

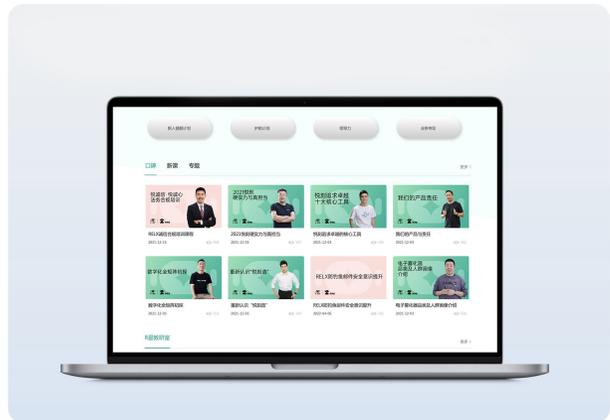
# Business Ethics Training



RELX continually carries out business ethics training to enhance employees' compliance awareness and create a compliance culture. We design targeted training courses for all employees and employees of key departments and constantly consolidate and enhance the awareness of all employees to comply with the laws and regulations, as well as abide by business ethics.

We run a code of business conduct training course in all onboarding programs. We require employees to fully understand the RELX Code of Business Conduct provisions, including anti-corruption and anti-bribery, anti-insider trading, antitrust, anti-fraud, prevention of conflicts of interest, protection of information security, and protection of intellectual property rights, and how to report. We have set up an Escort Program training module in the RELXschool platform and uploaded a series of training courses on business ethics, which are compulsory for all employees. We also push compliance updates to all employees on the R Planet internal working platform every month, continually introducing typical violation cases and disseminating compliance knowledge among all employees. We regularly conduct special offline training for key teams of channel sales, supply chain, non-production procurement, and software technology to consistently enhance their awareness of risk prevention and adhere to the basic principles of business ethics. In 2021, we held 12 business ethics training sessions for all employees (including contractors), involving more than 2,200 participants.

We also regularly organize distributors to attend business ethics training and introduce the latest national laws and regulations and the RELX Code of Conduct for Business Partners, clarifying the compliance principles of RELX. In 2021, more than 15,000 people attended our distributor business ethics training. In the future, we will further expand and strengthen the training for suppliers and other partners to promote the implementation of integrity and compliance throughout the value chain.



The Escort Program training module in the RELXschool platform

