

RLX Technology
Environmental, Social and Governance Report 2021



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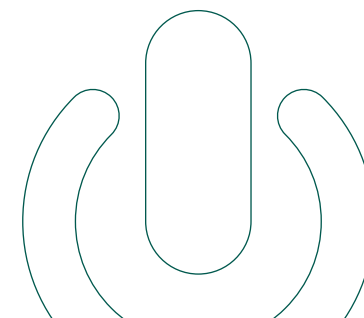
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About This Report



This is the second Environmental, Social, and Governance Report (hereinafter referred to “ESG Report” or the “Report”) issued by RELX Technology Inc. (hereinafter referred to “RELX”, “RELX Technology”, “We” or the “Company”). The Report is a true reflection of RELX actively fulfilling its economic, social and environmental responsibilities and achieving sustainable development. It is also a response to the material topics of stakeholders' concern. This Report has been reviewed by the ESG Committee, which is authorized by the Board of Directors of RELX Technology.

Reporting Scope

The scope of this report's data covers initiatives and performance associated with RELX operations in mainland China from January 1, 2021 to December 31, 2021, but with some of the content extending beyond the above range. On March 11, 2022, the State Tobacco Monopoly Administration issued the Administrative Measures for E-Cigarettes, which will come into effect on May 1, 2022. On April 8, 2022, the State Administration for Market Regulation issued the National Standards for E-Cigarettes, which will come into effect on October 1, 2022. This ESG report has not covered such recent developments as the above-mentioned measures and standards have not become effective as of the date of this report.

Data Sources

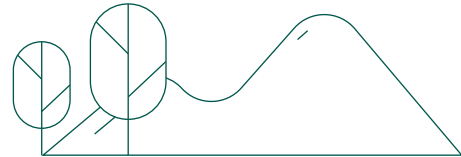
Unless otherwise noted, the information and data included in this Report are principally from RELX's official documents, statistics, and relevant public information.

Reporting Standards for Preparation

This Report primarily refers to the GRI Sustainability Reporting Standards (GRI Standards) issued by the GRI Global Sustainability Standards Board (GSSB) and the Sustainability Accounting Standard issued by the Sustainability Accounting Standards Board (SASB). The Addressing Climate Change section is also prepared with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Forms of Report Distribution

This Report is published in electronic form. An electronic copy can be downloaded on our Investor Relations website ir.relxtech.com. We welcome readers' feedback on the Report. If there are any questions or comments, please contact: esg@relxtech.com.





About RELX

Established in January 2018 and after three years of development, RELX grew into a worldwide leading e-vapor company. At present, our business features the R&D, design, manufacturing, and sales of e-vapor products. As of December 31, 2021, we partnered with more than 200 authorized distributors to supply our products to 24,000 RELX Branded Partner Stores and many other retail outlets nationwide. Relying on our core technologies and capabilities that cover the whole industry chain, RELX is committed to providing users with quality and safety user-centric products.

RELX is actively dedicated to systematic scientific research in aerosol inhalation and advocating the industry and the public with authentic e-vapor knowledge. We have established the RELX Physiochemistry Lab and the RELX Sensory Analysis Lab, which focus on assessing and researching e-liquid and aerosol, and the RELX Bioscience Lab, to further understand and minimize the health risks associated with e-vapor products. By the end of 2021, RELX had launched joint collaboration projects with nine universities, one hospital, and nine scientific and research institutions, which had published many fact-based scientific researches.

RELX is committed to building and enhancing the trustworthiness of our brand by practicing regulatory compliance and upholding the principles of business ethics. Through our Guardian Program, we continuously improve our protection mechanisms for minors and leverage technology and big data to guard their all around physical and mental health. We also actively perform our corporate social responsibility through initiatives related to anti-counterfeiting, environmental protection, and public service activities. Our brand's value and association with social responsibility has been well-recognized among our users, distributors, retailers, as well as other stakeholders in the e-vapor industry.

Highlights in 2021

Total Revenue
8,521 million RMB

Non-GAAP Net Income
2,251.5 million RMB

RELX Branded Partner Stores
More than **24,000**





Statement from the Board of Directors

RELX is committed to improving its sustainable development, establishing and improving ESG governance and management system, and creating long-term and stable environmental, social, and corporate development values.

The Board of Directors attaches great importance to RELX's performance in Environmental, Social and Governance. An ESG Committee has been established to assist the Board of Directors in formulating the Company's ESG strategies and overseeing the implementation of ESG initiatives. Under the ESG Committee, we have set up an ESG Working Group to ensure that all ESG work is appropriately managed and implemented. We regularly hold internal and external activities to closely communicate with stakeholders to identify and evaluate material ESG issues and submit the evaluation results to the ESG Committee for discussion and review.

The ESG Committee discusses and determines the Company's ESG risks and opportunities based on the external environment and the Company's strategy. The ESG Committee takes the improvement and management of key areas as one of its annual strategic goals.

In 2021, these key areas and related work were:

1 Product responsibility

We strictly abide by relevant laws, regulations, and standards in product development and avoid introducing high-risk chemicals. We will continue to conduct toxicological, physicochemical, and clinical studies and long-term assessments on products to understand their impact on users' health and the potential for continuous harm reduction.

3 Sustainable supply chain

We regularly conduct ESG performance assessments on existing suppliers. We also invite third parties to conduct on-site audits on selected suppliers based on the RELX Code of Conduct for Business Partners and the SA8000 Standard, focusing on ESG indicators such as supply chain labor standards.

2 Responsible marketing

We have advanced the Guardian Program and upgraded the Sunflower System to Version 3.0 to further keep minors away from e-vapor products. In 2021, we checked monthly whether stores and distributors have implemented the Guardian Program and track abnormal sales behaviors of distributors by monitoring the procurement, sales, and inventory data. As a result, we inspected over 137,000 stores and conducted over 1,000 inventory inspections on our distributors' warehouses.

4 Addressing climate change

With reference to the climate risk framework provided by the TCFD (Task Force on Climate-related Financial Disclosures), we have initially formed a list of climate change risk impacts that may have a potential impact on RELX and adaptation measures. We strive to drive ourselves and our supply chain to be more efficient in energy and water use, and to develop and apply sustainable technologies. At the same time, RELX advocates the concept of green and low-carbon consumption, and encourages users to recycle used pods. As of April 20, 2022, the Used Pods Recycling Program has covered 81 cities in China.

This Report discloses the progress and effectiveness of RELX's ESG work in 2021 in detail. It was reviewed and approved by the ESG Committee on April 30, 2022.

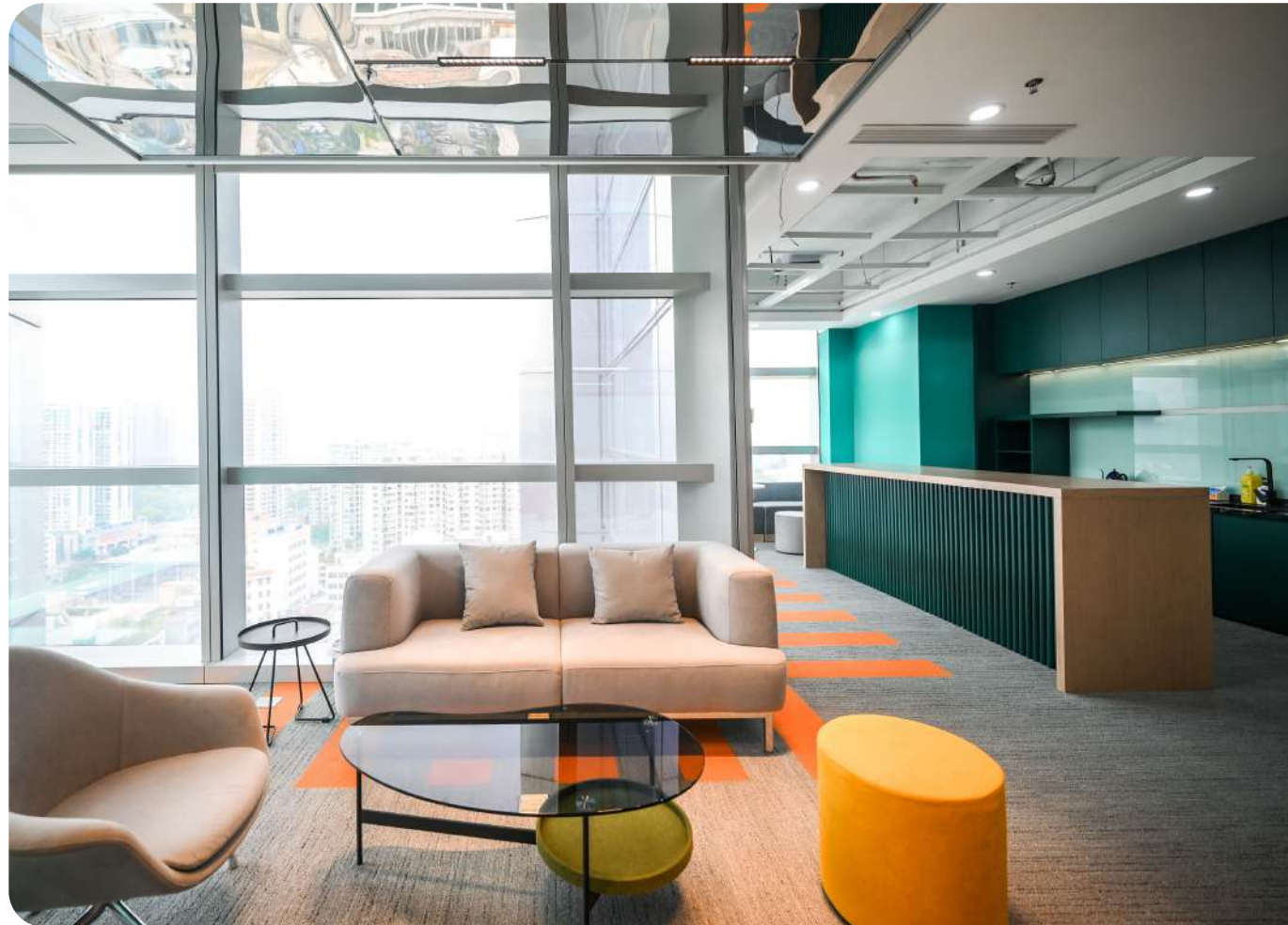
Sustainable Operations

- 1.1 Corporate Governance
- 1.2 Integrity and Compliance
- 1.3 Stakeholder Communication
- 1.4 Materiality



Sustainable Operations

Adhering to the core value of sustainable development, RELX continuously strengthens corporate management and governance, incorporates ESG factors into its decision-making and daily operations, and comprehensively promotes corporate sustainable development. We formulate and update relevant policies of the Board of Directors, continuously improve the management process, and adopt reliable risk management and control measures. In this way, we continuously improve corporate governance and enhance the Company's risk resistance capacity. Moreover, we communicate with stakeholders via various channels and listen to their opinions. The ESG Committee are involved in the discussions on the determination of material ESG topics to promote corporate sustainable development for a win-win situation for all parties.



Real Shot

1.1 Corporate Governance

Good corporate governance is critical to continued business success and fulfilling the Board of Directors' responsibilities to shareholders. In the pursuit of continuous improvement of business performance, RELX constantly optimizes the functions of the Board of Directors, corporate and ESG related areas. RELX is in compliance with laws, regulations, and business ethics and actively conducts risk prevention and management measure to lay a solid groundwork for the Company's long-term and healthy development.



Schematic



Board of Directors

To promote the sound development of the structure and functions of the Board of Directors, RELX actively implements the diversity policy of board members to ensure a balanced board composition in terms of expertise, experience, and diversity. The factors to be considered in selecting directors include primary conditions (such as gender, age, nationality, and race), professional background (such as law, accounting, finance, and management), and industry experience. The term of each director is one year. The current Board of Directors consists of three executive directors and two independent directors, two of whom are women. They come from different professional backgrounds, and all have the necessary knowledge, skills and capabilities to perform their duties as directors. For the detailed profile of each director, please refer to our annual report for 2021 and our Investor Relations website. To effectively perform the functions of the Board of Directors and improve the quality of their decision-making, the Company has set up an Audit Committee, a Compensation Committee, a Nomination, and Corporate Governance Committee, according to their powers and functions. The members of each committee are all independent directors. For information on the members of the committees under the Board of Directors and the activities of the Board of Directors in 2021, please refer to our annual report.

Diversity on the Board of Directors

Position Number of people



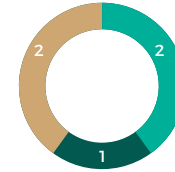
- Executive director
- Independent director

Gender Number of people



- Female
- Male

Age Number of people



- 30-39
- 40-49
- Over 50

Key Expertise of Directors	Ying (Kate) Wang	Long (David) Jiang	Yilong Wen	Youmin Xi	Zhenjing Zhu
Accounting/auditing/risk management	•			•	•
Talent management and compensation	•	•	•	•	•
Enterprise investment and financing					•
Corporate governance and sustainability	•	•	•	•	
Consumer goods industry expert	•	•	•		•



The compensation of directors includes annual salary, performance related bonus, and long-term equity incentive. The amount is subject to the Company's operating results and performance. In addition to financial and management indicators, directors' performance measures also incorporated sustainability related index, including seven indicators in three categories: environmental, social, and governance.

Directors' bonuses include performance related awards and long-term equity incentives. There is a delay mechanism in the awarding of directors' bonuses. The actual amount is closely related to the Company's performance and stock price to encourage directors to pay attention to the Company's long-term development. Furthermore, we have set up a clawback mechanism for directors' bonuses. For bonuses awarded according to false or erroneous data, the Company will deduct the amount accordingly, suspend the awarding of the bonus, or clawback the awarded bonuses as appropriate.

ESG Indicators for Measuring Directors' Performance

Environmental	Social	Governance
Improving water efficiency	Responsible marketing	Anti-corruption
Improving energy efficiency	Sustainable supply chain management	
Addressing climate-related risks and opportunities	Ensuring chemical safety	

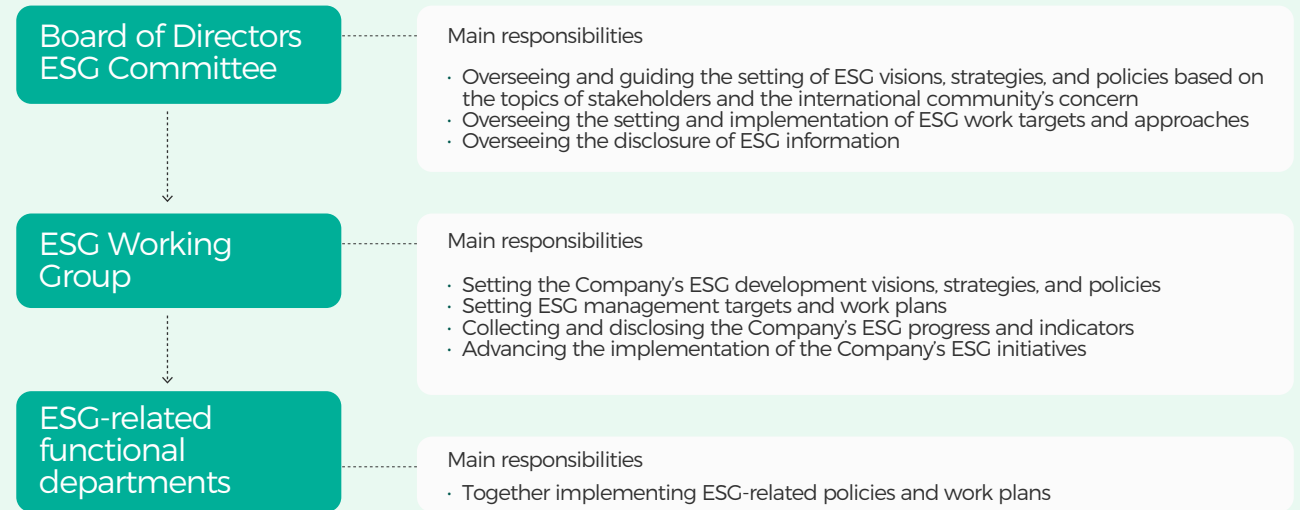


Schematic

ESG Governance

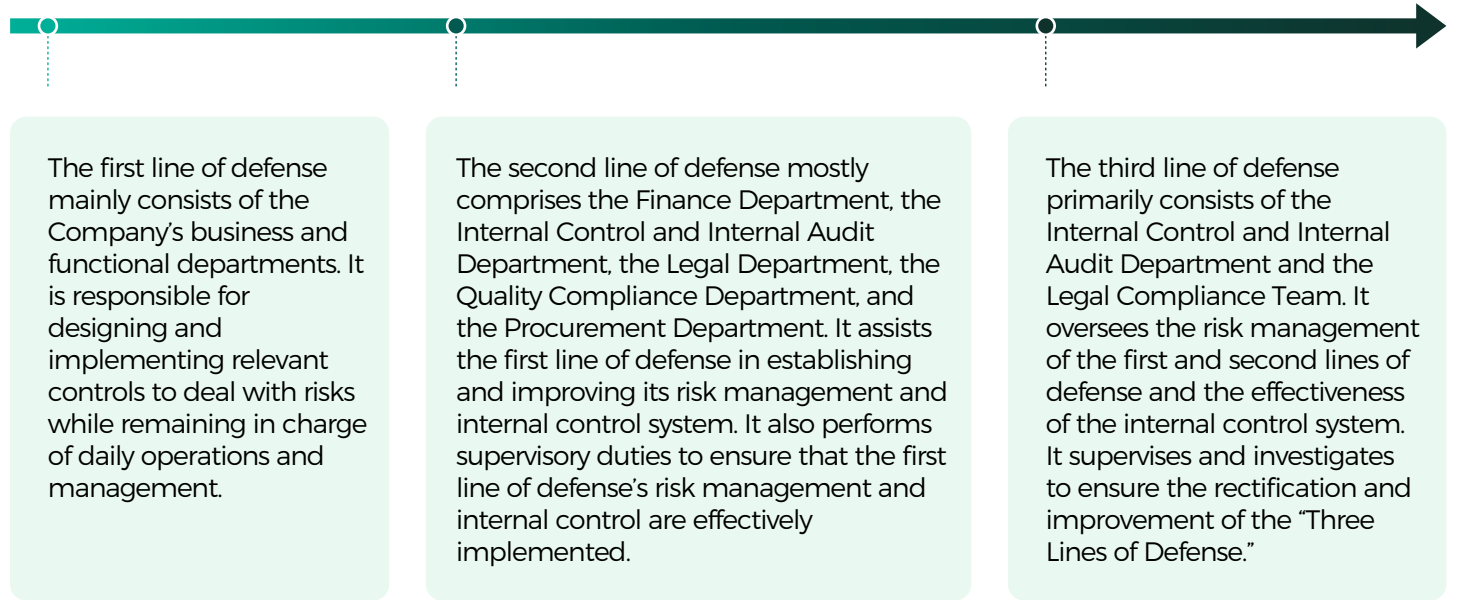
In 2021, to further advance the implementation of the Company's ESG strategy and strengthen the management of the Company's ESG-related affairs, the Company formally established the ESG Committee to support the Board of Directors in developing ESG strategies and overseeing the implementation of ESG initiatives. The ESG Committee consists of two directors, the CFO and the Compliance and Public Relations head. We explicitly define the ESG Committee's purpose, role, and responsibilities in the ESG Committee Charter. This includes setting the Company's ESG objectives and action plans, supervising the progress of ESG initiatives, reviewing and monitoring the Company's compliance status, and raising response and improvement suggestions in accordance with changes in the Company's internal operations and external environment.

The ESG Committee is the highest decision-making body for the Company's ESG work, responsible for overseeing ESG development, strategic advancement, and strategy implementation and reviewing annual work plans and reports. An ESG working group is set up under the ESG Committee to ensure all aspects of ESG work are properly managed and implemented. The ESG Committee and the ESG Working Group, with the authorization of the Board of Directors, will continue to improve the ESG indicator system and risk management process, hold regular briefings on the progress of ESG work and exchange on ESG matters, and optimize the Company's ESG governance and management capacity.



Risk Management and Control

The Board of Directors is responsible for RELX's risk management and internal control system and develops appropriate policies and strategies to review the system's effectiveness. On behalf of the Board of Directors, the Audit Committee reviews the management's construction, implementation, and supervision of risk management and internal control every quarter. It examines the effectiveness of the risk management and internal control system every year. Based on the Company's actual situation, we have adopted a "Three Lines of Defense" model for internal monitoring to ensure the effectiveness of the risk management and internal monitoring system.



The first line of defense mainly consists of the Company's business and functional departments. It is responsible for designing and implementing relevant controls to deal with risks while remaining in charge of daily operations and management.

The second line of defense mostly comprises the Finance Department, the Internal Control and Internal Audit Department, the Legal Department, the Quality Compliance Department, and the Procurement Department. It assists the first line of defense in establishing and improving its risk management and internal control system. It also performs supervisory duties to ensure that the first line of defense's risk management and internal control are effectively implemented.

The third line of defense primarily consists of the Internal Control and Internal Audit Department and the Legal Compliance Team. It oversees the risk management of the first and second lines of defense and the effectiveness of the internal control system. It supervises and investigates to ensure the rectification and improvement of the "Three Lines of Defense."

Many members of the Internal Control and Internal Audit Department have experience in Generally Accepted Accounting Principles (GAAP) and United States Securities and Exchange Commission (SEC) reporting and risk management and internal control capacity building. We have established a risk monitoring and early warning mechanism and continuously pay attention to changes in external policies, regulations, industry risks, and key business risks in the Company's operations. We mitigate risks through preventive measures and internal controls. In 2021, we commissioned an external consulting company to assist in assessing our preparation for Sarbanes-Oxley (SOX) compliance and improving our overall internal controls. Moreover, we regularly conduct risk management and internal control training for executives and risk managers. These sessions introduce globally recognized risk management knowledge and indicators, enhance the awareness of internal control management, and set precise requirements on risk management and internal control to continuously strengthen the professional ability of the team.



1.2 Integrity and Compliance



RELX adopts a “zero-tolerance” approach towards corruption, fraud, and insider trading. The management is responsible for the supervision and management of business integrity. We strictly abide by the Company Law of the People’s Republic of China, the Anti-Unfair Competition Law of the People’s Republic of China, the Interim Provisions on Prohibition of Commercial Bribery, and the Law of the People’s Republic of China on Donations for Public Welfare. We have formulated and issued several integrity policies and systems to regulate the conduct of employees and business partners. We organize various training courses for employees and partners to strengthen the awareness of honesty and integrity. We encourage employees and partners to engage in the construction of business ethics and compliance culture and open channels for complaints and reports to ensure timely detection and handling of violations. We have specifically formulated the RELX Internal Whistleblowing Rules to protect whistleblowers, which expressly prohibit any retaliation against them. RELX has joined the Trust and Integrity Enterprise Alliance (阳光诚信联盟)¹ and the Enterprise Anti-Fraud Alliance of Guangdong Enterprise Institute for Internal Controls (广东省企业内部控制协会企业反舞弊联盟)² to promote integrity across the industry through innovative cooperation, sharing and mutual benefits. In 2021, under strict supervision, the Company was not involved in any significant corruption lawsuits.

1. <https://www.ctiea.com/newLoginPage?returnUrl=https%3A%2F%2Fwww.ctiea.com%2Findex>
 2. <http://www.fanwubi.org/Common/MemContent.aspx?MemID=670>

RELX Code of Business Conduct

The RELX Code of Business Conduct defines the basic code of conduct that employees and partners shall abide by, which all employees must sign. The policy sets clear regulations on anti-corruption and anti-bribery, anti-insider trading, antitrust, anti-fraud, and prevention of conflicts of interest.

RELX Anti-Corruption and Anti-Bribery Rules

The RELX Anti-Corruption and Anti-Bribery Rules expressly prohibits corruption or bribery of anyone for any reason, and provides detailed explanations of what constitutes corruption and bribery.

RELX Internal Whistleblowing Rules

The RELX Internal Whistleblowing Rules clearly stipulates the main types of violations, the handling procedure, and the protection of whistleblowers in integrity and compliance reporting. The Rules also explicitly prohibits any retaliation against whistleblowers.

RELX Gifts and Hospitality Rules

The RELX Gifts and Hospitality Rules defines the cap of received gifts and hospitality, sets the regulatory approval process for gifts of different amounts, and the registration and approval process for hospitality events.

RELX Anti-fraud Rules

The RELX Anti-fraud Rules prohibit employees from falsifying or tampering with any company documents or data, falsifying accounting records, and fabricating facts to incur (potential) business risks for the Company. RELX has established a complete and legal financial and accounting system to promptly identify and prevent risk and financial fraud.

RELX Fair Competition Rules

The RELX Fair Competition Rules prohibits seeking trading opportunities or competitive advantages through bribery; stealing trade secrets; fabricating or spreading false or misleading information; and damaging competitors' business reputations and product reputations. RELX has clear rules for violations. The Rules covers RELX's competitors and trade associations and applies to suppliers and distributors.

RELX Anti-Insider Trading Rules

The RELX Anti-Insider Trading Rules prohibits any RELX directors, senior executives, employees, and advisors from buying or selling securities while possessing insider information related to the relevant securities. RELX sets penalties for violations of the RELX Anti-Insider Trading Rules.

RELX Prevention of Conflicts of Interest Rules

The RELX Prevention of Conflicts of Interest Rules defines the types of potential conflicts of interest and stipulates employees' obligations and penalties for violations.

RELX Code of Conduct for Business Partners

The RELX Code of Conduct for Business Partners requires suppliers and other business partners to strictly abide by laws and regulations, and practice ethical business behavior.



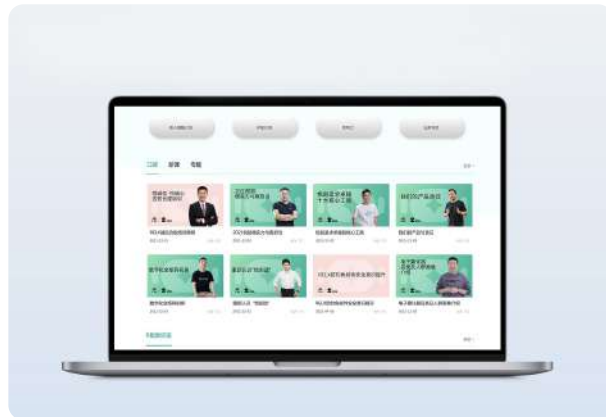
Business Ethics Training



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





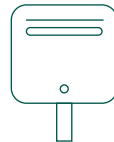
Integrity and Compliance Reporting

RELX has established smooth integrity and compliance reporting channels. We inform all employees of the integrity and compliance speak up email address and the person in charge of the Integrity and Compliance Team through the RELX Code of Business Conduct, the internal work platform and training materials, to encourage employees to report violations. We have also established a reward mechanism for whistleblowers. Rewards will be given to whistleblowers who provide valuable assistance in major cases. Moreover, we have disclosed the integrity and compliance reporting mailbox on the official website. All employees, suppliers, users, and other third parties can report and provide clues in real names or anonymously.

The Company designates the Integrity and Compliance Team of the Legal Department to be responsible for receiving and handling reported cases. The Company

has issued the RELX Internal Whistleblowing Rules, which clearly stipulates the main types of violations in integrity and compliance reporting, the handling procedure, and the protection of whistleblowers. The Integrity and Compliance Team assigns special personnel to receive, register, and reply to reporting information and report it to higher authorities. The special personnel are also responsible for the confidentiality and control of this information. The Integrity and Compliance Team reports directly to the Code of Conduct Committee. The whistleblower and the report's content are exclusive to the relevant investigators within the Integrity and Compliance Team to ensure the strict confidentiality of information. The Rules explicitly prohibits any retaliation against whistleblowers, ensuring that employees or outsiders are not subject to unfair treatment such as dismissal, demotion, suspension, intimidation, harassment, or any other form of retaliation for reporting. Those who violate the Rules will face severe punishment.

RELX's Integrity and Compliance Contact information:



Email
coc@relxtech.com



Letter
directly sent to the Integrity and Compliance Team of the Legal Department

Business Ethics Audit

The Integrity and Compliance Team regularly reports to the Board of Directors and the Audit Committee. The Team reviews management systems related to integrity and compliance, measures the operation effect of the integrity and compliance system, and provides suggestions for improvement. Moreover, the third-party internal control audit in 2021 reviewed the risk control of integrity and compliance (such as anti-fraud, anti-bribery and business compliance management). We have not found any major internal control deficiencies or abnormalities. In the future, we plan to commission a third party to conduct special audits of business ethics for RELX and its core suppliers.

1.3 Stakeholder Communication

We have identified six major groups of stakeholders by referring to global peers' experience and practice. The six major groups of stakeholders are shareholders and investors, users, regulators and non-governmental organizations (NGOs), employees, partners, and communities. We collected stakeholders' expectations and concerns via various channels and take their common concerns into consideration when making ESG strategic decisions and operating the ESG management system. We have set up unblocked and efficient channels to communicate with stakeholders. Through these channels, we listen to their opinions and provide real-time feedback.

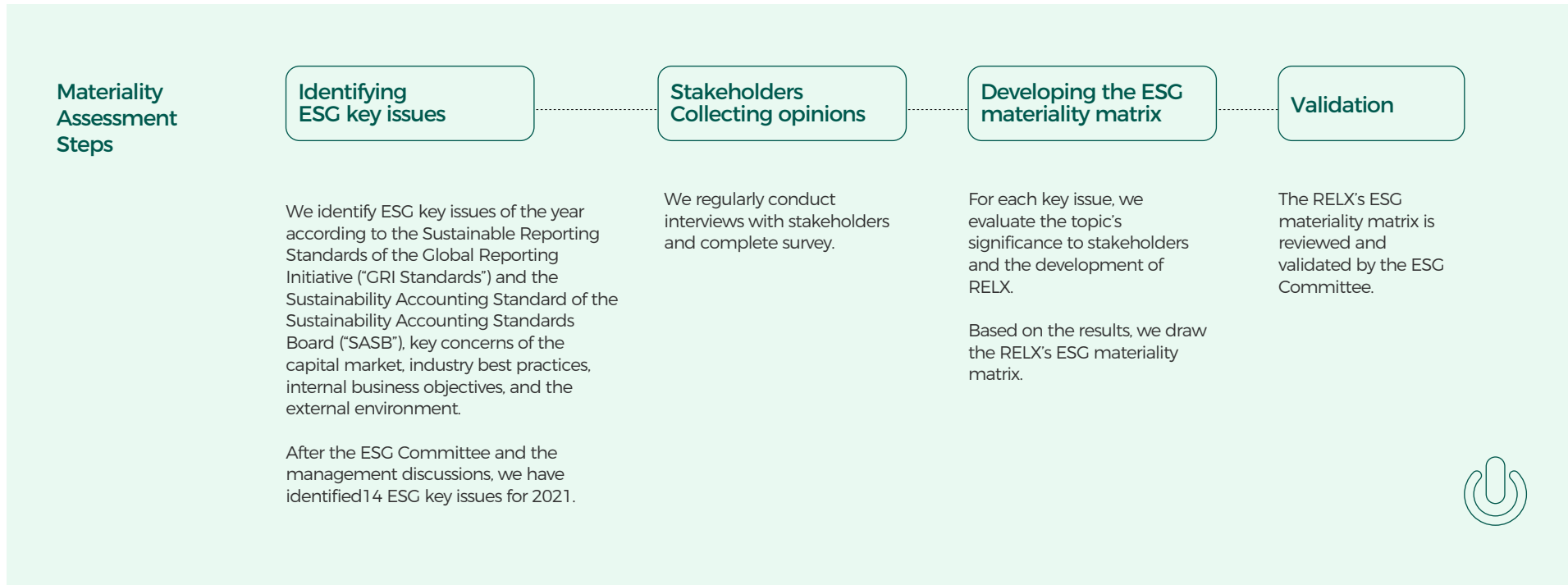
Stakeholder	Shareholders and investors	Users	Regulators and NGOs	Employees	Partners	Communities
Expectations	<ul style="list-style-type: none"> · Continuous and stable growth · Product and Service quality · Compliance · Risk management 	<ul style="list-style-type: none"> · User experience improvement · Product quality and safety · Potential health risk and minor protection · Data and privacy protection 	<ul style="list-style-type: none"> · Potential health risk and minor protection · Product quality and safety · Compliance · Data and privacy protection 	<ul style="list-style-type: none"> · Protection of rights and interests · Training and development · Health and benefits 	<ul style="list-style-type: none"> · Integrity · Mutual benefit · Empowering suppliers and distributors 	<ul style="list-style-type: none"> · Charity projects · Community investment · Volunteer activities
Major Communication Channels	<ul style="list-style-type: none"> · Non-deal roadshows · Online and offline conferences · News releases / announcements · Annual reports / quarterly result announcements 	<ul style="list-style-type: none"> · Official website and social media · User service hotline · Press conferences · User surveys 	<ul style="list-style-type: none"> · Information disclosure · Routine communication and reporting · Supervision and inspection · On-site visits 	<ul style="list-style-type: none"> · Internal meetings · Regular communications and surveys · Online and offline training 	<ul style="list-style-type: none"> · Request for proposal · Regular communications and assessment · Contracts and agreements · Supplier conferences · Distributor and franchisee conferences 	<ul style="list-style-type: none"> · Official website and social media · Interactions with charity organizations and communities



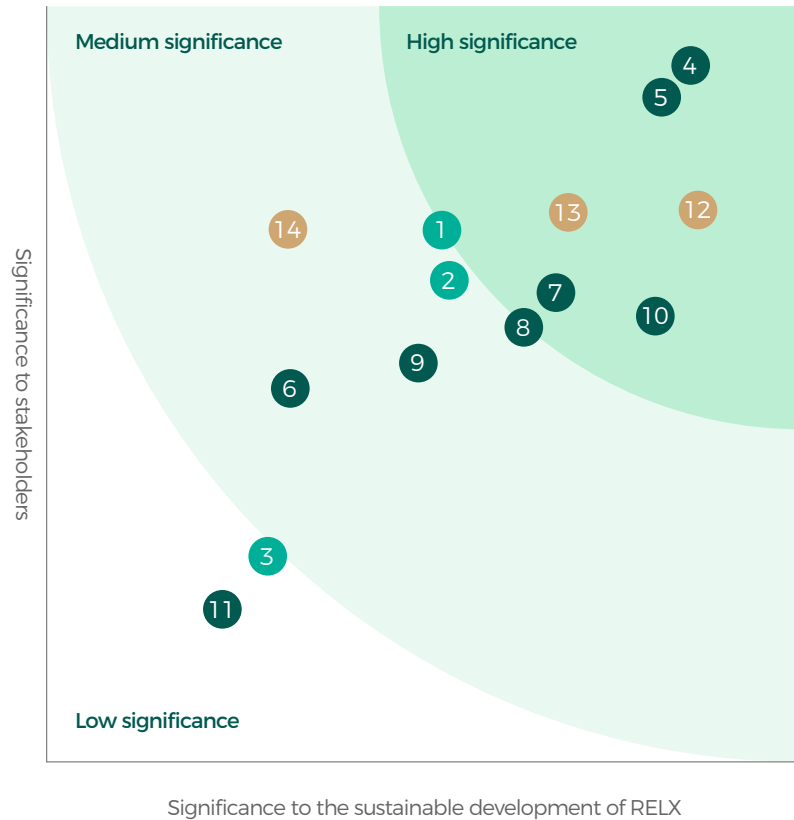


1.4 Materiality

In 2021, RELX extensively referred to ESG information disclosure guidelines, benchmarked ESG key issues in the capital market and domestic and foreign peers' best practices, and selected 14 ESG topics based on our business objectives. We also collected stakeholders' opinions and determined 2021 RELX's ESG materiality matrix after the discussion and analysis by the management. The matrix has been reviewed and confirmed by the ESG Committee.



The RELX's ESG materiality matrix in 2021



We present the significance of the 14 ESG key issues in a matrix. The most significant ESG key issues are at the top right of the matrix, while the less significant ones are at the bottom left. In 2021, RELX identified the five most significant ESG key issues, namely, product innovation and harm reduction, product quality, business ethics, corporate governance, and responsible marketing, which indicate the continual focus of company management and external stakeholders. On the other hand, some issues became more significant in 2021, including climate change, water management, and the sustainable supply chain. RELX has paid more attention to the above issues undertaken an active response.

- Environmental
- Social
- Governance

2021 RELX's ESG Key Issues

1	Environmental	Climate Change
2	Environmental	Water Management
3	Environmental	Waste Management
4	Social	Production Innovation and Harm Reduction
5	Social	Product Quality
6	Social	User Satisfaction Management
7	Social	Responsible Marketing
8	Social	Sustainable Supply Chain
9	Social	Employment
10	Social	Talent Development
11	Social	Community Support
12	Governance	Corporate Governance
13	Governance	Business Ethics
14	Governance	Stakeholder Engagement

Core Issues

- 2.1 Product Responsibility
- 2.2 Responsible Marketing
- 2.3 Sustainable Supply Chain
- 2.4 Addressing Climate Change



2



2.1 Product Responsibility

Obtained

222 patent authorizations

Cumulative R&D investment

510 million RMB

Approximately **11.52** million NPS triggers

100% main business income from the sales of e-vapors and related accessories

Assisted the police in seizing approximately **798,000** counterfeits and knockoffs

RELX has established a supply chain and quality management system with intensive management and control to provide high-quality products. In terms of chemicals, we have set up a RELX Physiochemistry Lab to strictly control the chemical composition of e-liquids and aerosols and the potentially harmful emissions. Moreover, we are establishing a complete scientific chain from microscopic to macroscopic, from chemistry to biology and social science research, to demonstrate product safety and explore the possibility of further harm reduction. We continuously improve our customer service management and systems, patiently listen to and respond to customers' opinions and suggestions. We also improve customer service staff's capability and performance to provide customers with the best experience.



Real Shot





Product Quality

We strictly abide by the Regulation on the Implementation of the Law of the People’s Republic of China on Tobacco Monopoly and the Management Measures for E-Cigarettes (effective from May 1, 2022) and insist on prioritizing quality. We continuously improve our product quality standard system, strengthen quality control throughout the lifecycle, and strictly control every checkpoint of production. Moreover, we continuously integrate user demands into the product design scheme by analyzing users’ NPS feedback. On the other hand, in the face of an endless stream of counterfeits and knockoffs on the market, we launched the Golden Shield Program, using big data to assist the police in detecting dozens of counterfeit production and sale cases, resolutely safeguarding the rights and interests of consumers.

Lifecycle Product Quality Assurance

We strictly abide by the Product Quality Law of the People’s Republic of China and the Management Measures for E-Cigarettes (effective from May 1, 2022). We have formulated and released the Management Regulations for Product Quality Planning, the Management Regulations for Factory Quality Monitoring, the Handling Process for Production Anomaly, and the Product Recall Procedure, and established a whole-process management chain covering product raw material control, product design, product quality inspection, and product after-sales assurance, to ensure product quality and safety in an all-round way.

RELX Lifecycle Product Quality Assurance

Raw Material Control	We regularly audit suppliers to promote their continuous improvement of quality management and processes. We control the quality and compliance of materials to ensure the quality of components.
Product Design	We continuously follow the development and testing of new products to ensure the on-time delivery of quality products.
Total Quality Management	We practice the total quality management model. We have taken measures in risk prevention, effective interception and monitoring, continuous optimization of standardization systems, and digital advancement. With these measures, we transform our quality management thinking, enhance our quality management and control awareness, and improve our quality management and control capabilities.
Product Quality Inspection	We conduct quality inspection processes on 100% of incoming materials from the factory and continue to improve our quality control capabilities. We trace 100% of the quality problems to the source and form improvement plans.
Product After-Sales Assurance	We follow up on major after-sales quality anomalies as soon as possible, conduct regular store visits, collect market feedback, monitor after-sales quality data, and analyze and improve customer returns.

We have formulated the Quality Code of Conduct, requiring the Company and our partners to ensure that products meet relevant quality standards and continuously improve product quality. We also integrate customer demands into our continuous product optimization plans. We insist on quality first. We always prioritize product quality when product quality conflicts with other processes. We insist on the independence of executing quality decisions; that is, no stakeholders influence the resolution of quality issues. The Quality Department has one-vote veto power over all decisions concerning product quality.

We constantly work to certify management systems and product certificates concerning third-party quality and food safety standards, including the ISO9001 quality management system and the GMP (Good Manufacturing Practice). As of December 31, 2021, RELX subsidiaries Shenzhen Wuxin Technology Co., Ltd. (the laboratory) had passed the ISO 9001 certification, Shenzhen Fangxin Technology Co., Ltd. (hereinafter referred to as “Fangxin Technology”) had passed the ISO9001 and GMP certifications.

In 2021, as the Company’s business volume grew rapidly, we built a standardized online quality management platform. The platform integrates the business and data information flow of various internal and external systems and realizes the systematic management of suppliers, incoming materials, production, and after-sales services, significantly improving our work efficiency and quality.

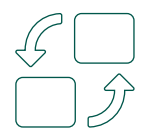
We conduct strict sampling inspections and screening for products ready for the market every month. Any unqualified parts with quality or safety hazards will be returned to the factory for processing, according to the Handling Procedure for Unqualified Products. In 2021, the Company made more than 29,000 product inspections, inspecting more than 1.83 million samples for product quality, with an average pass rate of 99.9%. No recall incidents have occurred due to product safety or health risks.



Fangxin Technology's GMP certification

Fangxin Technology's ISO9001:2015 certification

The Shenzhen Wuxin laboratory's ISO9001:2015 certification





User NPS Surveys and Analysis

We evaluate and understand user experience and demands with the Net Promoter Score (NPS) system. We earnestly analyze the problems reflected in the NPS data. Moreover, according to the NPS results, we set performance appraisal targets for relevant business departments and urge them to improve product and service quality based on user feedback. In 2021, RELX had 11.52 million NPS triggers.

We distribute NPS questionnaires according to customers' purchase records. The NPS questionnaire has 13 dimensions with sub-items, including vaping experience, product and cost-effectiveness. We perform special optimization for major problems reflected in the NPS of different RELX product lines.

Table Selected Products' NPS

		
Product	RELX Infinity (RELX无限)	RELX Stellar (RELX星河革调)
NPS	approx. 40%	approx. 40%



Golden Shield Program



The WeChat business reporting function on the RELX Partner APP

RELX launched the Golden Shield Program in 2019, using big data technology to assist law enforcement agencies in cracking down on counterfeit hideouts and online and offline counterfeit sales channels to safeguard consumers' legitimate rights and interests. We use Internet technologies such as data capture, cross-analysis, intelligent tracking, and product reverse analysis to capture counterfeits and infringing products from major e-commerce platforms. We compare counterfeits and infringing products in our channel sales network to track down the source and submit these leads to law enforcement agencies to aid in their anti-counterfeiting efforts both online and offline. Moreover, we have launched various online and offline campaigns to popularize the harm of counterfeits and knockoffs and how to identify them to protect consumers' rights and interests. In 2021, the RELX's Golden Shield Program assisted the police in 43 anti-counterfeiting cases and seized approximately 798,000 counterfeits and knockoffs.



In November 2019, RELX closed all online sales channels in accordance to the Notice on Further Protecting Minors from E-Cigarettes. In 2021, RELX launched a special operation against the online sales activities on WeChat Platform to further crackdown on illegal sales. We openly collect leads from the public and developed a reporting portal on RELX Partner, a mobile APP for RELX storekeepers, to widely accept illegal online sales leads. In addition, the Customer Care Team and the Sales Compliance Team jointly established an Online Sales Crackdown Team. The team was dedicated to collating and investigating reported clues, penalizing involved retailers, and reporting unauthorized sales accounts to tackle online sales. RELX collected and reported a total of 2,402 WeChat accounts suspected of illegally online sales. As a result, a total of 2,147 accounts were penalized by the WeChat platform, including permanent account suspension, disabling the contact functions, and disabling the WeChat Moments function.



Product Innovation and Harm Reduction

Obtained **222** patent authorizations

Cumulative R&D investment **510** million RMB

We have been investing in technological innovation since the Company's establishment in 2018. We have made many breakthroughs in product technology and basic scientific research. By December 31, 2021, RELX has obtained 222 patent authorizations, with a cumulative R&D investment of 510 million RMB. With its leading technological innovation capabilities, Shenzhen Wuxin was selected as one of the Guangdong Technologically Advanced Enterprises 2021 (2021 年广东省专精特新企业) issued by the Guangdong Provincial Department of Industry and Information Technology in December 2021. Moreover, we coordinate our R&D layout according to the difficulties and needs of the industry. Aiming to continuously reduce the impact of products on public health, we have established a "1+4" scientific research chain for systematic scientific evaluation and harm reduction research on e-vapors.

The RELX "1+4" Scientific Research Chain



RELX “1+4” Scientific Research Chain

The “1” in the RELX “1+4” Scientific Research Chain refers to product quality. On the premise of ensuring product quality, we conduct scientific research through four major scientific research modules: physical and chemical research, toxicological research, clinical research and long-term impact assessment to promote product innovation and harm reduction.

Product Quality

We regard stable product quality and strict quality control as the premise of all scientific research. We established a quality assurance system that covers the entire product lifecycle to ensure that every step of the manufacturing process is under strict control. Product quality is always the priority when product quality conflicts with other processes.



Physical and Chemical Research

We monitor several indicators and impurity pollutants in e-liquids and systematically analyze the e-liquid contact materials’ E&L (extractable and leachable). We pay attention to the content of various chemical components in aerosols, focusing on potential risk components in the release of these chemicals. We accumulate a large amount of data to provide basic information for quantitative risk assessment and other biological experiments and clinical scientific experiments. CNAS¹ has accredited the RELX Physical and Chemical Laboratory.

Clinical Research

To verify whether the harm reduction of our products for the human body is consistent with the research findings in the laboratory, we regularly track users in clinical research and monitor changes in various physiological indicators and relevant biomarkers in the body. We also research users’ vaping behavior and nicotine pharmacokinetics. In addition, we further study the potentially harmful ingredients that clinical study participants may be exposed to, providing scientific evidence supports for subsequent product updates.

In March 2021, we published the first SCI paper in the Chinese e-vapor industry, “Acute and subacute inhalation toxicity assessment of WS-23 in Sprague–Dawley rats,” on the Journal of Applied Toxicology. The paper proves the safety of the aerosol inhalation cooling agent WS-23 from the perspective of animal toxicology evaluation.

Toxicological Research

Our Life Science Laboratory conducts preclinical biological risk assessments of e-liquids and aerosols, including cytotoxicity, genotoxicity, acute toxicity testing in animals, and subacute toxicity testing in animals, to verify products’ ability to reduce harm. By the end of 2021, we had published two papers in international journals demonstrating the inhalation safety and harm reduction of e-vapors. Moreover, we cooperate with universities and research institutes, to carry out scientific research on the harm reduction of e-vapors, to study the science of e-vapor from different dimensions, and continue to expand our understanding in this field.

Long-term Impact Assessment

We run long-term studies on the change of users’ characteristics in the field of public health, predicting the mid-long term impact of e-vapor products on public health based on public health statistical analysis models and toxicological and clinical research results.

On July 3, 2021, Sun Yat-Sen University and we jointly published the paper “Comparison of biological and transcriptomic effects of conventional cigarette and e-vapor smoke exposure at a toxicological dose in BEAS-2B cells” on the SCI journal Ecotoxicology and Environmental Safety. Our study concludes that after 24 hours of acute exposure, the impact of aerosols agglutinates on a human lung epithelial cell line (BEAS-2B) is much less than that of cigarette smoke agglutinates. This study verifies the harm reduction potential of e-vapors at the cellular level.

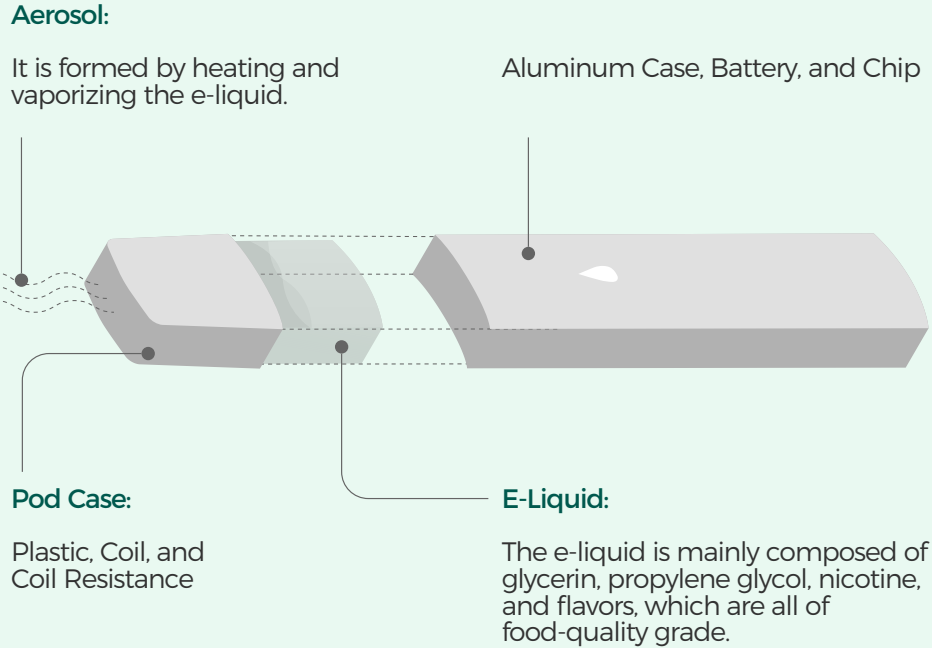
1. CNAS (China National Accreditation Service for Conformity Assessment) is the only institution in China approved and authorized by the Certification and Accreditation Administration of the PRC to accredit national accreditation laboratories.



Product Harm Reduction

RELX does not involve the traditional tobacco business, and 100% of its main business income comes from the sales of e-vapors and related accessories. We have proven in scientific experiments that the number of harmful substances released by RELX products during use is much smaller than that of traditional tobacco.¹ Nevertheless, we still try to minimize potentially harmful substances in our products and provide users with safe and reliable products.

RELX Product Composition



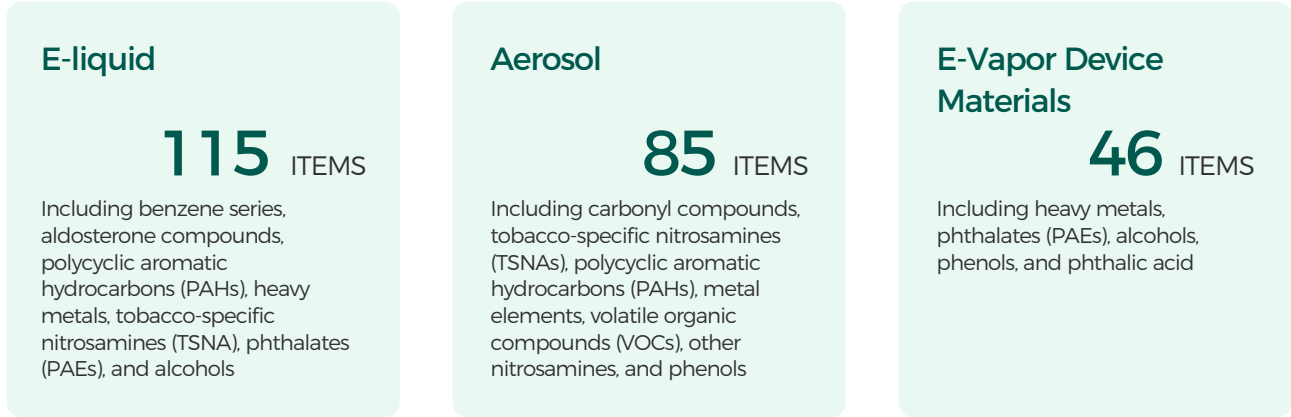
¹. Compared with traditional tobacco, harmful substances such as benzene and four TSNA (Tobacco-specific N-nitrosamines) were reduced by 99.1% and 99.8%, respectively.





According to the guidelines of international health organizations and regulators, laws, and regulations, we have identified more than 180 potentially high-risk chemicals in e-liquid, aerosols, and e-vapor device materials. Each new product must have the above indicators pass the test before entering the market. When designing an aerosol formulation, if we need to introduce a new substance, we will first conduct a toxicological analysis of the substance to verify its safety. We refer to the guidelines for medicine, medical device, and chemical risk assessment and retrieve and consult adequate scientific literature to fully understand the substance's toxicological properties. After that, we will set an allowable intake limit for the substance to control the content of potentially high-risk chemicals.

Potentially High-Risk Chemicals Identified by RELX



According to relevant regulations and guidance documents of China and other countries and existing toxicological data, RELX has formulated the Regulations for Prohibited Substances in E-liquid for internal control. It includes 15 flavors, four types of phthalates, five types of acetals, and 39 types of additives. Moreover, to avoid introducing high-risk substances as much as possible, we also require our self-own factories and suppliers to prohibit the use of the following substances in the production process: 1) substances that claim to be healthy, increase energy or reduce hazards; 2) substances solely for dyeing purposes; 3) substances with carcinogenic, mutagenic, biological toxicity, or respiratory toxicity; 4) irritant compounds related to increasing vitality; 5) other addictive substances other than nicotine; and 6) substances that pose a risk to human health in therapeutic or non-therapeutic form.



★ CASE

The RELX Exploration Day

In the second half of 2021, we held four consecutive "See the invisible RELX - 2021 RELX Exploration Day" in Shenzhen. The event invited media representatives to visit the core departments such as the factory, the RELX Physiochemistry Lab, the RELX Sensory Analysis Lab, and after-sales testing center to get a zero-distance understanding of the whole process of product birth.

During the exploration day, we introduced to the media representatives the product R&D process, industry-leading production capacity, strict quality testing standards, sound after-sales guarantee system, and the RELX "1+4" scientific research chain and our research achievements.

Through the RELX Exploration Day, we also shared our work progress with the society, answered the public's concerns about the industry, built a better social link, and collected more information for product and service upgrade.

1
2 3

1. Co-founder and Head of R&D and Supply Chain, Yilong Wen, explaining RELX's scientific research path to media representatives
2. Media representatives visiting the RELX Physiochemistry Lab
3. Media representatives visiting the RELX Sensory Analysis Lab





Excellent Services

“Customer first, service first” is RELX’s service motto. We have formulated several policies, systems, and procedures to regulate the management of pre-sales consultation, after-sales service, and user experience monitoring. We have set up a 400- user service hotline, public accounts, and other service channels for efficient communication with users. Upon receiving a complaint, the Customer Service Center replies within the prescribed time limit and follows up on the case to ensure that users’ problems are appropriately addressed. We will summarize and discuss common users’ problems and raise solutions promptly. We identify service deficiencies through satisfaction surveys and other forms and continue improving and adjusting them.

Moreover, we adopt various methods to ensure user service quality. For example, we have developed the Service Quality Monitoring Standards and the Service Quality Rewards and Punishment Regulations to assess customer service staff’s performance every month. We provide training sessions for new employees who are only allowed to start working after passing an examination. We assign special personnel to supervise on-site and spot-check the quality of telephone customer service, timely find and correct problems, if any, and provide guidance. In 2021, we served over 1.085 million users, with a user satisfaction rate of 97%.





2.2 Responsible Marketing



Schematic

Inspections over stores and distributors
over **137,000**

7 responsible marketing training sessions with an attendance of
over **1,000**

Lawsuits related to marketing, labeling, or advertising
0

RELX strictly abides by the Law of the People's Republic of China on the Protection of Minors, the Advertising Law of the People's Republic of China, the Regulation on the Implementation of the Law of the People's Republic of China on Tobacco Monopoly, and the Management Measures for E-Cigarettes (effective from May 1, 2022), and implements the essence and requirements of the Notice On Further Protecting Minors from E-Cigarettes. We have issued the RELX Responsible Marketing Policy, which clearly sets the management's supervision and management responsibilities for the protection of minors and compliance in marketing. We have formulated the RELX Copywriting Communication and Release Regulation and the RELX Management System for Distributors' Market Conduct to regulate employees' and distributors' conduct and set corresponding regular inspection measures and an accountability mechanism. We vigorously extend the Guardian Program to cover all distributors and stores to ensure that product sales are kept away from minors. We regularly carry out responsible marketing training for employees and distributors to enhance their compliance awareness and ensure sales follow laws and regulations. Meanwhile, we will continue to make corresponding adjustments to RELX's guiding marketing policies and systems in accordance with the upcoming Management Measures for E-Cigarettes and relevant regulations to ensure our marketing policies and systems comply with laws and regulations.



RELX's Major Marketing Policies and Systems

RELX Responsible Marketing Policy

The RELX Responsible Marketing Policy clearly sets the Board of Directors' oversight responsibility for responsible marketing and pledges to do the utmost to protect minors and ensure marketing content and methods be in compliance with laws and regulations. The policy also sets out the measures taken to ensure the fulfillment of the pledge and the implementation of the policy, including prohibited items, supervisory audits, and regular training for all employees, to ensure the implementation of the policy.

RELX Copywriting Communication and Release Regulation

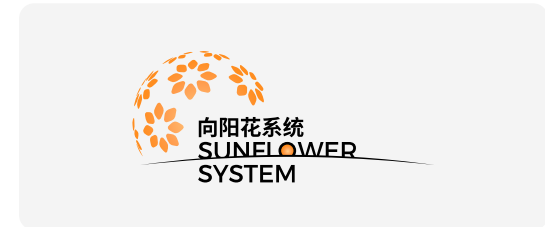
The RELX Copywriting Communication and Release Regulation requires copywriting communication and release to abide by laws and regulations and be truthful and accurate and makes clear bans on some words and expressions in the practice. The policy also clearly states that all marketing materials must be approved by the system before being released to the public.

RELX Management System for Distributors' Market Conduct

The RELX Management System for Distributors' Market Conduct sets inspections for distributors, including inspections of business practices, marketing practices and other practices. The system also lists specific manifestations of non-compliance and penalties for them. For example, if a distributor sells products to minors, sells products online or fails to implement the Guardian Program, we will terminate the partnership, collect fines, and/or degrade the distributor, etc.

Guardian Program

Since its establishment in 2018, RELX opposes the sale of e-vapor products to minors and their use in their presence, initiating the "Guardian Program" to set up a protection network for minors along the entire distribution chain. We strictly abide by the Announcement of the State Tobacco Monopoly Administration and the State Administration for Market Regulation on Prohibiting the Sale of E-cigarettes to Minors, and the Law of the People's Republic of China on the Protection of Minors, and we have made it our primary principle not to sell e-vapor products to minors. We are committed to protecting minors in all aspects, from product labels to marketing channels and technology innovation. When applying to open a store, intended partners need to sign the RELX One-page Commitment for Store Opening to ensure that they do not open any sales venues in areas with a high concentration of minors. We have launched the "Sunflower System", an intelligent protection system to prevent minors' purchasing. Using big data technology, it realizes prevention and traceability in every segment, from store location to user purchase. We also require consumers to complete identity verification before purchasing products to further prevent minors from being exposed to and purchasing e-vapor products.



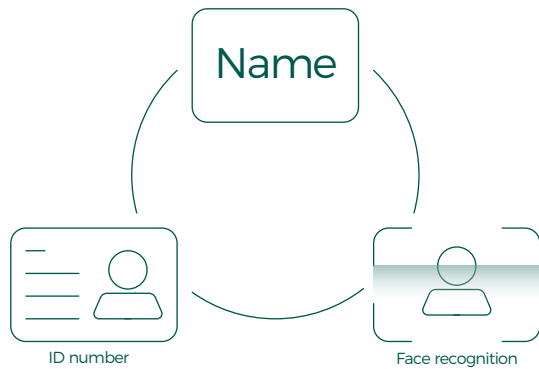


Warning Signs for Minors




We display the prominent warning signs of “nicotine content” and “not for sales to minors” in all our marketing activities and physical stores. We do not use any advertisement, words, graphics and cultural elements that can attract minors on any of our product’s packaging and marketing materials.

Sunflower System 3.0

Over the past two years, we have sought scientific and technological means to more effective minor protection and updated the functions of the “Sunflower System”. In 2021, the “Sunflower System” was upgraded to version 3.0. Age verification is set as mandatory action for purchase order generation; hence, when purchasing RELX products, consumers are required to first complete the verification of their “name + ID number + face recognition” when generating a purchase order. Those whose age cannot be verified or who do not meet the age requirement will not be able to complete their purchase. This upgrade means that we are the first to achieve comprehensive age verification before purchasing vaping products from a technical and institutional level. Meanwhile, the “Sunflower System” also applies big data technology to risk management. Each order will be screened to determine whether any stores are in violation of selling products to minors. Severe penalties will be imposed on the offending stores and those responsible. We also use big data and GPS to determine prohibited areas according to local policies and regulations and automatically filter out store locations that do not meet the legal requirements. Through more than 300,000 “electronic fences” we have accurately determined areas with high concentration of minors, such as primary and secondary schools and children’s palaces. In this way, the store owners cannot open any kind of sales venue near these areas when applying to open new stores.



Triple Authentication

<p>2019, “Sunflower System” Version 1.0: Age verification was carried out in stores using a tablet.</p> 	<p>2020, “Sunflower System” Version 2.0: “One code for each store” was realized, with full coverage of RELX specialty stores. Consumers must scan the QR code in the store to complete age verification.</p> 	<p>2021, “Sunflower System” Version 3.0: “One code for each order” was realized and age verification became mandatory. Consumers can only complete the purchase after verifying their age.</p> 
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Marketing in Compliance with Laws and Regulations

RELX requires stores and distributors not to use absolute descriptions, promote the efficacy of e-vapors, or induce consumption by minors and non-smokers in any promotion campaigns. We will not hold any exhibitions, forums, or expositions to promote e-vapor products and prohibit any advertising, promotion, or sponsorship concerning e-vapors. Our RELX 3C Management Regulations for Stores explicitly states that if a store sells e-vapor products to minors in violation of the regulations, its deposit will be deducted. In serious cases we will immediately cancel the cooperation and close the store.

RELX organizes various training sessions for front-line marketing employees on the latest laws and regulations and company policies and systems to ensure the effective implementation of responsible marketing policies. We also carry out online responsible marketing training and have launched a special module on responsible marketing training on the online learning platform RELXschool. We regularly publish guidelines for compliance marketing, the latest policies and regulations, and case analysis on the R Planet internal working platform every month to enhance employees' business compliance and risk prevention capabilities. The Channel Sales Team collates and summarizes recent key risks in marketing compliance in the monthly regular meetings to improve employees' awareness of responsible marketing. We have carried out seven special employee training sessions on responsible marketing to more than 1,000 participants. We also organize distributor marketing compliance training to clarify RELX's "red line" for compliance principles. In 2021, over 15,000 people attended distributor marketing compliance training. In the future, we will further expand and strengthen our marketing compliance training for partners, regulate our partners' business conduct, and ensure the effective implementation of marketing compliance in the entire industry chain.

The RELX trademark has been included in the Guangdong Provincial Key Trademark Protection List. In 2021, RELX was not involved in any lawsuits related to marketing, labeling, or advertising.



Picture The Business Compliance Guidelines series of articles released on the R Planet working platform





Supervision and Inspection of Marketing Activities



In 2021, we conducted random inspections on all distributors' stores in various channels every month and conducted more than 137,000 inspections in total. We inventoried all distributors' warehouses every quarter, making more than 1,000 inventories throughout the year.

We have issued the RELX Management System for Distributors' Market Conduct, requiring stores and distributors to abide by laws and regulations, resolutely implement the Guardian Program, and prohibit promoting and guiding minors to use e-vapors and selling e-vapors to them. In 2021, we have developed a market non-compliance scorecard for distributors and commissioned a third party for monthly inspections over distributors based on the scorecard, to check whether they have implemented the Guardian Program, whether the promotion contains banned words, and whether they have conducted online sales. We have developed corresponding disciplinary measures for different violations, including but not limited to canceling the cooperative relationship, recovering policy support resources, adjusting the authorized area, degrading, collecting liquidated damages, deducting points from the scorecard, and warning.

We set up two special inspections:

1 The inspection over distributors' daily business data. We monitor the data of the procurement, sales, and inventory systems on a monthly basis, and further track distributor stores with abnormal data to confirm the authenticity of their sales conduct.

2 If we receive reports of suspected violations by distributors, we will investigate on the spot, carry out authenticity inspections against major marketing policies, and track abnormal events to fully ensure distributors' market conduct comply with our responsible marketing policies. In this way, we further effectively implement the RELX Management System for Distributors' Market Conduct.

In 2021, to better implement the Notice on Further Protecting Minors from E-Cigarettes, RELX has repeatedly cooperated with local regulatory requirements to organize training for store keepers and publicized the content of the Notice according to local regulatory requirements. We also made more than 3,000 unannounced visits to stores. By the end of 2021, we had disciplined 52 illegal stores by deducting deposits and closed nine illegal stores.

2.3 Sustainable Supply Chain

23



Assessed **23** core suppliers' ESG performance

RELX practices sustainable supply chain management. We integrate ESG risk management into supply chain management, maintain close cooperation with suppliers, and promote the sustainable development of the industrial chain. RELX respects and agrees with internationally recognized human rights standards and guidelines and plays an active role in protecting human rights and labor rights and interests in the supply chain. We have formulated the RELX Code of Conduct for Business Partners, requiring partners to take effective measures to respect and protect labor rights and provide a safe workplace for employees. We have set up ESG-related requirements in supplier selection, assessment, and elimination, including regular review of suppliers' performance in labor standards, environmental protection, occupational health and safety, and anti-corruption. In 2021, RELX cooperated with 380 suppliers, of which 377 were from mainland China, and 3 were from Hong Kong, Macao, Taiwan, and overseas.



Real Shot



Code of Conduct for Business Partners

Referring to relevant international conventions and standards, RELX has formulated the RELX Code of Conduct for Business Partners. Besides requiring suppliers to abide by laws and regulations and practice business integrity, the policy also emphasizes the protection of labor rights and interests in the supply chain. It requires suppliers to eliminate child labor, forced labor, discrimination, and harassment, ensure reasonable working hours, and provide benefits in accordance with laws and regulations.



Sustainable Supply Chain Management

We encourage suppliers to establish a sound ESG management system and incorporate suppliers' ESG performance into supply chain assessment. We take labor rights protection, environmental compliance, and occupational health and safety compliance as prerequisites for supplier admittance, and regularly conduct supply chain sustainability audits.



Real Shot



Supplier Admittance Assessment

RELX has developed a meticulous supplier admission assessment mechanism. We assess written materials and the site of suppliers from multiple perspectives, including R&D capability, quality control, financial management, procurement delivery capability, and sustainability management. The sustainability assessment covers environmental and occupational health and safety compliance, management systems, labor standards, resource and energy management, and business continuity management capabilities. Based on the multi-dimensional assessment of suppliers, we will rate the suppliers and select the best for admission. If a supplier is unqualified in one dimension, it will be eliminated directly.

Regular Assessment of Existing Suppliers

RELX evaluates suppliers' ESG performance every year and continuously promotes suppliers to improve their ESG management and performance. If a supplier fails to meet the requirements, RELX will demand it to rectify, and will regularly track the progress to ensure that the supplier's improvement is in place. If the supplier violates again, it will be included in the supplier blacklist and will never be considered for future procurement.

In 2021, according to the significance of production suppliers, we selected 23 core major suppliers covering complete appliance assembly, e-liquid production, and packaging materials in the supply chain. We required suppliers to fill in the RELX Sustainability Self-Assessment Form, which covers ESG topics such as labor standards, environmental protection, and occupational health and safety. In the evaluation in 2021, 21 suppliers were rated excellent and two were rated average. We asked the two average rated suppliers to locate their deficiencies in management practice and ESG risks based on the assessment results and provide corresponding improvement plans.

Third-party Sustainability Field Audits

In December 2021, RELX commissioned a third party to conduct sustainability field audits of three Tier-1 suppliers. The audits covered nine dimensions, namely, fire safety, chemical safety, equipment and its operation safety, occupational health and incident response, hygiene and safety in the dormitory and canteen, environmental protection, management systems, labor standards, and business continuity. Specially, for labor standards, audits were carried out on the use of child labor, forced labor, and discrimination in accordance with the RELX Code of Conduct for Business Partners and with reference to the requirements of the SA8000 Standard. The audit results showed that none of the three suppliers had any major violations.





2.4 Addressing Climate Change

GHG emissions **774.4** tonnes of CO_{2e}

GHG emission intensity **2.1** tonnes of CO_{2e} / 1 million RMB of revenue

Comprehensive energy consumption **107.9** tonnes of standard coal

Consumption intensity **12.6** kg of standard coal / 1 million RMB of revenue

Water consumption **11,105.1** tonnes

Water consumption intensity **1.4** tonnes/1 million RMB of revenue

RELX is committed to sustainable business operations and management. We practice low carbon concepts throughout our product lifecycle, minimizing the impact of business activities of ourselves and the value chain on the environment. We have formulated and released the RELX Environmental Policy, which clearly sets the Board of Directors' responsibility to oversee the Company's addressing climate change and environmental protection. We actively judge the potential impact of climate-related factors on the Company, and fully consider it when developing business strategies and capital expenditure plans to effectively improve the Company's climate resilience and adaptability. We continuously improve our environmental monitoring systems, monitor energy and water consumption indicators in specialized ledgers, and regularly review the progress of our goals. Moreover, we actively explore new technologies and processes to improve resource use efficiency. We advocate the concept of ecological civilization, enhance the awareness of environmental protection among employees, users, and partners, and lead and drive the upstream and downstream of the industrial chain to jointly achieve zero-carbon transformation, jointly contributing to the carbon peaking and carbon neutrality goals of China.



Schematic



Climate Action and Low-Carbon Strategy

RELX is well aware of climate-related risks' impact on its development and has included climate change issues into the responsibilities of the Board of Directors and the management. We proactively formulated low-carbon development strategies and strengthened climate-related information disclosure. In 2021, for the first time, we disclosed the Company's climate action progress from governance, strategy, risk management, metrics and targets according to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board (FSB).

Governance

Relying on the risk management and internal control system covering the Company's overall operation, RELX continually strengthens the supervision and management of climate change issues. The Board of Directors oversees the Company's risk management efforts on a broad scale. The ESG Committee under the Board of Directors is responsible for incorporating climate change issues into the risk management system. It identifies, assesses, and manages climate-related risks, supervises the implementation of climate action plans by relevant departments, and regularly evaluates the effectiveness of climate change risk management and internal controls.

Board of Directors

The ESG Committee under the Board of Directors is responsible for overseeing climate change issues. It regularly discusses climate change issues and monitors climate risks. The ESG Working Group works to ensure that climate change-related work is effectively advanced. The Company incorporates addressing climate-related risks into management performance evaluation systems to ensure the implementation of climate strategy and practices.

Management Level

The Management is comprehensively reviewing the relationship between climate-related risks and opportunities and the Company's overall operating strategy and is calculating the necessary medium and long-term capital investment. Meanwhile, they are integrating climate-related risk management into the Company's overall operating strategy, setting targets and metrics, and incorporating the targets and metrics into the performance evaluation system for employees at relevant business lines.

Strategy

Based on the TCFD’s classification of risks, RELX divides climate-related risks into two categories: transition risks and physical risks. Transition risks arise from the global transition to a climate-resilient and low-carbon economy, including policy and legal, technical, market, and reputational risks. Physical risks come from extreme weather events and global warming, including acute and chronic risks.

In 2021, we developed a list of climate-related risks that have a significant financial impact on the Company and clarified the corresponding risk response policies based on our business system.

Transition Risks

Climate-related Risk	Description and Potential Financial Impact of the Risk	Adaptation Measures
Policy and legal risks	<ul style="list-style-type: none"> In the context of the national carbon peaking and carbon neutrality goals, carbon tax, energy tax, and volume and trading control of CO₂ emissions may drive up companies’ operating costs As the government tightens supervision, companies may face more stringent compliance requirements and penalties regarding energy consumption and CO₂ emissions Existing production equipment may retire early for not meeting policy and regulatory requirements As stock exchanges raise higher requirements for climate-related disclosure, potential compliance costs may increase 	<ul style="list-style-type: none"> Strengthen communication with the government and regulatory authorities, and promptly adapt to policy changes Consider deploying more carbon offsetting measures Observe the latest ESG disclosure requirements, and plan and prepare ESG-related work in advance as required
Technology risks	<ul style="list-style-type: none"> Due to the need to adopt more advanced technologies to meet the increasingly stringent carbon reduction demands, companies need to invest in low-carbon technology and product R&D in the early stage 	<ul style="list-style-type: none"> Promote technology R&D and innovation, introduce technical experts, perform independent technology R&D, and promote the technology transformation, to lead the development of the industry
Market risks	<ul style="list-style-type: none"> Rising traditional energy prices and the use of renewable energy will increase companies’ operating costs 	<ul style="list-style-type: none"> Improve the energy efficiency of operating assets and consider investing in renewable energy
Reputation risks	<ul style="list-style-type: none"> As stakeholders such as regulators, investors, and the public are increasingly focusing on corporate climate actions, if companies fail to develop sound mechanisms and programs in a timely manner it may adversely affect the brand and reputation, potentially increasing corporate financing costs 	<ul style="list-style-type: none"> Proactively communicate with external stakeholders to help them understand the Company’s practices and progress in addressing climate change and reducing GHG emissions

Physical Risks

Climate-related Risk	Description and Potential Financial Impact of the Risk	Adaptation Measures
Acute risks	<ul style="list-style-type: none"> Typhoons, floods, droughts, cold waves, and heat waves may cause operational interruptions and damage to production facilities, affecting product supply and sales and reducing production capacity Extreme weather may cause secondary disasters, threatening personal safety and polluting the environment 	<ul style="list-style-type: none"> Will actively monitor and warn of extreme weather, develop disaster emergency plans, and require departments and supply chain companies to conduct disaster emergency drills to improve the ability to respond to extreme weather Will renovate facilities for better disaster resistance, and establish prevention and mitigation supplies
Chronic risks	<ul style="list-style-type: none"> An increase or decrease in average temperature will increase cooling or heating demand, thereby increasing the Company’s operating costs 	<ul style="list-style-type: none"> Identify climate vulnerabilities in areas where self-owned factories, suppliers, stores are located and build up the ability to address climate change Optimize energy conservation and environmental protection facilities in offices, self-owned factories, and stores to improve energy efficiency





Risk Management

In 2021, the ESG Working Group identified the main climate-related risk categories with potential impact and influence on RELX by reviewing and studying its supply chain system and business sales channels. Based on the results, the ESG working group analyzed the impact of climate change risks on the company's finances in combination with the company's short-, medium- and long-term development strategies, and initially formed a climate change risk impact list.

We formulated and released the RELX Environmental Policy and integrated climate-related factors into our business strategy and decision-making process. The policy requires regular tracking and analyzing of energy consumption, setting emission reduction targets, exploring the use of renewable energy, researching, developing, and applying low-carbon technologies, and developing low-carbon products. It will serve as a roadmap for the Company to continually develop a green supply chain and green manufacturing system and promote the Company to implement green procurement, practice ecological design, develop green products, advance green manufacturing, and encourage green consumption in the entire lifecycle of its products and services, to enhance its climate resilience and sustainability performance in the whole value chain in an all-round way.

Indicators and Targets

RELX will continue to improve climate-related governance, strategies, risk, and opportunity management mechanisms, analyze the Company's energy consumption and GHG emissions data and review it regularly, aiming to further improve energy efficiency and product processes, and explore the use of renewable energy in operations and production processes, to accelerate the pace towards a low-carbon economy.



Table RELX 2021 Energy Consumption and GHG Emissions ¹

Indicator	Unit	2021
Electricity consumption ²	MWh	877.4
Electricity consumption intensity	kWh/1 million RMB of revenue	103.0
Diesel consumption ³	kg	58.5
Comprehensive energy consumption ⁴	tonne of standard coal	107.9
Comprehensive energy consumption intensity	kg of standard coal/1 million RMB of revenue	12.6
Total GHG emissions ⁵	tonne of CO ₂ e	774.4
GHG emission intensity	tonne of CO ₂ e /1 million RMB of revenue	2.1
GHG emissions ⁶ (Scope 1)	tonne of CO ₂ e	48.6
GHG emissions ⁷ (Scope 2)	tonne of CO ₂ e	528.8
GHG emissions ⁸ (Scope 3)	tonne of CO ₂ e	197.1

1. We entrusted TÜV Rheinland (China) Ltd. as a third-party audit agency to provide reasonable assurance on the GHG emissions of RELX's Beijing, Shenzhen, and Shanghai offices and Fangxin Technology. We received the ISO-14064:2018 certification.
 2. The electricity consumption covers the electricity consumed in the production and operation of the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021.
 3. The diesel consumption is from Fangxin Technology only. Offices and laboratories do not involve any diesel consumption.
 4. RELX calculates the comprehensive energy consumption according to the conversion factor in the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T2589-2020).
 5. RELX's GHG emission reporting boundaries are Scope 1, Scope 2, and Scope 3 (indirect GHG emissions from products used by the organization). The GHG emission data is presented in CO₂e.
 6. Direct GHG emissions (Scope 1) cover the direct GHG emissions generated in CH₄ emissions, refrigerant emissions, diesel combustion, and fire extinguisher emissions from the production and operation of the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021. We do the calculation according to relevant emission factors in the IPCC Guidelines for National Greenhouse Gas Inventories and the China Energy Statistical Yearbook.
 7. Indirect GHG emissions (Scope 2) cover the GHG emissions from purchased power used by the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021. We do the calculation according to relevant emission factors in the Average CO₂ Emission Factor of China's Regional Power Grids 2011 and 2012 of the Department of Climate Change, the Ministry of Ecology and Environment (formerly under the National Development and Reform Commission).
 8. Indirect GHG emissions (Scope 3) cover the GHG emissions generated by some key goods and services sourced by the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021, including administrative materials, chemicals and raw materials. We do the calculation according to relevant emission factors in the China Products Carbon Footprint Factors Database 2022 and the IPCC Guidelines for National Greenhouse Gas Inventories.



GHG Emission Reduction

RELX complies with the Environmental Protection Law of the People's Republic of China and the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, and continually optimizes its environmental management system to ensure the effective operation of environmental management.

In production, we have established a statistical system for energy and resources. We calculate the electricity and diesel consumption of each process based on the actual consumption every month. By analyzing the energy consumption data, we calculate the unit consumption of products and compare it with the set environmental performance indicators to implement the corresponding energy conservation rectification measures. We continually improve and optimize our processes, minimizing energy consumption per unit product. We require

suppliers to sign environmental protection agreements to strengthen the management of suppliers' emissions. Moreover, in logistics operations, we constantly improve vehicle efficiency, optimize the arrangement of logistics routes, and reduce CO₂ emissions during transportation.

At the office level, we give priority to renting green buildings. The building rented by RELX Beijing Office has received the LEED Gold certification. We have established a specialized ledgers to track and analyze energy consumption every month. By analyzing the data, we develop corresponding energy conservation measures. We install energy-saving lamps and use energy-saving electrical appliances in the office area and conduct inspections during non-working hours and turn off unnecessary appliances to reduce energy consumption.



Schematic



The building leased by RELX Beijing Office has received the LEED Gold certification.

We standardize the decoration of RELX stores and provide uniform publicity materials to avoid waste caused by excessive decoration and display. We advocate green consumption to users, promoting Used Pods Recycling Programs to recycle used pods.¹

In 2021, we invite experts from external institutions for special training on green production for relevant departments such as General Management and Administration. The experts interpreted the latest state policies on carbon neutrality and industry trends, shared corporate CO₂ emission management cases, and further improved relevant personnel's low-carbon production and management capabilities.

1. For details about the used pods recycling program, please visit RELX's official website: <https://www.relxtech.com/pods-recycle>

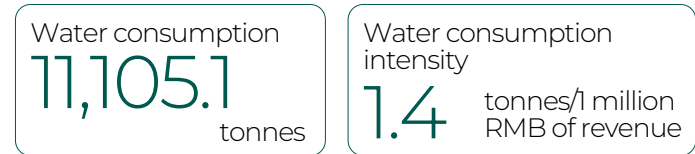
Water Management

Compared with the traditional tobacco industry, the water consumption of the e-vapor industry is smaller, mainly in the cleaning aspects of the production process **and the water use in the office work**. RELX strictly abides by the Water Law of the People's Republic of China and the Environmental Protection Law of the People's Republic of China and other relevant laws and regulations. In the RELX Environmental Policy, we pledge to promote resource conservation and **improve the efficiency of water use**. In the RELX Code of Conduct for Business Partners, we explicitly require suppliers to take effective measures to continuously **improve water efficiency to further implement strict water management throughout the industry chain**.

We keep a specialized ledger of water consumption, regularly track and analyze the water consumption of our self-owned **factories, laboratories, and offices, and set water conservation targets and action plans**. We regularly check the integrity of water pipelines and water supply facilities to prevent water loss due to leakage. We continually optimize product design and the production process to minimize water consumption per product. We install and use water-saving equipment and facilities **in the office, post water saving notices, and advocate employees to save water and eliminate water waste**.



We strive to promote water control in our supply chain. In 2021, RELX conducted third-party on-site examination of suppliers' water management. The examination covered water consumption and water-saving plans. No major water management risks were identified. In the future, we will continue to expand the coverage of supply chain water audits, promote suppliers to establish water management systems, set water conservation targets, improve our management of water resources in the supply chain, and reduce RELX's water footprint in the supply chain. In 2021, the Company's water consumption as 11,105.1 tonnes, and the water consumption intensity was 1.4 tonnes/1 million RMB of revenue¹.



1. The water consumption covers the water consumed in the production and operation of the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Factory. The annual water consumption in the office is estimated based on the average number of employees and the average water consumption per person per day. The average water consumption per person per day is 50 L/person/shift, which is the maximum amount provided in the Standard for Design of Building Water Supply and Drainage (GB50015-2019). The calculation formula is: Office water consumption (tonnes) = Average number of employees in 2021 (person) * 0.05 tonnes/person/shift * Actual business days in 2021 (250 days)

PRACTICAL PERFORMANCE

- 3.1 Focusing on Talents
- 3.2 Green Production
- 3.3 Corporate Citizenship



3





3.1 Focusing on Talents

Total number of employees

1,235

Serious work-related injury

0

Training time per employee

over 11 hours

Employees are the most valuable asset of RELX, and they are the cornerstone and core driving force of RELX's rapid growth against the fierce market competition. We select and hire talents fairly and equally and welcome talents from diverse backgrounds under the anti-discrimination principle. We foster an open and inclusive workplace, eliminate unconscious inequality and prejudice, and continuously motivate employees' potential through innovative and systematic training programs. Meanwhile, we build an effective and clear promotion pathway for employees. We create a healthy and safe working environment and continuously improve our occupational health and safety management system. Moreover, we unclog employee communication channels, provide considerate care for employees, and advocate work-life balance.



Schematic

Employment and Diversity



RELX Employee Handbook >

RELX strictly abides by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interest, and the Special Rules on the Labor Protection of Female Employees, and actively guards and protects employees' legitimate interests. We have formulated the RELX Employee Handbook, which specifies employee recruitment, working hours, leaves and holidays, remuneration and benefits, performance appraisal, promotion pathways, and communication and complaint channels. We take the Handbook as the primary guidance for corporate conduct and business operations and require employees to take annual compulsory training.

Creating a Fair and Just Workplace

We adequately protect employees' rights and interests. Upholding fairness and justice, we hire outstanding talents from all walks of life. In the RELX Employee Handbook, we place a strong emphasis on policies including providing equal employment opportunities, the prohibition of discrimination and harassment, the creation of diverse and inclusive values, the prohibition of child and forced labor to respect and protect all employees' legitimate rights and interests. Besides paying endowment, medical, unemployment, work-related injury, maternity insurance, and the housing provident fund to employees as required by laws and regulations, we also purchase supplementary commercial medical insurance for all employees and adopt simplified one-click online claims and settlement procedures to relieve our employees from worries.

RELX 2021 Employee Data



- Female employees 34.8%
- Male employees 65.2%



- Employees under the age of 30 48.7%
- Employees at the age of 30 - 49 51.0%
- Employees at and over the age of 50 0.3%



- Employees from ethnic minorities Person:73 5.9%



- Employees from Hong Kong, Macao, Taiwan, and overseas Person:11 0.9%

Total workforce 1,235

Unit: Person



Maintaining Gender Equality in Workspace

Gender equality is an essential manifestation of diversity and inclusion. In addition to providing employees with fair recruitment, training, and promotion opportunities, the Company is committed to thoroughly maintaining gender equality and adequately protecting female employees with a couple of initiatives to enhance the female employees' competitiveness in the workplace. According to law, we provide female employees with benefits and care during pregnancy and breastfeeding, to create a more friendly workplace.

In August 2021, we set up a Women's Rights and Interests Protection Team to improve gender equality and the protection of women's rights and interests in corporate governance. The Team comprises female legal experts and HR experts from all offices and is directly responsible and reports to the Company's Code of Conduct Committee. The Team is committed to providing professional consulting services and complaint channels for female employees, enhancing women's workplace self-confidence, and improving female employees' benefits to create a women-friendly, safe, and non-discriminatory workplace.

★ CASE

RELX hosting the Female Leadership Forum

Since 2020, RELX has been holding the She Leads Women's Leadership Forum on March 8 every year, aiming to empower female leaders and promote gender equality in the workplace. The forum invites female leaders of well-known international companies and RELX's CEO Wang Ying as guests to attend, with RELX women employees sharing their stories. At the second She Leads Forum in 2021, the guests and RELX's female employees dissected the natural advantages of women as leaders and how to unleash women's core competitiveness in the workplace. The guests shared their personal

experiences and insights on how women develop self-confidence, career-family balance, make career choices at different stages of life, and maintain physical and mental health under pressure from work and life. At the end of the event, participating employees were given inspirational books for women to help them gain insight and enhance their self-confidence in the workplace and life.

With the guests' professional lectures and true-story sharing, the forum effectively helped female employees better understand their advantages and enhance their leadership awareness. The event was unanimously well-received.



Ms. Ying Wang sharing her workplace experience at the female leadership forum



The female leadership forum





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

Employee Care

As a people-centric company, RELX constantly expands the communication channels between the Company and employees, helps employees maintain a healthy work-life balance, and creates a pleasant, homely, and harmonious workplace.

eNPS Satisfaction Survey

The Company conducts the eNPS (employee Net Promoter Score) survey for all employees every year to measure their satisfaction with the Company and plan follow-up improvement measures for meaningful suggestions and trends. Our eNPS survey covers organizational effectiveness, personal development, leadership, corporate culture, and new employee integration. In 2021, our eNPS satisfaction survey was filled out and responded to by 93% of the employees. Our satisfaction score ranked among the top in the sector.



DSchematic

Employee Communication

We have established communication channels for employees to submit feedback and complaints, including a dedicated hotline and mailbox. Employees can also send suggestions and opinions on work procedures and business settings directly to the CEO's email address. The CEO will regularly check and reply to these emails. If employees encounter unequal treatment or similar incidents at work, they can report directly to HR experts.

The HR Department will handle these incidents following the company regulations. The Company regularly holds discussion meetings with employees to understand their position and collect their opinions and suggestions. The management will develop improvement plans for common problems identified to promote organizational innovation.

★ CASE

RELX Shenzhen Office hosting Flow Sessions (“心流会议”) and launching Operation Sun Chasing (“追日行动”)

In 2021, RELX Shenzhen Office organized Flow Sessions to enhance mutual understanding among employees and promote cohesion and unity. At the Flow Sessions, we held interactive activities based on professional psychology models to understand employees' mental states and confusion at work. Shenzhen Office executives answered questions concerning most employees. By December 31, 2021, 159 people participated in the Flow Sessions, and a total of 8 sessions were held.

After the Flow Sessions, the HR Department summarized and analyzed employees' states, thoughts, and expectations and organized team leaders to set up a task force called Operation Sun Chasing. In operation, task force members formulated action plans and set goals and implementation paths according to the everyday needs and problems identified at the Flow Sessions. The action plans included optimizing the organizational structure, re-organizing responsibilities and positions, optimizing meeting management, setting up a systematic training management mechanism, and organizing more targeted training inside the organization. The Flow Sessions and Operation Sun Chasing have accelerated the Company's organizational innovation and have enhanced employees' sense of belonging and organizational cohesion through the engagement of all.



Group discussion at a Flow Session



Employee Benefits

RELX prepares thoughtful gifts for employees at festivals, work anniversaries, and other important days.

In August 2021, the Company hosted the RELX work anniversary celebration, inviting more than 600 employees serving from one to three years at the Company.

At the end of December 2021, the Company hosted a live-streamed lucky draw event to celebrate the New Year against the backdrop of the COVID-19 pandemic. During the event, the Company gave customized gifts to employees, effectively strengthening the interaction between employees from different offices.

RELX has set up a Healthcare Cabin dedicated to employees' health. Licensed doctors are hired to diagnose employees' pains in the shoulder, neck, wrist, waist, and back that often occur during office work and relieve their fatigue and pains through massage. This measure is appreciated and praised by our employees.



1 | 2
3 | 4

- 1. "An Unforgettable Photo and the Story Behind It" at the onboarding anniversary event
- 2. RELX Healthcare Cabin
- 3. Hostesses holding lucky draw at the office
- 4. Employees in customized T-shirts



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



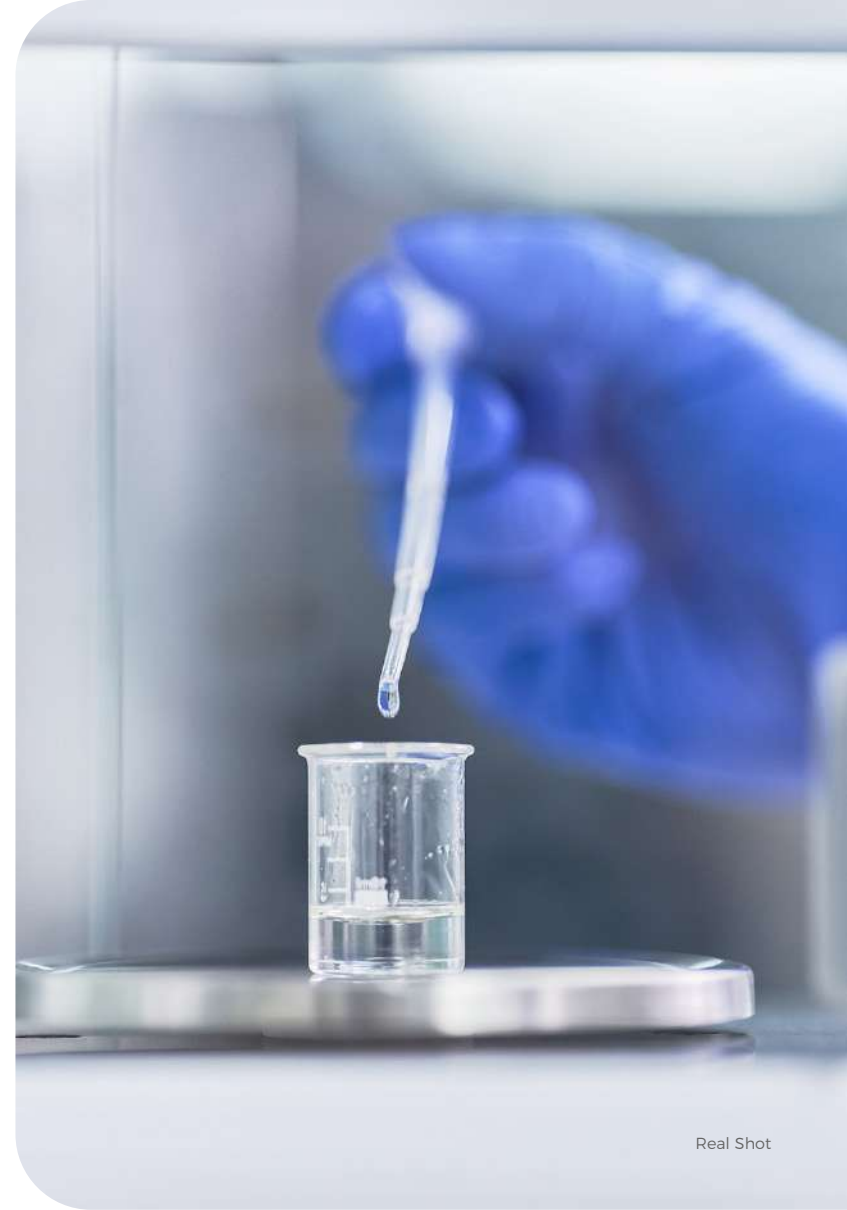
The rescue team helping the injured in the simulation

3.2 Green Production

Environment pollution
or violation incident

0

RELX is committed to building an eco-friendly enterprise. In addition to continuously strengthening energy and resource management measures, we strictly control pollutant discharge to further mitigate the negative impact brought by our operations. We also regularly organize training and events on environmental protection to continuously improve employees' green operation awareness and professional capabilities.



Real Shot



Waste Gas, Waste Water, and Solid Waste Management

We strictly abide by the Environmental Protection Law of the People's Republic of China and the emission standards in the location where we operate. We continue to improve our environmental management system and introduce advanced technology to optimize waste gas, wastewater, and solid waste management. In the RELX Environmental Policy, we pledge to dispose of waste gas, wastewater appropriately, and solid waste generated in business activities and minimize the impact on the ecological environment.

Waste Water Management



We abide by the Water Pollution Prevention and Control Law of the People's Republic of China, actively respond to the Development Plan for Urban Sewage Treatment and Resource Utilization in the 14th Five-Year Plan Period issued by the National Development and Reform Commission. We take rigorous water pollution control measures following regulations. For example, we have established wastewater pollution control facilities in our self-owned factories following relevant design specifications. These facilities collect wastewater from production equipment and experiment apparatus cleaning from the factories, effectively removing harmful substances in the water through physical, chemical, and biological treatment processes. The treated wastewater fully meets the requirements of the Discharge Limits of Water Pollutants and the Wastewater Quality Standards for Discharge to Municipal Sewers.



In 2021, RELX did not have any environmental pollution or violation incidents.

Waste Gas Management



We comply with the Atmospheric Pollution Prevention and Control Law of the People's Republic of China and strictly control particulate matter and volatile organic compounds (VOCs) from laboratories, factory production, material storage, and transportation gas emission. For example, we collected the particulate matter and VOCs generated in e-liquid production in our factory workshops and treated them in the "filtration + secondary activated carbon adsorption device" before emission. The emitted gas fully meets the emission standards stipulated by the state.

Solid Waste Management

We manage the hazardous wastes generated in our self-owned factories and laboratories according to the Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, the Soil Pollution Prevention and Control Law of the People's Republic of China, and other relevant laws and regulations. We classify, collect, and manage hazardous wastes according to the National Catalogue of Hazardous Wastes; entrust qualified treatment agencies with the transfer, transportation, disposal, and utilization of hazardous wastes; and file and regularly declare to the ecological environment department as required by regulations. In hazardous waste storage and management, we applied to the ecological environment department to set up storage rooms for hazardous waste.

We have developed management systems and registers according to state regulations. The hazardous waste storage rooms are equipped with sufficient labor protection and firefighting supplies to ensure safety for operators. For general solid wastes (mostly daily office waste and general industrial solid waste) generated in the production and office processes, we follow the 4R principles¹ to minimize waste discharge. For garbage that cannot be reused, we collect and classify it according to local regulations and transfer it to a qualified third party for treatment as required.

RELX 2021 Waste Discharge Data



Indicator	Unit	2021
Municipal solid waste generated ²	tonne	106.6
Municipal solid waste generation density	kg/1 million RMB of revenue	12.5
Hazardous waste generated ³	tonne	59.2
Hazardous waste generation density	kWh/1 million RMB of revenue	6.9

1. The 4R principles refer to Reduce, Reuse, Recycle, and Replace.
 2. The statistics of municipal solid waste include domestic waste and general industrial solid waste generated in the production and operation of Shenzhen Office, Beijing Office, Shanghai Office, and Fangxin Factory. The annual domestic waste generation in the office is estimated based on the average number of employees and the average waste generation per person per day of 0.5 kg/person/shift. The calculation formula is: Office waste generation (tonne) = Average number of employees in 2021 (person) * 0.5 kg/person/shift * Actual business days in 2021 (250 days)
 3. The statistics of hazardous wastes cover waste organic solvents and waste containing organic solvents, waste mineral oil and waste containing mineral oil, waste acid, and waste alkali generated in laboratories and self-owned factories.



Improve Employees' Awareness of Environmental Protection



The Product R&D Department's regular environmental protection training

We provide regular training on environmental protection to production and R&D departments to interpret the latest environmental protection policies and regulations and share theories and practices about green operations. Moreover, we organize practical events on environmental protection every year to enhance employees' ecological conservation awareness and encourage employees to practice corporate social responsibility and protect lucid waters and lush mountains.

★ CASE

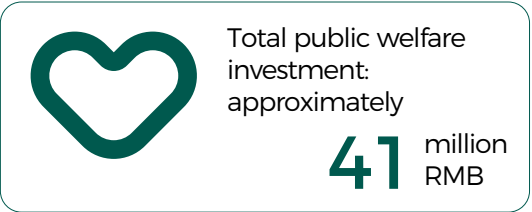
RELX Shenzhen Office organizing a volunteering beach cleaning activity

In November 2021, we organized 63 volunteers from the Shenzhen Office to visit the coastline of Xiaoshashan, Shenzhen, to collect all kinds of garbage on the beach, including beverage bottles, food packages, and metal cans. Volunteers did their best to clean up 660 meters of coastline and picked up 2,547 pieces of marine debris, totaling 650.9 kg. In this activity, employees became aware of today's serious marine environmental problems and used practical actions to call on people not to litter, fulfilling our social responsibility for cleaning the city and maintaining a beautiful coastline.



The beach cleaning activity in Shenzhen

3.3 Corporate Citizenship



At the beginning of 2021, we launched the RELX Care Community Service Program to carry out standardized, systematic, and long-term community service activities. We invest in environmental protection, social welfare, care for senior citizens, and rural revitalization to fulfill RELX's corporate social responsibility. In 2021, we invested approximately 41 million RMB in community benefit initiatives.



Community service

RELX 2021 Major Community Benefit Initiatives

Initiatives	Description
Used Pods Recycling Program	RELX recycled used pods at the stores in many Chinese cities.
Rural Revitalization	The cement resource produced from the recycled used pods are donated to villages for the construction of roads, bridges, sanitary toilets and other infrastructure projects to improve rural production and living infrastructure.
Let Siberian Tigers and Amur Leopards Return to Northeast China Program (东北虎豹回东北项目)	RELX cooperated with China Green Foundation (中国绿化基金会) to cultivate ecological farmlands, form a RELX Patrol Team, and fund the establishment of a monitoring network for the purpose to conserve Siberian tigers' and Amur leopards' habitats.
Donations to disaster-hit areas	RELX donated 3 million RMB to disaster-hit areas in Henan and provided assistance funds of 20 million RMB for franchisees.
Bridging the digital divide	RELX provided older users over the age of 60 with intelligent speakers.

★ CASE

RELX carrying out a nationwide Used Pods Recycling Program (空弹回收计划)

In September 2021, RELX launched the Used Pods Recycling Program. We cooperated with China Siyuan Foundation for Poverty Alleviation (中华思源工程扶贫基金会) to process waste pods into cement clinker through the cement kiln co-processing technology and used it in rural infrastructure construction. In this way, used pods are recycled and reused harmlessly and support rural revitalization. The Used Pods Recycling Program is the first full-lifecycle used pods recycling solution in the e-vapor industry. By April 20, 2022, the Used Pods Recycling Program has covered 81 cities in China and has recycled approximately 1.23 million used pods. We will continue to open recycling outlets in stores in more cities across China to increase recycling efficiency, letting every user can easily recycle used pods. Moreover, we will continue to explore more economic value of used pods in the recycling field.



A used pod recycling bin



Used pods are put into recycling bags for recycling



Recycled pods are used in the construction of rural roads



★ CASE

RELX's Let Siberian Tigers and Amur Leopards Return to Northeast China Program (东北虎豹回东北项目)

In 2020, RELX launched the Let Siberian Tigers and Amur Leopards Return to North-East China program, donating 1 million RMB to the China Green Foundation's Happy Home for Tigers and Leopards program (幸福家园·与虎豹同行) every year. RELX's program takes Hunchun's Anling Village, a community near the Northeast China Tiger and Leopard National Park, as a pilot to protect the individual safety of tigers and leopards around the village and promote sustainability in villagers' livelihood. We set up a patrol team of 20 people. We purchased 20 sets of testing equipment to observe wild animals' behaviors and the law of crop damages. Meanwhile, we cooperated with the National Park Administration to regularly patrol the mountains to prevent poaching and remove traps and nets. We have planted 4 hectares of farmland in the local area to attract Siberian tigers' prey, such as wild sika deer and boars, to feed. We also provided subsidies to villagers to compensate for the loss of cash crops due to wild animals. In addition to subsidies, we give the villagers beehives to make extra income through bee farming and other methods.

In 2021, we observed Siberian tigers' footprints near the RELX ecological field, which proved there are more and more Siberian tigers in the conservation area. The RELX-funded monitoring network is tracking wild animals' traces in real-time. Moreover, we have built an ecological science education center in the local area. Programs related to ecotourism and natural research will soon be available. In the future, RELX will work with the foundation to further stabilize the ecosystem, promote integrated conservation and restoration, and build high-quality ecological protective shields.



Members of the RELX patrol team



The RELX ecological field in Jilin Province, Northeast China



RELX's ecology science popularization and education center

Appendices

Key Performance Indicators
GRI&SASB Index
Feedback





Key Performance Indicators

Governance

Indicator	Unit	2021
Closed significant corruption cases	case	No significant corruption lawsuits
Participants in distributor business ethics training	person	over 15,000
Employee business ethics training	session	13
Number of participants in employee business ethics training	person time	over 2,200

Social

Indicator	Unit	2021
Product inspection	batch	over 29,000
Product quality sampling amount	piece	over 183,000,000
Product quality sampling pass rate	%	99.9

Indicator	Unit	2021
Product non-compliance cases due to safety or health reasons	case	0
RELX Infinity (RELX 无限) NPS	%	approx. 40
RELX Stellar (RELX 星河革调) NPS	%	approx. 40
NPS triggers	time	approx. 11,520,000
Number of customer service	time	approx. 1,085,000
Customer service satisfaction	%	97
Number of participants in responsible marketing training	person time	approx. 1,000
Responsible marketing training	session	7
Stores undergoing special inspection on distributors' market conduct	store	approx. 137,000
Distributor inventories counts	time	approx. 1,000
Total financial loss due to legal actions related to marketing, labeling, or advertising laws	RMB	0
Number of suppliers from mainland China	-	377

Indicator	Unit	2021
Number of suppliers from Hong Kong, Macao, Taiwan, and overseas	-	3
Total number of employees	person	1,235
Male employees	person	805
Female employees	person	430
Employees under the age of 30	person	601
Employees at the age of 30 - 49	person	630
Employees at and over the age of 50	person	4
Employees from ethnic minorities	person	73
Employees from Hong Kong, Macao, Taiwan, and overseas	person	11
Safety training organized	session	23
Aggregate participants in safety training	person	over 110
Safety training time per employee	hour/person	5.1



Indicator	Unit	2021
Serious work-related injuries	case	0
Number of fatalities due to production incidents	person	0
Confirmed occupational disease case	case	0
Training time per employee	hour/person	11.2
Training time per male employee	hour/person	11.3
Training time per female employee	hour/person	11.0
Total public welfare investment	million RMB	approx. 41

Environmental

Indicator	Unit	2021
Electricity consumption ¹	MWh	8774
Electricity consumption intensity	kWh/1 million RMB of revenue	103.0

Indicator	Unit	2021
Diesel consumption ²	kg	585
Comprehensive energy ³ consumption	tonne of standard coal	1079
Comprehensive energy consumption intensity	kg of standard coal/1 million RMB of revenue	12.6
Total GHG emissions ⁴	tonne of CO ₂ e	774.4
GHG emission intensity	tonne of CO ₂ e/1 million RMB of revenue	21
GHG emissions ⁵ (Scope 1)	tonne of CO ₂ e	48.6
GHG emissions ⁶ (Scope 2)	tonne of CO ₂ e	528.8
GHG emissions ⁷ (Scope 3)	tonne of CO ₂ e	197.1
Water consumption ⁸	tonne	11,105.1
Water consumption intensity	tonne/1 million RMB of revenue	1.4
Municipal solid waste generated	tonne	106.6
Municipal solid waste ⁹ generation intensity	kg/1 million RMB of revenue	12.5

Indicator	Unit	2021
Hazardous waste generated	tonne	592
Hazardous waste generation ¹⁰ intensity	kg/1 million RMB of revenue	6.9
Environmental law violation cases	case	0

- The total electricity consumption covers the electricity consumed in the operation and production of the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021.
- The diesel consumption is from Fangxin Technology only. Offices and laboratories do not involve any diesel consumption.
- RELX calculates the comprehensive energy consumption according to the conversion factor in the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T2589-2020).
- RELX's GHG emission reporting boundaries are Scope 1, Scope 2, and Scope 3 (indirect GHG emissions from products used by the organization). The GHG emission data is presented in carbon dioxide equivalents.
- Direct GHG emissions (Scope 1) cover the direct GHG emissions generated in CH₄ emissions, refrigerant emissions, diesel combustion, and fire extinguisher emissions from the operation and production of the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021. We do the calculation according to relevant emission factors in the IPCC Guidelines for National Greenhouse Gas Inventories and the China Energy Statistical Yearbook.
- Indirect GHG emissions (Scope 2) cover the GHG emissions from purchased electricity used by the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021. We do the calculation according to relevant emission factors in the Average CO₂ Emission Factor of Baseline CO₂ Emission Factors for Regional Power Grids in China 2011 and 2012 from the Department of Climate Change, National Development and Reform Commission (currently under the jurisdiction of the Ministry of Ecology and Environment of the People's Republic of China).
- Indirect GHG emissions (Scope 3) cover the GHG emissions generated by some key goods and services sourced by the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology in 2021, including administrative materials, chemicals and raw and auxiliary materials. We do the calculation according to relevant emission factors in the China Products Carbon Footprint Factors Database 2022 and the IPCC Guidelines for National Greenhouse Gas Inventories.
- The water consumption covers the water consumed in the production and operation of the Shenzhen Office (including laboratories), Beijing Office, Shanghai Office, and Fangxin Technology. The annual water consumption in the office is estimated based on the average number of employees and the average water consumption per person per day. The average water consumption per person per day is 50 L/person/shift, which is the maximum amount provided in the Standard for Design of Building Water Supply and Drainage (GB50015-2019). The calculation formula is: Office water consumption (tonne) = Average number of employees in 2021 (person) * 0.05 tonnes/person/shift * Actual business days in 2021 (250 days).
- The statistics of municipal solid waste include domestic waste and waste plastics generated in the production and operation of the Shenzhen Office, Beijing Office, Shanghai Office, and Fangxin Technology. The annual domestic waste generation in the office is estimated based on the average number of employees and the average waste generation per person per day of 0.5 kg/person/shift. The calculation formula is: Office waste generation (tonne) = Average number of employees in 2021 (person) * 0.5 kg/person/shift * Actual business days in 2021 (250 days).
- The statistics of hazardous wastes cover waste organic solvents and waste containing organic solvents, waste mineral oil and waste containing mineral oil, waste acid, and waste alkali generated in laboratories and self-owned factories.



GRI&SASB Index

Disclosure Topic/Item	Description	Page Number and Explanation
GRI 101: Foundation		
101	The foundation for sustainability reporting, including the reporting principles for defining report content and quality	1
GRI 102 : General Disclosure		
Organizational Profile		
102-1	Name of the organization	2
102-2	Activities, brands, products and services	2
102-3	Location of headquarters	2
102-4	Location of operations	2
102-5	Ownership and legal form	2
102-6	Markets served	2

Disclosure Topic/Item	Description	Page Number and Explanation
102-7	Scale of the organization	2
102-8	Information on employees and other workers	46
102-9	Supply chain	35-37
102-10	Significant changes to the organization and its supply chain	No major change
102-11	Precautionary principle or Approach	10
102-12	External initiatives	/
102-13	Membership of association	11
SASB Tobacco Standards – Activity Metrics		
FB-TB-000A	Combustible tobacco product sales volume: (1) cigarette, (2) cigar, and (3) other smoked tobacco products	0
FB-TB-000.B	Non-combustible product sales volume: (1) traditional smokeless tobacco, (2) non-tobacco nicotine products, (3) heated tobacco products, and (4) nicotine replacement therapy products	19.5 million units of rechargeable e-vapor devices; 505.5 million units of cartridges

Disclosure Topic/Item	Description	Page Number and Explanation
Strategy		
102-14	Statement from senior decision-makers	3
102-15	Key impacts, risks, and opportunities	10
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	11-14
102-17	Mechanisms for advice and concerns about ethics	11-14
Governance		
102-18	Governance structure	9
102-19	Delegating authority	9
102-20	Executive-level responsibility for economic, environmental, and social topics	9
102-21	Consulting stakeholders on economic, environmental, and social topics	15
102-22	Composition of the highest governance body and its committees	7-8
102-26	Role of highest governance body in setting purpose, values, and strategy	7-9



Disclosure Topic/Item	Description	Page Number and Explanation
102-28	Evaluating the highest governance body's performance	7-8
102-29	Identifying and managing economic, environmental, and social impacts	9,15-17
102-30	Effectiveness of risk management processes	10
102-31	Review of economic, environmental, and social topics	9,15-17
102-32	Highest governance body's role in sustainability reporting	3,9,16
102-33	Communicating critical concerns	15
102-34	Nature and total number of critical concerns	15
102-35	Remuneration policy	7-8
102-36	Process for determining remuneration	7-8
Stakeholder Engagement		
102-40	List of stakeholder groups	15
102-42	Identifying and selecting stakeholders	15
102-43	Approach to stakeholder engagement	15

Disclosure Topic/Item	Description	Page Number and Explanation
102-44	Key topics and concerns raised	15
102-45	Entities included in the consolidated financial statements	1
102-46	Defining report content and topic Boundaries	1
102-47	List of material topics	16-17
102-48	Restatements of information	None
102-49	Changes in reporting	No major change
102-50	Reporting period	1
102-51	Date of most recent report	April 26, 2021
102-52	Reporting cycle	1
102-53	Contact point for questions regarding the report	1
102-54	Claims of reporting in accordance with the GRI Standards	1
102-55	GRI content index	67-70

Disclosure Topic/Item	Description	Page Number and Explanation
Management Approach		
GRI 103 : Management Approach		
103-1	Explanation of the material topic and its boundaries	16-17
103-2	The management approach and its components	7-14, 19-63
103-3	Evaluation of the management approach	7-14, 19-63
Economy		
GRI 201 : Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	38-40
GRI203 : Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	61-63
GRI 205 : Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	11-13
205-3	Confirmed incidents of corruption and actions taken	11



Disclosure Topic/Item	Description	Page Number and Explanation
Environmental		
GRI 302 : Energy		
302-1	Energy consumption within the organization	41
302-2	Energy consumption outside of the organization	41
302-3	Energy intensity	41
GRI 303 : Water and Effluents		
303-1	Interactions with water as a shared resource	43
303-2	Management of water discharge-related impacts	58
303-5	Water consumption	43
GRI 305 : Emissions		
305-1	Direct (Scope 1) GHG emissions	41
305-2	Energy indirect (Scope 2) GHG emissions	41
305-3	Other indirect (Scope 3) GHG emissions	41

Disclosure Topic/Item	Description	Page Number and Explanation
305-4	GHG emissions intensity	41
GRI 306 : Effluents and Waste		
306-2	Waste by type and disposal method	59
GRI 307 : Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	57
GRI 308 : Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	37
308-2	Negative environmental impacts in the supply chain and actions taken	37
Social		
GRI 401 : Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	54

Disclosure Topic/Item	Description	Page Number and Explanation
GRI 403 : Occupational Health and Safety		
403-1	Occupational health and safety management system	Shenzhen Fangxin Technology Co., Ltd. received the ISO45001 certification.
403-2	Hazard identification, risk assessment, and incident investigation	55
403-5	Worker training on occupational health and safety	55
403-6	Promotion of worker health	54-56
403-8	Workers covered by an occupational health and safety management system	Shenzhen Fangxin Technology Co., Ltd. received the ISO45001 certification.
403-9	Work-related injuries	55
GRI 404 : Training and Education		
404-1	Average hours of training per year per employee	50
404-2	Programs for upgrading employee skills and transition assistance programs	49-51
GRI 405 : Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	7-8 46-48



Disclosure Topic/Item	Description	Page Number and Explanation
GRI 406 : Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	45-47,52
GRI 413 : Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	60-62
GRI 414 : Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	36
414-2	Negative social impacts in the supply chain and actions taken	36
GRI 416 : Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	24-27
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	21
SASB Tobacco Standards – Public Health		
FB-TB-260a.1	(1) Gross revenue and (2) revenue net of excise taxes from (a) non-tobacco nicotine products and (b) heated tobacco products	8,521.0 million RMB

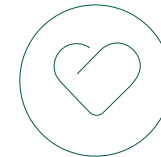
Disclosure Topic/Item	Description	Page Number and Explanation
FB-TB-260a.2	Discussion on the process to assess risks and opportunities associated with "tobacco harm reduction" products	RELX does not involve traditional tobacco production and sales, and 100% of its revenue comes from "tobacco harm reduction" products.
GRI 417 : Marketing and Labeling		
417-1	Requirements for product and service information and labeling	29-33
417-2	Incidents of non-compliance concerning product and service information and labeling	29, 32
417-3	Incidents of non-compliance concerning marketing communications	29, 32
SASB Tobacco Standards – Marketing Practices		
FB-TB-270a.1	Total amount of monetary losses as a result of legal proceedings associated with marketing, labeling, and/or advertising practices	29, 32
FB-TB-270a.2	Description of the company's marketing policy and relevant positions on Articles 11 and 13 of the World Health Organization Framework Convention on Tobacco Control (WHO FCTC)	29-33

Feedback

Dear reader,

Thank you for spending time in reading RELX's Environmental, Social and Governance (ESG) Report 2021. Your suggestions for our ESG report are valuable and welcome. You may scan the QR code to fill out the questionnaire. We will earnestly listen to every reader.

Thank you!



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