

RELX plc – AGM 25 April 2019

Question from the UK Railways Pension Scheme

Mr Chairman,

My name is Jocelyn Brown and I am a Senior Investment Manager with RPMI Railpen, the investment arm of the UK Railways Pension Scheme.

I am speaking today on behalf of other investors who are members of Eumedion, the Dutch-headquartered association for institutional investors. As long-term shareholders in your company, Railpen, Robeco and Triodos Investment Management congratulate you on your continued strong performance.

We have appreciated the opportunity to speak with RELX several times this year, on topics such as remuneration and capital allocation. Given the interest in open access, we hope this can be a focus at a future investor presentation. However, our question today is on human capital management.

Research¹ by the Pensions and Lifetime Savings Association in the UK noted that the long-term success of a company depends on a stable, motivated workforce with appropriate skills. The recent changes to the UK Corporate Governance Code have also re-emphasised the need for the Board to engage with key stakeholders, including the workforce. We welcome the appointment of Marike Van Lier Lels as RELX's Workforce Engagement Director and would like to ask Marike for her priorities as she takes on this important role?

¹ <https://www.plsa.co.uk/Portals/0/Documents/Policy-Documents/2019/Hidden-Talent-2-Has-workforce-reporting-by-the-FTSE-100-improved.pdf>

Railpen Investments

7th Floor, Exchange House, 12 Exchange Square, London, EC2A 2NY
www.rpmi.co.uk

Railway Pension Investments Limited trading as Railpen Investments is authorised and regulated by the Financial Conduct Authority and is a wholly owned subsidiary of the Railways Pension Trustee Company Limited. Registered office: As above. Registered in England. Registered no. 01491097.

