

Corporate responsibility

In this section

- 35 Corporate responsibility overview
- 38 Our unique contributions
- 42 Corporate responsibility governance
- 46 Customers
- 49 People
- 52 Community
- 56 Supply chain
- 59 Environment

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Your views are important to us.

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www.relx.com/corporateresponsibility

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

Corporate responsibility overview



Corporate responsibility is not an activity. It is embedded in our values and in how we operate as a company. It is integral to our performance and the long-term sustainability of the business.

Dr Márcia Balisciano
Global Head of Corporate Responsibility, RELX

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 high ethical standards, while using our strengths to make a positive impact on society. To us, Corporate Responsibility (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 advanced technologies. It helps us build leading positions in long-term global growth markets and leverage our skills and assets.

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

We believe in timely, comprehensive reporting. Key non-financial metrics, including for environment, people, community 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 66). RELX's Sustainability Statement has been prepared in accordance with the European Union Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) as adopted by the European Commission (see pages 208-231).

We pursue robust governance of CR issues for which the CEO is responsible to the Board. Our business area and functional leaders are accountable for CR performance, supported by clear objective setting, CR Forum monitoring and engagement from over 5,300 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



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



2025 key corporate responsibility data

	2021	2022	2023	2024	2025
Revenue (GBPm)	7,244	8,553	9,161	9,434	9,590
People					
Number of full-time equivalent employees (year end)	33,500	35,700	36,500	36,400	37,600
Percentage of women employees (%) ^{1^}	50	50	51	51	51
Percentage of women managers (%) ^{1^}	44	44	45	46	46
Percentage of women senior leaders (%) ^{1^}	30	31	31	32	31
Percentage of ethnic minority US/UK managers (%) ^{1^}	19	19	20	21	22
Percentage of ethnic minority US/UK senior leaders (%) ^{1^}	10	12	15	17	19
Community²					
Total cash and in-kind donations (products, services and time (GBPm)) ^{1^}	10	12	12	12	11
Market value of cash and in-kind donations (GBPm) ^{1^}	21	23	23	23	20
Percentage of employees volunteering (%) ^{3^}	32	36	36	37	38
Total number of days volunteered in company time ^{1^}	10,362	12,830	16,529	16,149	14,782
Health and safety (lost time)⁴					
Incident rate (cases per 1,000 employees) ^{1^}	0.07	0.17	0.30	0.15	0.19
Frequency rate (cases per 200,000 hours worked) ^{1^}	0.01	0.02	0.03	0.02	0.02
Severity rate (lost days per 200,000 hours worked) ^{1^}	0.02	0.36	0.41	0.25	0.28
Number of lost time incidents (>1 day) ^{1^}	2	5	9	5	7
Socially Responsible Suppliers (SRS)					
Number of key suppliers on SRS database ^{5^}	359	724	796	914	954
Number of independent external audits ^{6^}	111	119	125	137	140
Number of signatories to the Supplier Code of Conduct ^{7^}	3,670	4,467	5,322	6,056	6,586
Environment⁸					
Total on-site energy (MWh) ^{1^}	125,095	117,997	110,750	89,745	55,977
Renewable electricity purchased (MWh) ^{9^}	105,793	98,013	92,621	77,412	50,281
Percentage of electricity from renewable sources (%) ^{9^}	100	100	100	100	100
Waste sent to landfill (t) ^{10^}	150	73	45	44	32
Percentage of waste diverted from landfill (%) ^{10^}	93	97	97	97	96
Water usage (m ³) ^{1^}	183,575	156,734	142,374	134,716	111,810
Climate change (tCO₂e)⁸					
Scope 1 (direct) emissions ^{1^}	5,644	5,211	4,317	2,703	1,966
Scope 2 (location-based) emissions ^{1^}	44,051	37,270	36,616	29,989	19,500
Scope 2 (market-based) emissions ^{1^}	8,321	8,952	8,598	6,971	5,294
Scope 3 (flights) Cirium's EmeraldSky flight emissions methodology ^{11^}	3,402	15,879	16,999	19,172	23,826
Scope 1 + Scope 2 (location-based) emissions ^{1^}	49,695	42,481	40,933	32,692	21,466
Scope 1 + Scope 2 (location-based) + Scope 3 (flights) emissions ^{1^}	53,097	58,360	57,932	51,864	45,292
Scope 1 + Scope 2 (market-based) + Scope 3 (flights) emissions ^{1^}	17,367	30,042	29,914	28,846	31,086
Paper					
Production paper (t) ^{1^}	40,910	28,466	22,561	18,949	16,927
Sustainable content (%) ^{12^}	98	99	100	100	100
SDG Resource Centre					
Unique users ^{1^}	133,832	155,082	220,815	303,837	352,391
New content items ^{1^}	970	658	822	973	935

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 2024 to November 2025.

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

4 Accident reporting covers approximately 98% 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, which for 2025 is 19% of electricity. 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 from non-reporting locations. In the year, the coverage of waste reporting locations represented 70% of FTEs (74% in 2024).

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, business reports are available on www.relx.com/additional-cr-resources

2025 Corporate Responsibility recognition



MSCI ESG Ratings
• AAA rating



Sustainalytics ESG Risk Rating
• Top 1% of 14,700+ companies
• Top 2% in our industry (media)



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 programme



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

2025 awards for excellence

Risk



LexisNexis Risk Solutions' ThreatMetrix won Best Fraud Risk, Detection, or Analytics Solution at the 2025 Regulation Asia Awards for Excellence

LexisNexis Risk Solutions' Firco Continuity named Financial Crime Product of the Year at the 2025 Risk Technology Awards

Scientific, Technical & Medical



Elsevier's ClinicalKey AI won the AI Innovation Award at the 2025 MedTech Breakthrough Awards

Elsevier's ScienceDirect AI was awarded Best Generative AI solution at the 2025 CODiE Awards

Legal



Nexis+ AI awarded Best Innovation in Generative AI at the 2025 AI TechAwards

LexisNexis Legal & Professional recognised across six categories at the 2025 ALM Awards with LexisNexis Public Records and Lexis Create+ securing top honours

Exhibitions



RX CEO, Hugh Jones, awarded the 2025 Exhibition News Pioneer Award

RX Global awarded the 2025 UFI Sustainable Development Award for Best Inclusion Initiative



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 science and health
-  Promote the rule of law & access to justice
-  Fostering communities
-  Universal, sustainable access to information

Esther Heuver
Senior Publisher, Elsevier,
Netherlands



Through Special Issues on the RELX SDG Resource Centre, we increase the visibility of leading research, ensuring broad access to impactful knowledge that can drive positive change.

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 help customers recognise trusted transactions and reduce fraud. LexisNexis ID Compass Platform, for example, reduces digital fraud by combining physical, digital and behavioural identity intelligence to verify and authenticate consumer identities in real time without disruption for businesses or its customers. ThreatMetrix Leverages shared global intelligence from millions of daily consumer interactions to identify signals of high fraud risk while BehavioSec uses behaviour intelligence to differentiate legitimate users from bots and cybercriminals. In the year, Risk published The Global Fraud and Identity Landscape Report, highlighting how businesses can

significantly enhance fraud detection by integrating shared digital identity intelligence and multi-layered security systems to maintain consumer trust.

2025 marked 25 years of the ADAM programme, developed by Risk to help the National Center for Missing and Exploited Children (NCMEC) find missing children. The programme uses Risk technology to quickly distribute missing child poster alerts to law enforcement, hospitals, and the public in specific geographic search areas. Risk launched a new interactive dashboard in the year, that enables the public to search missing child posters and filter them by location. ADAM distributed over 1.8m alerts featuring over 2,030 missing children which helped NCMEC resolve over 1,440 missing child cases in 2025.

Our data privacy principles, governance structures and control programmes enable us to comply with data privacy requirements and protect personally identifiable information.

2025 OBJECTIVE

Deploy financial inclusion flagship models which allow lenders to more easily detect fraud and other high-risk consumer behaviour

2025 PERFORMANCE

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 wellbeing of their communities (SDG 5), among other SDG benefits.

Worldwide, the World Bank estimates that 1.3bn 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.

In the year, Risk advanced an alternative data strategy which accelerates financial inclusion by enabling businesses to responsibly underwrite customers who have limited traditional credit records. Risk deployed an alternative data credit model in South Africa and Argentina, countries with distinct financial inclusion challenges. In South Africa, the model leverages non-traditional data sources such as mobile usage and digital transactions to assess credit eligibility in underserved communities. In Argentina, the model is similarly being used to support financial institutions in navigating economic volatility by integrating alternative data into credit assessments. These efforts reflect our commitment to expanding access to financial services through innovative, data-driven approaches tailored to local market needs.

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 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.

Scientific, Technical & Medical

Elsevier advances scientific knowledge and human welfare, spurs innovation and enables critical decision-making through its science and health publications. Elsevier published over 795,000 articles in 2025. It is focused on expanding access to content in places where resources are often scarce. For example, Elsevier is a leading contributor and founding partner of Research4Life, a partnership with UN agencies and over 200 publishers through which we provide core and cutting-edge scientific information to researchers in over 125 low- and middle-income countries. Elsevier provides around 14% of the material available in Research4Life, encompassing approximately 5,500 journals and 35,000 e-books. In 2025, there were over 942,000 total Research4Life downloads from Elsevier's research platform, ScienceDirect.

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 2025, over 1,200 Elsevier journals offered researchers the opportunity to simultaneously submit a paper for publication and also post it as a preprint on SSRN.

Elsevier's 4th Generation University initiative, developed in partnership with a group of 12 Universities, positions universities as orchestrators of regional innovation, achieving societal and economic impact through partnerships with industry, government, and civil society. More than 50 universities from over 30 countries have joined the 4th Generation University community to date. The initiative was awarded the Thought Leadership Industry Catalyst prize at the 2025 Thought Leadership For Tomorrow Awards for bringing universities together to embrace local innovation with the aim of tackling pressing challenges and driving regional economic growth.

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).

2025 OBJECTIVE

Advance research by women scientists in collaboration with the Falling Walls Foundation, providing access to resources, networks and training

2025 PERFORMANCE

Elsevier works to build capacity and equity in research and health for an inclusive and sustainable future. The Elsevier Foundation partnered with the Falling Walls Foundation to sponsor the Women's Impact Award, which celebrates visionary scientists whose interdisciplinary, and ground-breaking research advances gender equity and creates meaningful impact for women and girls. The three 2025 winners, selected from 85 applications, were Colette Wabnitz, recognised for her work on gender equity in fisheries; Omneya Attallah, chosen for her work on early detection of breast cancer in resource limited settings; and Ângela Gonçalves,



awarded the Science Breakthrough of the Year award for her research on women and healthier aging. In addition, two workshops for the 2025 cohort of Female Science Talents Intensive Track which inspires and empowers talented women researchers to progress careers were held in the year. Participants came together to discuss science communication, women's career paths, industry insights, and purpose-driven science. This work supports SDG 5, Gender Equality.

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 over 207bn documents and records providing transparency of the law in around 180 countries and territories, with some 1.9m new legal documents added daily.

The LexisNexis Trust Center was launched in 2025, a centralised hub designed to provide customers, partners and regulators with clear, accessible information about the company's security posture, privacy practices, governance frameworks, and compliance commitments. The Trust Center aims to provide customers and partners around the globe with transparency and confidence in our technology.

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's data hosting capabilities provides a secure repository for the information. Over 80,000 photos and videos have been captured through the app since 2015.

The LexisNexis Legal & Professional US Voting Laws and Legislation Center offers free public access to insights on proposed bills, codes and real-time updates for the most accurate data.

LexisNexis Legal & Professional partners with leading industry associations to recognise individuals and organisations for their commitment to the Rule of Law. 2025 award honourees include; Seve Aydin-Izouli and Héctor Estuardo Reyes Chiquín, recipients of the Union Internationale des Avocats/LexisNexis Rule of Law Award; and Oluwafunke Adeoye, 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.

Overview
Market segments
Corporate responsibility
Financial review
Governance
Financial statements and other information

2025 OBJECTIVE

Provide research and training to Afghan women studying for law degrees in the United States in association with the American Bar Association

2025 PERFORMANCE

Legal partners with the American Bar Association on their Afghan Legal Professionals Programme which provides resettled Afghan legal professionals, particularly women, access to legal education, accreditation, mentoring and training that will allow them to pursue law careers in the United States. Since 2023 LexisNexis Legal & Professional have provided a bespoke online legal research training course for participants of the programme.

In 2025, 16 Afghan legal professionals were pursuing US legal accreditation in Master of Law programmes and preparing for



bar examinations. Seven participants graduated in the year, and Salma Ahmadyar became the first programme participant to successfully pass the bar exam in Wisconsin and was admitted to practice law in the year. This work supports SDG 16 (Peace, Justice and Strong Institutions).

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. Participants benefit by making connections and doing business in person, allowing them to see many customers and suppliers at one time. Exhibitions foster collaboration, spark innovation and support progress toward a more inclusive and sustainable global economy.

The PGA Show is RX Global’s golf exhibition. It advanced event sustainability in the year by aligning with RX’s Net Zero Carbon Events pledge, integrating waste-reduction, inclusive design and digital engagements for more than 22,000 attendees and 1,025 exhibiting brands.

KORMARINE, RX’s maritime and energy exhibition welcomed more than 27,000 visitors and 695 exhibitors from 23 countries to Busan, South Korea in 2025. This year’s event featured the debut Next Energy Pavillion focused on future fuels and renewable

energy, highlighting RX’s role in advancing decarbonisation and innovation in the shipping and energy sectors.

MIPCOM Cannes 2025 featured the sixth edition of the MIP SDG Awards, honouring Secuoya Studios for its commitment to the UN SDGs and for driving measurable progress through content creation and production practices. Presented in partnership with the United Nations, the 2025 awards recognised leadership in advancing sustainability and inclusion across the global media industry.

At the 2025 edition of World Travel Market in London sustainability, investment and inclusive growth in global tourism were highlighted, aligning industry investment with purpose-led travel. Each event connects industries and also accelerates collective solutions to shared global challenges.

RX events support SDG 9 (Industry Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), SDG 17 (Partnerships for the Goals) and SDG 13 (Climate Action) through our Net Zero Events commitments.

2025 OBJECTIVE

Create an RX energy and waste emissions dashboard to monitor performance and publish RX event energy and waste emissions

2025 PERFORMANCE

On World Environment Day 2025 RX published a first Sustainability Report, with assured 2024 data on RX business travel, event energy and event waste emissions. Between 2018 and 2024 RX achieved a 35% reduction in event energy and waste.

This effort builds on RX’s Roadmap to Net Zero in 2040, which outlines key milestones in the journey to decarbonisation. Work continued in the year to enhance visibility through the development of a standardised venue reporting template with partners across the exhibition industry. This work, expected to be adopted by The Global Association of the Exhibition Industry and Net Zero Carbon Events (NZCE), strengthens cross-organisational data consistency and transparency.



A new energy and waste emissions dashboard was launched in 2025 which enables senior leadership to monitor carbon performance by business unit and event. This system improves data integrity, empowers local teams, and ensures alignment with RX’s NZCE pledge. The dashboard includes real-time analytics, accelerating RX’s focus on action, translating measurement into meaningful reduction, innovation and shared progress across RX shows globally.

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 2,700 journal articles and book chapters free to access via the RELX SDG Resource Centre which would have otherwise cost more than £5.7m to make open access.

We held the annual RELX SDG Inspiration Day during the year with a focus on how philanthropy can bridge funding gaps to advance the SDGs. Thought leaders, corporate representatives, investors, governments, and NGOs discussed challenges and opportunities for collaboration. Keynote speakers included 8th Secretary General of the United Nations, Ban Ki-moon, Comic Relief co-founder, Sir Lenny Henry and co-founder of Global Citizen, Michael Sheldrick.

2025 marked the fifteenth year of the RELX Environmental Challenge, which provides grants for projects that best demonstrate how they can provide sustainable access to safe water and sanitation where it is presently at risk. 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 first prize winner this year was Folia Water for their paper-based water filter with silver antimicrobial technology, designed to deliver safe drinking water for low-income Bangladeshi communities. The second prize winner was Rice University for Solar Thermal Resonant Energy Exchange Desalination, a fully decentralised, membrane-free, solar thermal desalination solution, which addresses critical water scarcity and brine waste management issues.

2025 OBJECTIVE

Increase the number of unique users of the RELX SDG Resource Centre by 10,000 additional unique users in the year

2025 PERFORMANCE

In 2025, we added 935 new content items to the RELX SDG Resource Centre bringing the total to 6,729, an increase of 16% over the previous year. We published more than ten special issues in 2025 featuring curated articles, book chapters and other content on critical topics to provide insights for World Water Day, World Food Day, World Alzheimer's Day, COP30, and a philanthropy special collection to coincide with the RELX SDG Inspiration Day, providing the more than 800 attendees, and others, with relevant additional resources. There were more than 352,000 unique users in 2025, an increase of 48,500 over 2024.



▶ 16%

Increase in unique users of the RELX SDG Resource Centre since 2024

2026 objectives	By 2030
<p>Protection of society – Deploy financial inclusion models which allow lenders to more easily detect fraud and other high-risk consumer behaviour, in support of SDG 10 (Reduced Inequalities)</p> <p>Advance science and health – Introduce Elsevier Foundation-Lancet Evidence to Impact Awards to translate critical research into practice, building capacity with researchers and health care practitioners in low and middle income countries through Elsevier content and the Research4Life Country Connectors programme, in support of SDG 10 (Reduced Inequalities) and SDG 13 (Climate Action)</p> <p>Promote the rule of law and access to justice – Partnership with Indiana State Bar Association to address shortage of legal representatives in rural and underserved communities in the state; convene first virtual Rule of Law Café conference to bring together stakeholders to highlight key issues, in support of SDG 16 (Peace, Justice and Strong Institutions)</p> <p>Fostering communities – Pilot RX Sustainability scorecard supported by e-learning, in support of SDG 13 (Climate Action)</p> <p>Universal, sustainable access to information – Increase the number of unique users of the RELX SDG Resource Centre by at least 20,000 additional unique users</p>	<p>Use our products and expertise to advance the SDGs, among them:</p> <ul style="list-style-type: none"> SDG 3 (Good Health And Well-Being) SDG 10 (Reduced Inequalities) SDG 13 (Climate Action) SDG 16 (Peace, Justice and Strong Institutions) <p>Enrich the SDG Resource Centre to ensure essential content, tools and events on the SDGs are freely available to all</p>

- Overview
- Market segments
- Corporate responsibility
- Financial review
- Governance
- Financial statements and other information

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. Our corporate governance programme supports our ability to deliver consistent financial performance and value to our stakeholders and aligns with RELX's values of doing business with integrity. The Board oversees RELX's corporate governance, its role and function is explained fully in the Corporate governance section (see pages 80 to 127). The Board and the Audit Committee of the Board regularly receive 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. 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 Policy, Health and Safety Policy, Editorial Policy, Responsible Artificial Intelligence Principles, Quality First Principles and Product Donation Policy are publicly available at www.relx.com/cr-downloads.

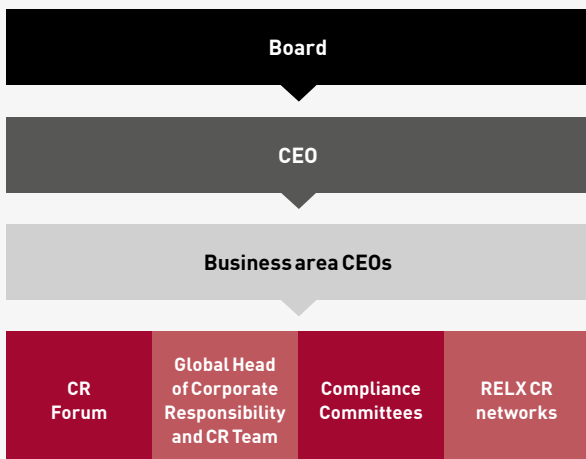
Fabienne Lornage
Data Protection Officer,
RELX, UK



A strong privacy programme and robust data protection practices are essential to meeting our commitment to responsible stewardship and accountability in handling the personal information entrusted to us.

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 104).




Pursuing a Culture of Integrity; the Code of Ethics and Business Conduct

Doing the Right Thing is more than a phrase at RELX, it embodies principles that represent RELX's culture of integrity. This includes respecting 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 clearly sets out our high ethical expectations for employees. We expect honesty in our dealings with others, respecting the law, our policies and colleagues; and courageously speaking out for what is right. RELX 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 heard and acted on in a fair and timely manner.

The RELX Code of Ethics and Business Conduct (the Code) is a foundational document which guides employees, management and our stakeholders in maintaining the integrity and accountability of our corporate and individual behaviour. The Code was most recently updated in 2024 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.

Our Code encompasses a wide range of issues including fair competition, anti-bribery, conflicts of interest, employment practices and human rights, 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, with in-person and other training for those in higher risk roles and locations.
99+%^ of all compliance courses are completed within 90 days of issuance.
We encourage reporting of violations through multiple channels, including an anonymous reporting option where legally allowed.
Compliance Committees oversee investigations and help ensure remediation and ongoing monitoring as required.
We do not tolerate retaliation for raising Code concerns.
We have a third-party expert evaluate our Compliance programme every three years and the Code is updated every three years.
 Read our Code of Ethics and Business Conduct at www.relx.com/cr-downloads

^ Independently assured

Reporting Channels Under the Code

We offer multiple channels to report Code-related concerns, including managers, human resources, Compliance committee members and company lawyers. We also provide an 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, which includes an anonymous reporting option where legally allowed. 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 431 reports of alleged Code violations received in 2025 through the RELX Integrity Line or through the other Reporting Channels identified in the Code (2024: 372). Approximately 46% of those reports where the investigation is complete have been substantiated (2024: 48%).

Data privacy governance

Data is integral to the solutions we provide that further our unique contributions as a business, including protecting consumers from the risk of fraud; facilitating secure online transactions; improving access to financial and government benefits; enhancing face-to-face connections at exhibitions; and delivering high quality scientific research and healthcare.

Recognising concerns and sensitivities around personal data, our commitment to data privacy remained a critical RELX priority in 2025 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. RELX continues 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 consider 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 impact assessments to mitigate risks, ensuring we are responding to new requirements, best practices and expectations.

Our privacy teams undertake activities and training that deepen employee awareness about personal data protection. For Data Privacy Day 2025, 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.

2025 OBJECTIVE

Consolidate records of privacy processing activities

2025 PERFORMANCE

Records of processing activities (ROPAs) internally document our personal data processing activities as part of our accountability and compliance measures. In 2025, RELX privacy teams clarified and consolidated hundreds of ROPAs and updated the ROPA questionnaires and guidance to facilitate completion.

This activity aligns with SDG 16 (Peace, Justice and Strong Institutions).

Overview
Market segments
Corporate responsibility
Financial review
Governance
Financial statements and other information

Cybersecurity governance

The RELX Information Security Policy establishes comprehensive controls and procedures designed to safeguard the confidentiality, integrity and availability of company information. The policy includes a commitment to ongoing enhancement of information security systems and is supported by a set of interrelated policies and standards addressing essential facets of information protection. In 2025, more than 99%[^] of employees were included in monthly phishing simulation exercises.

During the year, we continued to enhance our security efforts with additional infrastructure monitoring capabilities both internally and through third parties. We completed more than 5,000 security related requests, questionnaires and audits for our customers. In addition, we engaged third parties to perform independent audits on a number of our products and services. More than 60% of the product revenue from our three largest business areas were covered by a third-party audit. In addition, our UK Risk products have been ISO27001 certified.

2025 OBJECTIVE

Continued enhancement of our technical resilience and expansion of products and applications covered by independent third party assessments

2025 PERFORMANCE

We invest across our business to enhance our technical resilience posture. This includes initiatives in application dependency analysis, defining triage recovery order, implementation of resilient backups, and recovery testing, both desk-based and technical. In the year our businesses completed initial technology implementation and recovery simulations for key products including Risk's Accurint, STM's ScienceDirect, and Legal's Lexis+, and we conducted periodic testing of their resilience posture by performing recovery simulations.

These activities align with SDG 16 (Peace, Justice and Strong Institutions).

Public Policy, Anti-Bribery and Sanctions

We engage in public policy discussions that matter to our business and our customers. We strive to help policy makers 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 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, 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 risk assessments; and conducting quality reviews and internal monitoring and audits of the operational aspects of the programmes. In the year, we took part in the Private Sector Forum at the Eleventh Session of the Conference of the States Parties (COSP11) to the United Nations Convention against Corruption.

The Code supports the principles of the United Nations Global Compact (UNGC) and stresses our commitment to 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. Our policies are also informed by the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the Women's Empowerment Principles.

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. 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 2025, RELX paid £638m in corporate taxes, but also paid and collected much more in payroll taxes and indirect taxes.

[^] Independently assured

2025 OBJECTIVE

Continue to advance tax law codification pilots and responsible tax practices in Africa

2025 PERFORMANCE

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.

During 2025, the RELX tax team discussed the commencement of a tax law consolidation project with Kenya’s government, similar to a successful project completed in Ethiopia in 2024. The Ethiopia tax law project attracted the attention of the World Bank which has now embarked on an African Tax Legislation Atlas (ATLA) project, a partnership between the World Bank, LexisNexis Rule of Law Foundation and the International Bureau of Fiscal Documentation, to build an innovative digital repository consolidating Africa’s tax laws to support transparency, comparative analysis and legal reform. The ATLA was initiated in November 2025 with several pilot countries including Ethiopia and Kenya.



In addition, RELX Tax was selected as a responsible tax champion in the Responsible Tax Practices project, an initiative of the International Finance Corporation, a member of the World Bank Group, and the B Team, to enhance responsible tax practices in Africa. This groundbreaking initiative brings together responsible tax leaders and their private sector peers to explore the what, why, and how of responsible tax practices. The project was launched with a roundtable in Nairobi in April 2025. As a responsible tax champion, RELX has had an opportunity to share our insights and experience of implementing responsible tax practices over the last decade with participant companies from across Africa.

2026 objectives

Privacy – Expand role-based privacy training tailored to job function, aligned with SDG 16 (Peace, Justice and Strong Institutions)

Security – Expansion of products and applications covered by independent third-party assessments, aligned with SDG 16 (Peace, Justice and Strong Institutions)

Responsible tax – Continue to advance tax transparency and responsible tax projects in Africa, 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.

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 2025, 87% of customers would recommend working with RELX.

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

Across RELX, we work to address customer challenges through digital innovation. In 2025, electronic products and services accounted for 84% of revenue, up from 35% in 2005.

Risk

In 2025 Risk launched Medical Insights from LexisNexis Health Intelligence. The new functionality of the Health Intelligence platform standardises and extracts key insights from electronic health records (EHRs), including targeted health data such as vitals, labs and material conditions. This enhancement goes beyond the standard EHR summary to allow US life insurance carriers to more quickly identify key critical risk data within the EHR to improve mortality outcomes, accelerate underwriting decisions, enhance risk assessment and advance rules automation with structured data.

In the year, data from Risk's ICIS informed a new study on the impact of European circularity regulation, including the EU Packaging and Packaging Waste Regulation, on global demand for recycled plastic, particularly as it affects China's chemical industries. A key finding was a strong increase in demand for recycled content, impacting sourcing strategies and boosting demand for certified recycled materials globally.

Scientific, Technical & Medical

STM launched ScienceDirect AI which enhances research integrity and efficiency by providing researchers with precise summaries, extracting key findings from millions of peer-reviewed articles. To help clinicians with responsible and effective use of generative AI tools, Elsevier launched the Gen AI Academy for Health, an accredited, complementary and self-paced course.

Elsevier also launched a new AI evaluation framework designed to assess the effectiveness and safety of generative AI tools used in clinical decision support, including within its ClinicalKey AI platform. Developed with input from clinical experts, the framework evaluates AI generated responses for query comprehension, helpfulness, accuracy, completeness and clinical safety. It builds on Elsevier's partnership with the Coalition for Health AI, which aims to set ethical standards to enhance the delivery of quality healthcare.

John Park

Relationship Manager,
LexisNexis Legal &
Professional, Australia



Engaging with our customers helps us understand their evolving needs and ensures that our solutions deliver real value. Customer insights drive innovation and strengthen trust at the heart of our partnerships.

Legal

Legal launched its AI-powered legal assistant, Protégé, in 2025 which enables legal professionals to interact using voice commands, making tasks such as legal research, drafting and case law summarisation faster and more efficient. Features such as strict data privacy standards, secure vaults, visual case timelines and workflow suggestions enhance productivity to help customers make good legal decisions more quickly.

CaseMap+ AI was launched in the year, an advanced litigation case management platform designed to streamline litigation processes and enhance strategic decision-making for litigators. CaseMap+ AI provides them with efficient tools for organising, analysing, communicating and presenting case information.

Exhibitions

Digital event technology continued to transform the way RX's customers connect, learn, and do business, enabling them to create and capture more value while reducing environmental impact. RX's Lead Manager App provides exhibitors with a quick, easy and reliable way to capture and qualify leads by scanning attendees' badges with a mobile phone. Complementing this, Colleqt 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 to enhance lead generation. In 2025, exhibitors at RX events collectively captured over 8.9m leads through Lead Manager App.

In the year, RX China continued integrating green innovation zones, decarbonisation forums, and AI-powered matchmaking, to support key sectors like smart manufacturing and robotics while anchoring operations in sustainability.

2025 OBJECTIVE

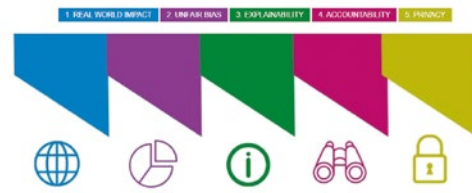
Support expanded use of Artificial Intelligence across RELX by updating the RELX Responsible AI Principles to reflect technological advancements

2025 PERFORMANCE

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

Each business area works to implement the Principles, with dedicated teams 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 hosted a RELX Responsible AI Summit in the year, with sessions on agentic AI, responsible AI by design and current and pending AI legislation. Insights and questions raised at the summit will be considered by the Responsible AI working group when updating the principles.



1. We consider the real-world impact of our solutions on people
2. We take action to prevent the creation or reinforcement of unfair bias
3. We can explain how our solutions work
4. We create accountability through human oversight
5. We respect privacy and champion robust data governance

We are committed to updating our RELX Responsible AI Principles in recognition of the rapidly changing adoption and use of AI. In 2025 we assembled feedback from organisational stakeholders on suggested changes to the principles and the Responsible AI Working Group met to review this information and propose new language. Work will continue in 2026 to incorporate feedback and update the principles accordingly.

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

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.

Elsevier's Library Connect programme and Academy, provides library and information science professionals worldwide with opportunities for knowledge sharing. In 2025, Library Connect Academy hosted a GenAI Literacy programme with over 5,500 librarians enrolled. Covering Library and Information Science (LIS) best practices, trends and technology, The Library Connect Newsletter had more than 40,000 LIS professionals subscribed globally and the Library Connect website had over 27,000 visitors.

In the year Elsevier expanded its Geographical Pricing for Open Access initiative which now includes around 300 gold open access journals. The initiative helps authors in low- and middle-income countries publish their research open access through pricing based on local economic conditions. Since the launch of the pilot the initiative has seen more than 14,500 articles by authors in more than 100 low- and middle-income countries accepted by participating journals.

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.

In the year Law360, LexisNexis Legal & Professional's legal news service, implemented a policy requiring all articles to be reviewed by an AI-powered bias indicator tool before publication. The tool was designed to promote neutrality by identifying potentially biased language and supports editorial quality.

Accessibility

We strive to empower all people, including persons with disabilities, by ensuring our products and services are accessible and easy to use by everyone. Our commitment to accessibility is embedded across RELX and advances our Inclusion Policy. We work to ensure we meet the requirements of relevant global accessibility laws including the European Accessibility Act and the Americans with Disabilities Act.

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 minimum standard for our Websites is the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA. Our Accessibility Policy is available at www.relx.com/cr-downloads.

Elsevier's ScienceDirect platform was ranked in the top 1% for most accessible home page by the 2025 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 940 candidate accommodation requests, ensuring that these candidates have an accessible and inclusive experience.

In 2025, Elsevier's Global Books Digital Archive fulfilled more than 1,700 disability book accommodation 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. Elsevier launched PDF tagging in all new journals and books, which allows assistive technologies like screen readers to interpret and navigate documents correctly.

In 2025, Elsevier undertook research with people with disabilities, including users of Editorial Manager, ShadowHealth, and our PDF journal articles. To improve the accessibility and perceivability of 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 (ACRs). Elsevier launched a new public resource in the

year enabling users to access ACRs for various products detailing how they meet global accessibility standards and laws, helping address customer queries and increasing transparency. Legal undertook work in the year towards a similar online ACR repository. Customers can also utilise a dedicated accessibility email address to connect with an accessibility expert and support ACR requests. In 2025 Accessibility Teams across Risk, Elsevier and Legal resolved over 600 customer accessibility requests.

2025 OBJECTIVE

Develop a new accessibility design review process

2025 PERFORMANCE

RELX is committed to creating products that are usable by everyone including people who experience a disability. Product teams, supported by a network of Accessibility Champions, work to ensure digital accessibility is embedded into the design of products and services from the start to ensure an optimal experience for disabled users.

In the year we produced a new comprehensive User Experience Accessibility Design Guide which incorporates accessibility user personas and tips for ideation; accessibility in detailed design; expert review; and hand off-review process.

Teams across the business completed self-assessments against two Software Development Life Cycle (SDLC) Accessibility Processes, followed by improvement plans. We also deployed shift left best practices which integrate accessibility considerations into the earliest stages of the SDLC.

To share our knowledge in this area, Accessibility Specialists from across RELX presented six sessions at CSUN Assistive Technology Conference 2025 (photographed right).



2025 OBJECTIVE

Engagement with sales professionals throughout the business on the value of corporate responsibility for our customers

2025 PERFORMANCE

Increasingly 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 160% increase in customer requests for sustainability data.

In 2025 sales colleagues were surveyed to gain insights on corporate responsibility related customer requests. Corporate Responsibility teams shadowed sales colleagues to better



understand their processes and customer engagement strategies. This cross-functional learning enables Corporate Responsibility colleagues to create efficient and effective tools and communications for sales colleagues. In the year customer and product focused content was produced to highlight RELX’s Unique Contributions, including a sustainability focused product story published to coincide with COP30.

2026 objectives

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

Accessibility – Establish and implement accessibility best practices for AI-driven user interfaces and AI-generated content, aligned with SDG 10 (Reduced Inequalities)

Customer engagement – Develop an internal AI tool for customer facing colleagues to quickly access corporate responsibility information, aligned with SDG 17 (Partnership for the Goals)

By 2030

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

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 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. Our employees count on us to create a fair, challenging, rewarding and supportive work environment where they can achieve their potential.

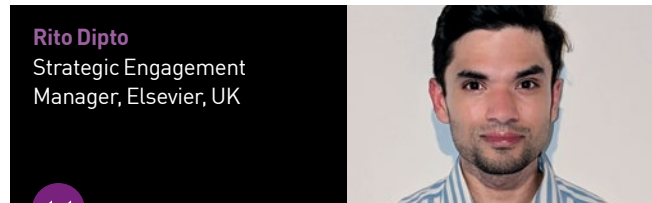
For more information on our people and their working lives in RELX, please see www.relx.com/our-business/perspectives.

Driving performance through culture

In RELX 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 annual goals for all our people, 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. This approach encourages regular and impactful performance, development and career conversations for all employees.

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



RELX has enabled me to grow in my vocation while fostering a culture of trust and psychological safety. The organisation's policies have supported both my professional ambitions and personal wellbeing, making me even more committed to showing up at my best, every day.

Our commitment to careers

RELX employees are expected to understand their strengths and areas for improvement and take individual ownership of, and accountability for, pursuing their own personal development. We ask employees to proactively look for opportunities to build their career. We invest in tools to support them, especially in identifying appropriate career paths. We aim to provide our people with resources, tools and support to help them perform and grow, including online training platforms that were utilised by 76% of employees during 2025. We are helping our people build skills for the future such as data analytics, product and technology development (including AI), and product ownership and management.

In 2025 we invested over \$14m and around 500,000 hours in centrally deployed training. This included courses, seminars, one-to-one instruction and tuition reimbursement. Centralised training is supplemented by additional training in business units.

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 NetWorx, a global employee mentorship programme. This digital mentoring platform recommends matches based on individual profiles and specific goals, creating six month long mentoring relationships. In 2025, the platform had approximately 1,500 active users.

- Overview
- Market segments
- Corporate responsibility
- Financial review
- Governance
- Financial statements and other information

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 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 several channels they can use, including our Integrity Line, to raise concerns and have them investigated (see page 43). 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 talent

At the heart of our approach to inclusion, is the belief that everyone 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 inclusion 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 policy

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

Employee Resource Groups

- 100+ active networks

External recognition

- RELX was recognised in multiple categories at the 2025 Comparably awards including Best Leadership Team, Best Company Outlook and Best Company, Perks and Benefits

RELX Employee Resource Groups (ERGs) encourage colleagues to collaborate, advocate and engage communities around topics of mutual interest. ERGs are open to everybody, and help advance a culture of belonging. This is recognised by allowing all employees to take two days paid time-off per year for ERG-sponsored activities. In 2025, employees recorded over 22,300[^] ERG hours. We feature stories about our people and purpose at www.relx.com/our-business/perspectives

We are committed to creating an environment where everyone can thrive, and provide reasonable accommodations and adjustments to meet individual needs, ensuring everyone can participate fully in the workplace.

In 2025, the percentage of people managers who are women remained at 46%, and the number of women in our senior leader population was 31%. 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 9,300 technologists, 27% are women.

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 at www.relx.com. These documents commit us to providing a healthy and safe workplace for all employees and safe products and services for customers. The CEO is responsible for health and safety on behalf of the Board.

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

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

We provide tailored health and safety training to employees and alongside third parties to help ensure 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. In the US, we engage a third-party specialist to inspect locations that had increased incident rates. We also provide employee support following any incident or health concern. There were no work related deaths reported in 2025 and our frequency rate (lost time incidents per 200,000 hours worked) was 0.02. The majority of lost time incidents were due to road traffic accidents, followed by slips, trips and falls.

For hybrid working, we provide support on health and safety issues for both office and home working. During the past three years over 5,900 employees have completed the training through our Healthy Working programme which includes personalised risk assessments and action plans.

RELX is also committed to fostering a psychologically safe and supportive workplace through a comprehensive mental health and wellbeing framework that spans all business areas. The framework is rooted in proactive leadership, diverse support mechanisms, and inclusive programming that addresses the multifaceted wellbeing needs of employees globally.

2025 OBJECTIVE

Engage colleagues globally through our Inspiring Inclusion programme

2025 PERFORMANCE

Our 2025 series of virtual events helped colleagues understand and embrace the diversity of our global business.

The 2025 Belonging virtual conference brought together employees globally to foster a shared commitment to advocacy, learning and building an inclusive workplace.

[^] Independently assured

2025 OBJECTIVE

Hold virtual wellbeing summit for champions from across the business

2025 PERFORMANCE

RELX operates in a fast moving and dynamic environment. We want to help our people to take care of themselves, mentally and physically, so they can perform with clarity, focus, stability and energy, and achieve their potential. In 2025 all employees, globally, were invited to participate in a programme in association with OwnLife, intended to help them sustain productivity while finding a better work-life balance, and reducing their risk of burnout.

In 2025, we held our first RELX Wellbeing Summit bringing together over 100 HR leads, ERG representatives, and Mental Health First Aiders across 14 countries. The summit highlighted practical tools for workplace wellbeing advocates and focused on connection, care, and rejuvenation for those colleagues that care for others. 94% of summit attendees discovered useful tools and 100% learnt something new. Additionally, we have a number of ongoing wellness programmes such as Living Well, MindLife and Thrive. Our global Employee Assistance Programme provides valued professional support when someone needs more personalised or urgent help with a work-related or a personal issue. All of this is supported by a wide range of policies that support employees in bringing their whole self to work and in managing competing work and life priorities.

2025 OBJECTIVE

Continue to assess pay competitiveness and pay equity across RELX

2025 PERFORMANCE

In 2025, we continued to monitor pay competitiveness and pay equity across RELX. Compensation reviews twice a year allow for pay increases to recognise performance and sustain market competitiveness and internal equity.

We have robust and well-established reward mechanisms across RELX, with a strong emphasis on performance, fairness, equity and market competitiveness. Reward education is provided for people managers to support them in understanding key concepts – such as the steps we take to ensure people are treated equitably – and to facilitate discussing them with employees. In addition to pay, we have a wide range of employee benefits that reflect the market norms in the countries in which we operate. We keep pay equity under constant review, with an ongoing programme to drive even greater equity and fairness.

2026 objectives

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

Wellbeing – Second virtual well-being summit to convene wellness champions across RELX to share best practice and provide new tools to support physical and mental wellbeing, in support of SDG 3 (Good Health and Well-Being)

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

	2025
RELX people in numbers	
FTE employees	37,600
Full-time employees (%)	95%
Part-time employees (%)	5%
Average length of service (years)	8
Total hours worked by all employees in the year	66m
Temporary workers (%)	3%
Contingent workers	1,700
Employees represented by a collective bargaining agreement (%)	12%
Global HR information system coverage	100%
Turnover	
Total turnover rate	11.1%
Voluntary turnover rate	7.2%
Involuntary turnover rate	3.9%
Training and development	
Investment in training	\$14m
Training hours	500,000
Employee engagement	71%
Reward	
Employees with variable pay opportunities	79%
Employees with access to share purchase programmes (US/UK/NL)	55%
Absence	
Absence rate (number of unscheduled absent days out of total days worked in 2025, UK and NL)	0.87%
US Family Medical Leave Act requests	1,101
Inclusion	
Employees who are women	51%
Managers who are women	46%
Senior leaders who are women	31%

By 2030

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

Overview
Market segments
Corporate responsibility
Financial review
Governance
Financial statements and other information

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 220 RELX Cares Champions ensures the vibrancy of our community engagement.

In 2025, we held the 15th 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 visit charity projects in the Philippines hosted by our colleagues at Reed Elsevier in the Philippines. In addition, one individual was awarded extra RELX Cares volunteering days and two individuals and two teams were given the opportunity to make a donation to the charity of their choice.

▶ **220**

A network of 220 RELX Cares Champions ensures the vibrancy of our community engagement

Elora Wang
Executive Assistant,
RX, China



Volunteering allows us to unite our collective strength for meaningful change. Nothing is more rewarding than seeing our shared efforts strengthen community bonds and create tangible impact.

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.

2025 OBJECTIVE

Update RELX Cares Champions materials and continue to increase engagement and participation

2025 PERFORMANCE

In the year we updated existing assets and created new materials for RELX Cares Champions, among them the RELX Cares Champions Handbook to help RELX Cares Champions understand their role as catalysts in supporting colleagues to take part in volunteering, giving and other RELX Cares activities.

We created new downloadable posters to advertise RELX Cares events, an email signature that tells people they are RELX Cares Champions, an email template to promote RELX Cares activities and a RELX Cares T shirt design.

We increased engagement in our flagship programme, Recognising Those Who Cares with a 17% increase in applications for the awards which celebrates RELX employees who have made outstanding contributions to RELX Cares.

We have continued to convene bi-monthly RELX Cares Champions meetings to engage employees around the world.



The Recognising Those Who Care programme spotlights colleagues whose passion and commitment to their communities embodies the spirit of RELX Cares. Serving as a judge for the awards has been incredibly rewarding in discovering how the nominees' dedication is inspiring our teammates around the world and making a real difference.

Jonathon Woods
Director, Corporate Communications
LexisNexis Legal & Professional

Each September, we hold RELX Cares Month to celebrate our commitment to our communities around the world. During the Month, over 4,000 colleagues across RELX took part in hundreds of volunteering and fundraising events. These included employees in the UK who recorded audio books for sick children; colleagues from LexisNexis Risk Solutions US who painted skateboards for disadvantaged children; Elsevier India colleagues who mentored young people from an educational charity; LexisNexis Legal & Professional New Zealand who took part in a beach clean-up; and colleagues at RX China who worked with a charity providing horse riding for children with special needs.

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.

RELX Cares Champions vote on submissions using decision criteria such as value to the beneficiary and opportunities for staff engagement. In 2025, RELX Cares Champions donated £334,242 to 29 charities supporting over 120,000 young people. Projects included:

- In the US, giving underserved Philadelphia teenagers the chance to take part in outdoor expeditions
- In Poland, funding social integration and creative programmes for Ukrainian child refugees
- In India, providing free education to children in a vulnerable Delhi resettlement colony

In managing community involvement, we apply the same rigour as we do to other aspects of our business. Read our methodology at www.relx.com/additional-cr-resources.

We extended our partnership with our global fundraising partner, Save the Children, until 2027. Since 2022, the partnership has raised more than £200,000, including through marathon running, quiz nights and taking part in Save the Children’s Christmas jumper day, and we have pledged to raise at least another £80,000 by 2027. The funds support Save the Children’s work in 90 countries, through emergency response and long-term programmes, the charity has an immediate and lasting impact on the lives of millions of children around the world.

We donated £5m in cash (including through matching gifts), and £15m in products, services and staff time (market-value) in 2025. Some 38% of employees were engaged in volunteering through RELX Cares. According to 2025 Business for Societal Impact (B4SI) data, the average volunteering rate was 27.2% for our sector and 24.8% for all sectors.

We encourage 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.

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 2025, RELX donated over 143,000 books with a value of over \$11m to our charity partners.

Book Aid International

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

In 2025, we supported them by donating 16,476 new books and providing a grant to open a new Children’s Corner in Bamenda, Cameroon. Every Children’s Corner creates a vibrant reading space stocked with UK donated and nationally published books that is staffed by a specially trained librarian ready to welcome children into a world of reading. The space is especially valuable in Bamenda, where children are living with the effects of an eight-year conflict that has closed schools and forced thousands from their homes. In these challenging circumstances, the new Children’s Corner will give hundreds of children the chance to find respite in stories.



For over 30 years, RELX has joined us in sharing the power of books with readers around the world. The hugely valuable books RELX provides have helped so many midwives, doctors and nurses qualify and go on to provide life-saving care and supported countless students around the world in earning degrees. RELX’s grants have opened beautiful reading spaces where children can explore a whole new world of stories. I would like to thank RELX for their long-standing support – your gifts are truly transformational.

Alison Tweed
Chief Executive, Book Aid International

Photo credit: Cynthia R Matonhodze/Book Aid International.

Elsevier Foundation

This year we celebrated 20 years of the Elsevier Foundation which has donated \$18 million in grants to over 100 partners in more than 70 countries around the world to advance inclusive research and health. The Foundation shared its first Impact Report in the year with key statistics and partnership case studies on research equity, inclusive health and climate action, including Envisioning Futures: Women’s leadership and gender equity in Japanese research with RIKEN, the leading Japanese research institute. They also introduced a new alumni programme connecting past award winners with Elsevier editors, featuring them in Elsevier webinars and amplifying their work through our networks and hosting a reception for the Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World alumni at the Organization for Women in Science for the Developing World General Assembly in Bogota, Colombia in November 2025.

In 2025 the Elsevier Foundation also launched a partnership with Swasti, an Indian public health nonprofit, to support healthcare workers in addressing challenges posed by climate change through its Climate Care Champions programme. The \$50,000 grant is equipping frontline healthcare workers with essential skills to manage climate-induced health impacts. Two districts were chosen for the pilot based on heat index severity involving 90 health professionals, who then trained over 2,200 frontline health workers. Results have led to an increase in accurate identification of heat-related illnesses and the creation of a first district Heat Action Plan.



For 20 years, the Elsevier Foundation has invested in a pragmatic, partnership-driven approach to advancing inclusive research and health. By combining our partners’ on-the-ground expertise with Elsevier’s content, data, analytics and networks, together we have created a multiplier effect – delivering greater impact and contributing to meaningful change.

Ylann Schemm
Executive Director, Elsevier Foundation

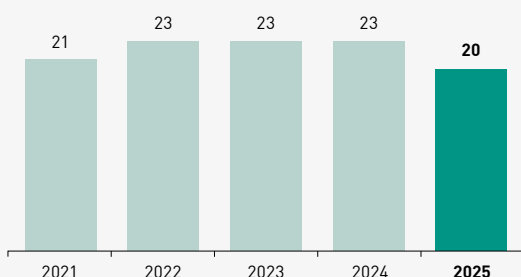
Impact

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 2025, we received over 15,400 responses, 89% of respondents said their motivation and pride in RELX had increased as a result of volunteering and 87% said they had experienced a positive change in behaviour or attitude as a result of volunteering.

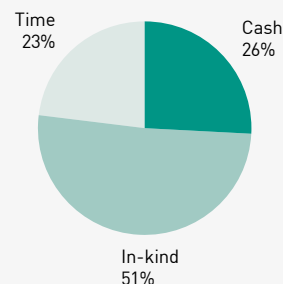
Community involvement

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



What we contributed in 2025 (market value)

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



2025 OBJECTIVE

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

2025 PERFORMANCE

In the year, our Disaster and Emergency Committee brought together business continuity, corporate responsibility and philanthropy colleagues for a more collaborative and coordinated response to emergencies and disasters. During 2025, we donated funds to Save the Children, World Central Kitchen and The Red Cross to support relief efforts around the world including for those affected by the Californian wildfires, earthquakes in Myanmar and Afghanistan, Hurricane Melissa in Jamaica and Typhoon Fung-wong in the Philippines.

In 2025, RELX was nominated by Save the Children for Outstanding Support for Children in Emergencies at their Partnership Awards. We also contributed to a Business for Societal Impact (B4SI) project, sharing insights on our disaster response and were cited by B4SI as a best practice company in disaster relief.

The 2025 RELX SDG Inspiration Day, The Future of Philanthropy, featured a panel exploring the role of corporate charity partnerships in disaster response. Panellists shared insights on maximising impact in times of crisis and emphasised the importance of integrating preparedness



with recovery strategies, aligning corporate resources with humanitarian needs, and building resilient partnerships that address immediate issues whilst also contributing to sustainable recovery.



RELX's support of Save the Children's emergency fund has enabled us to respond to children's needs throughout the year. Despite cuts in overseas aid, ongoing crises, and the unpredictable geopolitical landscape, it is thanks to supporters like RELX that we are meeting those challenges and holding true to our mission to bring immediate, lasting and positive change for children.

Lisa Aubrey

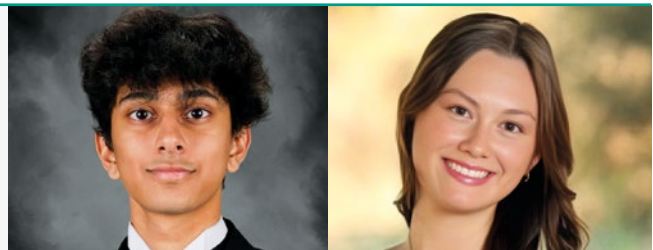
Director of Fundraising & Engagement, Save the Children UK

Photo credit: Save the Children Philippines.

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.

Ayush Tailang (left) son of Sameer Tailang, Principal Software Engineer for Risk in Atlanta, is passionate about business and technology. Ayush graduated from high school with Honors and is now a freshman at the University of Georgia where he is studying Management Information Systems at the Terry College of Business. Ayush has earned an IT specialist certification and consistently places among the top rank in a range of technology competitions. He is a member of the National Honor Society and the National Technical Honor Society. Outside of academics, Ayush competes in dance tournaments, plays alto-saxophone and is involved in varsity athletics.



Brooke Healey (right), daughter of Chris Healey, Customer Success Manager for Risk, graduated from high school with a 4.5 GPA and in the top two percent of her class. She has a passion for science, particularly environment and earth sciences. She played varsity volleyball and was also a member of the National Honor Society, Spanish Honor Society, Maths Honor Society and the California Scholarship Foundation, where she volunteered over 100 hours per year, earning her the President's Volunteer Service Award. She was also a member of her high school's environment club. Brooke is attending the University of California, Los Angeles and will major in environmental science.

2026 objectives

Employee community engagement – Hold first virtual global RELX Cares Champions Summit to continue advancing flagship RELX Cares programme across the business in support of SDG 17 (Partnerships for the Goals)

Philanthropic giving – Introduce new technology platform to streamline central giving and to improve impact reporting, in support of SDG 17 (Partnerships for the Goals)

By 2030

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 insist our suppliers meet the same high standards.

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 Supplier Environmental, Social, and Governance (ESG) Director from our global procurement function. The VP Global Procurement has operational responsibility for ensuring engagement with suppliers occurs.

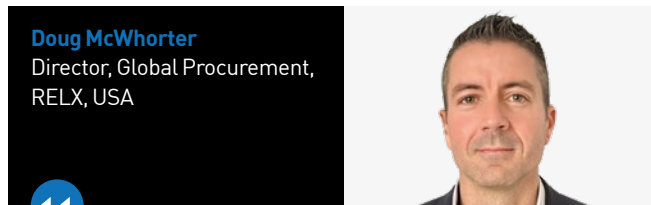
Monitoring suppliers

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.

Non signatories to our supplier code are primarily new to the SRS tracking list, and we work with them, and other non-signatories, to gain agreement to our Supplier Code. In total, at the end of 2025 there were 6,586 signatories to our Supplier Code, or suppliers with an equivalent code, representing an increase of 9% from 6,056 signatories at the close of 2024.

We engage specialist supply chain auditors to evaluate compliance with the Supplier Code, and in 2025 there were 140 external audits; 69 onsite and 71 desktop. During 2025, onsite audit locations included Argentina, Brazil, Canada, China, Egypt, Hungary, India, Italy, Mauritius, Mexico, Pakistan, Philippines, Singapore, South Africa, Sri Lanka, United Kingdom, and United States.

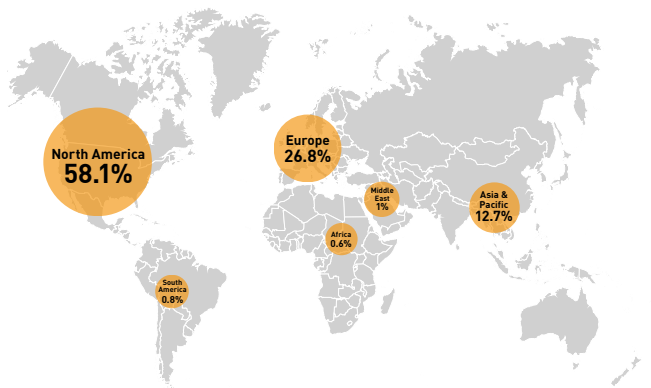
Desktop audits involve supplier responses to an online questionnaire, supporting document uploads, and a risk assessment. During an onsite audit, the auditor will randomly select employees from a full roster to interview. This provides an opportunity to address the awareness and trust in the process. 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.




Doug McWhorter
Director, Global Procurement,
RELX, USA

By collaborating with suppliers who share our values, we generate greater impact – for our company, our customers, and the communities where we live and work.

RELX supplier locations (% of supplier spend)



Based on four quarters ending Q3 2025

 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 with which; we spend more than \$1m annually; deem critical; or those located in medium and high-risk countries with which we spend \$100,000+ annually for two consecutive years

We assess risk using our Supplier Risk Tool which contains 11 indicators, including human trafficking information from US State Department and the Environmental Performance Index (Yale University and Columbia University in collaboration with the World Economic Forum). Using the tool, in 2025, we assessed risk covering over 90% of global spend

SRS tracking list changes year-on-year based on our business needs and changes in country risk designations; in 2025, there were 954 suppliers, of which 769 (81%) are signatories to our Supplier Code or have equivalent standards in place. The tracking list includes 111 suppliers in high-risk countries and 694 in medium risk countries,

Incidence of noncompliance identified during an audit leads to a timeline requiring either immediate remediation or from 30-90 days remediation based on the finding. Audit reports provide a summary of findings, local law references as relevant, root cause and explanation of the noncompliance, follow-up methods, timescale, and recommendations and actions needed to close the finding. Suppliers upload a Corrective Action Plan (CAP) in the audit platform for each noncompliance finding and a follow-up audit is then scheduled to confirm action; auditors work with suppliers until full compliance is reached. We aim to ensure supplier remediation but in instances where the supplier fails to take sufficient action, we will terminate the supplier relationship.

To minimise deforestation risk 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 2025, 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 2025, we held RELX Supplier sessions focused on avoiding modern slavery, promoting living wages and setting science-based carbon reduction targets.

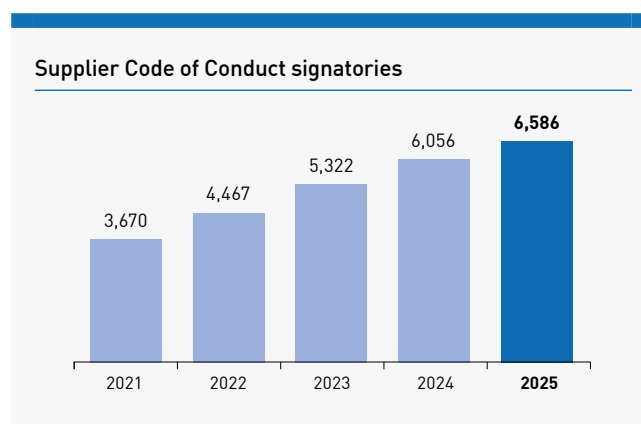
Promoting human rights through the Supplier Code

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 explicitly prohibits suppliers from participating in any form of human trafficking or related activity. In 2025, we updated our RELX Modern Slavery Act Statement (MSA), available at www.relx.com, outlining how we are working to prevent human trafficking and modern slavery in our direct operations and throughout our supply chain.

The Supplier Code stipulates that, where required by law, suppliers will have employment contracts signed with all employees and require 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, suppliers audited in the year were asked to undergo further training on freely chosen employment and living wages. We use a UK Government definition of modern slavery, particularly ‘the trafficking of people, forced labour, servitude and slavery.’ In 2025 we did not receive any reports from employees or suppliers via the Integrity Line that related to modern slavery.

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.



Responsible Supply Chain Performance		2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Actual
Increase # of suppliers as Code signatories	Target					
	Measure					
	Total # of Code signatories	3,670	4,467	5,322	6,056	6,586
	Total # of suppliers on tracking list	359	724	796	914	954
Continue using audits to ensure continuous improvement in supplier performance and compliance	Total # of suppliers on tracking list who were Code signatories (or equivalent)	343	630	690	747	769
	% of suppliers on tracking list who were Code signatories (or equivalent)	96%	87%	87%	82%	81%
Continue to advance the US Supplier Inclusion Programme	# of independent audits	111	119	125	137	140
	Onsite	28	28	36	61	69
	Desktop	83	91	89	76	71
% of total US spend with diverse suppliers (Veteran, Minority, Woman-owned businesses)		3%	4%	3%	3%	3%

- Overview
- Market segments
- Corporate responsibility
- Financial review
- Governance
- Financial statements and other information

2025 OBJECTIVE

Increase the number of suppliers that are Code Signatories and continue using audits to ensure continuous improvement in supplier performance and compliance

2025 PERFORMANCE

We are committed to proactive engagement with suppliers to ensure a Responsible Supply Chain that reflects the diversity of our communities. During 2025, we increased the number of suppliers that are signatories to our Supplier Code to 6,586. Additionally, 140 supplier audits were conducted to ensure continuous improvement in supplier performance and compliance.

▶ 6,586

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

2026 objectives

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)

By 2030

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



Environment

We work to reduce our environmental footprint, while developing products and services that bring stakeholders together to address critical global environmental issues and provide essential insights.

▶ **87%**
reduction in Scope 1 and Scope 2 (location-based) emissions since 2010

▶ **97%**
reduction in waste sent to landfill since 2018

▶ **71%**
reduction in on-site energy since 2018

A positive environmental impact through our products and services

Our products and services, which provide stakeholders globally with data that informs debate, supports decision-making and advances environmental research, represent our most significant environmental impact.

Risk

Risk provides essential data to enable the insurance market to remain resilient in response to a rapidly changing climate. To address increased risks of flooding and subsidence, Risk offers address-level risk scores, available at the point of quote and visually through its Map View solution. Providing detailed, timely risk data on a property-by-property basis supports insurers underwriting decisions and benefits consumers in making informed decisions about their policies and property choices.

Scientific, Technical & Medical

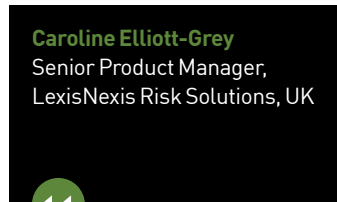
In the year, Elsevier contributed to the development and launch of an industry-wide, digital journal carbon calculator to assess the impact of journal publications using a common methodology. Elsevier is deploying the tool for a pilot project with the Royal Danish Library to assist them with carbon reporting of journal publications.

Legal

LexisNexis Practical Guidance (LPG) strengthens market understanding of environmental law and policy. Bespoke trackers cover environmental law topics in legislation, cases, consultations, and UK/EU divergence. LPG monitors and reports on major developments and events in the year such as COP30 to ensure information remains current and actionable. ESG and sustainability resources expanded in the year on climate change, environmental policy, and due diligence.

Exhibitions

RX uses its global platforms to amplify sustainability knowledge, drive responsible consumption and inspire behavioural change.



With the changing climate we are seeing the impact of increased flash flooding, shifts in subsidence and changes in wildfire patterns. Our products provide customers with crucial data and tools to understand the associated risks for property to enable them to offer sufficient levels of cover.

RX's portfolio of energy events including World Future Energy Summit, All Energy and Pollutec help to accelerate the clean energy transition. In 2025, RX's Functional Fabric Fair Summer Edition featured over 150 sustainably certified suppliers, reflecting growing industry demand for responsible sourcing. Aluminium China brought together over 490 exhibitors in the year with themed zones focused on recycling and sustainable packaging solutions.

Across RELX

The CEO is responsible to the Board for environmental performance, and the CFO is our most senior environmental advocate. The CEOs of our business areas are responsible for complying with relevant environmental policy, legislation and regulations. The 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.

We measure and report greenhouse gas emissions, implement decarbonisation strategies for emissions reductions and address residual emissions with high quality carbon removals, with the aim to achieve net zero across all carbon scopes by 2040. Details of our net zero transition road map are available on pages 218-219, and our Taskforce on Climate-related Financial Disclosure is available on page 235. We are signatories of We Are Still In, a network of more than 3,900 organisations committed to combatting climate change and are members of the Aldersgate Group, an alliance of leaders from business and civil society that support actions for a sustainable economy.

In creating and delivering our products and services we have an impact on the environment through carbon emissions, energy and water usage. But where we can make the biggest difference is in our portfolio of environmental research, products and services, which further knowledge, promote best practice and inspire meaningful action.

2025 Environmental Performance

	Absolute performance			Intensity ratio (absolute/GBPm revenue)		
	2024	2025	Change	2024	2025	Change
Scope 1 (direct emissions) tCO ₂ e	2,703	1,966	-27%	0.29	0.21	-28%
Scope 2 (location-based) emissions tCO ₂ e	29,989	19,500	-35%	3.18	2.03	-36%
Scope 2 (market-based) emissions tCO ₂ e	6,971	5,294	-24%	0.74	0.55	-25%
Scope 1 + Scope 2 (location-based) emissions tCO ₂ e	32,692	21,466	-34%	3.47	2.24	-35%
Total on-site energy (MWh)	89,745	55,977	-38%	9.51	5.84	-39%
Water (m ³)	134,716	111,810	-17%	14.28	11.66	-18%
Waste sent to landfill (t)*	44	32	-27%	<0.01	<0.01	-27%
Sustainable production paper (%)	100	100	-	-	-	-

* From reporting locations only, excluding estimates from non-reporting locations.

Actual environmental data covers approximately 80% 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.

Performance

We focus on delivering continuous improvement in our environmental performance and achieved the environmental objectives we set for 2025. We reduced our on-site energy consumption by 38% over 2024, with a reduction of 34% in our Scope 1 and Scope 2 (location-based) emissions. Scope 3 (flights) emissions increased by 24% over 2024 as business travel returns towards expected levels, but is 41% below 2019 emissions.

We reduced water consumption by 17% and continued to purchase 100% sustainable production paper.

Our carbon reduction targets are validated by the Science Based Targets Initiative as aligned with the 1.5°C criteria and include our Scope 3 targets:

- 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

Our indirect Scope 3 emissions can be found on page 63.

New environmental targets to 2030

Focus area	Targets – 2030	2025 performance
Climate change	Reduce Scope 1 + 2 (location-based) carbon emissions by 56% against a 2018 baseline	-74%
Energy	Reduce energy and fuel consumption of our locations by 65% against a 2018 baseline	-71%
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	-97%
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.

2025 OBJECTIVE

Implement new environmental targets covering energy, waste and management system

2025 PERFORMANCE

RELX is committed to achieving net zero by 2040. We have set near term carbon reduction targets, validated by the Science Based Targets Initiative (SBTi), to progress this commitment aligned with the Paris Climate Agreement.

To reduce Scope 3 carbon emissions in our supply chain, the RELX Global Procurement team instituted a new workstream in the year to encourage and monitor supplier adoption of science-based targets.



Our environmental management system was re-certified to ISO14001 in the year, demonstrating our commitment to responsible environmental management across our global operations.

Climate change

Our Climate Change Statement supports the scientific community’s opinion that human activity is contributing to climate change and highlights our support for the Paris Climate Agreement which aims 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 part of a community of more than 630 organisations working to address climate change by measuring and reporting greenhouse gas emissions and implementing decarbonisation strategies to achieve significant emissions reductions.

Since 2010, we have reduced our Scope 1 and 2 location-based carbon emissions by 87%. We set an internal carbon price which our business areas must pay for the carbon they emit. In 2025, it was \$50 per ton of CO2.

We have a Net Zero Transition Plan which can be found on page 218.

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 17% between 2024 and 2025, primarily due to continued office space consolidation.

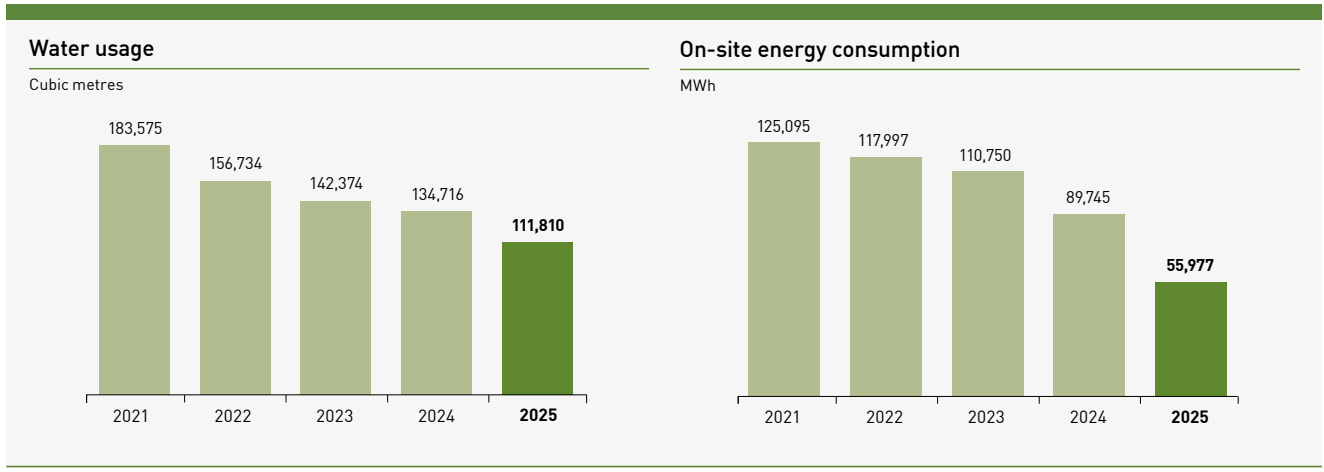
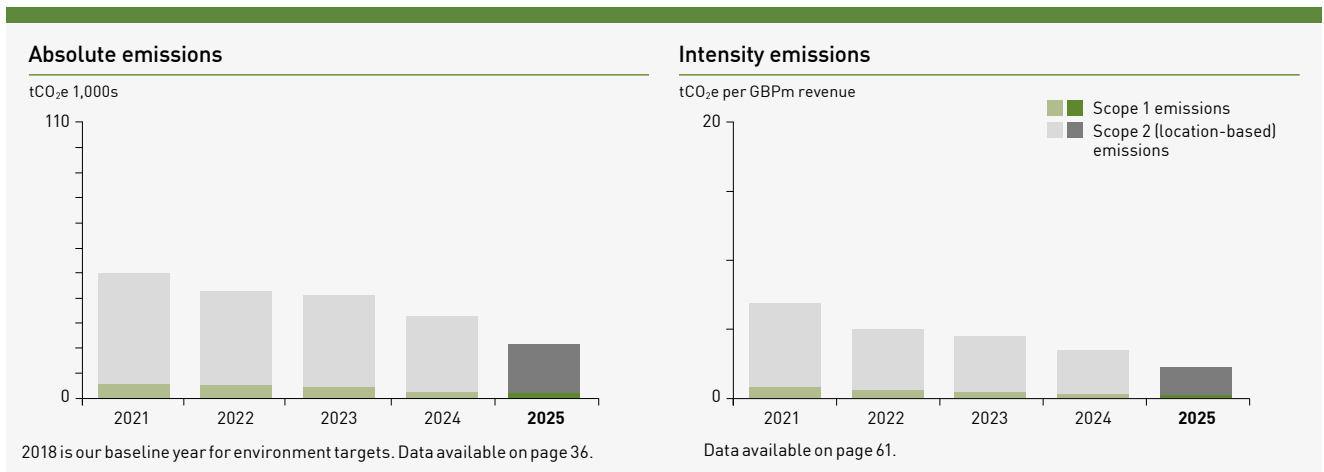
We engage with internal water experts who produce water related content for our customers. In 2025, we offered customers 26 peer-reviewed journals in water science and technology, including Water Research. We also support water projects through the RELX Environmental Challenge (see page 41).

Energy

As RELX almost exclusively 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 2025, we purchased green-e certified wind and solar RECs in addition to green tariffs.

Energy consumption at our offices, representing 62% of the total on-site energy, decreased in 2025 due to continued office space consolidation. Energy from our owned data centres, constituting 38% of our total on-site energy consumption, decreased as we continued to move activity to the cloud. The purpose-built modern data centres of cloud providers have significantly lower emissions due to their large scale and measures such as the use of renewable energy.

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



Waste

Total waste generated across all locations decreased by 52% in 2025, primarily due to the disposal of venue and warehouse space.

Of waste generated across all locations, we estimate 52% was recycled and 86% diverted from landfill through recycling, composting and waste energy generation. Of the waste produced at our reporting locations, excluding estimates from non-reporting locations, 57% was recycled. In 2025, waste sent to landfill from reporting locations, excluding estimates from non-reporting locations, decreased by 27% due to the continued office space consolidation projects and changes in waste management practices, including use of waste-to-energy processing.

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 Extended Producer Responsibility Regulations. As a member of the Biffpack compliance scheme, we report the amount of obligated packaging (as defined in the regulations) we generate through selling, pack and fill and importation of relevant products.

Paper

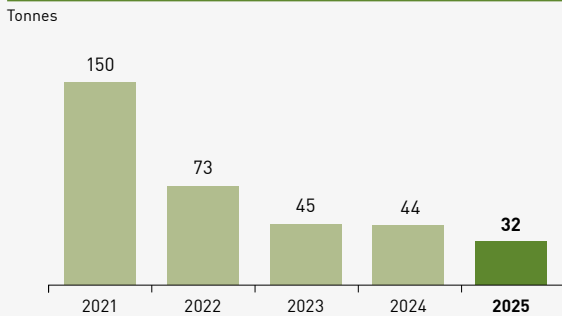
The quantity of production paper purchased in 2025 decreased by 11% over 2024 and by 74% since 2010 as we deliver more of our products online, reflecting a circular economy approach to conducting our business. In 2025, we reviewed the RELX Paper Policy maintaining our commitment to avoiding deforestation and other environmental impacts through the purchase of sustainably sourced papers.

In 2025, 100% of RELX production papers were graded as known and responsible sources or certified to FSC or PEFC. We endeavour to limit any environmental impact and reduce paper wastage by implementing measures like smaller print runs, digital over litho printing, print on demand and using lighter papers where possible.

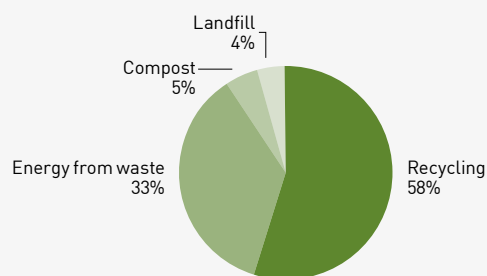
RELX is a founding member of the Book Chain Project’s paper module (PREPS) and helped create the PREPS database which identifies the pulps and forest sources of paper. The RELX Sustainable Production Paper Policy commits us to purchase only sustainable papers – graded three or five in Bookchain, or certified to FSC or PEFC.

RELX complies with relevant legislation and work was undertaken in the year to make any necessary preparations for the incoming European Union Deforestation Regulations (EUDR).

Waste sent to landfill (reporting locations)

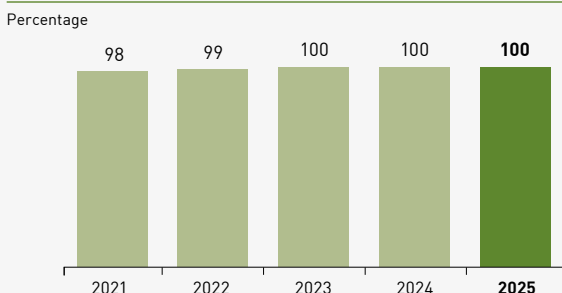


Waste disposal (reporting locations)



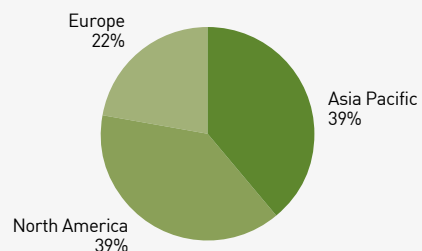
Reporting locations are those from which we were able to capture primary data in the year and excludes estimated data.

Sustainable production paper



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.

Forest source of graded production papers



Impacts in our value chain

Scope 3

In 2025, we continued to use the RELX CO2 Hub, an internal analytics platform, to help quantify our Scope 3 emissions. We estimated supplier emissions by collecting actual data from key suppliers to derive carbon intensity factors. The factors are then extrapolated by spend category to cover our full supply chain.

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

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

RELX Global Real Estate and Corporate Responsibility teams, work alongside contracted facilities colleagues to develop local travel plans. Travel plans contain information about local transport routes and seek to inform colleagues of commuter loan schemes and encourage sustainable transport use. Using daily refreshed office attendance data, we estimated emissions in 2025 to be around 5,900 tCO2e.

RX's Net Zero Carbon Events 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 gather emissions data associated with an event's value chain. RX produced a first Sustainability Report in the year which can be found at www.rxglobal.com/sustainability.

We encourage the re-use of electronic equipment and only recycle equipment once it cannot be re-used. We partner with Camara Education to donate equipment to provide access to computers for students in Ethiopia, Kenya, Tanzania and Zambia. Electrical 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 disposed of according to local regulations.

Scope 3 Emissions

	2024	2025	Change
Category 1 & 2: Purchased goods and services including capital goods (tCO ₂ e)	272,000	271,000	0%
Category 6: Business travel (tCO ₂ e) including flights	19,594	24,238	24%
Category 7: Employee commuting (tCO ₂ e)	5,900	5,900	0%

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

2025 OBJECTIVE

Implement employee action budget, funded by internal carbon price

2025 PERFORMANCE

On World Environment Day 2025 the RELX CFO, and chief environmental champion, launched the RELX Green Fund, made possible through proceeds from our internal carbon price. Global colleagues were invited to submit proposals that advance RELX's environmental goals. An internal panel of sustainability experts from across the business chose the following projects for funding:

- A model free access bicycle pilot scheme which can be rolled out to more locations in the future
- Tailored climate training and climate risk workshops for Elsevier colleagues



- Introduction of a new Oceans Prize as part of the RELX Environmental Challenge
- A funded project to assess nature related dependencies and impacts in STM

In the year, Green Teams, employee-led environmental groups, engaged over 300 colleagues across the world.

2026 objectives

Environmental responsibility – Launch new RELX Environmental Challenge Oceans Category, in support of SDG 14 (Life Below Water)

Carbon reduction – Launch climate training for colleagues across business areas and introduce new engagement opportunities, in support of SDG 13 (Climate Action)

By 2030

Further environmental knowledge and insight globally through our products and services and conduct our business with the lowest environmental impact possible