NOMINATIONS COMMITTEE

TERMS OF REFERENCE

COMMITTEE OF THE BOARD OF RELX PLC (the "Company")

Purpose

The Nominations Committee (the "Committee") shall provide assistance to the Board of RELX PLC (the "Board") by leading the process for appointments to Board roles, identifying individuals qualified to become directors and recommending to the Board the appointment of such nominees and overseeing the development of a diverse pipeline for succession.

Responsibilities and Duties

The responsibilities and duties of the Committee are:

- To keep under review the size and composition (including the skills, experience, independence, knowledge, diversity and length of service) of the Board and make recommendations to the Board with regards to any changes that are deemed necessary.
- To ensure that plans are in place for orderly succession to Board roles and those positions within the first layer of management below the Board (Senior Management), and to oversee a diverse pipeline for such succession.
- To agree the specification for the recruitment of new directors, taking into account the composition of the Board and the Board's Inclusion Policy.
- To procure the recruitment of new directors.
- To make recommendations to the Board for the appointment of new directors to the Board, subject, where applicable, to the appropriate approval of shareholders in due course.
- To recommend directors to serve on the Committees of the Board, giving consideration to the criteria for service on each committee as set out in the terms of reference for such committees and the Board's Inclusion Policy.
- To recommend directors to serve as the Chair of the Committees of the Board.
- To make recommendations to the Board in relation to:
    - the re-appointment of any non-executive director at the conclusion of the specified term of office (it being the intention that non-executive directors should generally serve no more than 3 terms of 3 years each), having regard to the profile of the Board, the needs of the Company at the relevant time and the performance of the particular director concerned; and
    - the election or re-election of directors by shareholders.
- To appoint such consultants and advisers as may be appropriate to enable it to fulfil its purpose, including the authority to approve the fees payable to such advisers and any other terms of retention.
- In relation to actual or potential conflicts of interest:

- to review and make recommendations to the Board on the authorisation of directors' conflicts of interest, including any terms to be imposed in relation to a director's conflict of interest; and
- the annual review of directors' actual or potential conflicts of interest on behalf of the Board.

- To deal with such other organisational or other matters as may from time to time be delegated to it by the Board.

Membership

Committee members shall be appointed by the Board and shall comprise:

- The Chair of the Board, for the time being; and
- At least two independent non-executive directors.

The Chair of the Committee shall be the Chair of the Board, for the time being and, in their absence, the person designated by the Chair to act in their absence or in the absence of such designation the member of the Committee chosen by the other members. However, any part of a meeting of the Committee which deals with the appointment of a successor to the Chair of the Board shall be Chaired by the Senior Independent Director or, in their absence or if deemed appropriate by the Committee, any member of the Committee other than the Chair of the Board.

Only members of the Committee have the right to attend Committee meetings. The Committee may invite to its meetings any director, member of management, and such other persons, as it deems appropriate in order to carry out its responsibilities. The Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities.

The Secretary shall be the Company Secretary of RELX PLC.

Quorum

Any two members.

Reporting Responsibilities

The Chair of the Committee shall report regularly to the Board on its proceedings following meetings on matters within its duties and responsibilities, as appropriate.

The Committee shall produce a report to be included in the RELX annual report describing its activities and, amongst other things, the following:

- the process used in relation to Board and Senior Management appointments, its approach to succession planning and how both support developing a diverse pipeline;
- how the Board evaluation has been conducted, the nature and extent of an external evaluator's contact with the Board and individual directors, the outcomes and actions taken, and how it has or will influence Board composition;

- the Board's policy on inclusion, its objectives and linkage to company strategy, how it has been implemented and progress on achieving the objectives; and
- the gender balance of those in the Senior Management team and their direct reports.

Annual Review

The Nominations Committee should at least once a year review its own performance, composition, plan of business and terms of reference and recommend any changes it considers necessary to the Board for approval.

Approved with effect from 4 December 2025