



Training

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	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 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 about the Company's overall strategies 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.

2022 Training Data

Total training hours for employees	hour	37,255
Average training hours per employee	hour	38.4
Total training input	RMB 1,000 yuan	280
Average training input per employee	RMB yuan	288.4

Promotion and Incentives

RELX has a mature ranking system with corresponding qualification requirements and builds transparent, fair, and just promotion pathways for each employee. The Company determines the salary based on employees' rank, position, and ability. Short-term increment are based on employees' performance. Besides the base salary, the proportion of incentives in employees' compensation varies based on the value they create.

The Company conducts employee performance appraisals twice a year. We use performance appraisals to review their OKR fulfillment, code of conduct compliance, knowledge and skills improvement, and contribution to the Company, to help them set performance goals, and to support employees in their continued growth. To understand employees' performance more reasonably and thoroughly, we have introduced the feedback mechanism into the performance evaluation: inviting supervisors, subordinates and colleagues of employees to give multi-dimensional feedback. A performance-oriented incentive system has been set up to take the performance appraisal results into consideration when declaring bonus. Also, as needed by the Company's business development and employee's personal development, the Company opens one to two rounds of promotion review each year to assign competent employees greater job responsibilities as well as greater incentives.

The Company has developed a long-term incentive plan that links the compensation 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 incentive appreciation 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.

