



# Board of Directors

To promote the sound development of the structure and functions of the Board of Directors, RELX actively implements the diversity policy of board members to ensure a balanced board composition in terms of expertise, experience, and diversity. The factors to be considered in selecting directors include primary conditions (such as gender, age, nationality, and race), professional background (such as law, accounting, finance, and management), and industry experience. The term of each director is one year. The current Board of Directors consists of three executive directors and two independent directors, two of whom are women. They come from different professional backgrounds, and all have the necessary knowledge, skills and capabilities to perform their duties as directors. For the detailed profile of each director, please refer to our annual report for 2021 and our Investor Relations website. To effectively perform the functions of the Board of Directors and improve the quality of their decision-making, the Company has set up an Audit Committee, a Compensation Committee, a Nomination, and Corporate Governance Committee, according to their powers and functions. The members of each committee are all independent directors. For information on the members of the committees under the Board of Directors and the activities of the Board of Directors in 2021, please refer to our annual report.

## Diversity on the Board of Directors

Position Number of people



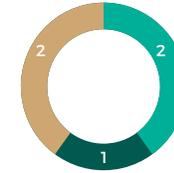
- Executive director
- Independent director

Gender Number of people



- Female
- Male

Age Number of people



- 30-39
- 40-49
- Over 50

Key Expertise of Directors	Ying (Kate) Wang	Long (David) Jiang	Yilong Wen	Youmin Xi	Zhenjing Zhu
Accounting/auditing/risk management	•			•	•
Talent management and compensation	•	•	•	•	•
Enterprise investment and financing					•
Corporate governance and sustainability	•	•	•	•	
Consumer goods industry expert	•	•	•		•



The compensation of directors includes annual salary, performance related bonus, and long-term equity incentive. The amount is subject to the Company's operating results and performance. In addition to financial and management indicators, directors' performance measures also incorporated sustainability related index, including seven indicators in three categories: environmental, social, and governance.

Directors' bonuses include performance related awards and long-term equity incentives. There is a delay mechanism in the awarding of directors' bonuses. The actual amount is closely related to the Company's performance and stock price to encourage directors to pay attention to the Company's long-term development. Furthermore, we have set up a clawback mechanism for directors' bonuses. For bonuses awarded according to false or erroneous data, the Company will deduct the amount accordingly, suspend the awarding of the bonus, or clawback the awarded bonuses as appropriate.

### ESG Indicators for Measuring Directors' Performance

Environmental	Social	Governance
Improving water efficiency	Responsible marketing	Anti-corruption
Improving energy efficiency	Sustainable supply chain management	
Addressing climate-related risks and opportunities	Ensuring chemical safety	



Schematic