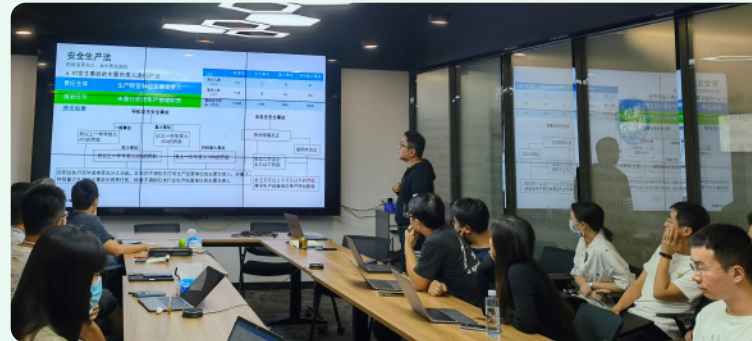


Health and Safety

RELX attaches great importance to employees' health and safety. The Company strictly abides by the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and the Work Safety Law of the People's Republic of China. We are committed to providing employees with a healthy, safe, and friendly workplace.

Work Safety

We regularly investigate potential safety risks and prepare emergency response plans to minimize work-related injuries. The Company has established a sound mechanism to handle work-related injuries to protect employees' rights and interests. The Company had no fatalities or work-related severe injuries during the reporting period. Moreover, we are proactive in providing workplace safety training for production management departments and primary-level laboratories to improve their work safety knowledge and skills. In 2021, we organized 23 safety training sessions for production management departments and laboratories and trained more than 110 people, with a per capital training time of 5.1 hours.



Work safety training

Occupational-related Health Risk Prevention

We have identified occupational risk exposures in our self-owned factories and laboratories, including dust, chemicals, tin dioxide, and noise. We have taken extra protective measures such as distributing personal protective equipment, publicizing occupational disease hazards, and providing occupational health examinations to minimize the possibility of occupational diseases. In 2021, there were no confirmed cases of occupational diseases at the Company.



COVID-19 Prevention and Control

Immediately after the outbreak of the COVID-19 pandemic in 2020, we set up a pandemic prevention and control team. We have prepared anti-pandemic supplies in each office for employees to use at any time and assigned special personnel to supervise employees wearing masks every day in public areas. Our offices are ventilated every day in the morning and evening. Our public areas are disinfected several times a day. Against the repeated outbreak of the pandemic, we have established a comprehensive response mechanism. HR experts record employees' recent travel history and report any employees who have traveled to medium- and high-risk regions to the pandemic prevention and control team. If employees are quarantined, the Company will make arrangements for them to work remotely as soon as possible. As of December 31, 2021, there have been no confirmed or suspected cases of COVID-19 at the Company.

Fire Safety

RELX regularly holds fire safety drills in offices, laboratories, and self-owned factories to ensure fire safety. We familiarize our entities and individuals with emergency plans and the emergency rescue team with the firefighting mechanism to shorten the emergency response time. We cooperate with the fire department to regularly inspect and maintain major firefighting equipment such as fire extinguishers, fire hydrants, the automatic fire alarm system, and the mechanical exhaust system in each building to ensure that they are available and effective.

★ CASE

Fire drills for all at RELX's self-owned factory

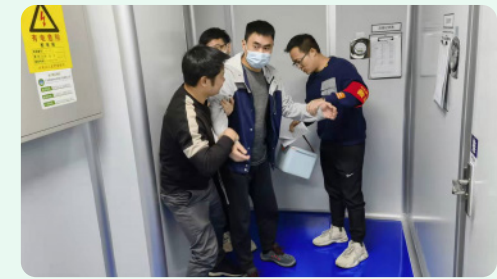
The drill mainly included:

- 1 On-site response to the fire, including immediate site evacuation, working with paramedics to move injured employees, and cutting off the power to prevent a more severe disaster.
- 2 When the situation is out of the factory emergency personnel's control, activate the Company's voluntary fire brigade for evacuation and firefighting.
- 3 On-site firefighting practices using fire extinguishers and hoses. Employees strengthened their ability to respond to fire in the firefighting drill. If they encounter similar dangers in the future, they can react quickly to protect their lives, respond to the emergency in time, and maintain the Company's production order.

At the end of 2021, RELX's self-owned factory organized an annual fire emergency evacuation and firefighting drill allowing production workers to become familiarized with emergency plans and enhance their risk prevention awareness.



A primary-level firefighting drill



The rescue team helping the injured in the simulation