



Training and Promotion

We continue to improve and optimize our personnel training system against high standards. We have developed different training modules for different audiences and effectively help each employee improve their professional abilities. We provide employees with a sound promotion mechanism, competitive remuneration, and incentive mechanism and appraise their performance scientifically to help them achieve self-development and their own self-fulfillment.

RELX Training Programs

RELX provides employees with diversified training channels, including various courses for all levels, from interns to management. Our training system has four modules for different audience groups: the Onboarding Program, the Escort Program, Leadership Training, and Business Training. We recommend tailor-made knowledge and skills for employees to help them improve their abilities in a targeted manner.

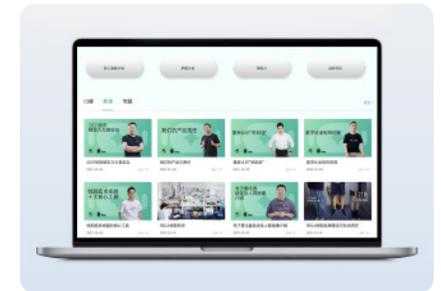
	Target Group	Program Purpose
Onboarding Program	New employees	The program is delivered by heads of the Company's core departments to help new colleagues quickly understand the brand appeal and corporate culture. It also includes business ethics and legal compliance courses to enhance new colleagues' compliance awareness.
Escort Program	All employees	The program provides all employees with training about the most up-to-date integrity and compliance information, information security laws and regulations introductions, and case analysis to constantly enhance compliance awareness.
Leadership Training	Senior and middle management	The program provides training and empowerment concerning the Company's overall plan and primary needs to improve the core competitiveness of the management team.
Business Training	All employees	The heads of business departments work with HR experts to organize special offline training sessions based on practical needs to help employees grow rapidly.



Onboarding Program



Team building game in an Onboarding Program



Courses on RELXschool

★ CASE

TRIZ Innovation Empowerment Training Camp

In October 2021, the RELX R&D team organized the TRIZ Innovation Empowerment Training Camp to optimize their technical problem-solving process and develop their systematic thinking ability. TRIZ, or the Theory of Inventive Problem Solving, was created by Soviet inventor and educator Genrich Altshuller and his research team after analyzing many patents and innovation cases. It focuses on clarifying and emphasizing the contradictions in the system by revealing the inherent laws and principles of invention, aiming to completely resolve the contradiction and obtain an ideal ultimate solution. We invited external experts to present the TRIZ methodology to the trainees with classroom simulations. The trainees carried out simulation exercises in groups on the topics they encountered during their regular work. The TRIZ Training Camp effectively helped the R&D team members to clarify the dismantling logic and analysis approach for R&D problems and achieved remarkable results in improving the team's overall business capability.

TRIZ Innovation Training Camp >



RELX 2021 Training Data



Indicator	Unit	2021
Training time per employee	hours/person	11.2
Training time per male employee	hours/person	11.3
Training time per female employee	hours/person	11.0

Promotion and Incentives

The Company's rapid growth provides broad space and unlimited possibilities for employees' career development. We assist employees in planning career development paths and build transparent, fair, and just promotion pathways. We have qualification requirements for employees at different levels according to the RELX competency model, and regularly assess eligible employees to determine promotion. The promotion assessment covers several dimensions, including job performance, service time at the level, values, potential, and contributions to the Company. Employee promotion is divided into two pathways, professional and management. The assessment is carried out by judges from different professional areas. The employees who pass the review and are approved by the Company

management will enter the next level of inspection. If they pass the assessment in the next promotion season, they will be officially promoted. The Company has a grievance channel for performance evaluation. Employees with significant objections to the performance evaluation results can also communicate with HR experts.

The Company determines the salary based on employees' rank, position, ability, and short-term incentives. Salary increases are based on employees' performance. Besides the base salary, the proportion of incentives in employees' compensation varies based on the value they create. Employees with better performance will be given higher pay and incentives to encourage them to improve their performance continuously. For any objections to performance salary, employees can communicate with HR experts. HR

experts will provide timely feedback and impartial suggestions after discussing with the employee's supervisor and determining whether the employee's appeal is reasonable.

The Company has formulated a long-term incentive scheme to link the remuneration of directors, executives, and employees with the Company's long-term development. It encourages employees to focus on the Company's long-term performance and enjoy the dividends brought by the Company's growth to keep employees at the Company for a long time. Employees under the incentive scheme can receive the corresponding number of shares after serving for a certain period and meeting performance requirements. By the end of 2021, about half of the Company's employees had been granted equity.



Diagrammatic sketch

