


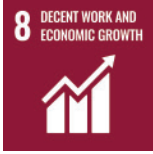












United Nations Sustainable Development Goals (SDGs)

GOALS	RELX'S PRACTICE	LOCATION
	In the Code of Conduct for Business Partners, RELX explicitly requires suppliers to eliminate child labor, forced labor, discrimination and harassment and ensure reasonable working hours and fair and reasonable remuneration. ESG assessment indicators are considered in supplier selection, assessment and elimination; those failing to meet the requirements are requested for rectification or eliminated.	p43-44
	Focusing on the difficulties and needs of the industry and aiming to continuously reduce the impact of products on public health, RELX has established a "1+4" scientific research chain for systematic scientific evaluation and harm reduction research on e-vapors.	p28-32
	RELX cooperates with China Siyuan Foundation for Poverty Alleviation to donate recycled cement resource generated from used pods to Chinese rural areas for the construction of local sanitary toilets and other infrastructure.	p59
	RELX has formulated the RELX Code of Business Conduct and the RELX Code of Conduct for Business Partners to provide specific guidelines for its staff, suppliers, and other partners in protection of employees' rights and interests, diversity and inclusiveness, equal opportunities, reasonable working hours, workplace health and safety, and freedom of association.	p43-50
	Aiming to continuously reduce the impact of products on public health, RELX has made overall plans on R&D and established a "1+4" scientific research chain for systematic scientific evaluation and harm reduction research on e-vapors. It has been investing in technological innovation and made many breakthroughs in product technology and basic scientific research.	p35
	The Code of Business Conduct makes clear RELX's adherence to diversity and inclusiveness and its zero tolerance of discrimination and harassment behaviors in any form. The Company offers each employee fair and reasonable work opportunities and remuneration/benefits. It ensures fair and just employment, promotion and incentives, and prohibits any discrimination based on nationality, race, religion, skin color, age, gender, sexual orientation, disability, marital status or pregnancy status.	p49
	In cooperation with China Siyuan Foundation for Poverty Alleviation, RELX donates recycled cement resource generated from used pods to Chinese rural areas for the construction of roads, bridges, sanitary toilets and other infrastructure to improve rural production and living conditions.	p59

GOALS	RELX'S PRACTICE	LOCATION
	RELX launches the "Guardian Program" to protect minors in the dimensions of product labeling, marketing channels and technical innovation. RELX initiates the "Used Pods Rebirth" Recycling Program to significantly reduce generated waste by recycling used pods.	p37-40, p59
	RELX actively judges the potential impact of climate-related factors on the Company, and fully considers it when developing business strategies and capital expenditure plans to effectively improve the Company's climate resilience and adaptability. RELX launches the "Aim for Zero" initiative and sets the goals of carbon neutrality in direct operations by 2033 and carbon neutrality across the value chain by 2050. We will take eight measures such as green supply chain partnership, zero-carbon products, and zero-carbon factories to promote realization of the carbon neutrality goals across the value chain.	p63-66
	RELX initiates the "Let Siberian Tigers and Amur Leopards Return to Northeast China" Program, where it cultivates ecological farmlands, forms a "RELX Patrol Team", and funds the establishment of a monitoring network in Hunchun City, Jilin Province for the purpose to conserve Siberian tigers' and Amur leopards' habitats. RELX pledges to avoid as much as possible or minimize the impact of its business activities on biodiversity, proactively identify and avoid business in areas with high biodiversity value, and assist suppliers to understand and manage their impact on biodiversity, so as to minimize the influence of its business activities in the entire supply chain.	p60, 64
	RELX has set up the ESG Committee and constructed an ESG management mechanism with the Senior Management deeply engaged and various departments coordinated. Being "zero-tolerant" to corruption, it raises the employee's risk awareness through anti-corruption training and opens multiple complaining and reporting channels while keeping strict protection of the whistleblowers.	p13, p19-22
	RELX collects stakeholders' expectations and concerns via various channels, takes their major concerns into consideration in its ESG-related decision-making and management, shares knowledge, technologies, and resources with stakeholders, and establishes effective partnership.	p14