

The global provider of information-based analytics and decision tools

| RELX Investor Relations contacts  |   |  |
|---|---|--|
| Paul Sullivan – Head of Investor Relations paul.sullivan@relx.com       | James Statham – Director, Investor Relations james.statham@relx.com |  |
| Natalia Gardner – Investor Relations Associate natalia.gardner@relx.com | Kate Whitaker – Investor Relations<br>kate.whitaker@relx.com        |  |



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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

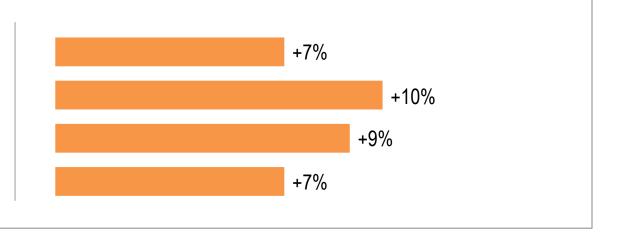


# RELX global scale and growth 2024

- Revenue: £9.4bn
- Adjusted operating profit: £3.2bn
- EBITDA margin 39.5%
- Adjusted operating margin: 33.9%
- Cash flow conversion: 97%
- Net debt / EBITDA: 1.8x

- >36,000 employees worldwide
- Customers in more than 180 countries
- Listings in London, Amsterdam and New York (ADR)
- Market capitalisation¹: £64bn / €74bn / \$86bn

Underlying revenue growth
Underlying adjusted operating profit growth
Adjusted EPS growth at constant currency
Full year dividend growth



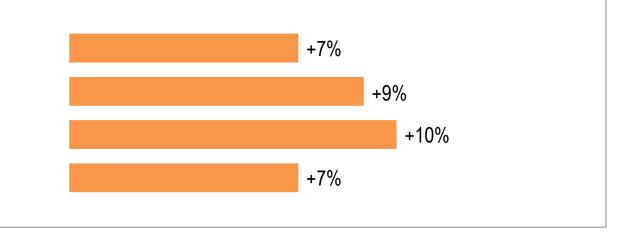
<sup>1</sup>At 22 Oct 2025 See Annual Report for definitions and reconciliations Dividend growth calculated in GBP



# H1 2025 Progress and financial highlights

- Strong financial results
- Continued operational and strategic progress

Underlying revenue growth
Underlying adjusted operating profit growth
Adjusted EPS growth at constant currency
Interim dividend growth





# Progress and outlook

## H1 2025 progress

"RELX delivered strong revenue and profit growth in the first half of 2025, in line with full year 2024 but with a higher quality growth profile: Risk with continued strong growth, Scientific, Technical & Medical with continued good growth and developing momentum, Legal with a further step up in growth, and Exhibitions now established at strong ongoing growth."

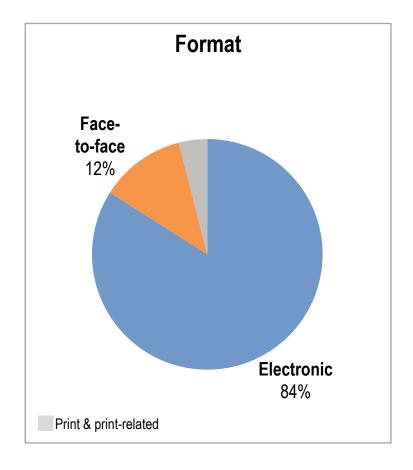
"The improving long-term growth trajectory continues to be driven across the group by the ongoing shift in business mix towards higher growth analytics and decision tools that deliver enhanced value to our customers."

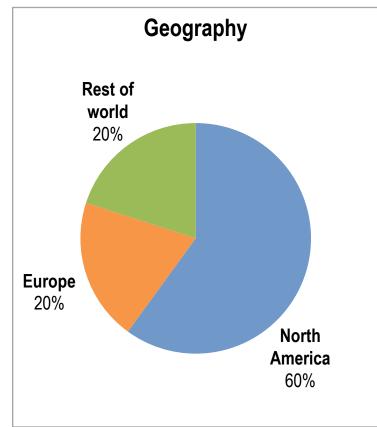
## 2025 full year outlook

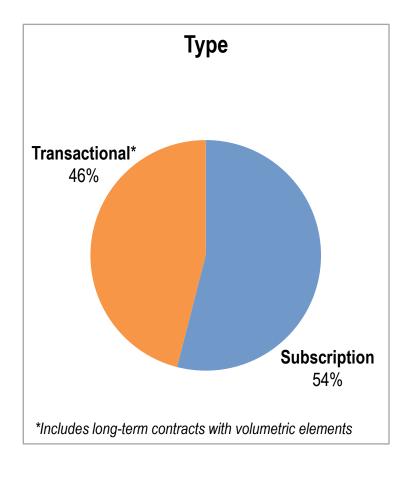
We continue to see positive momentum across the group, and we expect another year of strong underlying growth in revenue and adjusted operating profit, as well as strong growth in adjusted earnings per share on a constant currency basis.



# RELX revenue by category H1 2025



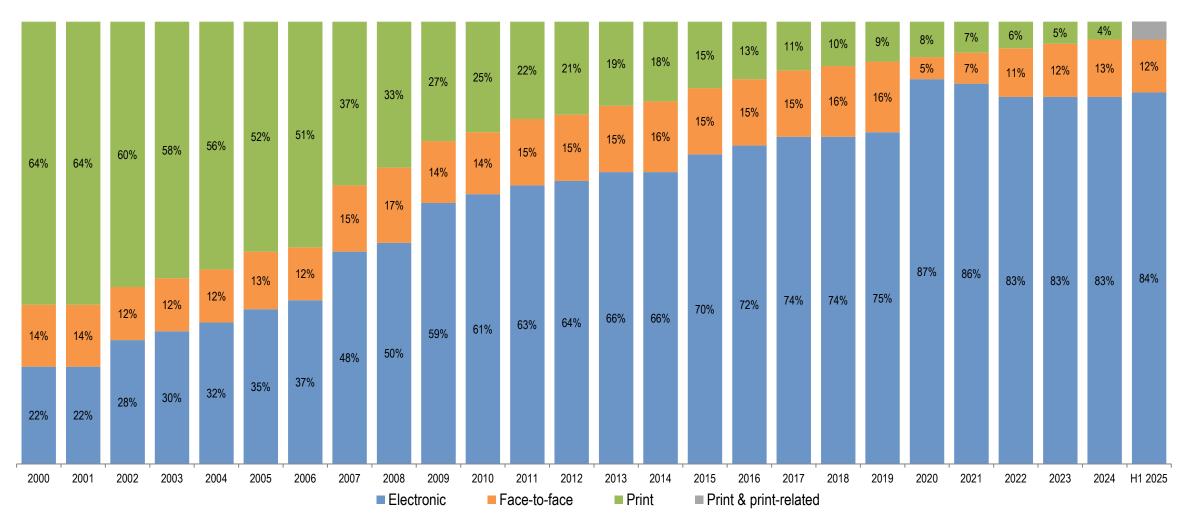






# RELX revenue by format

## 2000-H1 2025:





## RELX strategic direction

## **Strategy**

- Develop increasingly sophisticated information-based analytics and decision tools that deliver enhanced value to professional and business customers across market segments
- Primary focus on organic growth, supported by targeted acquisitions

## **Growth objectives**

### Risk

Sustain strong long-term growth profile

### STM

Continue on improving growth trajectory

## Legal

 Continue on improving growth trajectory

### **Exhibitions**

Sustain strong long-term growth profile

#### **Outcomes**

Better customer outcomes

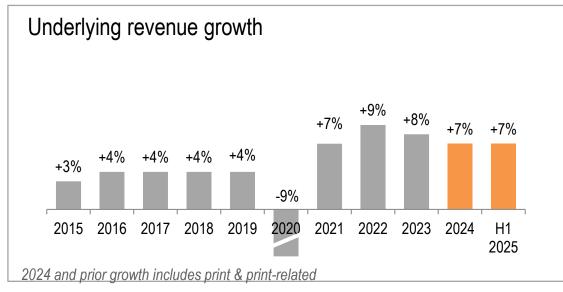
Higher growth profile

Improving returns

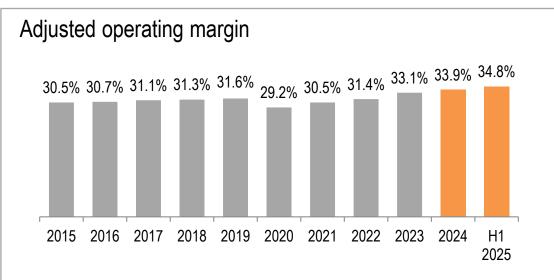
Positive impact on society

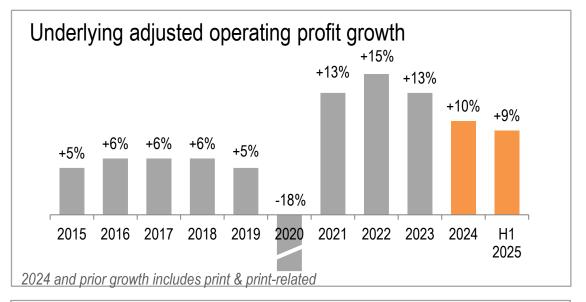


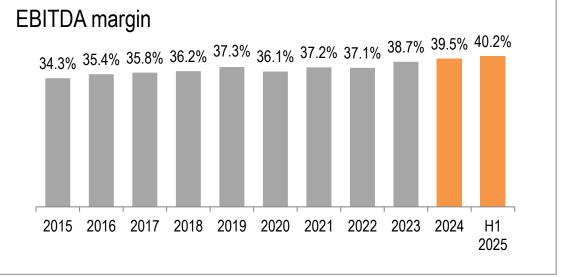
# Financial performance





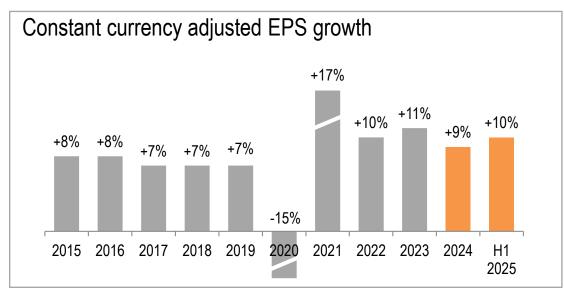


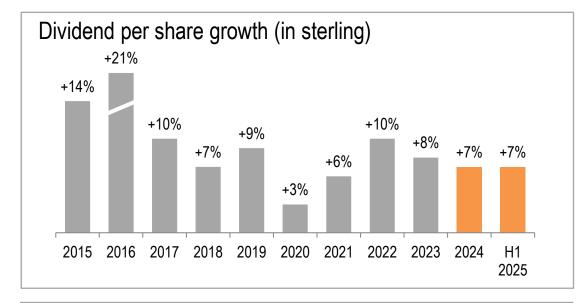


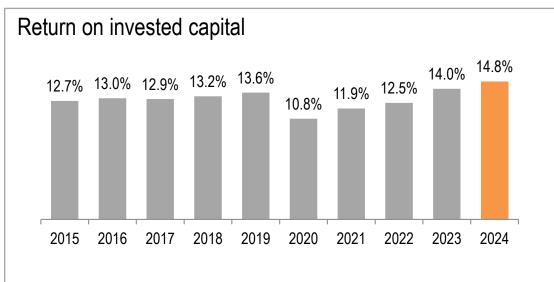


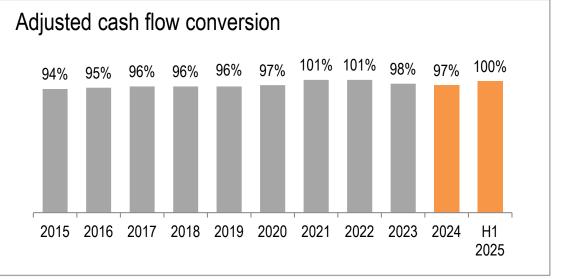


# Financial performance



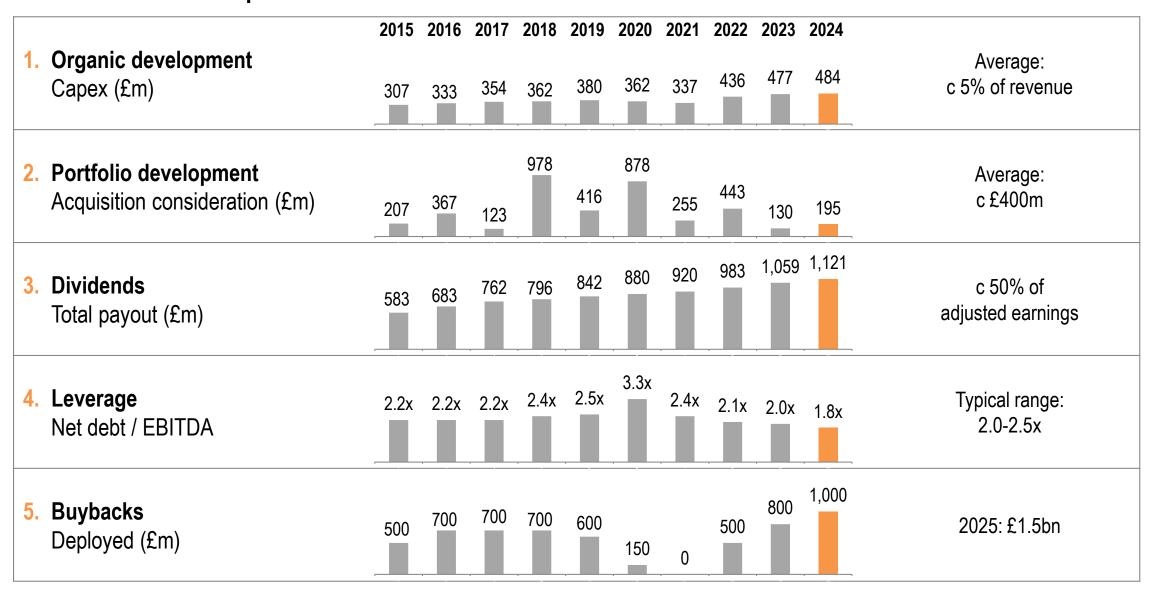








## Uses of cash - priorities





# RELX revenue by segment

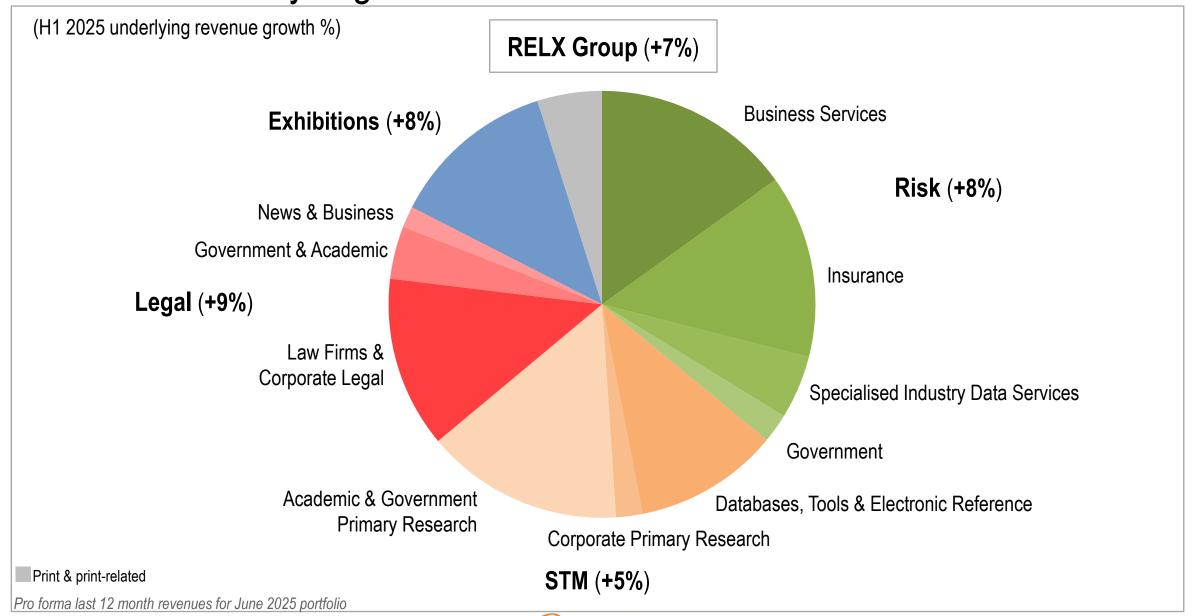
|             |   | market position                 | Restated<br>2024<br>revenue £m | adjusted<br>operating<br>profit £m |
|-------------|---|---------------------------------|--------------------------------|------------------------------------|
| Risk        | Provides customers with information-based analytics and decision tools that combine public and industry-specific content with advanced technology and algorithms to assist them in evaluating and predicting risk and enhancing operational efficiency                                  | Key verticals #1                | 3,336                          | 1,233                              |
| STM         | Helps researchers and healthcare professionals advance science and improve health outcomes by combining high-quality scientific and medical information and trusted data sets with leading technology to deliver analytical tools that facilitate insights and critical decision-making | Global #1                       | 2,624                          | 981                                |
| Legal       | Helps its customers improve decision-making, achieve better outcomes and increase productivity by providing tools that combine legal, regulatory and business information with powerful analytics   | US #2<br>Outside US #1 or<br>#2 | 1,718                          | 381                                |
| Exhibitions | Combines industry expertise with data and digital tools to help customers connect face-to-face and digitally, learn about markets, source products and complete transactions  | Global #2                       | 1,239                          | 398                                |



Restated

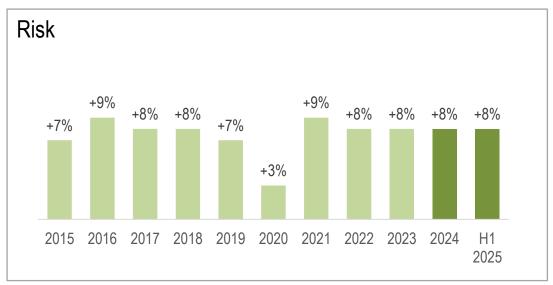
2024

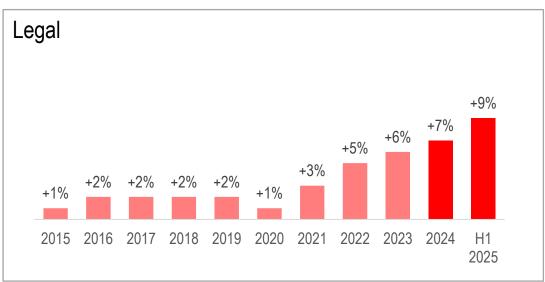
RELX revenue by segment

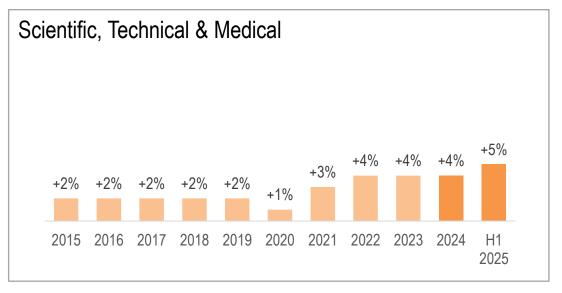


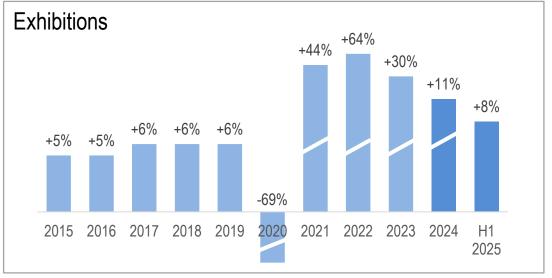


# RELX underlying revenue growth by segment











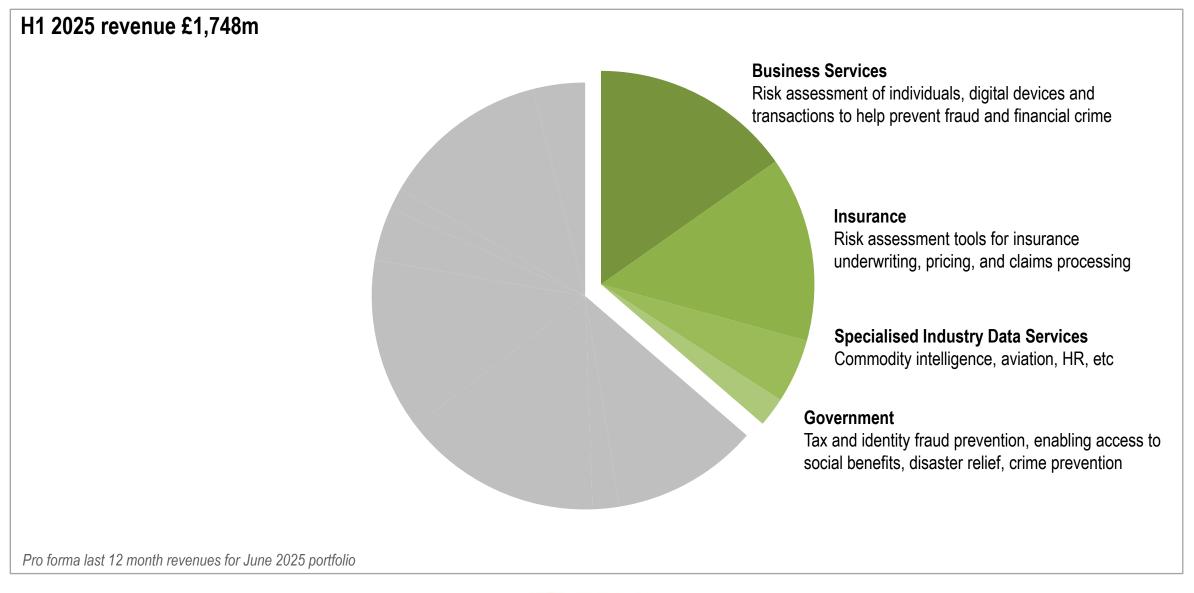


## Risk

Provides customers with information-based analytics and decision tools that combine public and industry-specific content with advanced technology and algorithms to assist them in evaluating and predicting risk and enhancing operational efficiency



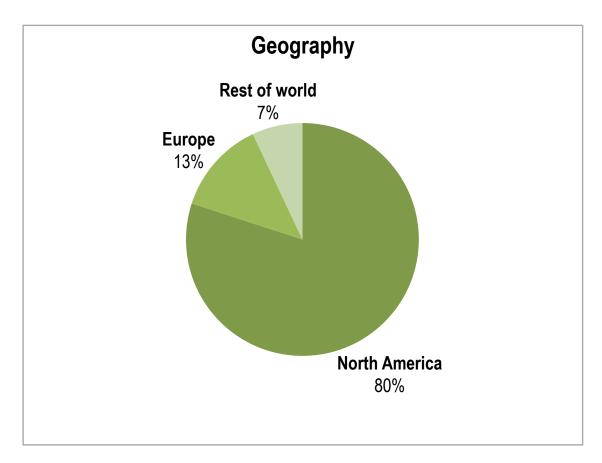
# Risk: revenue by segment

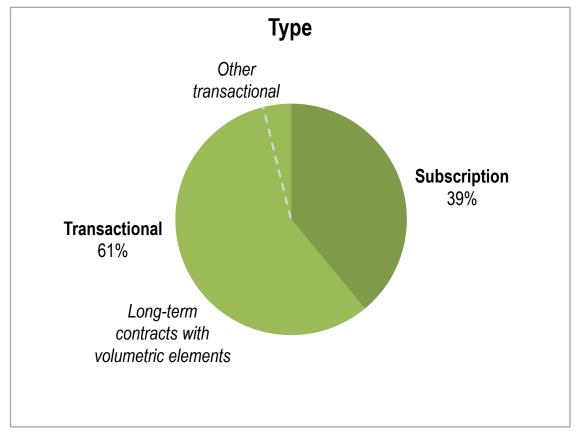




## Risk

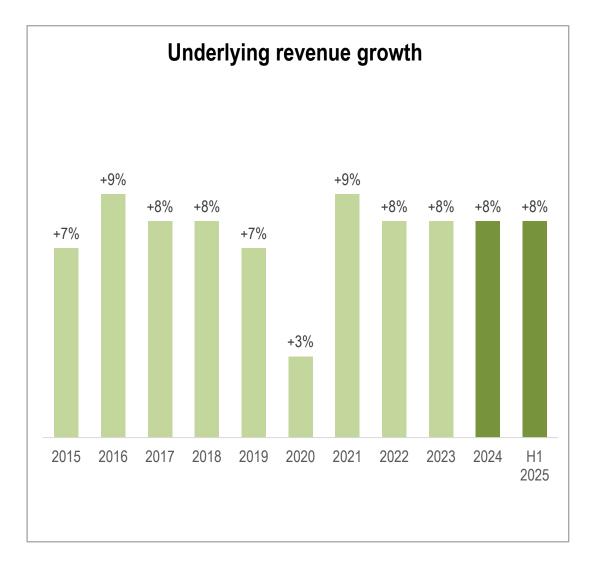
## H1 2025 revenue £1,748m

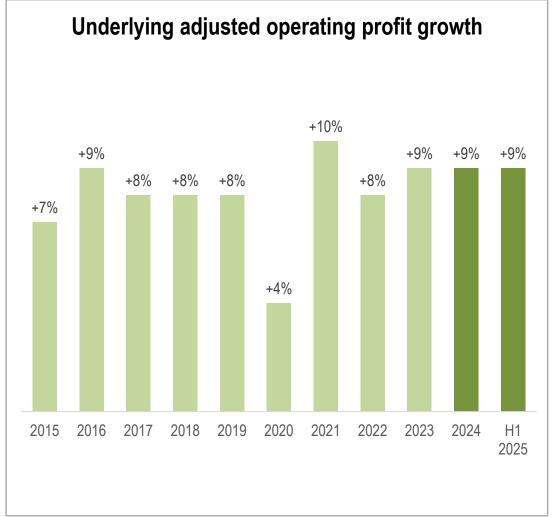






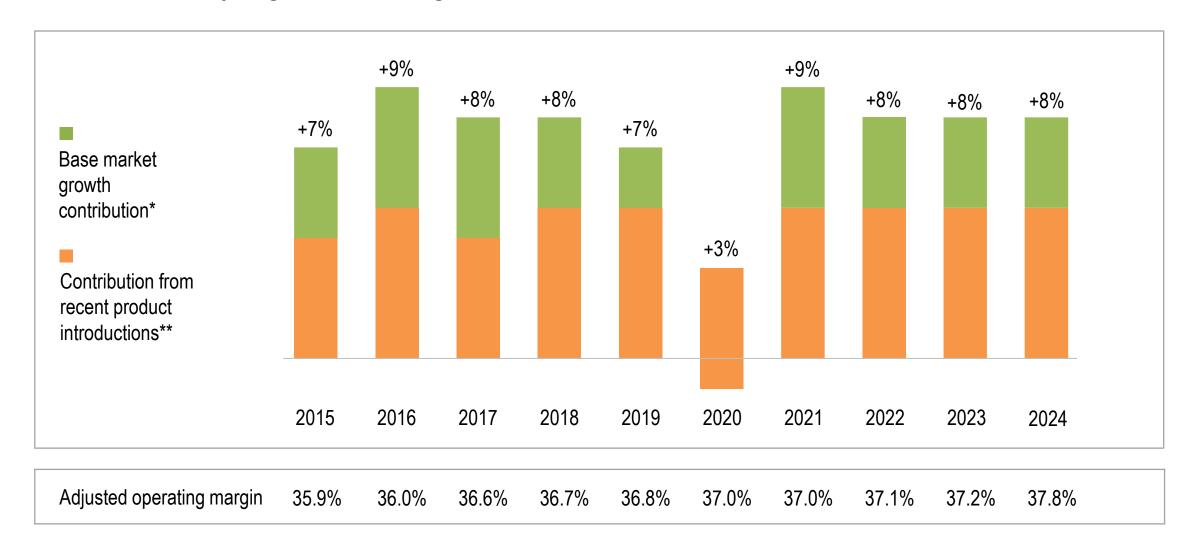
# Risk Underlying growth rates







# Risk: underlying revenue growth



<sup>\*</sup> Products more than 5 years old



<sup>\*\*</sup> Products less than 5 years old

## Risk

## Our four key capabilities driving organic innovation engine



1. Deep customer understanding



2. Leading data sets



3. Advanced linking and analytics



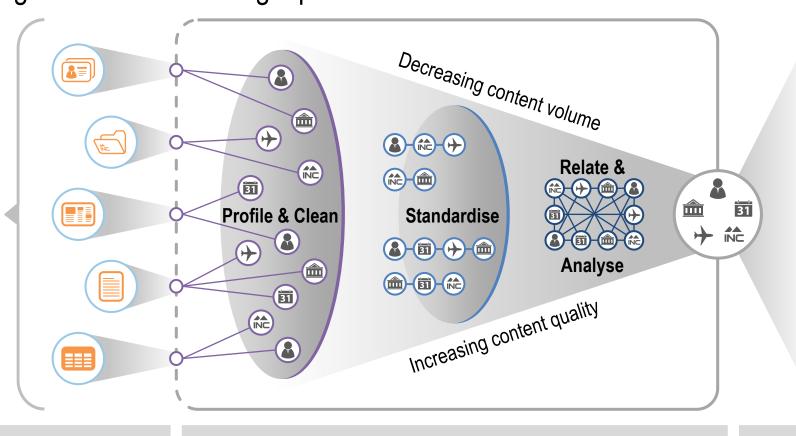
4. Powerful technology in global platforms



# Risk Delivering to customers in single point of execution

## Data Sources

- Public Records
- Contributory
- Digital
- Machine-tomachine
- Licensed
- Proprietary



# Example solutions:

- Identity and device authentication
- Insurance risk scoring
- Continuous risk monitoring

#### Unstructured and structured content

 High-quality data from a wide array of sources in multiple formats

#### Big data platforms

- Grid computing with low-cost servers
- Linking algorithms that generate high precision and recall
- Machine learning algorithms to cluster, link and learn from the data
- · High speed data ingestion, recall, and processing
- Rapid development cycles

### Analysis applications

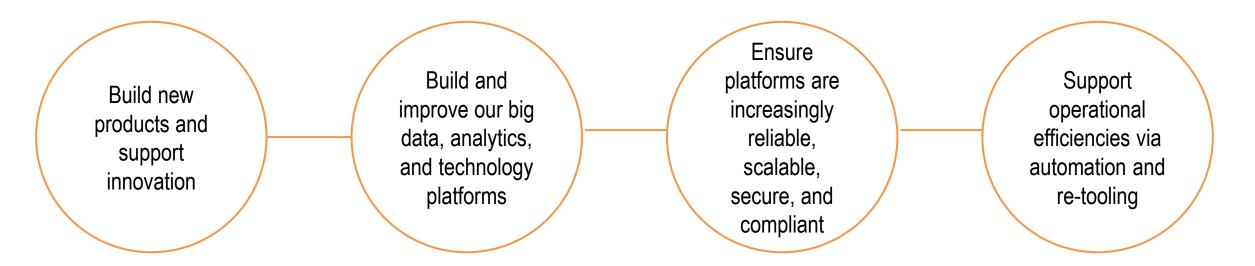
- Proprietary algorithms
- Predictive modeling
- Machine learning and artificial intelligence

## Customer single point of execution

- Modular product suites
- Flexible delivery platforms



# Technology at Risk



### **Global Scale**

- \$1.9bn RELX annual technology spend
- >3,600 technologists at Risk and 12,000 at RELX
- 15+ years of experience with big data and AI/ ML
- Technology agnostic
- Leverage approaches across RELX



# Business Services solutions help customers solve daily business challenges

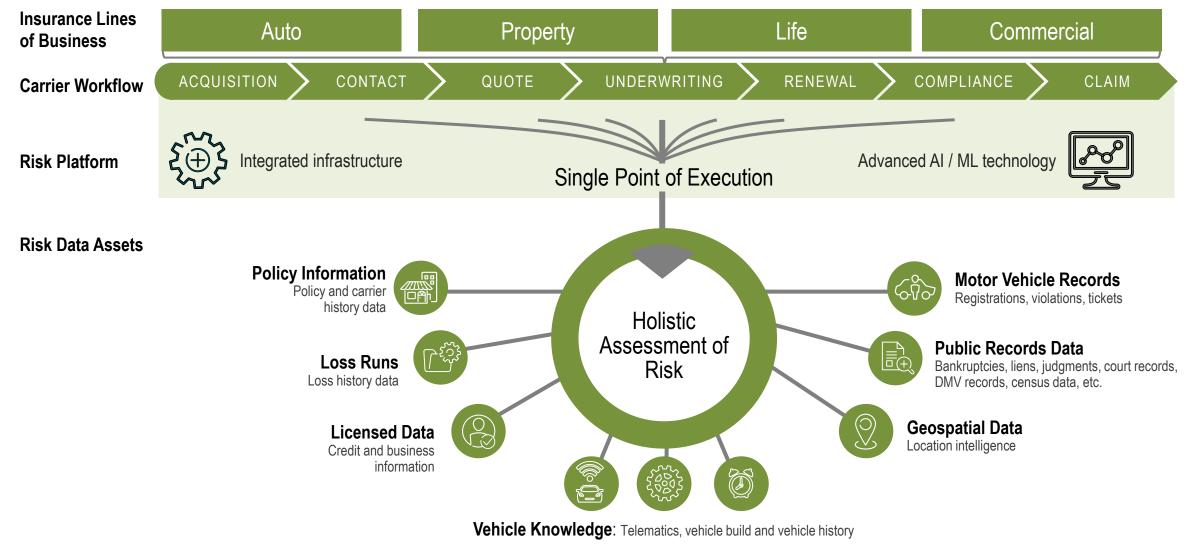
We enable our customers to assess risk associated with an individual or a transaction – allowing our customers to make higher-confidence decisions and creating greater trust during a transaction flow

| Segment   | Fraud & Identity   | Financial Crime Compliance  | Credit / Business Risk<br>and other  |
|-----------|--|---|--|
| Solutions | <ul> <li>Protect consumer identities</li> <li>Prevent account takeover</li> <li>Reduce banking and e-commerce fraud</li> <li>Reduce friction for legitimate consumers</li> </ul> | <ul> <li>Protect customers from financial crime</li> <li>Detect relevant financial crime risk<br/>(know your customer (KYC), anti-money<br/>laundering (AML), watchlist screening)</li> <li>Provide faster, smoother and more<br/>secure consumer experience</li> </ul> | <ul> <li>Enhance understanding of risk, profitability potential and credit worthiness of consumers and prospects</li> <li>Enable consumers and businesses to access credit and services</li> </ul> |
| Position  | <ul> <li>#1 in US physical identity, global digital identity</li> </ul>  | • #1 in global financial crime compliance   | #1 in US alternative credit, contact and locate information  |



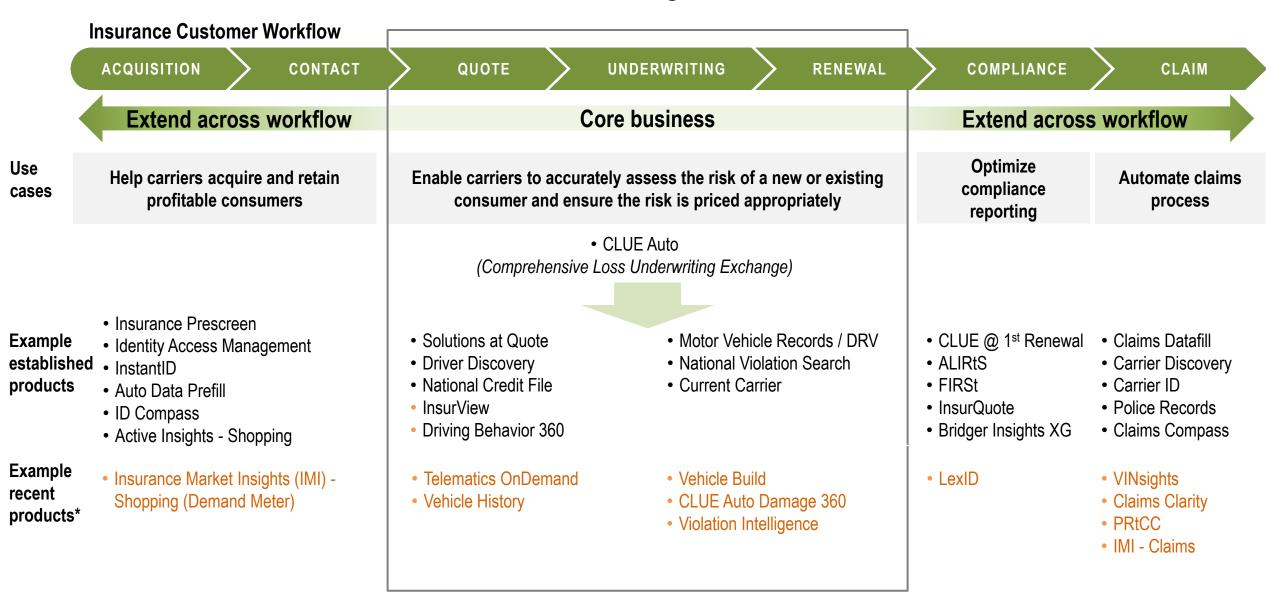


# Insurance solutions enable real-time decisions across the carrier workflow



**REL** 

# US Auto Insurance: Innovation-driven growth



Note: Orange font indicates products launched within last 5 years



# Adjacencies: Extension into attractive adjacent sectors

|                       | US Property  | US Commercial   | US Life  | International   |
|-----------------------|--|---|--|---|
| Carrier<br>challenges | <ul> <li>Challenging and costly to acquire holistic data on property risks</li> <li>Profitability challenges from heightened claims severity and manual processes</li> </ul> | <ul> <li>Limited access to accurate and current business data</li> <li>High customer friction due to repetitive, manual data collection</li> </ul>  | <ul> <li>Long underwriting timelines,<br/>leading to low completion rates</li> <li>Highly manual processes to access<br/>health data for underwriting</li> </ul> | <ul> <li>UK carriers experiencing high claim losses and increasing shopping activity</li> <li>Pricing discretion regulations in China now enable carriers to seek additional risk attributes for risk assessment</li> </ul> |
| Use cases             |  | <ul> <li>Enable carriers to accurately assess the risk of a new or existing consumer</li> <li>Automate and streamline manual processes</li> <li>Help carriers acquire and retain profitable customers</li> <li>Support meeting compliance requirements</li> </ul> |  |   |
| Example products      | <ul><li>Property Data Prefill</li><li>CLUE Property</li><li>Rooftop</li><li>Smart Selection</li></ul>  | <ul> <li>Prospect Base</li> <li>Driver Discovery</li> <li>CLUE Commercial</li> <li>Commercial Data Prefill</li> <li>Current Carrier Commercial</li> <li>Flyreel for Commercial</li> </ul>   | <ul> <li>Life Risk Classifier</li> <li>Life Risk Attributes</li> <li>Life Data Prefill enhancements</li> <li>Human API</li> <li>Life Smart Path</li> </ul>       | <ul> <li>Quote Intelligence</li> <li>Policy Insights</li> <li>Vehicle Build</li> <li>New Energy Vehicle Score</li> </ul>  |

Note: Orange font indicates products launched within last 5 years

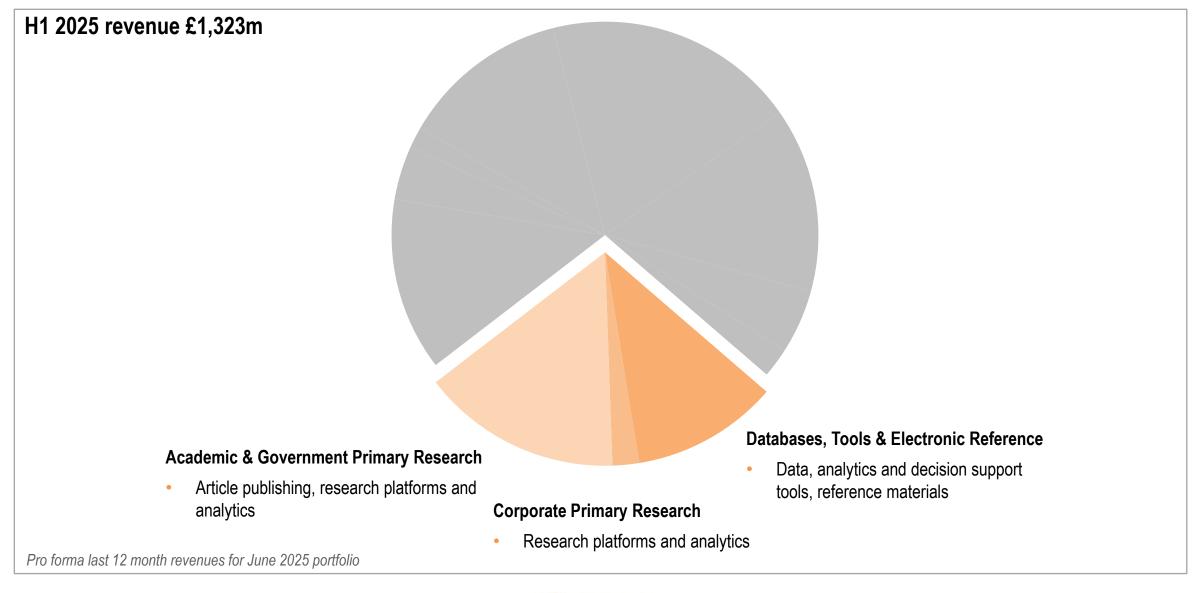


## Scientific, Technical & Medical

Helps researchers and healthcare professionals advance science and improve health outcomes by combining high-quality scientific and medical information and trusted data sets with leading technology to deliver analytical tools that facilitate insights and critical decision-making



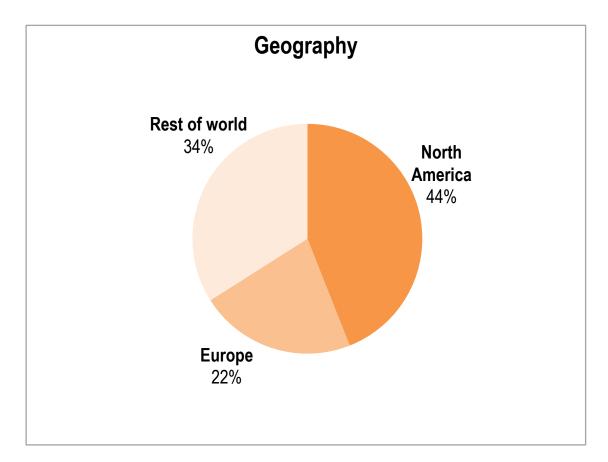
# Scientific, Technical & Medical: revenue by segment

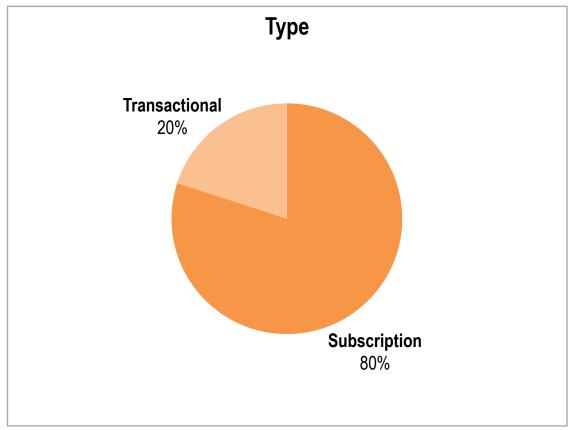




# Scientific, Technical & Medical

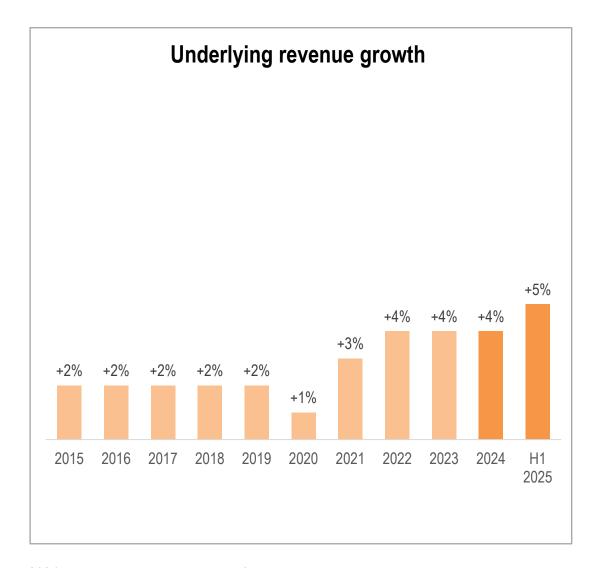
H1 2025 revenue £1,323m







# Scientific, Technical & Medical Underlying growth rates







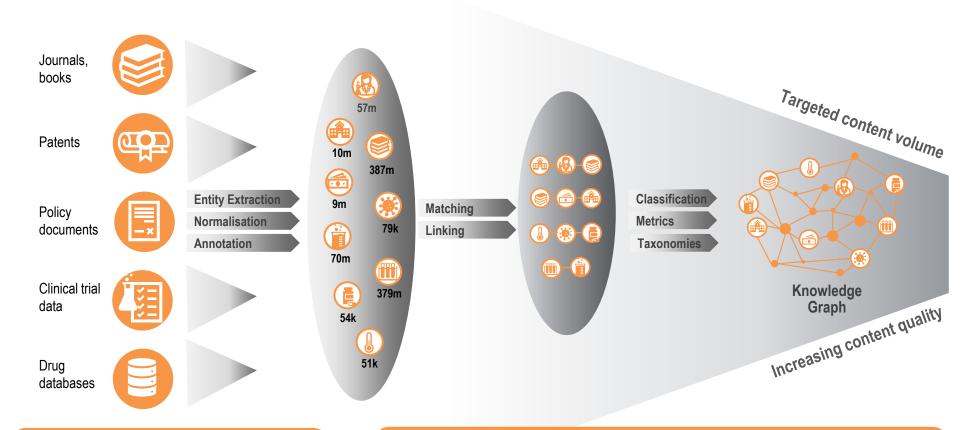


# Leveraging our four key capabilities to deliver analytics and decision tools

- Deep customer understanding and domain knowledge
- Leading content and data sets, eg primary research, patents, drug databases, medical claims
- Advanced linking capability and sophisticated analytics
- Powerful technology in global, modular, scalable platforms leveraging RELX capabilities



## Delivering insights and analysis to customers



#### Structured and unstructured content, eg

- >101m publication records, from >47k sources;
   >165m patents; >2.7m preprints; >9m grants;
   >41m datasets; c7m policy doc links
- >53k drug database records; clinical trial data; clinical guidelines
- Identity data >290m unique individuals; >8bn medical claims, >15m providers and affiliations

#### Big data platforms

- High-quality & extensible natural language-based entity tagging & machine learning and rules-based linking
- Deep domain knowledge through proprietary data sets (eg taxonomies) and policies to link & represent key entities

## **STM product examples**

ScienceDirect<sup>®</sup>AT SciVal Embase AI Reaxys Pure Impact AI Scopus<sup>®</sup> Scopus<sup>®</sup>AI ClinicalKey AI + Sherpath AI+ Interfolio Complete Anatomy ClinicalPath EmBiology Pure Engineering Village **Knovel Complete HeartX** PharmaPendium Mendeley Shadow Health SciBite



- Modular product suites
- Flexible delivery platform



# Helping customers solve critical and complex problems

| Segment    | Academic & Government  | Corporate   | Health   |  |
|------------|--|---|--|--|
| Customers  | <ul><li>Universities</li><li>Government</li><li>Funding organisations</li></ul>  | <ul> <li>Research-intensive corporations, key segments:</li> <li>Life Sciences</li> <li>Chemicals</li> <li>Engineering</li> </ul> | <ul> <li>Healthcare providers</li> <li>Healthcare payers</li> <li>Healthcare IT</li> <li>Pharmacies</li> <li>Medical and nursing schools</li> </ul>  |  |
| Objectives | <ul> <li>Make funding allocation decisions</li> <li>Accelerate and improve research, discovery and collaboration</li> <li>Evaluate and benchmark research performance</li> </ul> | <ul> <li>Support drug research and discovery</li> <li>Help engineering intensive companies drive innovation</li> </ul>            | <ul> <li>Support treatment selection and standardise care; enable evidence-based clinical decision making at point of care</li> <li>Measure and improve learning outcomes</li> <li>Support clinical and operational decisions with real time data</li> </ul> |  |

Combine content and data with sophisticated analytics and technology for specific use cases



## We help validate, improve and disseminate science

## Industry leading, scalable journal eco-system

Receive and assess submissions

Manage peer review

Edit & prepare

Publish & disseminate

Archive & promote

Validate that articles are sound science and a good fit to our journals

- 3,000 journal brands
- >3.8m article submissions<sup>1</sup>
- ~6 authors per article
- 2+ peer reviewers per article

Helping authors **improve their articles** and edit for **completeness and accuracy** 

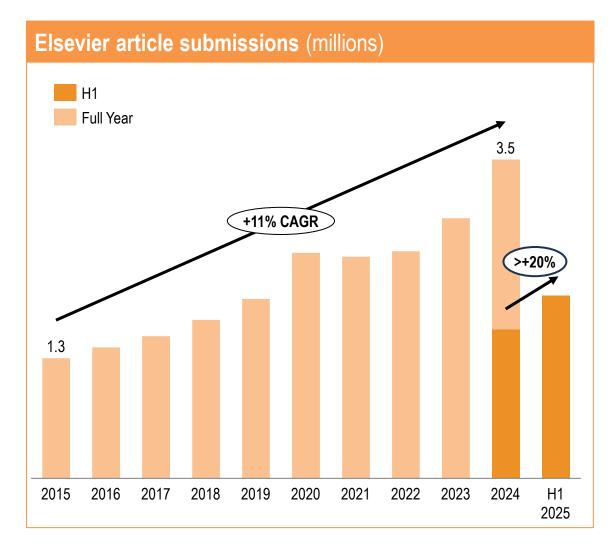
- >36,000 editors
- ~100,000 editorial board members
- >1.8m reviewers
- 94% of articles have content changes in peer review
- 95% of articles have content changes in production

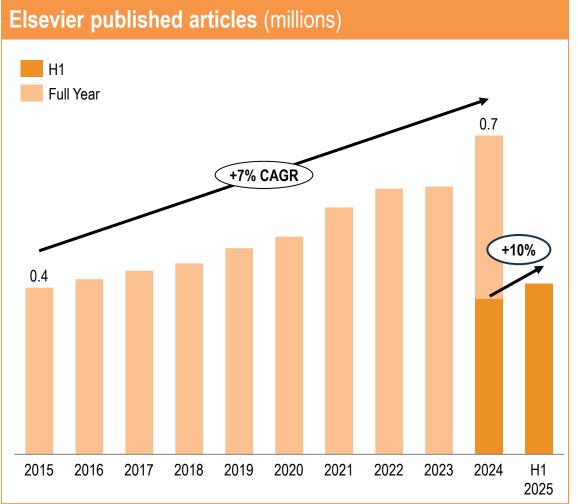
Drive visibility, usability and global reach on leading platforms

- >750,000 articles published<sup>1</sup>
- >2.7bn articles consumed<sup>1,2</sup>
- >22m articles archived



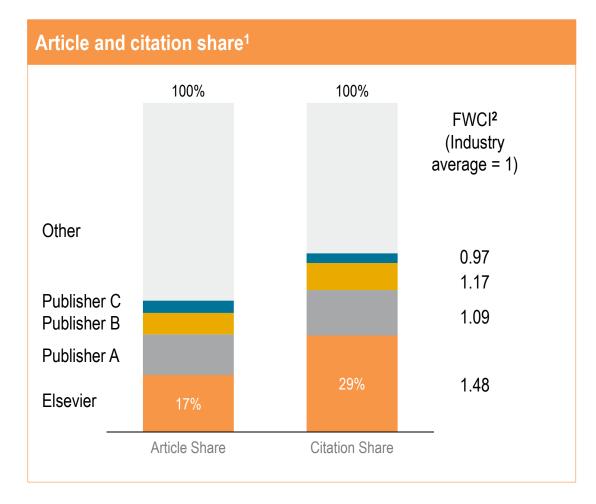
## Strong article volume growth

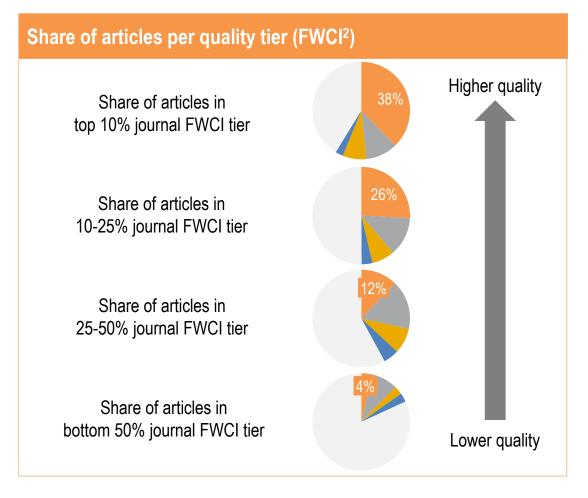






## Leader in quality





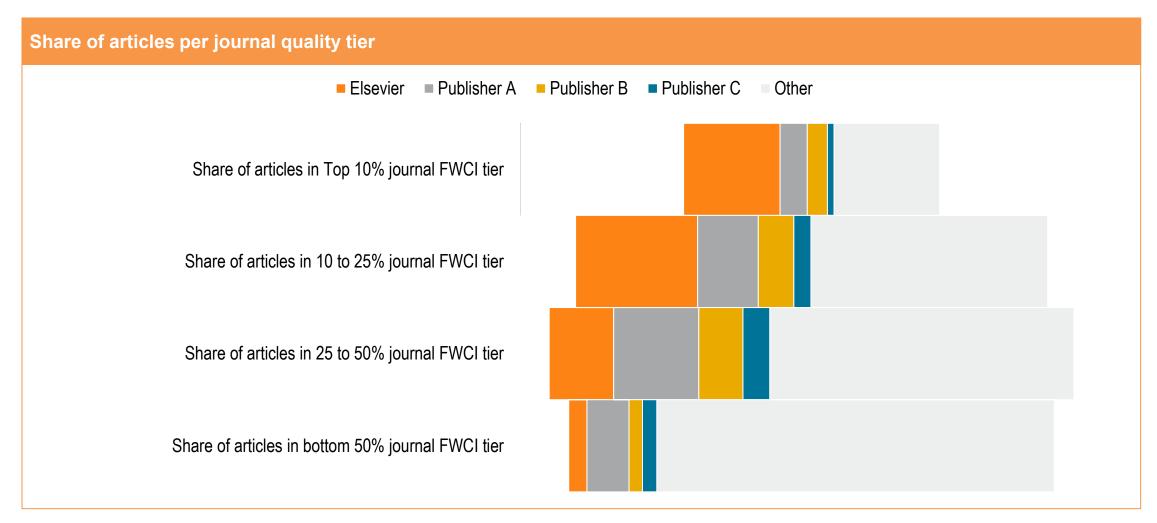
<sup>1</sup> Share of articles per publisher (published in 2020-2023) and share of citations (citations in 2020-23 in relation to articles published in 2020-2023).

<sup>2</sup> Field-Weighted Citation Index (FWCI) for articles published in 2020-2023. FWCI is the ratio of citations received for each article relative to the normalised, expected average of 1. The ratio for each article is normalised based on the expected number of citations by article type, subject field, and publication year.



Source: Scopus data

# Journal and article quality Share of articles per journal quality tier



Field Weighted Citation Impact (FWCI) is calculated on the basis of citations in 2020-23 to articles published in 2020-23 and accounts for article type, publication year and subject field Source: Scopus data

Updated February 2025 for 2024 data

## Legal

Helps its customers improve decision-making, achieve better outcomes and increase productivity by providing tools that combine legal, regulatory and business information with powerful analytics



## Legal: revenue by segment

### H1 2025 revenue £900m

#### **News & Business**

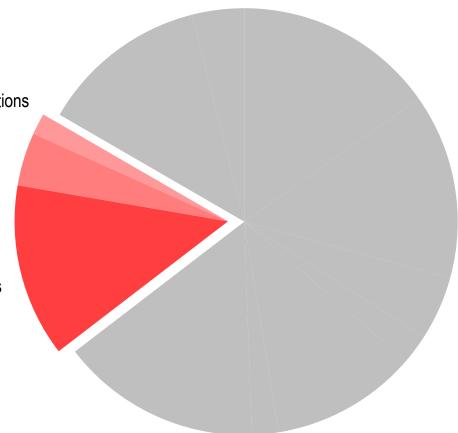
News content, company information, industry data, and public records for corporations

#### **Government & Academic**

Legal research, IP, analytics, for government and law schools

### Law Firms & Corporate Legal

Research and analytics for legal professionals

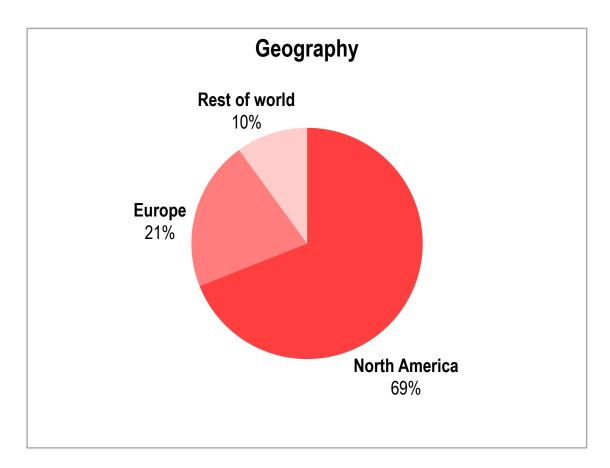


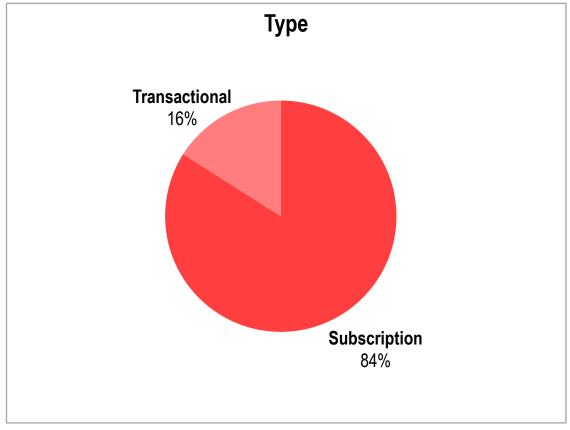
Pro forma last 12 month revenues for June 2025 portfolio



## Legal

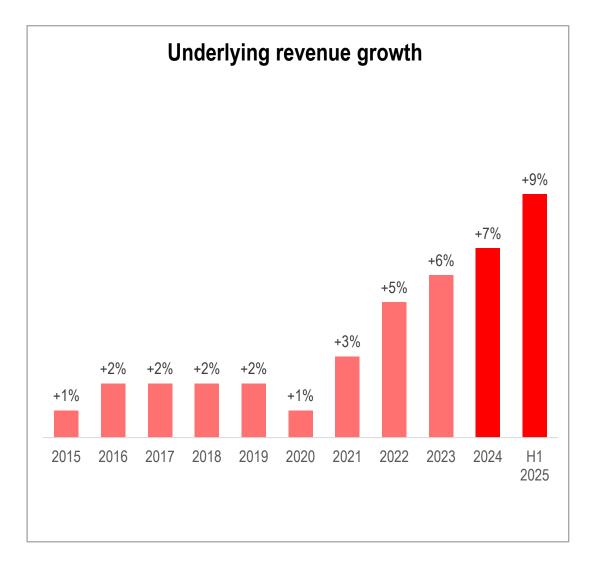
### H1 2025 revenue £900m

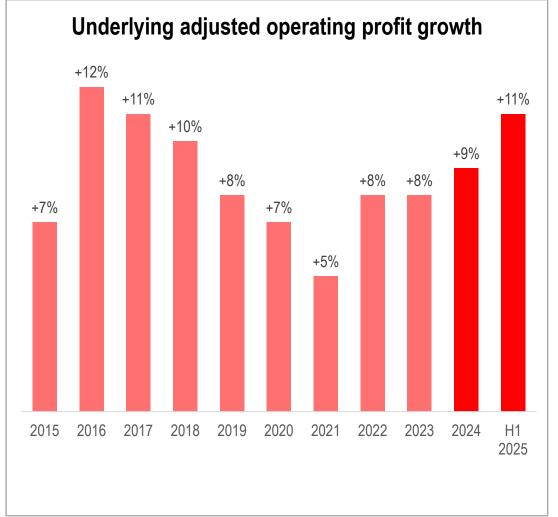






## Legal Underlying growth rates







## Strategic priorities

### Drive improved organic revenue growth through further development of legal analytics

 Expand our portfolio of information-based solutions, analytics and decision tools that deliver enhanced value to our customers

### Pursue growth in adjacent use cases

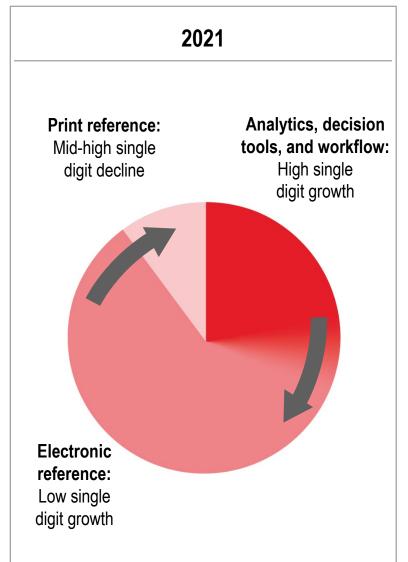
Leverage new product use cases across lawyers' key decision points and expand products globally

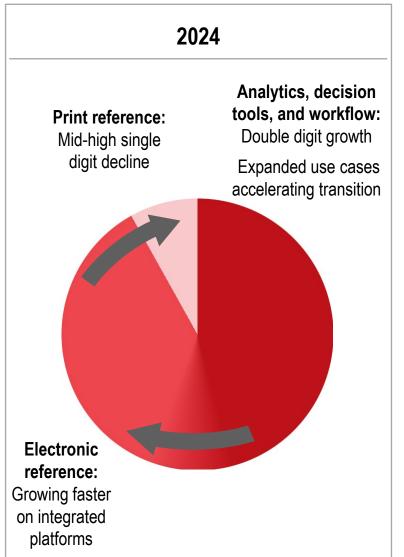
### Leverage our global, modular legal technology platform and comprehensive, accurate content

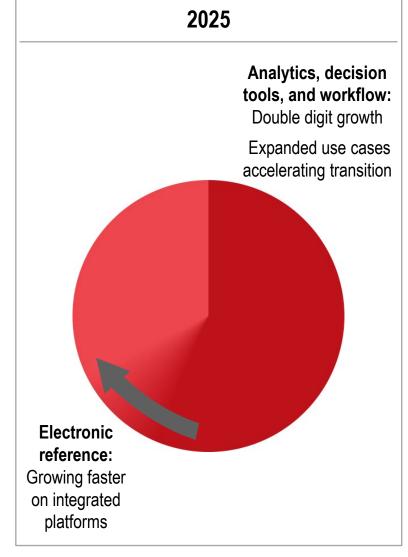
 Continue to invest in our scalable and modular technology platform leveraging both Extractive and Generative AI



## Shift to analytics, decision tools, and workflow driving growth Legal revenue by solution type









# Evolution to higher customer value analytics, decision tools, and workflow

2015 - 2020: **Lexis Advance** 

2020: **Lexis+** 

2023: **Lexis+ Al**  2024: **Protégé**(customer preview)

## Research Platform

- Electronic reference and stand-alone analytics, decision tools, and workflow leveraging comprehensive content and using advanced AI/ ML technology
- Sold as stand-alone point solutions

## Integrated Platform

- Integrates analytics, decision tools, and workflow and expands into new use cases across a lawyer's workflow
- Sold as an integrated platform combining electronic reference, analytics, decision tools, and workflow

## Integrated Generative Al Platform

- Generative AI capabilities fully integrated into Lexis+, significantly expanding customer value and use cases
- Sold as platform upgrade to Lexis+

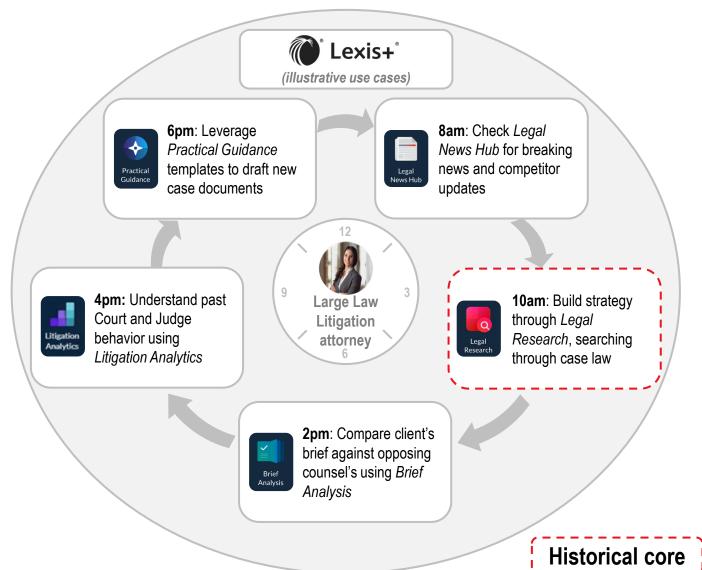
## Next generation Generative Al legal assistant

- Integrates with customer content and expands deeply into personalized Generative Al use cases
- Sold as add-on to Lexis+ Al

### **Accelerated development velocity**



## Lexis+ integrates decision tools and expands into new use cases



### Lexis+ drives customer value:

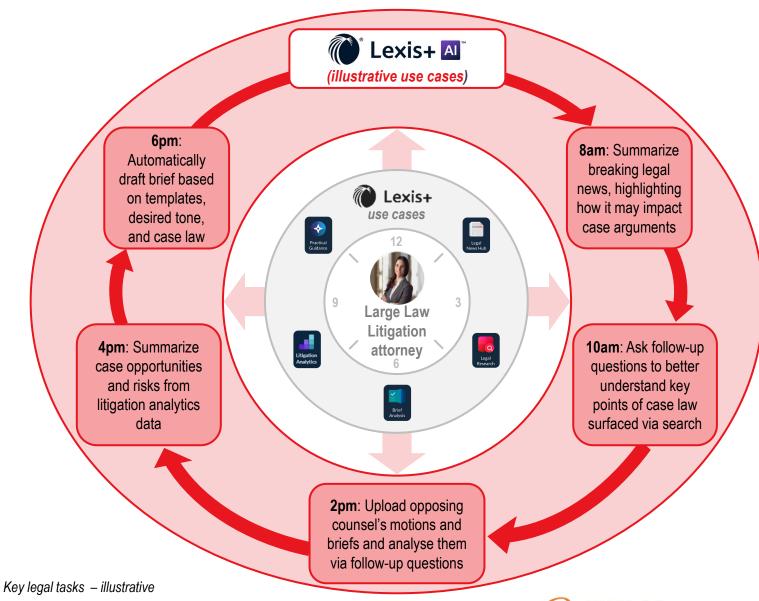
- Platform integrates stand-alone tools into a unified interface providing a single point of customer execution
- Use case expansion beyond research into analytics, decision tools, and workflow
- Provides information-based solutions to lawyers throughout the workday, embedded at key decision points

Leverages Extractive AI capabilities built over a decade

Key legal tasks - illustrative



## Lexis+ AI drives further use case expansion through Generative AI

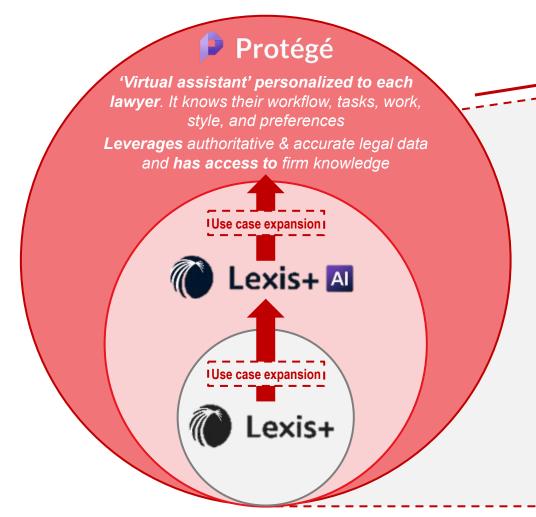


# Expansion of use cases enabled by Lexis+ Al driving significant customer value:

- Seamless integration of Generative AI in trusted and familiar Lexis+ environment
- Higher quality work product
- Substantial time savings
- More rapid and effective business development

Value equation driving significant demand among customers

## Protégé: next generation personalized legal Al assistant



Expanding opportunity over time

### **Near-term roadmap:**

- Integration with customer data enabling access to firmspecific content
- Personalized Al for specific legal personas – initial focus on law firm litigator and M&A attorney
- Example use cases enabled by Protégé:
  - Draft contract in firm's style
  - Search internal documents for applicable precedent

### Long-term roadmap:

Generative Al agents for thousands of specific personas and tasks. For example:

- Law firms:
  - Real Estate attorney (draft property contract)
  - IP attorney (compare patent applications)
  - Tax attorney (analyze an estate plan)
- Corporate:
  - General Counsel (flags risks in contracts)
  - Compliance officer (revise contract for compliance)
  - Paralegal (conduct research on firm docs)
- Government:
  - Attorney general (identify and analyze relevant precedent)
  - Prosecutor (craft case strategy)
  - Public defender (stress test litigation arguments)

Protégé expands on the Generative Al capabilities of Lexis+ Al



# Comprehensive and accurate content critical for all our products and a crucial component of reliable Generative AI solutions

Content sets (non-exhaustive, US-based examples)

100+ billion documents and records, 2m+ new documents added daily from 50k+ sources, generating 150+ billion connections.

Citation network with 100+ different treatments, constantly undated.

Citation network with 100+ different treatments, constantly updated Federal Court Dockets Federal Legislation State Legislation Federal Court Rules Forms Federal Court Constitutions Precedents Federal Court Orders Case Law (Federal + State) Federal Jury Verdicts Federal Expert Witness Reports Case Law Summaries Case Law Headnotes Federal Expert Witness Testimonies Federal Expert Witness Supporting Materials Case Notes Pending State Legislation State Court Dockets Briefs State Court Rules Pleadings State Court Constitutions Motions State Court Orders Judicial Opinions State Jury Verdicts Shepard's Citations State Expert Witness Reports Federal & State Statutes State Expert Witness Testimonies State Filings State Expert Witness Supporting Materials State Public Records Legal Articles Supreme Court Cases Legal Research Papers Congressional Records Legal Academic Commentary Settlements Matthew Bender Municipal Codes Michie's Sheshunoff (Compliance) Annotated California Codes (Deering's) Annotated Ohio Codes (Page's) Collier (Bankruptcy) Archived Codes Nimmer (Copyright) Other Codes Moore's (Federal Practice) Legal Taxonomy Mealeys (Arbitration) Patent Applications CSC (Compliance) Patent Grants Federal Agency Decisions Patent Asset Index State Agency Decisions 50-State surveys Agency Opinions Legal News (Law360) State Attorney General Opinions Legal News Analysis (Law360) Practical Guidance (Practice notes, templates, others)

Legal News Analysis (Law360)
Legal News Custom Newsletters (Law360 Pulse)
General News

Company Profiles

Internal firm content (accessible via integration, examples)

100+ million documents per firm, hundreds of billions overall

Commercial Leases
Merger Documents
Employment Agreements
Letters of understanding
Non-disclosure agreements
Other agreements
Legal issue research memos
State and Federal law comparison analyses

Briefs
Pleadings
Complaints
Demand letters
Other litigation documents
Compliance investigation documents
Customer communications

Motions

| Example                          | Example of uniqueness  | Value to customers   |  |  |
|----------------------------------|--|--|--|--|
| Case Law<br>(Federal +<br>State) | <ul> <li>~25% more coverage than other providers, 100m+ documents<br/>(including 10m+ unpublished cases)</li> </ul>  | Most comprehensive,<br>up-to-date, and accurate<br>research essential for<br>quality practice          |  |  |
|                                  | <ul> <li>Continuously updating to keep current (e.g., on average a court<br/>updates a case multiple times after its release)</li> </ul>   |  |  |  |
|                                  | • Enriched via editorial and metadata enhancements (expert summaries, headnotes, and linkages to billions of entities)   |  |  |  |
|                                  | Always current citation network indicates if case is still valid   |  |  |  |
| Federal &<br>State<br>Statutes   | <ul> <li>~4m statutes and ~70m historical records covering 200+ years of content (beyond what is available through original sources), and driving changes to 4m+ other interlinked documents</li> <li>Records enhanced with expert-crafted case notes</li> </ul> | Access to statute history / versions critical for accurate interpretation                              |  |  |
| Matthew<br>Bender                | <ul> <li>Trusted proprietary brand providing authoritative legal analysis since 1887</li> <li>Portfolio of 1,300+ treatises curated by legal experts, cited in over 153,000 US federal and state cases</li> </ul>  | Expert commentary crucial for interpretation and argument  |  |  |
| Practical<br>Guidance            | 36k+ proprietary documents drafted by 2,500 leading practitioners across 50+ jurisdictions and 26 practice areas (e.g., practice notes, templates, checklists, etc.)   | Market standards for legal terms and proven practitioner work products vital to a streamlined workflow |  |  |



# Continuously evolving modern and lightweight technology platform enables rapid innovation

### RELEVANT

Al factory: Cutting edge machine learning and artificial intelligence capabilities built on top of robust infrastructure and data platform

### **SCALABLE**

Multi-cloud: Cloud native within multiple cloud environments, enabling increased scalability, reliability, and agility

### **FLEXIBLE**

Agile development:
Continuous code
deployment with agile
product development
enables quicker
release frequency at
reduced cost

### **MODULAR**

microservices:
Modular technology
platform structured into
components that can
be reused and shared
across businesses

**Shareable** 

### Data lake / content

Use of AI and automation technologies to enrich content, create multiple levels of metadata, and enable data mining and analytics



Cloud based infrastructure enabling single point of access via browser



## Generative AI seamlessly integrated into legal technology platform

### **Enabling innovation through:**

- Technology agnostic multi-model approach enabling rapid testing, adoption, and scaling of latest models
- Legal Retrieval Augmented Generation (RAG) platform continuously evolving to provide the most relevant content
- Composable, scalable, and multi-cloud underlying infrastructure seamlessly integrated with global legal technology platform enabling rapid development, continuous experimentation, and ability to stay on top of evolving AI trends
- Prioritizing data privacy and security ensuring safe use of AI and driving development in line with RELX Responsible AI Principles

Producing market leading answer quality and speed



## Cost innovation to manage cost growth below revenue growth

Continuously improving & automating processes to drive cost innovation, now also leveraging Generative AI tools

### Examples

### Content

- Proprietary Lexis+ Al Content Platform to integrate Generative Al and automation throughout our editorial processes
- Incorporating Generative AI into the editorial workflow accelerates the publication process, increases publication output volume, and maintains high content standards

### **Technology**

- Developer coding assistant for code generation, debugging, test case generation, code refactoring, and more
- Integrating Generative Al across the software development lifecycle streamlines code production, enhances code quality, and increases deployment frequency



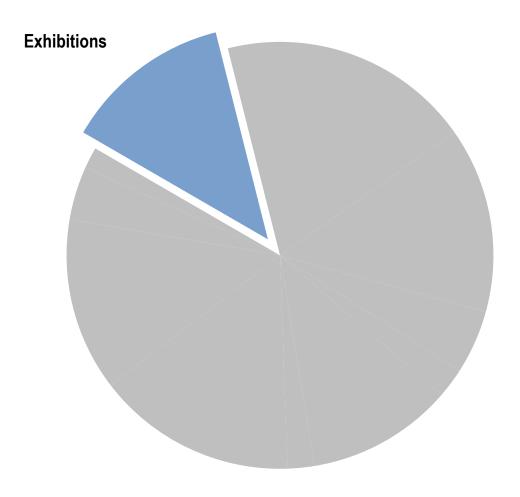
### **Exhibitions**

Combines industry expertise with data and digital tools to help customers connect face-to-face and digitally, learn about markets, source products and complete transactions



## Exhibitions: revenue

### H1 2025 revenue £581m

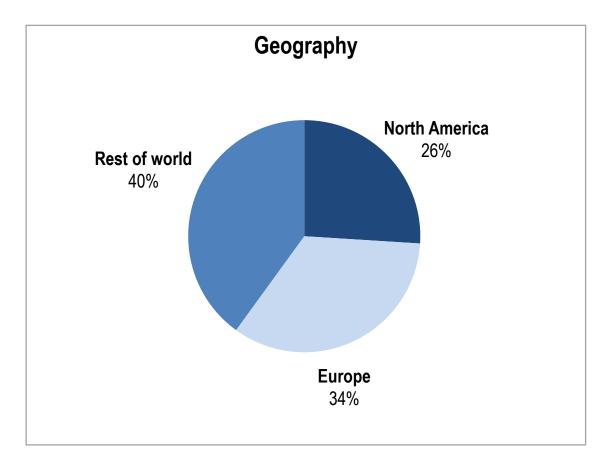


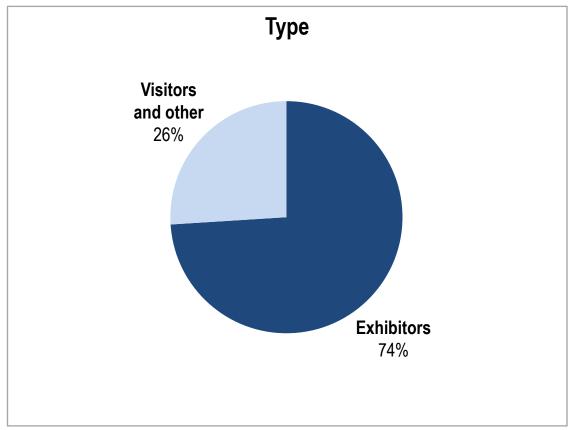
Pro forma last 12 month revenues for June 2025 portfolio



### **Exhibitions**

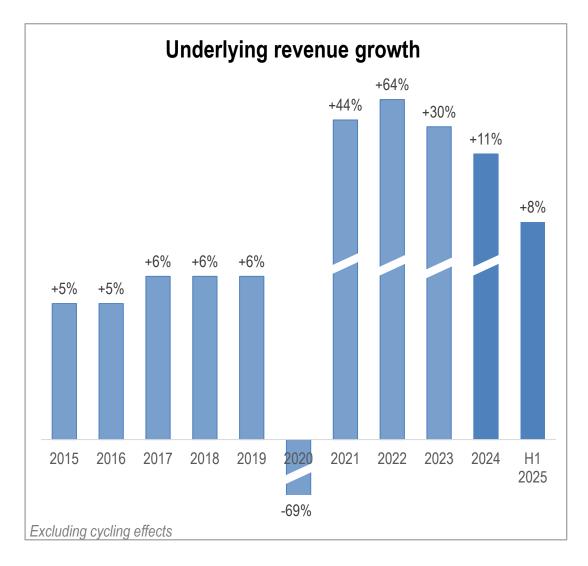
### H1 2025 revenue £581m







## Exhibitions Underlying growth rates







## Corporate responsibility



### Purpose of the company

- RELX is a global provider of information-based analytics and decision tools for professional and business customers, enabling them to make better decisions, get better results and be more productive.
- Our purpose is to benefit society by developing products that help researchers advance scientific knowledge; doctors and nurses improve the lives of patients; lawyers promote the rule of law and achieve justice and fair results for their clients; businesses and governments prevent fraud; consumers access financial services and get fair prices; and customers learn about markets, source products and complete transactions.
- Our purpose guides our actions beyond the products that we develop. It defines us as a company. Every day across RELX our employees are inspired to undertake initiatives that make unique contributions to society and the communities in which we operate.

### **Unique contributions**

We leverage our products and skills to undertake initiatives that make unique contributions to society

#### **Performance metrics**

We continue to improve our performance in significant areas that concern all companies – governance, people, customers, community, supply chain, and environment

### **External accountability**

 We believe in timely, comprehensive reporting of key non-financial metrics, and have again been recognised through high ratings by a number of external agencies



## 2024 key corporate responsibility data

|  | 2018    | 2019    | 2020    | 2021    | 2022    | 2023    | 2024    |
|--|---------|---------|---------|---------|---------|---------|---------|
| Revenue (£m)   | 7,492   | 7,874   | 7,110   | 7,244   | 8,553   | 9,161   | 9,434   |
| People   |         |         |         |         |         |         |         |
| Percentage of women employees (%)                                  | 51      | 50      | 50      | 50      | 50      | 51      | 51      |
| Percentage of women managers (%)                                   | 42      | 42      | 42      | 44      | 44      | 45      | 46      |
| Percentage of women senior leaders (%)                             | 28      | 30      | 28      | 30      | 31      | 31      | 32      |
| Community  |         |         |         |         |         |         |         |
| Percentage of staff volunteering (%)                               | 42      | 45      | 26      | 32      | 36      | 36      | 37      |
| Socially responsible suppliers (SRS)                               |         |         |         |         |         |         |         |
| Number of key suppliers on SRS database                            | 348     | 354     | 412     | 359     | 724     | 796     | 914     |
| Number of independent external audits                              | 84      | 93      | 99      | 111     | 119     | 125     | 137     |
| Number of signatories to the supplier code of conduct              | 3,082   | 3,202   | 3,457   | 3,670   | 4,467   | 5,322   | 6,056   |
| Environment  |         |         |         |         |         |         |         |
| Total energy (MWh)   | 190,145 | 176,682 | 142,098 | 125,095 | 117,997 | 110,750 | 89,745  |
| Renewable electricity purchased (MWh)                              | 125,707 | 135,710 | 120,710 | 105,793 | 98,013  | 92,621  | 77,412  |
| Percentage of electricity from renewable sources (%)               | 78      | 91      | 100     | 100     | 100     | 100     | 100     |
| Waste sent to landfill (t)   | 962     | 804     | 210     | 150     | 73      | 45      | 44      |
| Water usage (m <sup>3</sup> )                                      | 346,408 | 344,304 | 226,509 | 183,575 | 156,734 | 142,374 | 134,716 |
| Climate change (tCO <sub>2</sub> e)                                |         |         |         |         |         |         |         |
| Scope 1 + Scope 2 (location-based) emissions                       | 83,320  | 78,114  | 58,957  | 49,695  | 42,481  | 40,933  | 32,692  |
| Scope 3 (flights) Cirium's EmeraldSky flight emissions methodology | 39,407  | 40,544  | 8,961   | 3,402   | 15,879  | 16,999  | 19,172  |

See Annual Report for definitions and methodologies



## Corporate responsibility - external recognition

Among best in our peer group; strong ESG performance

| ESG RATINGS   | MSCI ESG ratings                   | AAA rating for 10 years                          |
|---|------------------------------------|--|
| SUSTAINALYTICS  | Sustainalytics                     | Top 1% of 15,000+ companies; 1st in Media sector |
| S&P Dow Jones<br>Indices<br>A Division of S&P Global    | Dow Jones Best in Class Indices    | Included in DJSI World                           |
| Sustainability Yearbook Member SRP Global Sustainable 1 | S&P Global Sustainability Yearbook | Included   |
| FTSE4Good   | FTSE4Good                          | Included   |
| EURONEXT vigeoris natas uk 20                           | Euronext Vigeo Eiris indices UK 20 | Included   |
| Sense in sustainability                                 | ECPI                               | Included   |
| FT FINANCIAL CLIMATE LEADERS statista 2 2024            | FT Europe's Climate Leaders 2024   | Included   |
| STOXX   | STOXX Global ESG Leaders indices   | Included   |
| Corporate Responsibility Prime rated by ISS-oekom ▶     | ISS-oekom Corporate responsibility | Prime status                                     |
| Workplace<br>Pride 2024<br>-torreste                    | Workplace Pride 2024 Advocate      | Awarded  |

