

## RELX PLC

### BOARD INCLUSION AND DIVERSITY POLICY

#### PURPOSE

This policy sets out the approach to diversity in respect of the Board of Directors (Board) of RELX PLC (RELX). It does not apply to diversity in relation to employees of RELX, which is subject to a separate policy and approach.

#### POLICY STATEMENT

The Board acknowledges the benefits that diversity can bring to the effectiveness of Board discussions through the incorporation of different perspectives and ideas and, as a result, the quality of Board decision-making. The Board believes that the environment in which it operates should be one that respects individuals and their contributions, regardless of any member's gender, ethnic origin, disability, nationality, age, sexual orientation or any other individual characteristic.

Diversity is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual director candidates in light of the needs of the Board without focussing on a single diversity characteristic.

Notwithstanding the above, all appointments must be made on merit. Diversity generally will be taken into consideration when evaluating the skills, knowledge and experience desirable to fill each Board vacancy.

The Nominations Committee, in conjunction with the full Board, will oversee plans for diversity and inclusion and assess progress annually.

The Nominations Committee regularly reviews the composition of the Board, seeking to balance its skills, experience, knowledge and independence, taking into account the composition best positioned to advance the Group's strategy for the benefit of all of its stakeholders. When reviewing the Board's composition, the Nominations Committee considers the benefit of all aspects of diversity, including but not limited to gender and ethnicity, whilst also considering candidates on merit against objective criteria.

When searches for an appointment to the Board are conducted by the Company or by external search firms, they will identify and present a gender-balanced list of diverse and qualified potential candidates.

Whilst the Board has set out a number of objectives, it does not at this stage believe that it is appropriate to set any formal or quantifiable targets in relation to any one of the many aspects of Board diversity.

#### REVIEW

The Nominations Committee will periodically review this policy and its effectiveness and recommend to the Board any revisions to the policy that it deems appropriate from time to time.

In its report contained within the RELX Annual Report and Accounts, the Nominations Committee shall report on the Board's Policy on Diversity and Inclusion.