

# RELX Occupational Health and Safety Policy

RELX Technology Inc. (hereinafter referred to as the “RELX”, “Company” or “We”) is committed to operating and managing its business sustainably. The Company insists on implementing the management policy of "safety first, prevention first, comprehensive management", fundamentally improving the level of safety technology management, taking effective measures, and striving to build a long-term safety production mechanism. This policy covers all employees, contractors, visitors and suppliers of the Company and its subsidiaries.

## **Our Commitment**

- Strictly comply with relevant local laws and regulations and follow the requirements of the ISO45001 Occupational Health and Safety (OHS) Management System Implementation Standard.
  - Establish a sound safety target responsibility system, develop effective action plans and priorities, and continuously optimize the OHS management system.
  - Set quantitative targets and continuously improve the OHS management level. Regularly review and track target achievement. The goals we have set for all employees and contractors of the company and its subsidiaries include:
    - "0" safety accidents
    - "0" occupational health accidents
    - "0" occupational diseases
    - "0" environmental, health and safety (EHS) violations
    - Lost-time injuries frequency rate (LTIFR) <0.3.
  - Actively listen to internal and external stakeholders, such as employees, contractors, and suppliers, regarding EHS management and encourage them to communicate with us via e-mail and telephone.
  - Monitor suppliers to ensure compliance with the requirements of RELX Code of Conduct for Business Partners to effectively protect the health and rights of their employees and promote sustainable development in the supply chain.
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### **Action Plan**

In accordance with our commitment, specific actions will be taken:

- 1 Comprehensively identify occupational health and safety hazards at our operations, effectively manage hazards, and identify hidden hazards to prevent fatalities, injuries, and occupational diseases.
- 2 Monitor and track the achievement of OHS targets and KPIs to promote continuous improvement of the safety management system and performance.
- 3 Organize regular safety and health training and emergency drills to improve the safety awareness and safety skills of employees, contractors, and suppliers so that they can consciously prevent safety and health risks in production and operation activities and reduce work-related accidents and occupational diseases, etc.
- 4 Integrate the ISO45001 OHS management system and the requirements of OHS laws and regulations into supplier access and daily evaluation work and specify in the contract the relevant requirements for suppliers to comply with OHS. We will analyze and record the results of all evaluations and audits. Where deficiencies are found, we will work with suppliers to develop corrective actions and encourage their initiatives to improve and continuously optimize their OHS management systems to protect the health and safety of their employees.

### **Stakeholder Engagement**

We seek the expectations, support, and engagement of investors, employees, users, suppliers, government departments, social organizations, media, communities, and other stakeholders to implement this policy. Therefore, we welcome all internal and external stakeholders to maintain communication and cooperation with us on our Environmental, Social, and Governance (ESG) system and practices.

### **Implementation Approach**

The company's Board of Directors has the highest authority and ultimate responsibility for the Environmental, Social, and Governance (ESG) work. The Board of Directors establishes an ESG

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Committee and authorizes it to manage and supervise the implementation of this policy.

The company establishes, monitors, and updates OHS targets and KPIs based on business status and regularly discloses OHS data and relevant work progress in ESG reports, on its official website, and via other channels.

The Board of Directors approves this policy. The ESG Committee reviews this policy in due course or at least once a year.

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