us a 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 leading content and data sets with powerful technologies. It helps us build leading positions in long-term global growth markets and leverage our skills and assets.

We believe in timely, comprehensive reporting. Key non-financial metrics, including for environment, people and supply chain are independently assured. CR is an integral part of the statements of the Chair, CEO and CFO (see pages 3, 4, and 68 to 73).

We also 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 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 4,800 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



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. We work to further UNGC principles within RELX and in our supply chain. We complete the Enhanced Communication on Progress annually and our Global Head of Corporate Responsibility serves on the Board of the Foundation for the Global Compact.

For more information visit: www.unglobalcompact.org/what-is-gc/participants/7909

2024 key corporate responsibility data

	2020	2021	2022	2023	2024
Revenue (GBPm)	7,110	7,244	8,553	9,161	9,434
People					
Number of full-time equivalent employees (year end)	33,200	33,500	35,700	36,500	36,400
Percentage of women employees (%) ^{1^}	50	50	50	51	51
Percentage of women managers (%) ^{1^}	42	44	44	45	46
Percentage of women senior leaders (%) ^{1^}	28	30	31	31	32
Percentage of ethnic minority US/UK managers (%) ^{1^}	17	19	19	20	21
Percentage of ethnic minority US/UK senior leaders (%) ^{1^}	9	10	12	15	17
Community²					
Total cash and in-kind donations (products, services and time (GBPm)) ^{1^}	9	10	12	12	12
Market value of cash and in-kind donations (GBPm) ^{1^}	18	21	23	23	23
Percentage of staff volunteering (%) ^{3^}	26	32	36	36	37
Total number of days volunteered in company time ^{1^}	6,821	10,362	12,830	16,529	16,149
Health and safety (lost time)⁴					
Incident rate (cases per 1,000 employees) ^{1^}	0.11	0.07	0.17	0.30	0.15
Frequency rate (cases per 200,000 hours worked) ^{1^}	0.01	0.01	0.02	0.03	0.02
Severity rate (lost days per 200,000 hours worked) ^{1^}	0.07	0.02	0.36	0.41	0.25
Number of lost time incidents (>1 day) ^{1^}	3	2	5	9	5
Socially Responsible Suppliers (SRS)					
Number of key suppliers on SRS database ^{5^}	412	359	724	796	914
Number of independent external audits ^{6^}	99	111	119	125	137
Number of signatories to the Supplier Code of Conduct ^{7^}	3,457	3,670	4,467	5,322	6,056
Environment⁸					
Total energy (MWh) ^{1^}	142,098	125,095	117,997	110,750	89,745
Renewable electricity purchased (MWh) ^{9^}	120,710	105,793	98,013	92,621	77,412
Percentage of electricity from renewable sources (%) ^{9^}	100	100	100	100	100
Waste sent to landfill (t) ^{10^}	210	150	73	45	44
Percentage of waste diverted from landfill (%) ^{10^}	91	93	97	97	97
Water usage (m ³) ^{1^}	226,509	183,575	156,734	142,374	134,716
Climate change (tCO₂e)⁸					
Scope 1 (direct) emissions ^{1^}	5,217	5,644	5,211	4,317	2,703
Scope 2 (location-based) emissions ^{1^}	53,740	44,051	37,270	36,616	29,989
Scope 2 (market-based) emissions ^{1^}	11,384	8,321	8,952	8,598	6,971
Scope 3 (flights) Cirium's EmeraldSky flight emissions methodology ^{11^}	8,961	3,402	15,879	16,999	19,172
Scope 1 + Scope 2 (location-based) emissions ^{1^}	58,957	49,695	42,481	40,933	32,692
Scope 1 + Scope 2 (location-based) + Scope 3 (flights) emissions ^{1^}	67,918	53,097	58,360	57,932	51,864
Scope 1 + Scope 2 (market-based) + Scope 3 (flights) emissions ^{1^}	25,562	17,367	30,042	29,914	28,846
Paper					
Production paper (t) ^{1^}	36,259	40,910	28,466	22,561	18,949
Sustainable content (%) ^{12^}	92	98	99	100	100
SDG Resource Centre					
Unique users ^{1^}	89,902	133,832	155,082	220,815	303,837
New content items ^{1^}	717	970	658	822	973

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

2 Reporting period for Community metrics covers 12 months from December 2023 to November 2024.

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 94% of employees.

5 Key suppliers on the SRS list changes year-on-year based on our business needs and changes in country risk designations.

6 RELX utilises a third-party audit platform, which allows sharing of supplier audits across the platform.

7 Signatories to the RELX Supplier Code of Conduct include suppliers who have signed the Supplier Code and suppliers with an equivalent code.

8 Climate change and environmental data (carbon, energy, water, waste) covers the calendar year.

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; only location-based emissions factors are applied on this portion of non-US electricity consumption.

10 Waste sent to/diverted from landfill from reporting locations excluding estimates. In the year, the coverage of waste reporting locations represented 74% of total FTEs.

11 Covers all flights booked through our corporate travel partners in the calendar year. Uses the proprietary Cirium fuel-derived methodology, Emerald Sky.

12 Percentage of paper graded as known and responsible sources by the Book Chain Project or certified to Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). Includes less than 0.1% of paper not yet graded or certified.

^{1^} Independently assured. See Independent Assurance Statement.

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

2024 awards for excellence

Risk

LexisNexis Risk Solutions won the Governance, Risk and Compliance Solution of the Year category at the Asia Risk Awards

LexisNexis Risk Solutions ranked fourth overall in Chartis Research's 2024 Financial Crime and Compliance 50

Legal



LexisNexis Legal & Professional was named as the Best Overall AI Company at the AI Breakthrough Awards

LexisNexis Legal & Professional was named as Best Company for Global Culture by Comparably

Scientific, Technical & Medical



ELSEVIER

Elsevier won gold at the Employer Brand Management Awards for Best Ongoing Commitment to Employer Brand

Elsevier's ClinicalKey AI won the Pioneer in Healthcare AI Award at the Times Network India Health Awards

Exhibitions



RX Germany was named the winner of the UFI Marketing Excellence Award

RX won the Best Sustainability Initiative Award at the AEO Excellence Awards as well as the Technology Innovation award for MCM Comic Con and Organiser Team of the Year for ReedPop

2024 Corporate Responsibility recognition



MSCI ESG Ratings
• AAA rating



Sustainalytics ESG Risk Rating
• Sector (media): 2nd out of 265

S&P Global Sustainability Yearbook
• Included

Financial Times Europe's Climate Leaders
• Included

ISS Corporate ESG Performance
• Awarded Prime status

FTSE4Good Index
Included in:
• FTSE4Good UK Index

STOXX Global ESG Leaders Indices
• Included

ECPI World ESG Indices
• Included



CDP
• Climate and Water programmes

SOCOTEC ISO14001
• Group certification



Workplace Pride Global Benchmark
• Awarded Advocate status

The Science Based Targets initiative (SBTi)
• Near-term science-based emissions reduction targets approved

Our unique contributions

In the every-day conduct of our business, we make a positive impact on society through our unique contributions.



Protection of society



Advance of science and health



Promotion of the rule of law & access to justice



Fostering communities



Universal, sustainable access to information

Kevin King

VP Market Planning, Credit Risk Decisioning
LexisNexis Risk Solutions



Our solutions increase financial inclusion globally by allowing more people without traditional credit histories to access credit in order to pursue their aspirations, while lenders gain more confidence in expanding access to their financial services.

Risk

LexisNexis Risk Solutions' products and services help protect society by detecting and preventing fraud, helping citizens securely access vital government benefits, and assisting law enforcement to keep communities safe.

A number of Risk products, such as LexisNexis ThreatMetrix, aim to reduce online fraud or, in the case of LexisNexis Identity Verification Solution, prevent theft, helping customers recognise trusted transactions and reduce fraud losses. LexisNexis Emailage Rapid analyses customer email addresses and other information to flag fraud risks in insurance applications, helping to identify fraudulent activities without disrupting the customer experience. Risk was recognised for its contributions to fraud prevention through data-driven insights at the Insurance Post Claims and Fraud Awards 2024.

The ADAM programme was developed by Risk to help the National Center for Missing and Exploited Children (NCMEC) find missing children. Risk technology quickly distributes missing child poster alerts to law enforcement, hospitals, and the public in specific geographic search areas. In 2024, ADAM distributed nearly 1.4m alerts featuring over 1,950 missing children which helped NCMEC resolve over 1,380 missing child cases.

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.

Risk's products and services align with SDG 16 (Peace, Justice and Strong Institutions) and SDG 10 (Reduced Inequalities), among others.

2024 PERFORMANCE

DecisionTrust pilots undertaken in eight countries to advance financial inclusion

Financial inclusion is fundamental to improving the financial wellbeing of communities around the world. 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 lack a traditional credit record

and are excluded from financial opportunities. The problem 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 to provide lenders with enhanced insights thus allowing them to better assess borrowers, particularly people with no credit record.

In 2024, DecisionTrust signed three more commercial contracts and conducted 16 additional pilots in Colombia, Italy, Japan, Netherlands, Poland, Portugal, Spain and Mexico. DecisionTrust has now conducted 50 pilots globally reinforcing the use of alternative data in credit decision models, generating positive social impact by giving more people access to credit products that would traditionally be out of their reach.

Scientific, Technical & Medical

Elsevier plays an important role in advancing scientific knowledge and human welfare through its science and health information, which spurs innovation and enables critical decision-making.

In serving the global scientific research community, Elsevier published over 720,000 articles in 2024. 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 through which 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 16% of the material available in Research4Life, encompassing approximately 5,500 journals and 35,500 e-books. In 2024, there were over 1.3m Research4Life downloads from Elsevier's research platform, ScienceDirect.

In 2024, the Elsevier Foundation supported Research4Life's Country Connectors initiative, heightening awareness and use of Research4Life content, building communities of users through national focal points across Africa. Connectors create tailored networking, promote skills building and empower users to drive change in their communities.

SSRN is Elsevier's preprint and early-stage research platform. It allows 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 2024, over 1,100 Elsevier journals offered researchers the opportunity to simultaneously submit a paper for publication and also post it as a preprint on SSRN.

Elsevier makes a significant contribution to SDG 3 (Good Health and Well-Being), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 13 (Climate Action).

2024 PERFORMANCE

The Elsevier Foundation's Chemistry for Climate Action Challenge supports women-led projects focused on sustainable solutions to climate change

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

The Chemistry for Climate Action Challenge is one of the Elsevier Foundation's flagship partnerships with Elsevier's chemistry journals, aimed at discovering chemistry-based solutions to advance climate action. In 2024, two projects were selected from over 90 entries and received 25,000 euros in funding. Dr Altantuya Ochirkhuyag, a researcher in environmental chemistry at the Mongolian Academy of Sciences Institute of Chemistry and Chemical Technology, won for their work using volcanic rocks for wastewater treatment, while BIOPOLIMER Research Group at Universidad de Antioquia in Colombia won for using mycelium biomaterials for waste management.



The Challenge supports SDG 5, Gender Equality, recognising the role women play in combating climate change.

Legal

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. Its global legal and news database contains 161bn documents and records providing transparency of the law in around 180 countries and territories, with some 1.6m new legal documents added daily.

In the year LexisNexis Legal & Professional completed a five-year project with the Cook Islands to consolidate their laws and make them freely available online, improving transparency and accessibility for citizens, local legal practitioners and the global community.

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 70,000 photos and videos have been captured with the app since 2015.

In 2024, the LexisNexis Legal & Professional US Voting Laws and Legislation Center was named a finalist by the World Justice Project for the US Building Trust Prize, a global competition for advancing rule of law and democratic resilience. The US Voting Laws and Legislation Center is a free resource offering public access to insights on proposed bills, codes and real-time updates for the most accurate data.

Since 2008, LexisNexis Legal & Professional has partnered with leading industry associations to recognise individuals and organisations for their commitment to the Rule of Law. 2024 award honourees include Vineetha MG, recipient of the IBA Pro Bono Award; Olga Olegovna Mikhaylova, Vadim Dmitrievich Kobzev and Alexey Evgenyevich Liptser, recipients of the Union Internationale des Avocats/LexisNexis Rule of Law Award; and Mashal Aamir, 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 demonstrated excellence, commitment to professional and ethical standards, and dedication to the community at large.

LexisNexis Legal & Professional advances SDG 16 (Peace, Justice and Strong Institutions) through its products and services that promote the Rule of Law.

2024 PERFORMANCE

Advance United Nations Global Compact's transformational governance initiative

Over a two year period, the UNGC worked with stakeholders to define the concept of transformational governance, which calls on business to be more accountable, ethical, inclusive and transparent to drive responsible business conduct, improve corporate responsibility performance and strengthen public institutions and laws. In the year, we hosted the launch of the Transformational Governance Corporate Toolkit in the United Kingdom, bringing together members of the legal community, customers and peers, to highlight the free tool which helps companies go beyond legal minimums to advance the rule of law. We moderated a panel on transformational governance at the UNGC's 2024 Leaders Summit and made it a feature of our 2024 Supplier Sessions which engage suppliers in discussions on key sustainability topics. We made relevant content available on the RELX SDG Resource Centre and supported the UNGC's Think Lab on Business Integrity and new Legal Network. This work supports SDG 16.



Find out more about the Transformational Governance Corporate Toolkit at www.unglobalcompact.org/what-is-gc/our-work/governance/transformational-governance/transformational-governance-corporate-toolkit

Exhibitions

Exhibitions helps to foster communities by connecting customers face to face and digitally, allowing them to learn about markets, source products and complete transactions. In 2024 performance exceeded pre-pandemic levels, 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.

Among our hundreds of activities and shows there were some remarkable milestones achieved in 2024. RX's All-Energy and Dcarbonise exhibition broke all previous attendance records in 2024 with more than 7,000 attendees across 57 sessions looking at policy, ambitions, challenges, opportunities and innovative solutions in renewable power, low carbon heat and low carbon transport.

The 16th edition of RX's World Future Energy Summit achieved significant participation, highlighting its importance within the climate change and sustainability ecosystem, with three new forums: Green Finance, eMobility and Pathway to 1.5C.

In the year, RX published a Guide to Creating Inclusive Events designed to help event organisers add value by ensuring all attendees and event participants feel welcome, seen, and safe at our events.

RX events strengthen communities and support 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 its event platforms to drive industry engagement in a net zero carbon future.

2024 PERFORMANCE

RX carbon reduction action plan to support RX's Pathway to Net Zero Roadmap

In February 2024, RX published its Roadmap to Net Zero in 2040, which outlines key milestones in the journey to decarbonisation. Shared during a Net Zero Carbon Events (NZCE) webinar for the exhibition industry, it builds on RX's 2023 Sustainability Playbook to guide event and operations teams in making more sustainable choices. The RX Sustainability Council are working to introduce carbon reduction goals to support the roadmap.

To celebrate World Environment Day 2024, sessions were held to build internal awareness and share best practices from across the business, including In Cosmetics Global, MIPIM and RX Australia.

In the year, RX piloted a Sustainable Stand Award at two shows to incentivise exhibitor best practice and continued to collect data using the stand footprinting tool, developed internally and aligned with NZCE. 190 exhibitions stands have been footprinted, helping RX understand carbon emissions per square metre. Recognising waste is a big challenge for the industry, a number of events concentrated on waste reduction



and management, including ISC East and West which piloted a zero waste to landfill initiative, and ATM at Dubai World Trade Centre which held contractor training sessions to support more sustainable stand materials.

RX France was named a finalist in the 2024 UFI Sustainability Awards for innovative approaches to event sustainability; Renodays, one of the first RX France shows designed to be fully eco-responsible and Pollutec, a showcase of innovation in environmental and energy solutions.

RELX SDG Resource Centre, Inspiration Day and Environmental Challenge

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 2,300 journal articles and book chapters free to access via the RELX SDG Resource Centre which would have otherwise cost more than £5m to make open access.

We held our annual RELX SDG Inspiration Day during the year with a focus on the use of AI to advance the SDGs, giving thought leaders, corporate representatives, investors, governments, and NGOs a platform to discuss challenges and opportunities for collaboration. Keynote speakers included 8th Secretary General

of the United Nations, Ban Ki-moon, author and founder of The Futurwise Institute, Dr Mark van Rijmenam and co-founder of Global Citizen, Michael Sheldrick.

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 2024 the \$50,000 first prize winner was Living Water Systems which developed a low cost, portable, rainwater harvesting system. The \$25,000 second prize winner was Permalution whose innovative technology collects water from fog and clouds. For more information see page 64.

2024 PERFORMANCE

Increased number of unique users of the RELX SDG Resource Centre

In 2024, we added 973 new content items to the RELX SDG Resource Centre bringing the total to 5,794, an increase of 20% over the previous year. We published 14 special issues in 2024 featuring curated articles, book chapters and other content on critical topics. This included an AI special collection to coincide with the RELX SDG Inspiration Day, providing the over 1,100 attendees, and others, with additional resources on the subject.

There were more than 300,000 unique users in 2024, a 38% increase over 2023, exceeding our target of 15%.



▶ 38%

Increase in unique users of the RELX SDG Resource Centre since 2023

2025 objectives	By 2030
Protection of society – Deploy financial inclusion flagship models which allow lenders to more easily detect fraud and other high-risk consumer behaviour, in support of SDG 10 (Reduced Inequalities) Advance of science and health – Advance the research by women scientists in collaboration with the Falling Walls Foundation, providing access to resources, networks and training; partner with Indian public health platform, Swasti, to equip frontline workers with knowledge and skills to address the impact of extreme weather on human health, in support of SDG 10 (Reduced Inequalities) and SDG 13 (Climate Action) Promotion of the rule of law and access to justice – Provide research and training to Afghan women studying for law degrees in the United States in association with the American Bar Association, in support of SDG 16 (Peace, Justice and Strong Institutions) Fostering communities – Create RX energy and waste emissions dashboard to monitor performance and publish RX event energy and waste emissions, in support of SDG 13 (Climate Action) Universal, sustainable access to information – Increase the number of unique users of the RELX SDG Resource Centre by at least 10,000 additional unique users in the year	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

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Corporate responsibility governance

Our purpose, strategy, values and culture deliver the very highest standards of corporate governance and responsibility.

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 values of doing business with integrity. The Board has oversight responsibility of RELX's corporate governance and its role and function is explained fully in the Corporate governance section (see pages 82 to 129). The Board and the Audit Committee of the Board regularly receives presentations from the Chief Compliance Officer on matters arising under our ethics and compliance programmes. In addition, the Chief Legal Officer & Company Secretary, who reports directly to the CEO and the Chair, maintains responsibility for implementing the ethics and compliance programmes.

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, Responsible Artificial Intelligence Principles, Quality First Principles and Product Donation Policy.

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. This 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 RELX Code of Ethics and Business Conduct (the Code) is a guide to our corporate and individual behaviour. In 2024, it was updated and shared with staff globally by the CEO. It is at the heart of our compliance activities, which encompass clear policies and procedures; risk assessments; training and communication; and robust reporting mechanisms, investigations, monitoring and auditing of internal controls.

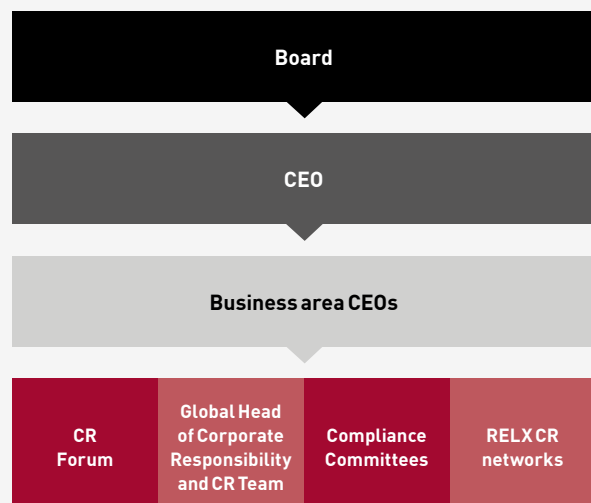
Alexandra Smyth
General Counsel, LexisNexis
Legal & Professional and RX



A strong compliance programme is not only about following the rules. It's about integrity; creating and keeping trust; and ensuring a business culture based on values that generates long-term success.

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 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 106).



Ethics and compliance policies, procedures, training, reporting and tracking	
	Read our Code of Ethics and Business Conduct at www.relx.com/cr-downloads
Our Code encompasses a wide range of issues including fair competition, anti-bribery, conflicts of interest, employment practices, data protection and appropriate use of company property and information.	
To help employees comply with applicable laws, we supplement the Code with other policies in areas critical to our business, including anti-bribery, competition, doing business with government, data privacy and security, trade sanctions and workplace conduct.	
We communicate on compliance issues using a range of media, including video.	
We require cyclical mandatory training on the Code and other policies for all employees, including temporary staff and apprentices, with in-person and other training for those in higher risk roles and locations.	
We encourage reporting of violations, with an anonymous reporting option where legally allowed. The RELX Integrity Line is available 24 hours per day, 365 days a year, and is maintained by an independent third party.	
Compliance Committees oversee investigations and help ensure remediation and ongoing monitoring as required.	
We do not tolerate retaliation for colleagues who raise concerns.	
	The number of reports received is publicly available on our website www.relx.com/investors/corporate-governance/code-of-ethics
We formally audit the compliance programme, including the Code, every three years.	



Channels for raising concerns

We offer several reporting channels to report Code-related concerns, including managers, human resources staff, Compliance committee members and company lawyers. We also provide the Integrity Line, hosted by an independent third-party, and available to employees, suppliers and other reporting persons 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. More information about these reporting channels is detailed in the Code, the RELX Reporting Concerns Policy and supplemental country-specific Reporting Concerns Notices available on www.relx.com. These documents prohibit retaliating against individuals who raise concerns or participate in an investigation.

Reports are investigated and action is taken accordingly if reports are substantiated. Substantiated reports result in additional training, coaching, policy changes, control enhancements, and/or disciplinary action. Report themes are reviewed by senior leadership to assist in measuring the effectiveness of reporting channels, identifying risks and areas to allocate Compliance programme resources. RELX has investigated or is in the process of investigating 372 reports of alleged Code violations received in 2024 through the RELX Integrity Line or through the other Reporting Channels identified in the Code. Approximately 48% of those reports where the investigation is complete have been substantiated.

Public Policy, Anti-Bribery and Sanctions

We engage in public policy discussions that matter to our business and our customers. We strive to help policymakers around the world understand our business, innovations and contributions to the public interest.

Lobbying activities 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 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 2024, we held the RELX Integrity Challenge and recognised outstanding employee contributions to our culture of integrity with Integrity Hall of Fame inductions.

The Code 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

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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 International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the Women's Empowerment Principles.

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 2024 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 privacy laws that protect consumers, bolster consumer trust and allow businesses to invest in data-driven activities that serve the public interest. RELX companies in the US participating in the Data Privacy Framework programme renewed their self-certification in the year.

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 privacy policies and guidance from our privacy officer 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 2024, we 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. For APAC Privacy Awareness Week 2024, we organised internal panel discussions focused on privacy, AI and trust.

2024 PERFORMANCE

Enhanced processes for conducting privacy and data protection impact assessments

Privacy impact assessments (PIAs) and data protection impact assessments (DPIAs) are important mechanisms for identifying and mitigating risks arising from the processing of personal data. In 2024, RELX privacy teams enhanced the processes for conducting PIAs and DPIAs by streamlining the questionnaires used to conduct the assessments and by clarifying user guidance used to facilitate their completion.

This activity aligns with SDG 16.

Cybersecurity

We observed CyberSecurity Awareness Month with both central and business specific initiatives aimed at improving security understanding for employees. The theme for 2024 was Secure Our World. Events included blogs, contests, and games on cybersecurity themes, including emerging threats, the dark web, security best practices, social engineering, malware, and artificial intelligence. We implemented common, consistent sensitivity labels with automated protections for our users in email, document, and spreadsheet applications. In the year, more than 99%[^] of employees were included in monthly phishing simulation exercises. During 2024, we continued to enhance our security efforts with additional infrastructure monitoring capabilities both internally and through third parties.

We completed more than 4,000 security related requests, questionnaires and audits for our customers in the year. In addition we engaged third parties to perform independent audits on certain of our products and services, which build trust and assurance in our target markets, especially where sensitive personal information is involved. For example, we have completed external audits on our Risk data centres in the US and our ScienceDirect, Lexis+ and Lexis+ AI products; in addition, our UK Risk products have been ISO27001 certified. More than 50% of the product revenue from our three largest business areas is covered by a third-party audit.

2024 PERFORMANCE

Enhanced our technical resilience posture and expanded applications and products covered by independent third party assessments

We invested around \$5m in 2024 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 2025 to expand the scope of technical resilience applications and perform robust recovery testing.

These activities align with SDG 16.

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 corporate responsibility 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. During the year, the Trustee Board received a presentation on responsible investment and the Responsible Investment Sub-Group met on a number of occasions. Furthermore, the Trustee submitted its 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.

[^] Independently assured

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 2024, RELX paid €662m in corporate taxes, but also paid and collected much more in payroll taxes and indirect taxes.

2024 PERFORMANCE

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.

Over the course of three years, the LexisNexis Rule of Law Foundation, LexisNexis South Africa and the tax team at RELX worked on a pro bono basis with Ethiopia’s government to translate that country’s tax laws from Amharic into English, to consolidate those tax laws in both English and Amharic, and to ensure that, for the first time, they are published and freely accessible on the websites of the Ethiopian Ministry of Finance, Ministry of Revenue, and Customs Commission.

The consolidated tax laws can now be accessed at www.mofed.gov.et (under ‘Resources’ and ‘Consolidated tax laws’), making an important contribution to Ethiopia’s economic development.



When the project was started, it was based on three main objectives: improving accessibility, transparency and efficiency. The fact that the tax laws are translated and organised in English and made accessible to the user on the website is of great importance to the efforts of Ethiopia to accelerate its growth and development according to the macroeconomic reform and to become a member of the World Trade Organization.

The Honourable Dr Eyob Tekalign
State Minister of Fiscal Policy and Public Finance, Ethiopia
Ministry of Finance

2025 objectives

Security – Continued enhancement of our technical resilience posture across the business and expansion of products and applications covered by independent third-party assessments, aligned with SDG 16 (Peace, Justice and Strong Institutions)

Privacy – Optimise maintenance of records relating to processing activities, aligned with SDG 16 (Peace, Justice and Strong Institutions)

Responsible tax – Continue to advance African tax law codification pilot, aligned with SDG 16 (Peace, Justice and Strong Institutions)

By 2030

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

Customers

We deliver information-based analytics and decision tools in a sustainable way to our customers, driving growth for the long term.

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.

Digital knowledge and innovation, Artificial Intelligence across RELX: advancing customer goals

Across RELX, we work to address customer challenges through digital innovation. In 2024, electronic products and services accounted for 83% of revenue, up from 32% in 2004.

Risk

LexisNexis Risk Solutions aided in combatting human trafficking-fuelled fraud by utilising behavioural biometrics and location intelligence. Our data scientists discovered a link between low atmospheric air pressure recorded by mobile phone sensors and fraud activity in Southeast Asia. We were able to identify a mountainous region near the Myanmar-Thailand border as a potential scam centre targeting vulnerable refugees as money mules. LexisNexis Risk Solutions analysed data from nearly 7,000 such transactions and found that transactions close to country borders were at a higher risk of being mules. This comprehensive approach includes data sharing, intelligence mining, and customisation to address evolving fraud threats.

ICIS, part of Risk, launched Ask ICIS Gen AI assistant. Ask ICIS distils the breadth and depth of ICIS trusted news and analysis to deliver short summaries or detailed reports in the language of the customer's choice. In-response citations empower customers to delve deeper for swift, confident, data-backed decisions in complex commodity markets.

Scientific, Technical & Medical

Elsevier introduced Scopus AI in 2024. Scopus AI combines generative AI 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 30,000 academic journals from more than 7,000 publishers worldwide.

Legal

Legal expanded the roll-out of Lexis+ AI in 2024, a generative AI product designed to streamline legal research and drafting. The new platform delivers trusted results in an easy-to-use interface with 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.

Marta Sivanathan
Bid Management Analyst
LexisNexis Risk Solutions



Customer insight is essential to ensure user-centred product design that addresses real needs, enhances usability and delivers a better overall experience for our customers.

Legal launched LexisNexis TechDiscovery in 2024, an AI-powered tool designed to simplify patent research. The tool makes patent searches fast and intuitive, allowing both IP experts and business partners to find relevant patents using simple inputs. Users can conduct searches based on single words, brief descriptions, or excerpts from patents, articles or non-patent literature.

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. Among RX's digital solutions, Lead Manager App offers exhibitors a quick, easy and reliable way to capture and qualify leads by scanning attendees' badges with a mobile phone. The latest addition to the suite, Collect QR Code, allows attendees to proactively scan QR codes on exhibitor stands to collect their contact details and product information quickly and sustainably. Their registration data is passed automatically to exhibitors so that they never miss a lead. More than 6m leads were captured using Lead Manager App and Collect QR Code in 2024, an increase of 88% over 2023.

RX's event registration system, Mercury, uses attendee data and AI to recommend exhibitors to individual visitors based on the products and solutions they are searching for. The product has been deployed at 100 events and has achieved strong customer satisfaction scores from visitors and exhibitors with 1.5m visitors registered online via Mercury in 2024.

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 2024, 87% of customers would recommend working with RELX.

2024 PERFORMANCE

Updated the RELX Responsible AI Principles to incorporate considerations arising from generative AI

We created the RELX Responsible AI Principles in 2022 and they 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.

Each business area works to implement the Principles. For example The Responsible AI & Data Science team works to implement the RELX Responsible AI Principles across STM. 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.



We are committed to updating our RELX Responsible AI Principles in recognition of the rapidly changing adoption and use of AI. In 2024, we held workshops in conjunction with colleagues across the business to gain feedback on the principles and update them accordingly.

We hosted a RELX Responsible AI Summit in the year with sessions covering the RELX Responsible AI Principles, current and pending regulation, internal processes and the application of the Principles to our solutions.

This activity supports SDG 8 (Decent Work and Economic Growth).

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 and Diversity Policy. We follow the Web Content Accessibility Guidelines (WCAG 2.1 level AA) and are working to ensure we meet the requirements of the upcoming European Accessibility Act and other relevant laws globally.

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, the second edition of the tool was released in the year which includes the ability to highlight code errors and help developers address them.

Elsevier empowers all customers by providing features such as full-text search, marked tables, magnifiable content, screen reader compatibility and high-contrast text. Elsevier’s ScienceDirect platform was ranked in the top 1% for most accessible home page by the 2024 WebAIM Million study. The Health Education Systems Incorporated (HESI) Delivery Operations team continued to work with students taking the HESI exam to register to take it remotely via our remote proctoring vendors. Since 2019, the team has processed more than 880 candidate accommodation requests, ensuring that these candidates have an accessible and inclusive experience.

In 2024, Elsevier’s Global Books Digital Archive fulfilled more than 2,000 disability requests. Elsevier was also recertified in the year as 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 92% scores in all categories.

In 2024, Elsevier undertook research with people with disabilities, including users of Scopus AI, and other products. To improve the compatibility of screen readers with animated 3D simulations, Elsevier’s Shadow Health Digital Clinical Experiences is piloting built-in screen reading functionality.

We worked with disability services offices, procurement officials and instructors across the world to provide Accessibility Conformance Reports (ACR). Customers can also utilise a dedicated accessibility email address to connect with an accessibility expert and support ACR requests. In 2024 Risk completed 47 requests including ACR requests, customer accessibility questionnaires and internal requests for product evaluations. Elsevier’s accessibility inbox received over 300 customer inquiries including 86 ACR requests. Legal’s Accessibility UX team resolved over 100 customer enquiries and generated ACRs for 32 products.

2024 PERFORMANCE

Advanced product accessibility for customers

RELX is committed to creating products that are usable by everyone including people who experience a disability. A network of Accessibility Champions advance the RELX Accessibility Policy and encourage product teams to incorporate accessibility requirements from the start and deploy best practices to ensure an optimal experience for disabled users.

RELX is committed to growing the expertise of accessibility specialists across our company. In 2024, we created an accessibility specialist career track to define the roles and responsibilities of specialists as they progress their careers. It helps managers support career planning, employee retention, and accessibility recruitment. Roles such as Associate Accessibility Specialist and Principal Accessibility Specialist have now been defined to help employees develop the right skills and responsibilities to meet our commitment to inclusive products and services.



▶ 400+

Over 400 employees have completed the Elsevier accessibility training programme since 2018

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 to encourage the dissemination or implementation of their findings. Content is linked to the SDGs and is featured on the RELX SDG Resource Centre.

Elsevier's Library Connect programme and Academy, provides library and information science professionals worldwide with opportunities for knowledge sharing. In 2024, Library Connect Academy launched a GenAI Literacy programme for librarians. Covering Library and Information Science (LIS) best practices, trends and technology, The Library Connect Newsletter had more than 41,000 LIS professionals subscribed globally. The Library Connect website had over 40,000 visitors in the year and is currently ranked seventh in the top 80 librarian blogs and websites for librarians by Feedspot, a content aggregator for blogs and websites.

Editorial standards

Maintaining the integrity of what RELX publishes 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. Elsevier has dedicated resources and processes to support research integrity. Elsevier's Research Integrity and Publishing Ethics team supports publishers and editors through their research integrity strategy which focuses on, resolving post-publication ethics cases for publishers and editors, detecting unethical practices during the editorial process to prevent publication and raising awareness within Elsevier and the communities that we serve on best practices. We also believe in editorial independence and keep editorial decision making processes separate from our commercial interests.

2024 PERFORMANCE

Creation of a new Sustainability Hub to support customers in getting the sustainability information they need

With an increase in sustainability disclosure requirements, our customers need information from us in areas ranging from our environmental performance and their share of our carbon emissions to the steps we take to ensure an ethical supply chain. Since 2021 we have received a 150% increase in customer requests for sustainability data.



During 2024, we created an internal Sustainability Hub to make it easier for colleagues across our business to quickly gather relevant data for their customers.

2025 objectives	By 2030
Customer engagement – Systematic engagement with sales professionals throughout the business on the value of corporate responsibility for our customers, aligned with SDG 17 (Partnership for the Goals) Quality – Update RELX Responsible AI Principles to keep pace with evolving technology, aligned with SDG 8 (Decent Work and Economic Growth) Accessibility – Develop new accessibility design review process, aligned with SDG 10 (Reduced Inequalities)	Continue to expand our customer base across our four business areas through excellence in products and services, active listening and engagement, editorial and quality standards, and accessibility; continue to be recognised as an advocate for responsible marketplace practices

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People

We owe our success to our people. They are driven by a strong sense of purpose, and a supportive work environment where they can achieve their full potential.

What makes RELX special

Our people tell us, through our annual employee opinion survey, that they are engaged, motivated and committed and believe RELX is a great place to work. We attract and retain talented people, including those whose skills are in high demand.

Our competitive advantage is driven by our purpose, culture, talent and a combination of behaviours and attributes, including:

- Knowing our products and exactly how they add value for our customers
- Understanding emerging technologies and how they might be used to add more value
- Being thought leaders
- Being intellectually curious and eager to learn
- Being fact based, analytical and data driven

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

Driving performance through culture

In RELX we have a culture of individual ownership and accountability. We set an expectation that everyone should take ownership and be accountable for their actions, decisions and outcomes. Everyone is encouraged to seek never-ending performance improvement in every aspect of what they do, driving execution and achieving results.

This is underpinned by defined and measurable goals for everyone, as part of our Enabling Performance approach to performance measurement and personal development. Enabling Performance allows us to review achievement of goals and identify opportunities for development, recognition and advancement. It encourages regular and impactful performance, development and career conversations for all employees.

We recognise the value of leadership, whatever stage of career someone is in: whether this is their first role, or whether they are leading an entire business area. We have a common language and approach to leadership in RELX. For our senior leaders this is backed up with specific behavioural expectations that will help them successfully navigate their careers in RELX. Exceptional leadership is the cornerstone of success at RELX.

Suzanne Perry
Group Treasurer, RELX



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

Our commitment to careers

RELX employees are expected to understand their own strengths and areas for improvement and take individual ownership of and accountability for pursuing their own personal development. We ask everyone to proactively look for opportunities to build their career. We aim to provide our people with resources, tools and support to help them perform and grow. In 2024 we invested over \$15m and 500,000+ hours in training. This included courses, seminars, one-to-one instruction and tuition reimbursement.

We are focused on helping our people build skills for the future such as data analytics, product and technology development (including AI), and product ownership and management.

Our CEO and the RELX business leaders care deeply about helping our people to develop and actively participate in regular organisational talent reviews that consider development needs and opportunities at an individual level.

We also offer a global mentorship programme, NetWorx, which is open to all, on demand. This digital mentoring platform recommends matches based on individual profiles and specific goals, creating six month long mentoring relationships. In 2024, the platform had more than 3,300 active users.

Integrity at the heart of our business

We embrace integrity and high ethical standards and our RELX Code of Ethics and Business Conduct provides the guidance needed to make ethical business decisions. It explains how we should behave in the workplace and marketplace and describes how each of us should handle various legal and ethical matters, providing helpful scenarios. The principles set out in our Code of Ethics and Business Conduct are firmly embedded in the company and we strongly encourage employees to speak up if they are concerned about potential breaches. We have a number of channels they can use, including our Integrity Line. In 2024 372 concerns were raised and investigated, or are in the process of being investigated. We see this as an important factor in ensuring that our actions are in the best interests of our company, employees, customers and shareholders.

Harnessing our diverse talent

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. Inclusion means feeling heard, contributing equally, with equal access to opportunity – regardless of personal characteristics. We encourage and promote diversity of all types and believe 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.

Inclusion and diversity policy

- Sets out our commitment to an inclusive workforce (available at www.relx.com/cr-downloads)

RELX Inclusion Council

- Senior leaders from across RELX

Employee Resource Groups

- 130 active networks including gender, race, ethnicity, age, LGBTQ+ and disability

RELX Employee Resource Groups (ERGs) encourage colleagues to collaborate, advocate and engage communities, furthering inclusion and diversity. ERGs help advance a culture of inclusion, and this is recognised by allowing all employees to take two days paid time-off per year for ERG-sponsored activities. In 2024, employees recorded over 22,400[^] ERG hours.

In 2024, the gender diversity of our senior leader population increased to 32%, while our women people managers increased from 45% in 2023 to 46%. At year end, women comprised 40% of the Board. Non-Executive Director, Bianca Tetteroo serves as our Workforce Engagement Director.

Our business relies heavily on technologists and we need to attract the best talent to support our business ambitions. We directly employ more than 8,500 technologists, 26% are women and we aim to increase that percentage through a variety of initiatives including a Women in Tech Mentoring programme.

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 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 clients. 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 designated 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 warehouse, facilities and sales employees who regularly lift or carry products. In the US, we engage a third-party specialist to inspect locations that had high incident rates in the previous year. We also provide employee support following any incident or health concern. There were no work related deaths reported in 2024 and our frequency rate (lost time incidents per 200,000 hours worked) was 0.02. The majority of lost time incidents were the result of slips, trips and falls, followed by equipment or tool use and manual handling or repetitive strain.

With many employees continuing hybrid working, we provide support on health and safety issues for both office and home working. Over the last two years 6,400 employees have completed the training through our Healthy Working programme which includes personalised risk assessments and action plans.

We 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.

2024 PERFORMANCE

Engaged colleagues globally through our Inspiring Inclusion programme

Our 2024 Inspiring Inclusion series of virtual events helped colleagues understand and embrace the diversity of our global business. Sessions, including one with the CEOs of our four business areas, encompassed Inclusion through Technological Innovation and Inclusion through Trailblazing Advocacy.

[^] Independently assured

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2024 PERFORMANCE

Expand World Well-being Week activities across RELX

In 2024, RELX held two Fit2Win events. In June, employees formed 68 teams to complete various activities, logging over 3,000 hours of sport. In October, 23 teams took on The Milestone Mastery Challenge, using the Magic Mountain app over a two-week period to log walks, runs, and swims. Creative challenges including completing activities before sunrise or logging a precise number of calories. Winning teams received funds to donate to the charities of their choice.

In addition, we held a RELX Well-being Week in the year in partnership with our Living Well, MindLife and Thrive wellness programmes, promoted to all RELX employees.

2024 PERFORMANCE

Continue to assess pay competitiveness and pay equity across RELX

In 2024 we continued to monitor pay competitiveness and pay equity across RELX. Compensation reviews in March and October allow for pay increases to recognise performance and sustain market competitiveness and internal equity.

2025 objectives

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

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

Well-being – Hold virtual well-being summit bringing together wellness champions from across the business to share best practice and hear from key partners, in support of SDG 3 (Good Health and Well-Being)

2024

RELX people in numbers

FTE employees	36,400
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 (%)	3%
Contingent workers	1,300
Employees represented by a collective bargaining agreement (%)	12%
Global HR information system coverage	100%

Turnover

Total turnover rate	11.6%
Voluntary turnover rate	7.7%
Involuntary turnover rate	3.9%

Training and development

Investment in training	\$15m
Training hours	500,000
Employee engagement	69%

Reward

Employees with variable pay opportunities	74%
Employees with access to share purchase programmes (US/UK/NL)	58%

Absence

Absence rate (number of unscheduled absent days out of total days worked in 2024, UK and NL)	1.42%
US Family Medical Leave Act requests	1,738

Inclusion and Diversity

Employees who are women	51%
Managers who are women	46%
Senior leaders who are women	32%

By 2030

Continued high-performing and satisfied workforce through talent development, inclusion and well-being

Community

We help our local and global communities thrive by contributing to their success.

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, 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. 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 2024, we held the 14th 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 Ghana to take part in volunteering projects with our charity partner Book Aid International. Two other individuals and two teams were given the opportunity to make a donation to the charity of their choice. In August, 35 employees volunteered at the Paralympics in Paris. Their roles included welcoming the athletes and visitors and assisting with logistics.



Darshan Sharma
Assistant Manager, LexisNexis
Legal & Professional



Volunteering enables us to work towards a brighter future and there's nothing more rewarding than knowing our efforts contribute to a positive change in our communities.

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.

2024 PERFORMANCE

Increase internal and external information about our global community activities

We showcased the activities of colleagues across the business who took part in RELX Cares activities throughout the year. Using internal and external communication channels, we highlighted RELX Cares stories including Recognising Those Who Cares winners, a roundup of RELX Cares Month activities and celebrated RELX colleagues who ran the London marathon in aid of our global fundraising partner, Save the Children.

In 2024, we shared 10 RELX Cares stories (nine in 2023) on our weekly, all-employee Friday Update email; published four RELX 'Shorthand' visual stories (three in 2023) on Perspectives at www.relx.com; and posted five RELX Cares stories on LinkedIn in 2024.



Using our internal and external communication channels, including social media, to share stories about how our colleagues support their communities, is a powerful way to showcase our strong culture of volunteering and fundraising at RELX.

Tracy Rhine
Digital Communications Manager, RELX

Each September, we hold RELX Cares Month to celebrate our commitment to our communities around the world. During the Month, over 4,100 colleagues across the Company took part in hundreds of volunteering and fundraising events, including RELX employees in the UK who renovated a playground for children with disabilities; colleagues from LexisNexis Risk Solutions in Italy who prepared meals for vulnerable people; Elsevier colleagues in the US who made cards for sick children and RX China who worked with a charity that provides horse riding for children with special needs.

► 225+

A network of over 225 RELX Cares Champions ensures the vibrancy of our community engagement

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 help further 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 2024, RELX Cares Champions donated \$332,934 to 28 charities supporting over 43,000 young people. Projects included:

- Creating toilet cubicles and handwashing stations for a remote school in Nepal
- Upskilling young refugees in the Netherlands with web development training to help them gain employment
- Helping underprivileged children in poverty-stricken areas of Quezon City in The Philippines

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.

We donated £5m in cash (including through matching gifts), and £18m in products, services and staff time in 2024. Some 37% of employees were engaged in volunteering through RELX Cares. According to 2024 B4SI data, the average volunteering rate was 22.1% for our sector and 21.6% for all sectors.

Book donations: supporting education

While print is a relatively small portion of our revenue, we 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 2024, RELX donated over 158,660 books with a value of over \$12m 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 2024, we donated 88,171 new higher education and medical books. In addition to donating books, we provided a grant to Book Aid International for the creation of a Children's Corner at Takoradi Library in Ghana. This Children's Corner provides a dedicated space for children to visit independently or with their school, providing much needed access to a rich collection of books in English and local languages.



For over 30 years RELX and Book Aid International have partnered to support schools and universities across sub-Saharan Africa and beyond. From sending much needed medical textbooks helping to improve patient care to generously funding the creation of brand-new reading spaces like the Children's Corner in the Takoradi Library in Ghana, RELX has helped us to reach thousands of readers. Alongside these donations, RELX employees have continued to volunteer in our warehouse providing vital support for our operations. We are proud to say that they have been an important part of our journey and we hope that together we will continue to meet the need for books around the world.

Alison Tweed,
Chief Executive, Book Aid International

In 2024, we continued to engage in skills-based volunteering, applying business knowledge and expertise to benefit communities. For example, in the UK, a colleague from LexisNexis Legal & Professional delivered our training course, Introduction to the Law (England and Wales) to staff from the Access to Justice Foundation, which aims to increase the availability of quality legal advice and support.

We also encouraged in-kind contributions, such as product and equipment donations, aligned with our Product Donation Policy (available at www.relx.com/cr-downloads), which included books, access to content, and discounted charity rates for some products.

Engagement

In 2024, we continued to provide opportunities for colleagues to get involved in RELX Cares. In monthly calls for RELX Cares Champions across the company, we provided updates about RELX Cares activities and offered Champions an opportunity to share best practice and learn from their peers.

To launch our global RELX Cares Month in September, we showcased examples of volunteering from across the business. During the Month, we ran our Global Book Drive competition with employees donating over 1,000 books for local charities.

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 2024, we received over 17,900 responses, 91% of respondents said their motivation and pride in RELX had increased as a result of volunteering and 90% said they had experienced a positive change in behaviour or attitude as a result of volunteering.

Jeffrey P Mladenik and Andrew Curry-Green Memorial Scholarship



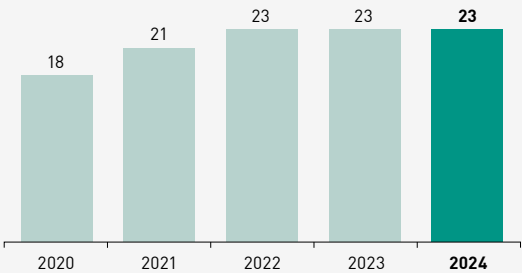
As a lasting memorial to our colleagues Jeffrey Mladenik and Andrew Curry-Green, who lost their lives on 9/11, we offer scholarships in their name to children of eligible employees.

Shriya Manikonda (left) daughter of Anitha Manikonda, Senior Business Analyst for Risk in Atlanta, is passionate about volunteering and has dedicated over 1,000 hours to community service during her time in high school. She was involved in a variety of societies and clubs including Future Health Professionals and the National Honor Society, where she held leadership positions. She was also an active member in DECA – an association of marketing students, Science National Honor Society, Mu Alpha Theta, National Beta Club, MD Junior, National Technical Honor Society, National English Honor Society, and Rho Kappa. Shriya has placed at international and state levels in relevant events. Shriya is attending the University of Georgia pursuing her aspiration of becoming a dentist.

Alexander Van Dyke (right) son of Alice Tank, Telephonic Account Executive for Legal, is studying psychology at Lawrence University in Appleton, Wisconsin. Following his graduation he hopes to pursue his interest in psychology research in graduate school. At Lawrence he has pursued research opportunities in psychology, with specific interests in social and health psychology. Alexander is a member of the Psi Chi Honor Society and co-president of the campus rock climbing club. An honours graduate of Edina High School in Minnesota, he achieved the biliteracy gold seal in Latin comprehension, a varsity letter in Nordic skiing, and was an AP scholar with distinction. Alexander also participated in the dual enrolment programme at the University of Minnesota.

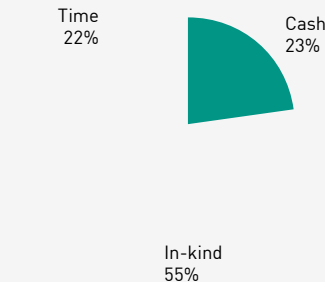
Community involvement

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



What we contributed in 2024 (market value)

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



2024 PERFORMANCE

Strengthened our cross business area philanthropic response to disasters and emergencies

For many years, we have donated to different charitable causes in response to humanitarian emergencies caused by conflicts and natural disasters. In 2024 we donated \$30,000 to Save the Children to support their relief efforts in Brazil where flooding caused unprecedented devastation. We also continued to support our charity partners such as World Central Kitchen.

To further improve our responses, we established a new disaster and emergency committee in the year to bring together business continuity representatives from across the business and their corporate responsibility and philanthropy counterparts. We can now more effectively share updates about affected colleagues and communities and responses by our charity partners to quickly decide a best course of action.

To further the relationship between these two areas, our global head of community presented at the cross-business resilience conference about our disaster relief efforts and RELX Cares is now represented on the RELX Business Continuity Forum.

Image credit: Save the Children.



Bringing our business continuity teams together with other key colleagues allows us to respond to disasters and emergencies in an agile and timely way, ensuring we use our resources in the most efficient way.

Zohar Zacks
Senior Director Business Resilience, Elsevier

2025 objectives	By 2030
Employee community engagement – Update RELX Cares Champions materials and continue to increase engagement and participation, in support of SDG 17 (Partnerships for the Goals) Philanthropic giving – Continue to improve our capability to respond to disasters and emergencies, exploring how we can donate our products and services to further relief and preparedness, in support of SDG 17 (Partnerships for the Goals)	Through our unique contributions, and investments with partners, contribute to significant, measurable advancement of education for disadvantaged young people

Supply chain

We provide our customers with ethically sourced products and services, and we insist our suppliers meet the same high standard.

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. The VP Global Procurement has operational responsibility for ensuring engagement with suppliers occurs.

Monitoring suppliers

Our Supplier Code of Conduct (Supplier Code) stipulates our expectations of our suppliers. It incorporates the Ten Principles of the UN Global Compact and encompasses key topics such as involuntary labour, non-discrimination, compensation and working hours, coercion and harassment, data security and environment. We require suppliers to ensure the standards of the Code are applied across their own supply chain. Where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards.

 Read our Supplier Code of Conduct at www.relx.com/cr-downloads

Available in 16 languages, suppliers must display the Code in their workplace

SRS tracking list includes suppliers we spend more than \$1m with annually; deem critical; and those located in medium and high-risk countries with annual \$100,000+ spend for the previous two years

We assess risk using our Supplier Risk Tool: 11 indicators, including human trafficking information from US State Department; Environmental Performance Index (Yale University and Columbia University in collaboration with the World Economic Forum). In 2024, over 90% of global spend was risk assessed through this tool

SRS tracking list changes year-on-year based on our business needs and changes in country risk designations; in 2024, there were 914 suppliers, 72 in high-risk countries and 698 in medium risk countries, of which 747 (82%) are signatories to our Supplier Code or have equivalent standards in place

David Deadman

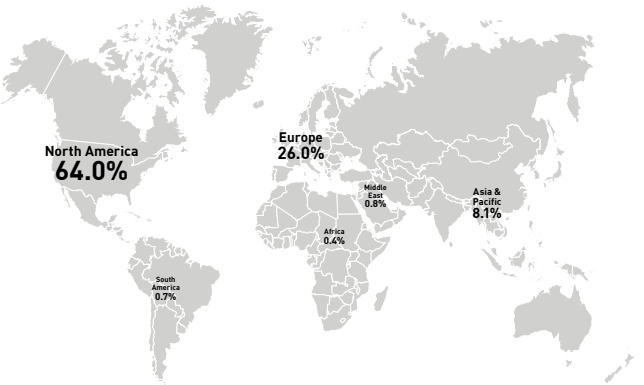
Director, IT Services Sourcing,
Global Procurement, RELX





Promoting and maintaining an ethical supply chain enables RELX to work with suppliers that meet shared high standards, benefitting the business as well as our customers and clients.

RELX supplier locations (% of supplier spend)



Based on four quarters ending Q3 2024

Non signatories are primarily 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 2024 there were 6,056 signatories to our Supplier Code, or suppliers with an equivalent code, representing an increase of 14% from 5,322 signatories at the close of 2023.

We engage specialist supply chain auditors to evaluate compliance with the Supplier Code, and in 2024 there were 137 external audits; 61 onsite and virtual and 76 desktop. During 2024 onsite and virtual onsite audit locations included Brazil, Canada, China, Hungary, India, Mauritius, Nicaragua, Pakistan, Philippines, Singapore, South Africa, United Kingdom and Vietnam.

Desktop audits involve supplier responses to an online questionnaire, supporting document uploads, and a risk assessment. Virtual onsite audits involve facility representatives wearing a video and audio source which enables the third-party auditor to assess the facility, conduct interviews, and review documentation. During an onsite audit, the auditor will randomly select employees from a full roster to interview. This provides an opportunity to address the awareness and trust of the process.

Interviews are confidential, facility management are not allowed to be present, and the interviews are anonymised. In communicating non-compliance to management, the auditor cannot disclose information which could identify the employee or employees to avoid retaliation against them, which is forbidden by the Supplier Code.

If an incidence of noncompliance is found during an audit, a remediation timeline is set where timings are either immediate or from 30-90 days based on the finding. The audit reports provide a summary of findings, local law references based on noncompliance as appropriate, root cause and explanation of the noncompliance, follow-up method, timescale, and the recommendations or actions needed to close the finding. Suppliers upload a Corrective Action Plan (CAP) for each noncompliance finding in the audit platform and a follow-up audit is scheduled to confirm action. Auditors work with suppliers until full compliance is reached. Our aim is to work with suppliers to ensure remediation but in instances where the supplier fails to take sufficient action, we will terminate the supplier relationship.

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 2024, 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 (less than 0.1% not yet graded or certified).

During 2024 we held RELX Supplier sessions focused on modern slavery, transformational governance and setting science-based carbon reduction targets.

Promoting human rights through the Supplier Code

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

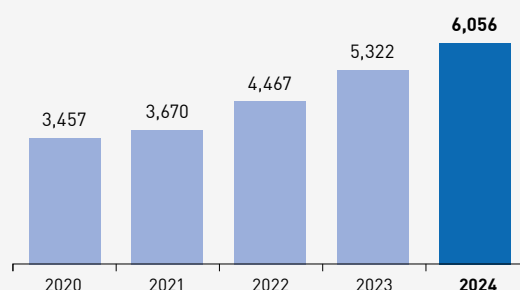
In accordance with the UK's Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association's Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices.

In 2024, we updated our RELX Modern Slavery Act Statement (MSA), available at 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 88 suppliers to undergo further training on freely chosen employment and child labour in the year. 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 that failure to comply may result in termination of the business relationship between RELX and the supplier, it also protects reporting persons from retaliation.

Supplier Code of Conduct signatories



Responsible Supply Chain Performance

Target	Measure	Results				
		2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual
Increase # of suppliers as Code signatories	Total # of Code signatories	3,457	3,670	4,467	5,322	6,056
	Total # of suppliers on tracking list	412	359	724	796	914
	Total # of suppliers on tracking list who were Code signatories (or equivalent)	378	343	630	690	747
	% of suppliers on tracking list who were Code signatories (or equivalent)	91%	96%	87%	87%	82%
Continue using audits to ensure continuous improvement in supplier performance and compliance	# of independent audits	99	111	119	125	137
	Onsite/virtual onsite	25	28	28	36	61
	Desktop	74	83	91	89	76
Continue to advance the US Supplier Inclusion and Diversity Programme	% of total US spend with diverse suppliers (Veteran, Minority, Woman-owned businesses)	3%	3%	4%	3%	3%

2024 PERFORMANCE

Advance Responsible Supply Chain Programme

We are committed to proactive engagement with suppliers to ensure a Responsible Supply Chain that reflects the diversity of our communities. During 2024, we increased the number of suppliers that are signatories to our Supplier Code to 6,056. Additionally, we conducted 137 supplier audits to ensure continuous improvement in supplier performance and compliance.



ALIGNING WITH GOOD PARTNERS

Infosys

Infosys, a RELX supplier, is a global leader in next-generation digital services and consulting, enabling clients in more than 56 countries to navigate their digital transformation. With over four decades of experience in managing the systems and workings of global enterprises, Infosys expertly steer clients, as they navigate their digital transformation powered by cloud and AI. Infosys enables them with an AI-first core, empowers the business with agile digital at scale and drives continuous improvement with always-on learning through the transfer of digital skills, expertise, and ideas from their innovation ecosystem. They are also deeply committed to being a well-governed, environmentally sustainable organisation where diverse talent thrives in an inclusive workplace.

Infosys turned carbon neutral 30 years ahead of 2050, the timeline set by the Paris Agreement, and is driven by the conviction that ESG, more than a corporate responsibility, is an opportunity to play an active role in making the world more sustainable, inclusive, and equitably prosperous.

Advancing this ESG mandate, Infosys Springboard is a digital learning platform that brings free world-class educational resources to students from class 6 to lifelong learners. It empowers them with digital and life skills to be future-ready in the 21st century. Launched in 2021, under the aegis of the Infosys ESG Tech for Good charter, Infosys Springboard offers, beyond training resources, the mentors and career paths to enable learners to become industry-ready in a rapidly changing business world. Today, there are over 12m registered learners on Infosys Springboard.



“

From turning carbon neutral to pushing the boundaries of innovation in sustainability, at Infosys, we are constantly working towards realising the next opportunity to drive more green innovations. It is through continuous, constructive, and responsible engagement that we are able to expand our efforts to realise a sustainable future for ourselves and for our stakeholders. This is a testament to the work done by the founders and other leaders of Infosys for over four decades.

Ashiss Kumar Dash
EVP & Global Head of Services, Utilities, Resources, Energy and Sustainability, Infosys

2025 objectives	By 2030
Responsible Supply Chain – Increase number of suppliers that are Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance, in support of SDG 8 (Decent Work and Economic Growth)	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

Our products and services help provide essential insights and bring stakeholders together to address critical environmental issues globally, while we continue to reduce our own environmental footprint.

▶ **80%**

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

▶ **95%**

reduction in waste sent to landfill since 2018

▶ **53%**

reduction in energy since 2018

Didem Ozlap
Sustainability Data Manager,
RX



Analysing the environmental footprint of key exhibitions enables us and our exhibitors to make informed decisions that can reduce carbon emissions, leading to more sustainable shows.

A positive environmental impact; Spreading environmental knowledge

We provide essential environmental insights through our products and services which inform debate, aid decision makers globally and encourage research and development on environmental issues.

Risk

Cirium advanced the EmeraldSky methodology which delivers accurate flight emissions data that accounts for variables like aircraft age, engine type, flight stage, and load factor, along with satellite-tracked movements. This provides an independent measure of carbon emissions for the aviation industry.

Scientific, Technical & Medical

The Lancet published their 2024 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 53 indicators, drawing on the expertise of 122 scientists and health practitioners across 57 collaborating organisations worldwide.

Legal

Legal introduced the England and Wales Environment Tracker 2024, which tracks and summarises new and upcoming legislation and consultations linked to climate action and emissions reduction in England and Wales.

Exhibitions

The 2024 editions of RX's ISC West and ISC East took steps to tackle event waste, partnering with MeetGreen to stream and sort waste, increase recycling and compost waste. They also produced a Sustainability Guide for exhibitors to educate them on sustainability initiatives.

Across RELX

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 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 2024, 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 carbon removals. Details of our net zero transition road map are available on page 220.

We were a Taskforce for Climate-related Financial Disclosure (TCFD) Supporter until it was disbanded and have expanded our TCFD disclosure (see page 236). 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.

In creating and delivering our products and services we have an impact on the environment through carbon emissions, energy and water usage. But more important is our portfolio of environmental research, products and services, which spread environmental knowledge, good practice and action.

2024 Environmental Performance

	Absolute performance			Intensity ratio (absolute/GBPm revenue)		
	2023	2024	Change	2023	2024	Change
Scope 1 (direct emissions) tCO ₂ e	4,317	2,703	-37%	0.47	0.29	-39%
Scope 2 (location-based) emissions tCO ₂ e	36,616	29,989	-18%	4.00	3.18	-20%
Scope 2 (market-based) emissions tCO ₂ e	8,598	6,971	-20%	0.94	0.74	-21%
Scope 1 + Scope 2 (location-based) emissions tCO ₂ e	40,933	32,692	-20%	4.47	3.47	-22%
Total energy (MWh)	110,750	89,745	-19%	12.09	9.51	-21%
Water (m ³)	142,374	134,716	-5%	15.54	14.28	-8%
Waste sent to landfill (t)*	45	44	-3%	<0.01	<0.01	-5%
Sustainable production paper (%)	100	100	-	-	-	-

* From reporting locations only, excluding estimated data.

Actual environmental data covers approximately 85% 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 the calendar year.

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.

Current environmental targets to 2025

Focus area	Targets – 2025	2024 performance
Climate change	Reduce Scope 1 + 2 (location-based) carbon emissions by 46% against a 2015 baseline	-69%
Energy	Reduce energy and fuel consumption of our locations by 30% against a 2015 baseline	-59%
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 Book Chain Project as 'known and responsible sources', or certified to FSC or PEFC by 2025	100%

New environmental targets to 2030

Focus area	Targets – 2030	2024 performance
Climate change	Reduce Scope 1 + 2 (location-based) carbon emissions by 56% against a 2018 baseline	-61%
Energy	Reduce energy and fuel consumption of our locations by 65% against a 2018 baseline	-53%
Energy	Continue to purchase renewable electricity equivalent to 100% of RELX's global electricity consumption	100%
Waste*	Maintain waste sent to landfill from reporting locations at least 95% below 2018 levels	-95%
Production paper**	Maintain 100% of RELX production papers to be graded in Book Chain Project as 'known and responsible sources', or certified to FSC or PEFC	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 0.1% of paper not yet graded or certified.

Performance

Our focus is on delivering continuous improvement in our environmental performance year-on-year. In 2024, we reduced our energy consumption by 19% compared to 2023, with this resulting in a reduction of 20% in our Scope 1 and Scope 2 (location-based) emissions.

We also reduced our water consumption by 5% and continued to purchase 100% sustainable production paper.

We have achieved all environmental targets we set for 2025, as shown in the table to the left. In the year, the Science Based Targets Initiative validated our new carbon reduction target as aligned with the 1.5°C criteria. New targets for 2030, including the new science-based Scope 1 and 2 emissions reduction target, are listed in the table, below left, and supported by two targets to accelerate reductions in Scope 3 emissions:

- Reduce absolute Scope 3 emissions from purchased goods and services (incorporating capital goods), business travel and employee commuting by 30% in 2030 against a 2018 base year
- 60% of suppliers by spend covering purchased goods and services, fuel and energy related activities, upstream transportation and distribution and business travel will have science-based targets by 2027

We continue to report on our indirect Scope 3 emissions as indicated below.

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.

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 500 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 80%. In 2024, as stated, our new carbon target gained verification by the Science Based Targets Initiative aligned with the 1.5°C goal of the Paris Climate Agreement. It will require us to continue reducing greenhouse gas emissions and maintain our internal carbon pricing scheme, among other measures.

Our Net Zero transition plan can be found on page 220.

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 5% between 2023 and 2024 due to ongoing office space consolidation.

We engage with internal water experts who produce water-related content for our customers. In 2024, we provided customers 24 peer-reviewed journals in water science and technology, including Water Research.

Energy

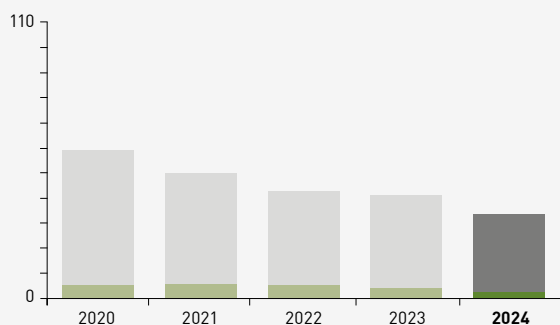
As RELX predominantly occupies leased locations with few opportunities for onsite generation, we rely on green tariffs and renewable energy certificates (RECs) to purchase renewables equal to 100% of our global electricity consumption. In 2024, we purchased Green-e certified wind RECs.

Energy consumption at our offices, representing around 50% of the total, decreased in 2024 due to ongoing office space consolidation. Energy from our owned data centres, 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.

Absolute emissions

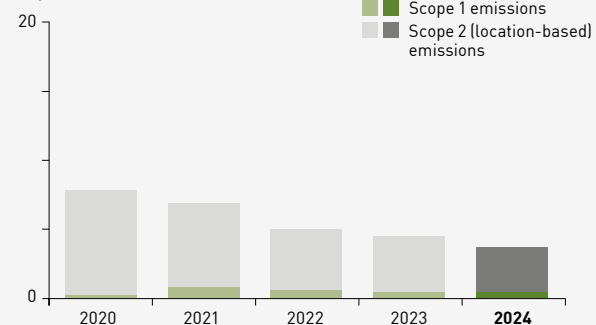
tCO₂e 1,000s



2018 is our baseline year for environment targets. Data available on page 36.

Intensity emissions

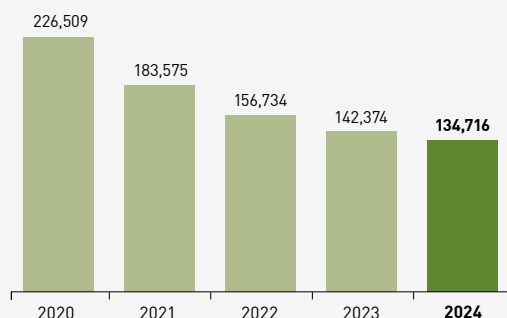
tCO₂e per GBPm revenue



Data available on page 61.

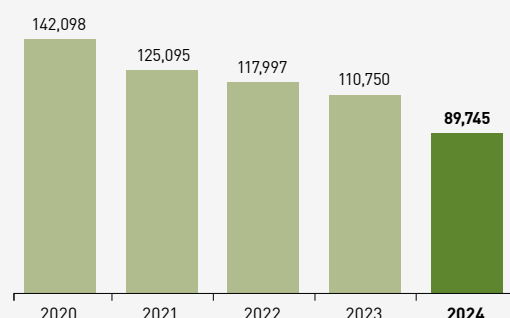
Water usage

Cubic metres



Energy consumption

MWh



Waste

Total waste generated across all locations decreased by 8% in 2024, primarily due to changes in how our office space is utilised.

Of waste generated across all locations, we estimate 71% 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, 75% was recycled. In 2024, waste sent to landfill from reporting locations, excluding estimated data, decreased by 3% due to careful management of project waste streams and the ongoing office space utilisation projects.

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 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.

Paper

The quantity of production paper purchased in 2024 decreased by 16% over 2023 and by 71% since 2010 as we deliver more of our products online, reflecting a circular economy approach to conducting our business.

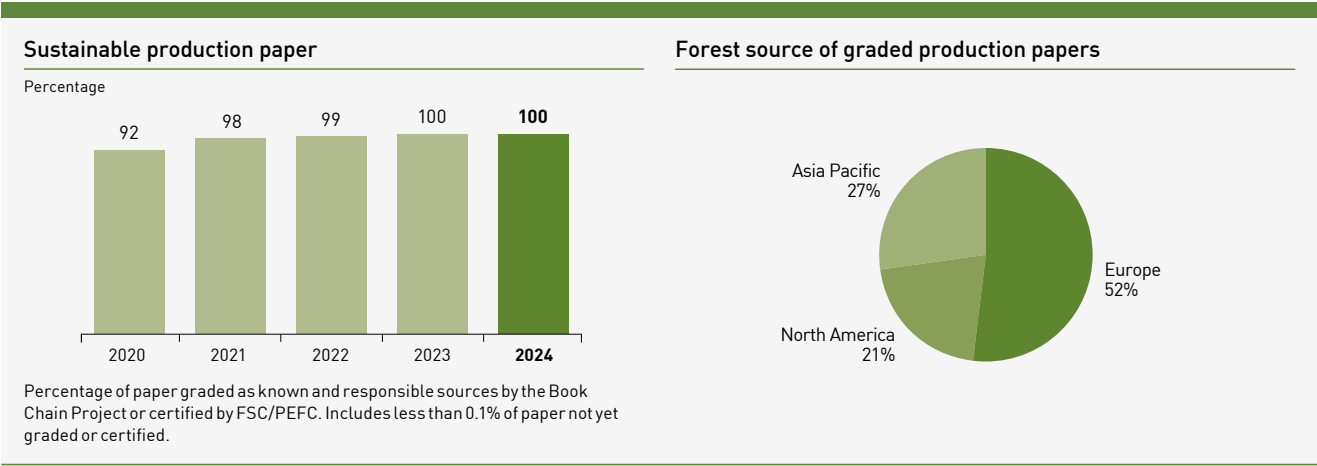
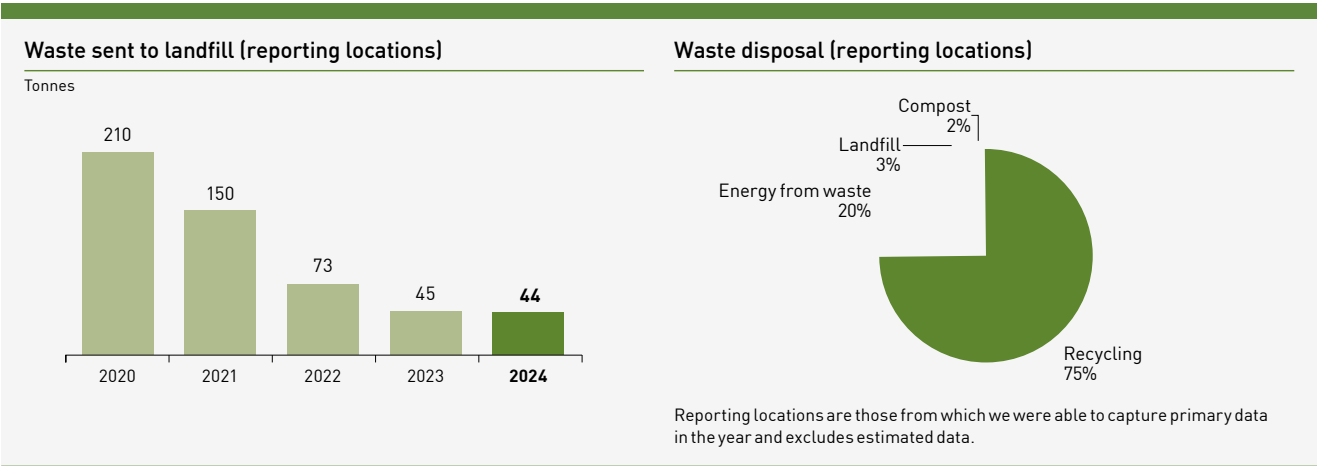
During 2024, we updated the RELX Paper Policy to highlight our commitment to avoiding deforestation and other environmental impacts through the purchase of sustainably sourced papers.

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.

We are a founding member of the Book Chain 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 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 2024, we used approximately 95 tonnes of office paper. To reduce paper use at sites with higher consumption levels, we have set specific targets.



Impacts in our value chain

Scope 3

In 2024, 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.

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 estimated that our share of the Scope 1 and Scope 2 carbon emissions of our suppliers, excluding business travel, cloud computing services (see below), distribution and events (see below), is approximately 50,000 tCO₂e per annum.

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 2024 market-based carbon emissions associated with all cloud computing services provided to RELX to be 244 tCO₂e.

Using location-specific emissions factors and office attendance data, we estimated emissions from home working in the year to be around 12,000 tCO₂e.

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 2024 to be around 5,900 tCO₂e.

RX has partnered with peers on Net Zero Carbon Events. Launched at COP26, 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 gathering emissions data associated with an event's value chain.

We dispose of defunct hardware and other electronic waste according to local regulations and recycle only if equipment cannot be reused. We partner with Camara Education to donate equipment to provide access to computers for students in Ethiopia, Kenya, Tanzania and Zambia. Equipment is refurbished for use or sold with proceeds going to set up computer labs, train teachers and provide locally relevant educational content. Any equipment that cannot be refurbished is appropriately recycled.

Scope 3 Emissions

	2023	2024	Change
Category 1 & 2: Purchased goods and services including capital goods (tCO ₂ e)	271,000	272,000	0%
Category 6: Business travel (tCO ₂ e) including flights	17,804	19,594	10%
Category 7: Employee commuting (tCO ₂ e)	5,100	5,900	16%

Scope 3 categories covered by the Scope 3 reduction target, validated by the Science Based Targets Initiative.

RELX Environmental Challenge

2024 marked the fourteenth 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.

Since 2011, the RELX Environmental Challenge has been awarded to projects that best demonstrate how they can provide sustainable access to safe water or sanitation. A \$50,000 prize is granted to the first place entry and a \$25,000 prize for the second place entry. The winners also receive free access for one year to ScienceDirect, Elsevier's database of full text, scientific information. Projects must have clear practical applicability, address identified need and advance related issues such as health, education, or human rights.

The 2024 first prize winner was LivingWaters Systems, a low cost, portable, rainwater harvesting guttering system designed to support its own weight without being physically attached to its host housing unit, therefore making it suitable for use on any home with a pitched roof, including refugee tents and less durable informal structures.

The second prize winner was Permalution, a start up company harnessing fog and clouds with its innovative technology, collecting between 150-400 litres of water per day per unit.



The Environmental Challenge shows the power of knowledge and innovation.

Mirieme Hill
RELX Environmental Challenge

Progress and objectives

2024 PERFORMANCE Implement new SBTi environmental targets We aim to be net zero by 2040 at the latest. In support of that long-term ambition, we set near term carbon reductions targets. To ensure our targets are in line with the reductions required to meet the aims of the Paris climate agreement, we submitted new targets to the Science Based Targets Institute (SBTi). In the year, the SBTi successfully validated our targets against the 1.5°C criteria. These new targets, as set out on page 61, signal our continued commitment to action on climate change. The new target to engage our suppliers on setting their own science based targets will support our aim to reduce Scope 3 carbon emissions, including emissions across our supply chain.	
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2024 PERFORMANCE Publish RELX net zero transition plan We have made significant progress in minimising our contribution to climate change, achieving a 79% reduction in Scope 1 + Scope 2 (location-based) emissions since 2010. Those improvements have required the sustained efforts of colleagues across the business. As we concentrate on further reducing our remaining emissions, it is important to understand what actions we can take, over what timeframe to help us achieve net zero. We developed a net zero transition plan which builds on our high level roadmap. This lays out a series of possible actions that we can take and how these might reduce our potential emissions in future years to ensure we remain in line with the 1.5°C reduction pathway. See the transition plan on page 220.	
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2025 objectives	By 2030
Environmental responsibility – Implement new environment targets covering energy, waste and management system, in support of SDG 12 (Responsible Consumption and Production) Carbon reduction – Implement employee action budget, funded by internal carbon price, in support of SDG 13 (Climate Action)	Further environmental knowledge and insight globally through our products and services and conduct our business with the lowest environmental impact possible

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