RLX TECH

RLX Technology Inc.

Environmental, Social and Governance Report 2024



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About RELX

RELX, established in January 2018, has become a prominent global player in the branded e-vapor sector. Our expertise spans the entire industry chain—from product development and technological innovation to supply chain operations and international distribution.

Driven by our core technological capabilities, we prioritize rigorous scientific research on aerosol inhalation and work closely with leading universities and research institutions. Through these collaborations, we actively contribute to industry knowledge and promote public understanding of e-vapor science.

Quality and safety are at the heart of everything we do, and we are committed to maintaining the highest standards for our products. At the same time, protecting minors remains a top priority for RELX; we continuously enhance our safeguards by leveraging advanced technologies and big data analytics.



About This Report

This is the fifth Environmental, Social, and Governance Report (hereinafter referred to as “ESG Report” or the “Report”) At RLX Technology, we recognize our responsibility as a leading player in the global nicotine industry to issued by RLX Technology Inc. (hereinafter referred to “RELX” , “RLX Technology” , “We” or the “Company”). The scope of this drive sustainable business practices and create long-term value. Guided by our core values, we are Report covers information from January 1, 2024 to December 31, 2024, with some of the information extending beyond the above range. 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' concerns. This Report has been reviewed by the ESG Committee, which is authorized by the Board of Directors of RLX Technology.

Reporting Boundary

This Report's information covers initiatives and performance associated with operations of RELX and its subsidiaries. Unless otherwise stated, the scope of information disclosure in the Report is consistent with our annual report.

Assurance

TÜV Rheinland is entrusted to provide limited assurance of the Report’ s information and the selected key performance data in 2024 in line with the AA1000 Assurance Standard v3. The statement of assurance is detailed in the appendix.

Forms of Report Distribution

This Report is prepared in English version only. It is published in electronic form. An electronic copy can be downloaded from our Investor Relations website ir.relxtech.com
We welcome readers’ feedback on the Report. If you have any questions or comments, please contact:
esg@relxtech.com

Data Sources

Unless otherwise noted, the information and data included in this Report are mainly from RELX’s filings, public documents, statistics, and relevant public information.

Standards for Preparation

This Report primarily refers to the following standards/guides for preparation:

1 The GRI Sustainability Reporting Standards (GRI Standards) by the Global Sustainability Standards Board (GSSB)
2 The Sustainability Accounting Standard by the Sustainability Accounting Standards Board (SASB)
3 Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board (FSB)
4 The 2030 Agenda for Sustainable Development of the United Nations

Statement from the Board of Directors

At RLX Technology, we recognize our responsibility to lead on sustainability within the global nicotine industry. Building on our core values, we have embedded environmental, social, and governance (ESG) considerations throughout our operations, striving to create long-term value for all stakeholders.

Our Board of Directors and ESG Committee play a central role in setting our sustainability direction and overseeing progress. With support from our ESG Working Group, we implement specific initiatives and regularly engage with stakeholders to identify and address priority ESG topics.

In 2024, we continued to enhance our ESG performance, focusing on harm reduction, responsible marketing, sustainable supply chain management, climate action, and community welfare. We have also made our ESG efforts more transparent through regular disclosures and open communication. The achievements and impact of our 2024 initiatives are reviewed in this report, which has been evaluated and approved by our ESG Committee.

Looking ahead, we remain committed to strengthening our sustainability practices, collaborating with partners, and driving positive change across our industry.

In 2024, RELX closely followed ESG requirements and expectations, progressing efforts in areas like harm reduction, responsible marketing, sustainable supply chain, climate action, and community support. This Report discloses the effectiveness of our 2024 ESG work, reviewed and approved by the ESG Committee in July 2025.



Awards

Rated “AA” in MSCI ESG Ratings

Top 1 in the global tobacco and e-vapor industry

MSCI ESG RATINGS AA

CCC B BB BBB A AA AAA

RATING ACTION DATE: December 11, 2024
LAST REPORT UPDATE: December 16, 2024

Scored 45 in S&P Global Corporate Sustainability Assessment (Top 1 in the e-vapor industry)

S&P Global CSA Score, without modeling

45/100

Industry CSA Score Average **50**/100

Rated “Medium Risk” in Sustainalytics ESG rating

SUSTAINALYTICS a Morningstar company RATED

Muse Design Awards (MUSE)

American Alliance of Museums

American Association of Museums (AAM)
International Awards Associate (IAA)

Global Future Design Award

APR

Architecture Press Release

Southern Metropolis Daily

2022 Innovating Enterprise for Rural Revitalization

Ministry of Science and Technolog

National High and New Tech Enterprise

Guangdong Provincial Department of Industry and Information Technology

Guangdong Technologically Advanced Enterprises

Shenzhen Business Association and Shenzhen Entrepreneurs Association

Top 500 Enterprise in Shenzhen

Shenzhen Credit Association

Shenzhen Baoan District Credit Compliance Demonstration Enterprise 2023

Shenzhen Enterprise Confederation, Shenzhen Entrepreneur Association

Top 100 Quality Enterprises in Shenzhen

China Europe International Design Culture Association (CEIDA), China International Interior Design Network (CIID88)

Japan International Design Pioneer Award (IDPA)

Organizing committee of Golden-Creativity Design Award

International Space Design Awards/ Golden-Creativity Design Award

Governance

Guided by our core commitment to sustainable development, RELX consistently works to enhance its management practices and strengthen corporate governance. We actively integrate ESG considerations into both strategic decisions and everyday business activities, fostering a culture of sustainability throughout the organization.

To support these efforts, we regularly review and update our Board-level policies, striving to optimize management systems and implement effective risk controls. These actions bolster our ability to govern responsibly and adapt to emerging challenges.

Open and ongoing dialogue with stakeholders is a key part of our approach. Through diverse communication channels, we seek out feedback and insights, ensuring that our ESG strategies are responsive to stakeholder priorities. Our dedicated ESG Committee plays a central role in identifying and prioritizing key ESG issues, helping us align our sustainability agenda with the interests of all involved. Through this collaborative and transparent process, we aim to advance sustainable growth and generate shared value for the company and its stakeholders.



Contribution to UN Sustainable Development Goals



Corporate Governance

Diversity and Incentives of the Board of Directors

RELX places a strong emphasis on board diversity, maintaining a policy that promotes a well-balanced mix of skills, experience, and backgrounds among its directors. In appointing board members, we carefully consider attributes such as gender, age, nationality, ethnicity, professional expertise—including law, accounting, finance, and management—and relevant industry knowledge.

Our directors are elected to serve one-year terms. The current board is composed of three executive directors and two independent directors, with women representing two of these seats. Together, our board members bring a wide range of professional experience and collective expertise, ensuring they are well-equipped to fulfill their governance responsibilities. For further details on each director's background, please refer to our 2024 annual report or visit the Investor Relations section of our website.

To support effective oversight and decision-making, RELX has established three specialized committees: the Audit Committee, the Compensation Committee, and the Nomination and Corporate Governance Committee. Each of these committees is comprised entirely of independent directors. Additional information about committee membership and responsibilities can be found on our Investor Relations website.

Position (person)



Gender (person)



Age (person)



Key Expertise of Directors	Ying Wang (Kate)	Long Jiang (David)	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 package for our directors consists of an annual base salary, performance-based bonuses, and long-term equity incentives, all of which are tied to the company's financial and operational results. Beyond traditional financial and management metrics, our evaluation framework for directors also includes sustainability criteria. Specifically, directors are assessed against seven ESG-related indicators, covering the areas of environmental performance, social responsibility, and corporate governance.

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	

Directors receive bonuses that include both performance-based awards and long-term equity incentives. These bonuses are subject to a deferral mechanism, ensuring that payouts are closely linked to the company's long-term performance and share price, thereby aligning directors' interests with the sustained growth of the company. Additionally, a clawback policy is in place: if any bonuses are granted based on inaccurate or misleading information, the company reserves the right to adjust, withhold, or reclaim those payments as necessary.

ESG Governance Mechanism

The company has established a comprehensive ESG management structure that extends from the Board of Directors to the operational level. To support the Board in shaping and executing ESG strategies, we have formed an ESG Committee, which is composed of two directors, the Chief Financial Officer, and the Head of External Affairs. The Committee' s mandate, outlined in the ESG Committee Charter, includes setting ESG goals and action plans, monitoring the progress of ESG initiatives, assessing ESG-related risks, and formulating corresponding risk management strategies.

As the highest authority on ESG matters within the company, the ESG Committee is responsible for directing ESG development, guiding the implementation of strategic initiatives, and reviewing annual plans and reports. To support these efforts, an ESG Working Group operates under the Committee, ensuring day-to-day ESG activities are effectively managed and executed.

With delegated authority from the Board, both the ESG Committee and the ESG Working Group are dedicated to refining the company' s ESG performance indicators and risk management practices. Regular updates on ESG progress are provided, and best practices are shared to further strengthen our ESG governance and build organizational capacity in this area.

RELX's ESG Governance Framework	Main responsibilities
Board of Directors ESG Committee	Overseeing and guiding the setting of ESG visions, strategies, and policies based on the topics of stakeholders and the international community's concern Overseeing the setting and implementation of ESG work targets and approaches Overseeing the disclosure of ESG information
ESG Working Group	Setting the Company's ESG development visions, strategies, and policies Setting ESG management targets and work plans Collecting and disclosing the Company's ESG progress and indicators Advancing the implementation of the Company's ESG initiatives
ESG-related Functional Departments	Implementing ESG-related policies and work plans together

Stakeholder Communication

We have identified six main stakeholder groups: shareholders and investors, users, regulators and NGOs, employees, business partners, and communities. Through multiple communication channels, we regularly gather their feedback and concerns, which inform our ESG strategies and management. By maintaining open dialogue, we ensure our ESG efforts align with stakeholder priorities."

Stakeholder	Expectations	Major Communication Channels
Shareholders and Investors	Robust financial performance Business ethics and compliance Product innovation and harm reduction Corporate governance	Non-deal roadshows Annual reports/quarterly / result Announcements Online and offline conferences News releases/announcements
Users	Supply of high-quality products Product innovation and harm reduction User experience improvement Minor protection	Official website and social media User service hotline User surveys
Regulators	Minor protection Product quality and safety Addressing climate change Product innovation and harm reduction Water management Waste management	Information disclosure Routine communication and reporting
Employees	Employment Talent development Remuneration and benefits Occupational health and safety	Internal meetings Regular communications and surveys Online and offline training Transparent and accessible reporting
Business Partners	Business ethics and compliance Responsible marketing Sustainable supply chain Product quality and safety	Meetings Workshops and trainings regular evaluation and audit transparent and accessible reporting
Communities	Community support	Charitable donations Interactions with charity organizations, NGOs and communities Social media (e.g. public accounts)

Materiality Analysis

Each year, we carry out a thorough materiality assessment to pinpoint the ESG issues that matter most to both RELX' s long-term sustainability and our stakeholders' interests. This analysis takes into account two core dimensions: the significance of each issue to RELX' s sustainable growth, and its importance to stakeholders.

By evaluating and prioritizing these key topics, we are able to identify the most material ESG issues for our business. The results of this assessment directly shape our management strategies and guide our approach to ESG disclosure. This process ensures that we focus our resources and reporting on areas with the greatest impact, and remain responsive to evolving stakeholder expectations.



Steps of Materiality Analysis

Identifying ESG key issues

- ESG key issues regarding the tobacco industry in the global capital market
- Policies, laws and regulations and related standards for e-cigarettes issued by the Mainland China regulators
- GRI Standards by the Global Sustainability Standards Board (GSSB)
- Accounting Standards Board (SASB)
- The 2030 Agenda for Sustainable Development of the United Nations
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board (FSB)

Collecting stakeholders' opinions

- We regularly conduct interviews with external stakeholders and listen to opinions of in-house experts to assess correlation and significance of each ESG key issue to RELX.

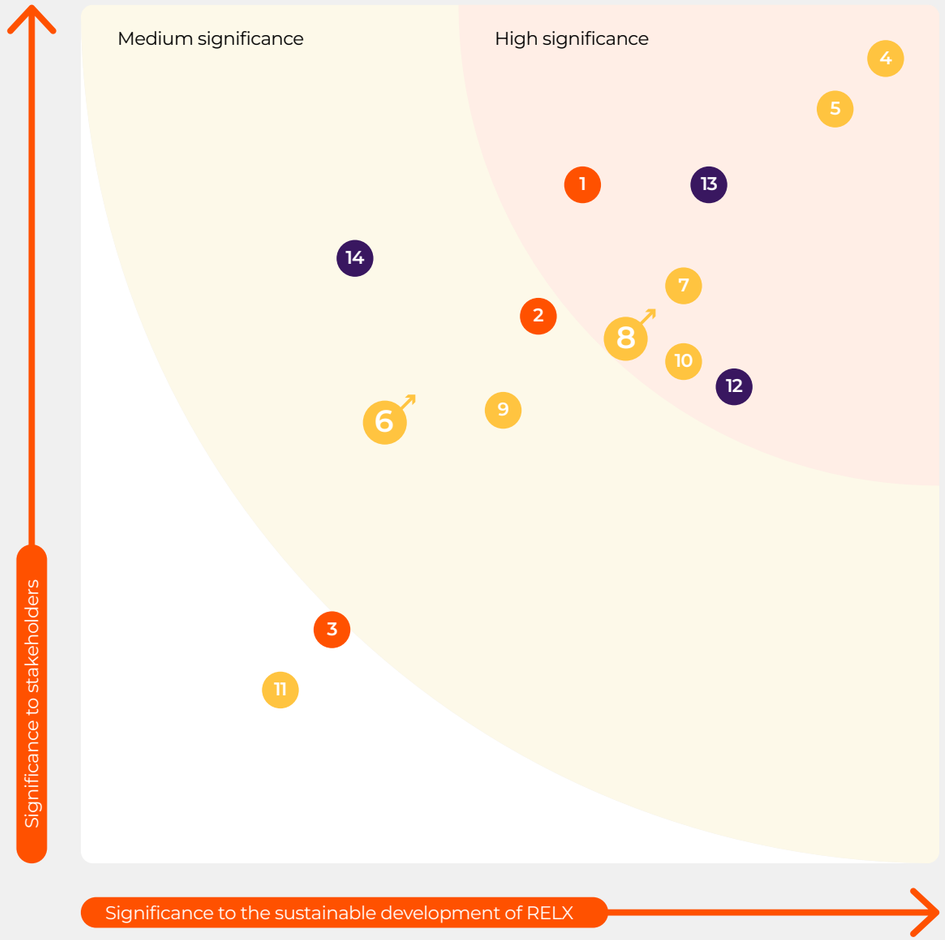
Building the ESG materiality matrix

- For each key issue, we evaluate its significance to stakeholders and to the development of RELX. On such basis, we develop the ESG materiality matrix and identify key issues to be disclosed.

Review and Confirmation

- The ESG Committee reviews the ESG key issue list and the materiality matrix, ensuring the comprehensiveness and accuracy of the information disclosure.

The RELX's ESG Materiality Matrix in 2024



- Environmental
- Social
- Governance
- ↗ ESG Key issues moving upward

This year, we have further adjusted upward the significance of user satisfaction and sustainable supply chain, reflecting our long-term commitment to creating enduring value. Enhancing user satisfaction aligns with our vision of building lasting relationships with our customers by understanding and addressing their evolving needs. Similarly, prioritizing a sustainable supply chain underscores our dedication to fostering ethical, resilient, and environmentally responsible operations, ensuring the long-term sustainability of our business and the ecosystems we depend on. These adjustments reaffirm our focus on sustainable growth and the broader impacts of our operations.

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

Business Ethics

RELX upholds the highest standards of business ethics by maintaining a zero-tolerance stance on corruption, fraud, and insider trading. Our senior management leads the oversight and enforcement of integrity across all business activities.

To ensure compliance, we strictly follow the Company Law, the Anti-Unfair Competition Law, the Interim Provisions on Prohibition of Commercial Bribery, and the Law on Donations for Public Welfare of the People's Republic of China. We have implemented a range of internal policies and procedures that govern the ethical conduct of both employees and business partners.

We are committed to fostering a culture of integrity and compliance through regular training programs for staff and partners. Open reporting channels are available to encourage the prompt reporting of any unethical behavior, and we have established the RELX Internal Whistleblowing Rules to guarantee protection for whistleblowers and explicitly prohibit retaliation.

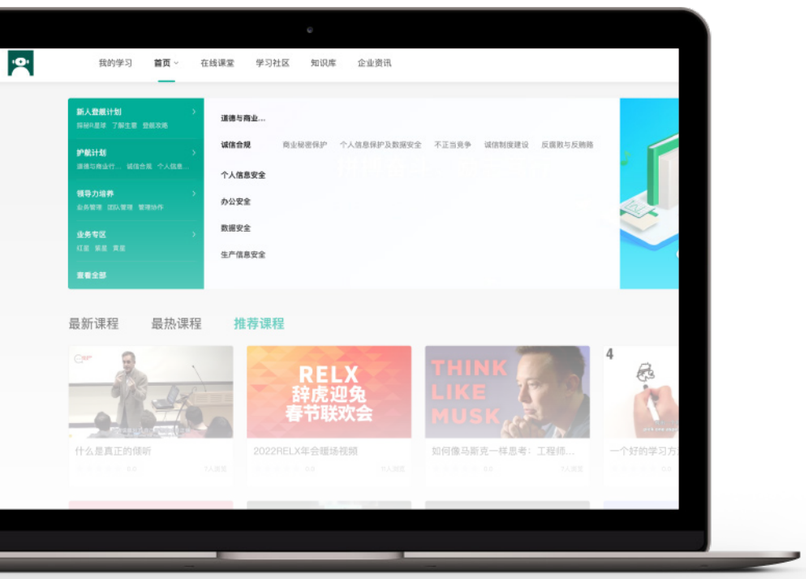
Our comprehensive internal control system includes regular audits—conducted in collaboration with our external audit partner annually—to evaluate and uphold ethical standards throughout our operations. At the entity level, these controls ensure that robust anti-corruption measures and whistleblowing mechanisms are in place.

Thanks to these rigorous measures and continuous supervision, RELX was not subject to any major legal proceedings related to corruption in 2024.

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 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 bribery to seek for 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 business partners.
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 Business Secrets Management Rules	The RELX Business Secrets Management Rules identifies the Company's classified management requirements for business secrets, requests employees to strictly follow related rules in daily work management, and sets penalties for leakage of business secrets.
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.

12

business ethics training sessions



Business Ethics Training

RELX is committed to fostering a strong compliance culture by providing ongoing business ethics training for all employees. We develop tailored training programs for both the entire workforce and specific key departments, ensuring everyone understands and adheres to legal requirements and ethical standards.

Employees are required to thoroughly familiarize themselves with the RELX Code of Business Conduct, which covers anti-corruption and anti-bribery, anti-insider trading, antitrust, anti-fraud, conflict of interest prevention, business secret protection, information security, and intellectual property rights, as well as procedures for reporting violations.

To support this, we have created the Escort Program training module on the RELXchool platform, where a series of compulsory business ethics courses are available to all staff. Additionally, we share compliance updates and typical case studies through our internal “R Planet” platform, further spreading compliance awareness.

Specialized online training sessions are also regularly organized for key teams in sales, supply chain, non-production procurement, and software technology, reinforcing their commitment to ethical conduct. In 2024, we delivered 12 business ethics training sessions to our employees.

Integrity and Compliance Reporting

RELX has put in place comprehensive channels for reporting integrity and compliance concerns. Employees are made aware of the Legal Department’ s contact email through the RELX Code of Business Conduct, internal communication platforms, and training materials, encouraging them to report any suspected violations. We have also introduced a reward system to recognize whistleblowers who contribute valuable information in major cases.

To promote transparency, the integrity and compliance reporting mailbox is published on our official website, allowing employees, suppliers, users, and other third parties to report issues or provide leads, either anonymously or under their real names.

The Legal Department is assigned responsibility for receiving and managing all reports. According to the RELX Internal Whistleblowing Rules, the types of reportable violations, handling procedures, and whistleblower protections are clearly defined. Designated Legal Department personnel manage the intake, documentation, response, and escalation of reports to senior management, ensuring confidentiality at every stage. The identities of whistleblowers and the details of their reports are disclosed only to the investigators involved, safeguarding privacy and security.

Strict non-retaliation provisions are enforced: whistleblowers are protected from any form of adverse treatment, such as dismissal, demotion, suspension, intimidation, or harassment. Any breach of these protections results in severe disciplinary action as outlined in our policies.

RELX’s Legal Department Contact Information

Email:
coc@relxtech.com

Letter:
directly sent to Legal Department

Business Ethics Audit

The Internal Audit and Internal Control Department regularly reports to the Board of Directors and the Audit Committee. The Team reviews internal control systems related to integrity and compliance, measures the effectiveness of the integrity and compliance system,and provides suggestions. Moreover, in the third-party internal control audit in 2024, we reviewed the risk control of integrity and compliance (such as anti-fraud,ant-ibribery and business compliance management) and found no major internal control deficiencies or abnormalities. Independent registered public accounting firm provided the opinion that, the Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2024, based on criteria established in Internal Control -Integrated Framework (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission(COSO).

Product Responsibility

At RELX, our mission is to build a trusted enterprise and brand that serves adult users and creates positive value for all stakeholders. To realize this vision, we are dedicated to attracting exceptional, responsible talent worldwide and leading the industry through technological innovation and scientific advancement.

Our product strategy prioritizes user safety and quality. We achieve this through rigorous supply chain oversight and strict quality controls. In our RELX Physiochemistry Lab, we closely monitor the chemical makeup of e-liquids and aerosols to ensure that emissions remain at minimal and safe levels.

We are also developing a comprehensive scientific research system that spans disciplines from chemistry and biology to social sciences. This integrated approach allows us to validate product safety and pursue ongoing harm reduction opportunities.

In addition, we continually enhance our user service operations. By actively listening to user feedback and investing in our customer service teams, we strive to provide an outstanding experience for every RELX user.



Contribution to UN Sustainable Development Goals



Product Quality

Lifecycle Product Quality Assurance

We strictly abide by the national standard Electronic Cigarette and related laws and regulations such as the Management Measures for E-Cigarettes and the Regulations on E-cigarette Warning Signs. We have formulated and released the **Product Quality Standards**, 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 product life-cycle management 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.

We have established a **Quality Code of Conduct**, which requires both RELX and our business partners to meet relevant quality control standards and pursue continuous improvement in product quality. User needs and feedback are actively integrated into our ongoing product optimization efforts. We adhere to a "quality first" principle, always prioritizing product quality above other considerations when conflicts arise. All quality-related decisions are made independently, free from influence by any stakeholders, with the Quality Department holding final veto authority on product quality matters.

To uphold high standards, we ensure our management systems and products comply with third-party quality and food safety certifications, such as ISO9001 and GMP (Good Manufacturing Practice). In 2021, we established the RELX Quality Laboratory to ISO17025 standards, achieving CNAS accreditation in July 2023. Our comprehensive testing platform covers reliability, electrical performance, inhalation safety, battery safety, and product certification, positioning us at the forefront of e-vapor testing in China.

As of December 31, 2024, all RELX production facilities—including Shenzhen Wuxin Technology Co., Ltd. and Shenzhen Fangxin Technology Co., Ltd.—have obtained ISO9001 and GMP certifications, ensuring our entire manufacturing process meets stringent quality and safety requirements.



Fangxin Technology's ISO9001:2015 certification



Fangxin Technology's GMP certification



Shenzhen Wuxi laboratory's ISO9001:2015 certification



Shenzhen Wuxin's GMP certification

RELX Lifecycle Product Quality Assurance

Raw Material Control	We regularly audit suppliers to continuously improve their quality control management and processes. We control the quality and compliance of raw materials to ensure such materials can meet our golden standard.
Product Design	We continuously monitor the product development process and testings, ensuring new products could be delivered on-time with the best quality.
Total Quality Management	We practice the total quality management model. We have taken measures in risk prevention, effective interception and monitoring, 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 issues to the source and form improvement plans.
Product After-Sales Assurance	We follow up on major after-sales quality issues in a timely manner, conduct regular store visits, collect market feedback, monitor after-sales quality data, and analyze and improve user returns.

Have obtained

ISO9001

GMP certifications



CNAS Accreditation obtained by Shenzhen Matrix Technical Services



CNAS Accreditation obtained by RELX Quality and Safety Laboratory

Product Innovation and Harm Reduction

In accordance with relevant requirements of the State Tobacco Monopoly Administration, we strictly submit product applications for approval. As of December 31, 2024, the number of our products approved in the e-cigarette system maintained No.1 in the industry. We conduct strict sampling inspections and inventory screening 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 2024, the Company recorded an average pass rate of 99.7% in sample inspections for product quality. No recall incident occurred due to product safety or health reasons.

99.7%

Average pass rate of sample inspections

0

Product non-compliance cases due to safety or health reasons

We gather outstanding and responsible talents from all over the world.

We are committed to lead industrial technology and advanced scientific research with cutting-edge designed products.

We strive to build RELX into a leading enterprise and brand dedicated to serving adult smokers and wining the trust of all stakeholders.

Physical and Chemical Research

Toxicological Research

Clinical Research

Long-term Impact Assessment

Lifecycle Product Quality Assurance

RELX launched the Golden Shield Program in 2019, leveraging big data and advanced internet technologies to help law enforcement crack down on counterfeit products and illegal sales channels, both online and offline. By using tools like data analysis and intelligent tracking, we identify and trace counterfeit goods from major e-commerce platforms, providing leads to authorities for effective action.

We also run campaigns to educate users about the risks of counterfeits and how to recognize them. In 2024, the Golden Shield Program assisted police in 24 anti-counterfeiting cases, seizing over 700,000 counterfeit cartridges and 110,000 counterfeit devices, with a total case value exceeding 30 million RMB.

With stricter e-cigarette regulations, RELX has increased efforts to combat illegal online sales, especially on WeChat, through a dedicated internal team. We collect and report clues from retailers, users, and the public to regulators, and continue to support compliance and legal operations among retailers.

金护盾行动
GOLDEN SHIELD

Assisted the police in

24

anti-counterfeiting cases

Seized

700,000

counterfeit cartridges

Seized

110,000

counterfeit devices

The RELX "1+4" Scientific Research Chain

We have prioritized technological innovation since 2018, making notable progress in both foundational scientific research and product technology. Our efforts have earned us recognition as a "National High and New Technology Enterprise" by the Ministry of Science and Technology. To meet the industry' s evolving needs and challenges, we have developed a specialized R&D framework. Committed to reducing the potential public health impact of our products, we have also created a systematic "1+4" scientific research chain to advance harm reduction and scientific evaluation for e-vapor products.



RELX “1+4” Scientific Research Chain

In the RELX “1+4” Scientific Research Chain, the “1” represents our unwavering commitment to product quality. Building upon this foundation, we advance research across four key modules: physico-chemical studies, toxicological analysis, clinical research, and long-term impact assessment. Together, these pillars drive ongoing product innovation and support our efforts in 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 closely monitor multiple indicators and impurity pollutants in e-liquids and conduct systematic analyses of extractables and leachables (E&L) from materials that come into contact with e-liquids. We also track the concentrations of various chemical components in aerosols, with a particular focus on identifying and assessing potential risk substances released during use. By collecting extensive data, we provide essential support for quantitative risk assessments as well as biological and clinical research. The RELX Physical and Chemical Laboratory is accredited by both CNAS[3] and the China Metrology Association (CMA).

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 2024, we had published 23 papers cumulatively (5 of which are published in 2024) in international journals demonstrating the inhalation safety and harm reduction of e-vapors. Moreover, we cooperate with universities and research institutes(including Sun Yat-sen University, Qilu University of Technology, and Guangzhou Medical University), 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.

Clinical Research

Focused on safety of e-cigarettes, 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.

Long-term Impact Assessment

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

2024 Feb

In February 2024, we collaborated with Sun Yat-sen University to publish an SCI paper in **Internal and Emergency Medicine** titled "Changes in Biomarkers of Exposure and Withdrawal Symptom Among Chinese Adult Smokers After Completely or Partially Switching from Combustible Cigarettes to an Electronic Nicotine Delivery System." The study tracked 46 Chinese adult smokers over 5 days, dividing them into four groups: exclusive ENDS use, dual use, exclusive cigarette use, and abstinence. Results showed that switching to ENDS—either fully or partially—led to a significant reduction in exposure to harmful substances, comparable to abstinence, though nicotine intake tended to rise slightly among new ENDS users. These findings provide further evidence that switching from cigarettes to ENDS can lower toxicant exposure, despite a possible initial increase in nicotine intake.

2024 Feb

In February 2024, Sun Yat-sen University and we jointly published an SCI paper in **Environmental International**, titled “Long-term effects of chronic exposure to electronic cigarette aerosol on the cardiovascular and pulmonary system in mice: A comparative study to cigarette smoke” . The study found that long-term exposure to e-cigarette aerosol caused less severe heart and lung damage in mice than conventional cigarette smoke. However, e-cigarettes still led to some adverse effects, and more research is needed to assess long-term risks in humans.

2024 Mar

In March 2024, we and Chang’ an University published a paper in **Science of the Total Environment** titled” Characteristics of second-hand exposure to aerosols from e-cigarettes: A literature review since 2010” . The study found that, while e-cigarettes emit fewer harmful substances than traditional cigarettes, their aerosols still pose risks to bystanders. The review summarized findings from various indoor settings and highlighted key factors affecting exposure levels, such as room size and ventilation. It emphasized the need for standardized methods to compare results and called for greater awareness and policy guidance on second-hand exposure from both smoking and vaping.

2024 Aug

In August 2024, we and Guangzhou Medical University published a paper in **Respiratory Research** titled"Single-cell transcriptomics reveals e-cigarette vapor-induced airway epithelial remodeling and injury". The study found that e-cigarette vapor causes unique airway cell remodeling and injury, including reduced ciliated cells and shorter cilia, partly driven by increased Notch signaling. Inhibiting Notch signaling helped reduce these effects. The results highlight Notch signaling as a possible treatment target and suggest SCGB1A1 protein decrease as a potential lung injury marker for e-cigarette users.

Product Harm Reduction

RELX does not involve in the traditional tobacco business. 100% of the company's revenue comes from the sales of e-cigarettes, e-liquid and related accessories, and other retail business. We have proven in scientific experiments that the number of harmful substances released by RELX products during use is much smaller than that of combustible cigarettes [1]. Nevertheless, we still try to minimize potentially harmful substances in our products and provide compared with combustible cigarettes.

RELX Product Composition



Aerosol:
It is formed by heating and vaporizing the e-liquid.

Cartridge case:
Plastic, coil, and coil resistance

E-Liquid:
The e-liquid is mainly composed of glycerin, propylene glycol, nicotine, and flavors, which are all food- grade and comply with the National Standard.

Device :
Aluminum case, battery and chip



According to the national standard and with reference to the guidelines and requirements of Europe Union's Tobacco Product Directive, U.S. FDA's PMTA guidelines and many other countries, we have identified more than 270 potentiallyhigh-risk chemicals in e-liquid, aerosols, and e-vapor device materials and take strict control throughout product development. Historically, we have already eliminated or phased out all chemicals of concern.

We strictly follow the national standard and have only used elements in the approved list stated by national standard. All of our products have satisfied the requirements of national standards and are registered and approved by the regulators. Chemicals used are disclosed and identified through the "white-list" listed in the national standard comprehensively. Also, we have disclosed the full formulation of a substantial number of products in our product packaging, in accordance with the National Standards in China.

Potentially High-Risk Chemicals Identified by RELX

E-liquid **133** items

Including benzene series, aldosterone compounds, polycyclic aromatic hydrocarbons (PAHs), heavy metals, tobacco-specific nitrosamines (TSNAs), phthalates (PAEs), furfuryl alcohol, furfural, myrcene, isophorone oxide, rose ether, isophorone, pulegone, dihydrocoumarin, coumarin, safrole, theobromine, alcohols, aflatoxin, amines, phenols, caffeine, and vitamin E acetate active substance, etc.

Aerosol **91** items

Including carbonyl compounds, tobacco-specific nitrosamines (TSNAs), polycyclic aromatic hydrocarbons (PAHs), metal elements, volatile organic compounds (VOCs), other nitrosamines, and phenols, 4 types of chloropropanol, propylene oxide and glycidol.

E-vapor Device **46** items

Including heavy metals, phthalates (PAEs), alcohols, phenols, and phthalic acid.

At RELX, we maintain rigorous quality control throughout product development, pilot runs, and large-scale manufacturing to ensure all products comply with the national standard for electronic cigarettes (GB 41700-2022). We place strong emphasis on the quality of core raw materials, such as e-liquids and cartridges, and enforce strict standards for both. All materials in contact with e-liquids, aerosols, or the mouth adhere to national regulations for food-contact substances. Our raw materials also meet food-grade or pharmaceutical-grade criteria.

For nicotine, we guarantee a purity level of at least 99% (by mass), exceeding the national requirements. We carefully monitor and limit the presence of potentially harmful substances, including benzene derivatives and nicotine oxides. When using tobacco extracts, not only do we comply with the industry standard for tobacco flavor (YC/T 164), but we also impose stringent controls on hazardous compounds like tobacco-specific nitrosamines (TSNAs), phthalates (plasticizers), and other high-risk substances.

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

Services

At RELX, our service team operates under the motto “User First, Service First.” We have developed a comprehensive set of policies, systems, and procedures to standardize both pre-sales consultations and after-sales support. A user experience monitoring system, informed by real user feedback, helps us continually refine our approach. Multiple communication channels—including a 400-hotline, WeChat public accounts, and WeCom—facilitate efficient interactions with users.

When a complaint is received, our Customer Service Center provides a timely response and diligently follows up to ensure each issue is properly resolved. We actively track recurring concerns and promptly propose solutions for ongoing improvement.

Adopting innovative service methodologies, we identify areas for improvement through satisfaction surveys, problem-solving effectiveness, and Net Promoter Score (NPS) analysis. To uphold high service standards, we have established Service Quality Monitoring Standards and a Rewards and Penalties system to evaluate our customer service performance.

New team members undergo skill training and must pass an assessment before supporting users. Dedicated supervisors conduct regular on-site reviews and spot-check call records, addressing and correcting issues as they arise.

In 2024, we served over 185,000 users, achieving a customer satisfaction rate of 98.3%, with 47.9% of user issues resolved beyond expectations.



185,000+

The number of users served

98.3%

Satisfaction rate

with

47.9%

of user issues resolved beyond expectations.

RELX’s Customer Service System

Call Center	Our call center builds connections with users through various channels, and answers their questions in a timely and high-quality manner. The center enhances RELX’s brand image and safeguards the Company’s interests.
User Experience	Our personnel monitoring user experience represent the Voice of Customer (VoC) in the Company. By analyzing complaint data, they gain insight into opportunities for improvement, thereby promoting cross-team collaboration and improving user experience across the entire process.
After-Sales Service	We develop a variety of after-sales service channels and models to fulfill service commitments for users, and ensure their product experience through repair and renewal. Moreover, we analyze user data to optimize our product quality.

Responsible Marketing

RELX places a strong emphasis on compliance with all applicable laws and regulations. We fully abide by the Law on the Protection of Minors, the Advertising Law, the Regulation on the Implementation of the Tobacco Monopoly Law, and the E-Cigarette Management Measures in China. In addition, we rigorously implement the guidelines in the Notice on Further Protecting Minors from E-Cigarettes.

To reinforce our commitment, we have implemented the RELX Responsible Marketing Policy and the RELX Copywriting Communication and Release Regulation. These internal guidelines clearly assign responsibility to management for safeguarding minors and ensuring all marketing activities meet regulatory requirements. They also set standards for employee behavior and establish thorough inspection and accountability procedures.

We also conduct regular training sessions on responsible marketing to raise employee awareness of compliance and ensure that our sales staff consistently follow all relevant laws and policies.



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Guardian Program

Since its inception in 2018, RELX has placed the protection of minors at the core of its corporate social responsibility, resolutely opposing both the sale of e-vapor products to minors and their use in the presence of minors. We pioneered the “Guardian Program,” establishing a robust, long-term protection mechanism for minors across the entire product distribution chain. RELX strictly adheres to all relevant laws and regulations, including the Announcement by the State Tobacco Monopoly Administration and the Law of the People’ s Republic of China on the Protection of Minors, ensuring rigorous oversight and compliance among our retailers and offline stores to prevent any sale of e-vapor products to minors.

Driven by a strong sense of social responsibility, RELX consistently upholds the highest standards in every aspect of minor protection—spanning product labeling, marketing channels, and technological innovation. Through ongoing institutional and technological advancements, we strive to set an industry benchmark and continually elevate our efforts to protect minors, contributing to the creation of a healthier and safer society.

Child Lock

The national standard for electronic cigarettes mandates that products be equipped with child-resistant and accident-prevention features. In our product design, we integrate these protective functions seamlessly, without adding extra components. Each new device comes locked by default. To unlock, the user must insert and remove the cartridge three times within two seconds; repeating this action will lock the device again. If the product is used while locked, it will vibrate to alert the user of its status. This mechanism effectively helps prevent misuse by minors.



Warning Signs for Minors

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



Note: the above images show warning signs for minors in our e-vapor products, not for marketing purpose

本公司提示
吸电子烟有害健康
请勿在禁烟场所吸电子烟

劝阻青少年吸电子烟
禁止中小学生吸电子烟





Marketing Compliance

We do not conduct exhibitions, forums, or expos aimed at promoting e-vapor products in Mainland China. Furthermore, we strictly ban all forms of advertising, promotion, and sponsorship related to e-vapor products, and we enforce stringent measures to ensure that such products are not sold to minors.

To uphold our commitment to responsible marketing, RELX regularly organizes comprehensive training programs for frontline employees, focusing on the latest legal and regulatory developments, as well as internal company policies. We also provide online training modules on responsible marketing through RELXchool, our dedicated learning platform. In addition, we leverage the R Planet internal workspace to disseminate compliance guidelines, updates on regulations, and case studies, fostering greater awareness of business compliance and risk management among employees.

Our Sales Team plays a critical role in identifying and addressing key risks in marketing compliance. These insights are shared during bi-weekly meetings to strengthen employees' understanding of responsible marketing practices. To date, we have conducted two specialized training sessions on responsible marketing, reaching over 300 participants.

Beyond employee training, we actively educate our business partners about the importance of responsible product usage and provide explicit guidelines for effective communication with users. This ensures that both employees and partners align with our commitment to responsible practices. Notably, the RELX trademark has been recognized and added to the Guangdong Provincial Key Trademark Protection List.

RELX Responsible Marketing Policy

The RELX Responsible Marketing Policy designates the Board of Directors as the key body overseeing responsible marketing efforts, underscoring our unwavering commitment to safeguarding minors and ensuring that all marketing activities adhere to legal and regulatory standards. This policy outlines specific measures to uphold these commitments, including identifying prohibited content, conducting supervisory audits, and providing ongoing employee training.

To support the effective implementation of this policy, RELX has developed a comprehensive audit mechanism for responsible marketing. A dedicated team follows a structured process to regularly review and ensure compliance with the policy. Multiple layers of review have been established to guarantee that our external communications strictly adhere to standards for protecting minors and comply with local regulations.

Additionally, RELX actively collaborates with external organizations to stay updated on industry best practices and continuously enhance our control systems, ensuring our responsible marketing efforts remain robust and effective.

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. The Policy makes clear bans on certain words and expressions in the practice. It also clearly states that all marketing materials must be approved by the system before public release.

2

responsible marketing trainings

300+

participants in responsible marketing trainings



Sustainable Supply Chain

RELX is dedicated to promoting sustainable business practices throughout our operations. The Board of Directors has authorized our ESG (Environmental, Social, and Governance) Committee to incorporate labor rights, environmental stewardship, business ethics, and other ESG factors into our supply chain management. The ESG Committee regularly tracks and evaluates the implementation of ESG initiatives across our supply chain.

We have integrated comprehensive ESG criteria into supplier selection, ongoing performance assessments, and supplier removal processes. This involves routine monitoring of areas such as labor practices, environmental protection, occupational health and safety, and anti-corruption efforts. By embedding ESG principles into every stage of our supply chain management, we strive to ensure our partners share our values and support the long-term sustainability of our business.

This holistic approach allows RELX to generate lasting value for stakeholders while reducing our environmental and social footprint.

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The RELX Code of Conduct for Business Partners sets strict requirements for all suppliers, mandating the elimination of child labor, forced labor, discrimination, and harassment. Suppliers must ensure reasonable working hours, fair and lawful compensation, and provide a safe and healthy workplace. The use of violence or corporal punishment by employers is strictly prohibited. This Code applies not only to all our business partners but also to their agents and contractors.

To uphold these standards, we encourage both business partners and the general public to report any violations to RELX' s legal team at coc@relxtech.com.

Integration of ESG into New Supplier Assessment

RELX places strong emphasis on rigorous supplier evaluation and accountability. We have established a robust supplier admission assessment system that comprehensively scores suppliers across multiple dimensions. In addition to assessing business relevance, R&D capability, quality management, financial health, and procurement delivery, we require suppliers to meet strict ESG standards—including labor practices, occupational health and safety, energy and water management, GHG emissions reduction, EHS compliance, and business ethics. Our supplier evaluation is not a formality, but a mandatory process with clearly defined metrics. For labor management, we require suppliers to provide official documentation and concrete evidence of sound policies and practices. Performance on these criteria directly impacts their eligibility to work with RELX. Any supplier found to be involved in child labor, forced labor, discrimination, or harassment is instantly disqualified and removed from our supply chain. Through these stringent assessments, we ensure that all suppliers consistently meet RELX' s high standards for ethical and responsible business conduct.

RELX Scoring Standard for New Supplier Assessment

A

>80 Points (Excellent)

Accepted as potential suppliers

B

70-79 Points (Average)

Have to rectify detected problems and pass further review before being accepted as potential suppliers

C

60-69 Points (Qualified)

The procurement review team discusses the necessity of further review after rectification by suppliers

D

<60 Points (Unqualified)

Directly eliminated

ESG Assessment for Significant Suppliers

Internal Supplier ESG Assessments

RELX places strong emphasis on the ESG assessment of our key suppliers, conducting annual self-assessments to proactively monitor and manage potential risks in the supply chain. Suppliers that are rated as "unqualified" are required to take immediate corrective actions, with their progress regularly tracked by RELX. If violations persist, the supplier will be permanently blacklisted and excluded from future cooperation.

In 2024, we conducted internal ESG assessments of more than 9 significant suppliers, including both product assembly and component suppliers. These rigorous reviews reflect our commitment to responsible supply chain management, and no violations of the RELX Code of Conduct for Business Partners were identified.

Metrics in the supplier ESG assessment scorecard

- **Code of conduct:** Anti-corruption and anti-bribery, no child labor, no forced labor, and no discrimination or harassment
- **Green production:** Energy management, water management, and clean production plans
- **EHS system and compliance:** Chemicals management, management of waste gas, wastewater and hazardous waste, and fire safety

For each topic, there are 1-10 sub-questions covering all aspects, with each sub-question scored from 0 to 3 points. The final score is calculated as: actual score / standard score * 100.

External ESG Audits for Suppliers

Our top considerations for identifying significant suppliers:

- Whether it is a supplier of product assembly, packaging, e-liquid, key components, and key raw materials
- Purchase amount

To ensure objective and thorough evaluation of key suppliers' ESG performance, RELX engages independent third parties annually to audit major Tier 1 and Tier 2 suppliers, covering assembly, packaging materials, and batteries. These audits cover over 100 indicators, with a strong focus on labor standards, business ethics, environmental management, and occupational health and safety, referencing both the RELX Code of Conduct for Business Partners and SA8000 standards.

We take audit results very seriously. Suppliers who fail to meet our standards must immediately correct any issues; repeat or serious violations lead to suspension or permanent disqualification. In 2024, 3 suppliers have undergone these external ESG audits, and no significant labor violations have been found, reflecting our strong commitment to responsible supply chain management.

Talents

At RELX, we recognize our employees as our greatest asset and the foundation of our ongoing growth and success. We are committed not only to fair and inclusive recruitment—embracing talent from all backgrounds and fostering a workplace where openness and diversity thrive—but also to providing comprehensive employee benefits that support their well-being.

We prioritize employee welfare through competitive compensation, robust benefits packages, and a variety of wellness initiatives. By actively addressing unconscious bias and offering innovative, structured training, we help every employee unlock their full potential.

To support professional growth, we have established clear and transparent career development paths, and we are dedicated to safeguarding employee health and safety through ongoing improvements to our occupational safety systems. We also maintain open communication channels to provide personalized support and promote work-life balance.

To further enhance our workplace, we regularly conduct employee satisfaction surveys to gather feedback, identify areas for improvement, and ensure we are responsive to the evolving needs of our team.

By investing in our people, prioritizing their welfare, and nurturing their talents, we strive to build a motivated, engaged, and high-performing workforce—one that continually drives RELX's growth and success.

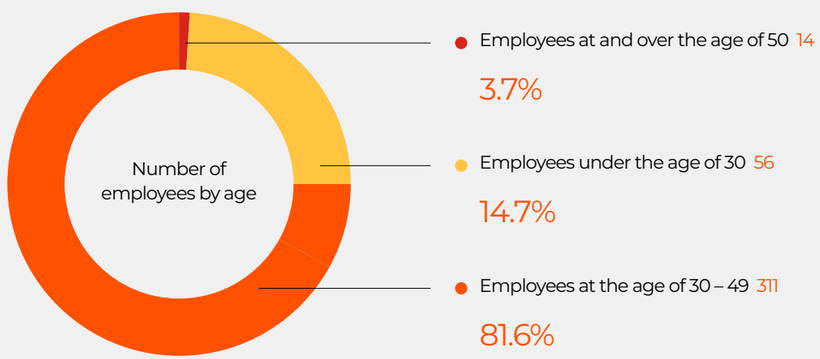


Contribution to UN Sustainable Development Goals



Fair and Just Workplace





Respect and Protection of Human Rights

RELX upholds the principles outlined in the International Labour Organization's Convention Concerning Discrimination in Respect of Employment and Occupation and the United Nations' Universal Declaration of Human Rights. We are committed to fostering a workplace that is fair, equitable, diverse, inclusive, harmonious, and stable.

To guide our efforts, we have established the RELX Code of Business Conduct and the RELX Code of Conduct for Business Partners. These codes provide clear standards for employees, suppliers, and partners, emphasizing the protection of employee rights, promotion of diversity and inclusion, equal opportunities, reasonable working hours, workplace health and safety, and freedom of association.

In addition to meeting legal requirements for endowment, medical, unemployment, work-related injury, and maternity insurance contributions, as well as housing provident funds, we go beyond compliance by offering supplementary benefits. These include commercial medical insurance, regular health check-ups, and other wellness programs for all employees.

We also ensure employees receive sufficient maternity, paternity, and childcare leave in accordance with laws and regulations, without affecting their career progression or compensation. Through these measures, RELX demonstrates its dedication to protecting employee well-being and creating a supportive workplace for all.

Note: to align with our disclosure in 2023 annual report, the number of employees indicated in this section include employees working in entities that we acquired in December 2023

RELX Human Rights Commitments

No Child or Forced Labor
We strictly abide by labor laws and regulations and eliminate use of child labor, forced labor in any form and human trafficking.

Respect for Freedom of Association
On the premise of abiding by laws and regulations and the Company's policies, we respect employees' right to join or establish the labor union at will.

No Discrimination And Harassment
We enforce strict policies prohibiting discrimination and harassment of any kind, including those based on race, religion, skin color, or gender. Employees can anonymously report concerns through the compliance hotline, and whistleblowers are fully protected from any form of retaliation by the company.

Fair and Competitive Pay
We offer a fair and competitive remuneration system based on qualifications, responsibilities, performance, and market conditions, ensuring equal opportunities and minimizing gender-based disparities. Committed to legal and industry standards, we provide competitive salaries, career growth opportunities, and thoughtful welfare benefits to support our employees' well-being.

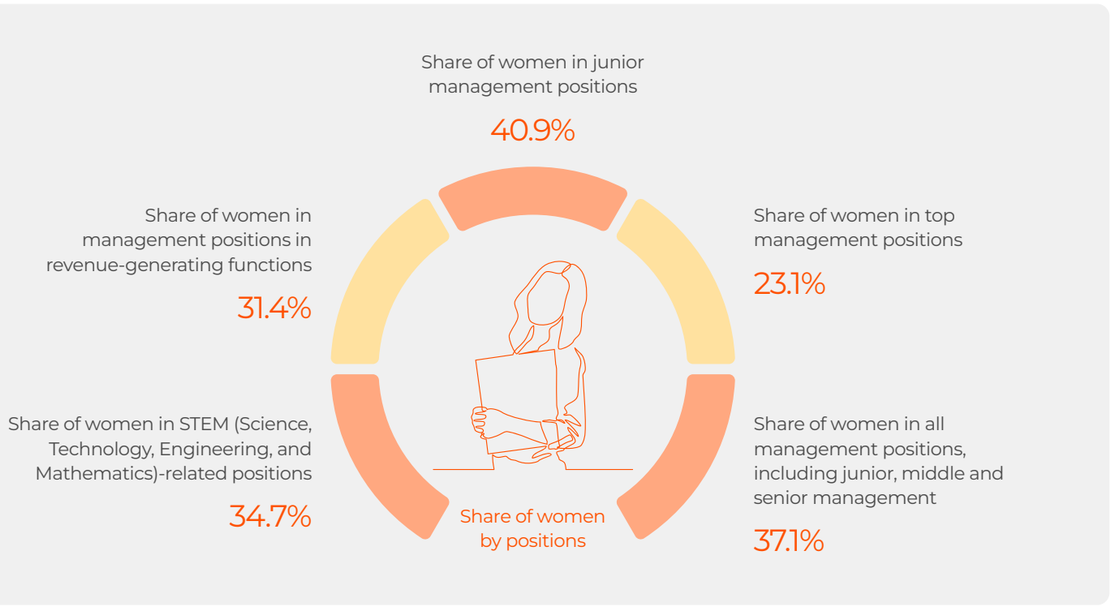
Equality and Inclusion

RELX values and respects the uniqueness and diversity of every employee, and is firmly committed to fostering workplace equality and inclusion. We ensure that all employees have access to fair work opportunities, competitive compensation, and comprehensive benefits, regardless of nationality, race, religion, color, age, gender, sexual orientation, disability, marital status, or pregnancy. Employment, promotion, and incentives are always based on merit and fairness, with zero tolerance for any form of discrimination.

Our commitment is clearly reflected in the RELX Code of Business Conduct, which sets strict standards for diversity and inclusion and prohibits all forms of discrimination and harassment. The RELX Anti-Harassment and Anti-Discrimination Rules further define unacceptable behaviors, outline clear reporting channels, and specify investigation and disciplinary procedures. All employees are required to complete training on business conduct, anti-harassment, and anti-discrimination through our online learning platform, RELXchool, which covers real-life examples and practical workplace guidance.

We provide transparent and accessible reporting mechanisms—such as the Code of Conduct Committee email (coc@relxtech.com)—and ensure that all reports are handled confidentially, with protection for whistleblowers and timely feedback. Investigations follow standardized procedures, and any violations are dealt with promptly and appropriately. During the reporting period, no incidents of harassment or discrimination were reported.

Recognizing the unique needs of working women, RELX offers equal opportunities and targeted support at every stage of career development. Our legal and HR experts work together to protect women's right and interests, providing professional consultation and confidential complaint channels for female employees. We regularly hold She LEADs Women' s Leadership Workshops to empower women in the workplace, enhance their confidence, and promote gender equality. To support employees during pregnancy and breastfeeding, we provide thoughtful services and dedicated nursing rooms, ensuring a supportive and inclusive work environment for all.



Creating an Excellent Office Environment

RELX is committed to providing employees with a comfortable, modern, and supportive work environment. Our offices are located in 5A-grade office buildings, offering a premium and professional setting that reflects our dedication to employee well-being. To further enhance daily comfort and work-life balance, we have thoughtfully designed rest areas and tea rooms within the office. Employees can enjoy a variety of complimentary beverages, including coffee and tea, as well as light snacks. These amenities create a welcoming atmosphere, encourage relaxation and informal communication, and help our team maintain energy and focus throughout the workday. By investing in a high-quality workplace, RELX demonstrates its ongoing commitment to creating a positive and motivating environment where employees can thrive.



Talent Development

At RELX, we are dedicated to the ongoing enhancement of our employee training and development programs. We design tailored training modules to meet the diverse needs of our workforce, ensuring that every employee has the resources to strengthen their professional skills and capabilities.

Beyond training, we offer a comprehensive promotion framework, competitive compensation, and clear incentive structures. Our rigorous performance evaluation process provides objective assessments of individual contributions, supporting both recognition and career advancement.

Through these robust talent management systems, we empower our employees to pursue personal and professional growth. Our supportive environment encourages continuous self-improvement and helps every team member realize their full potential.

Looking ahead, we will continue to refine and innovate our HR programs to attract, retain, and nurture top talent. This commitment is central to our strategy for building a high-performing, future-ready organization capable of achieving long-term, sustainable success.

Recruitment and Talent Retention

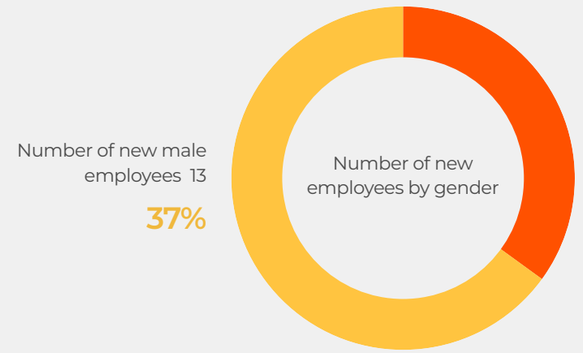
RELX is committed to strengthening our talent pool by actively attracting, developing, and retaining skilled professionals. We prioritize candidates' abilities and qualifications during recruitment, ensuring that employment opportunities are always based on merit, free from gender, age, race, or other unrelated biases.

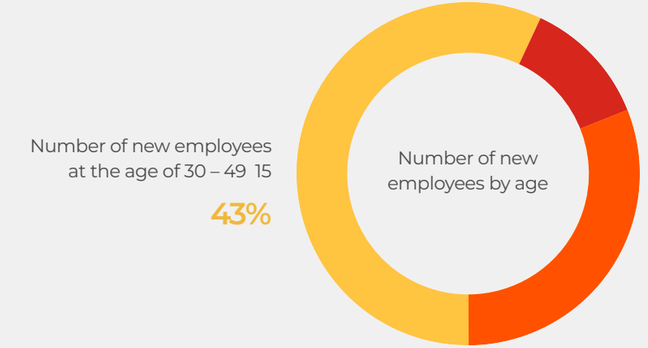
We place great importance on gathering employee opinions and feedback. The company regularly organizes exchange meetings and feedback sessions to actively listen to employees' ideas, concerns, and suggestions. Leadership carefully analyzes this input and develops targeted improvement plans to address common issues and foster ongoing organizational innovation.

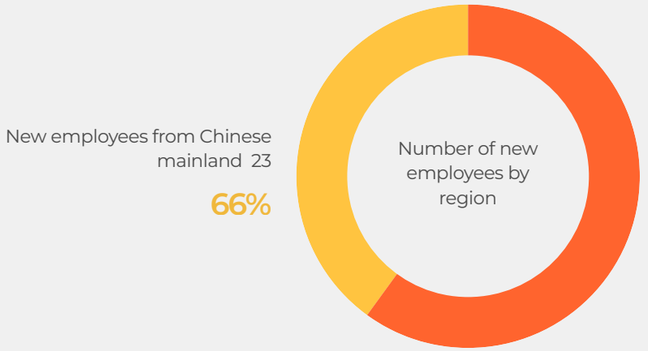
In addition, we care deeply about employees' mental health. We have established a dedicated counseling room, providing a private and supportive environment where employees can speak confidentially with professional counselors about any challenges, stress, or emotional concerns they may face.



RELX New Employees in 2024







Training

RELX offers employees a variety of training opportunities, catering to all levels—from interns to management. Our comprehensive training system is divided into four modules: the Onboarding Program, the Escort Program, Leadership Training, and Business Training. Each program is designed to provide targeted knowledge and skills, helping employees enhance their capabilities in a personalized and effective way.

	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.

2024 Training Data

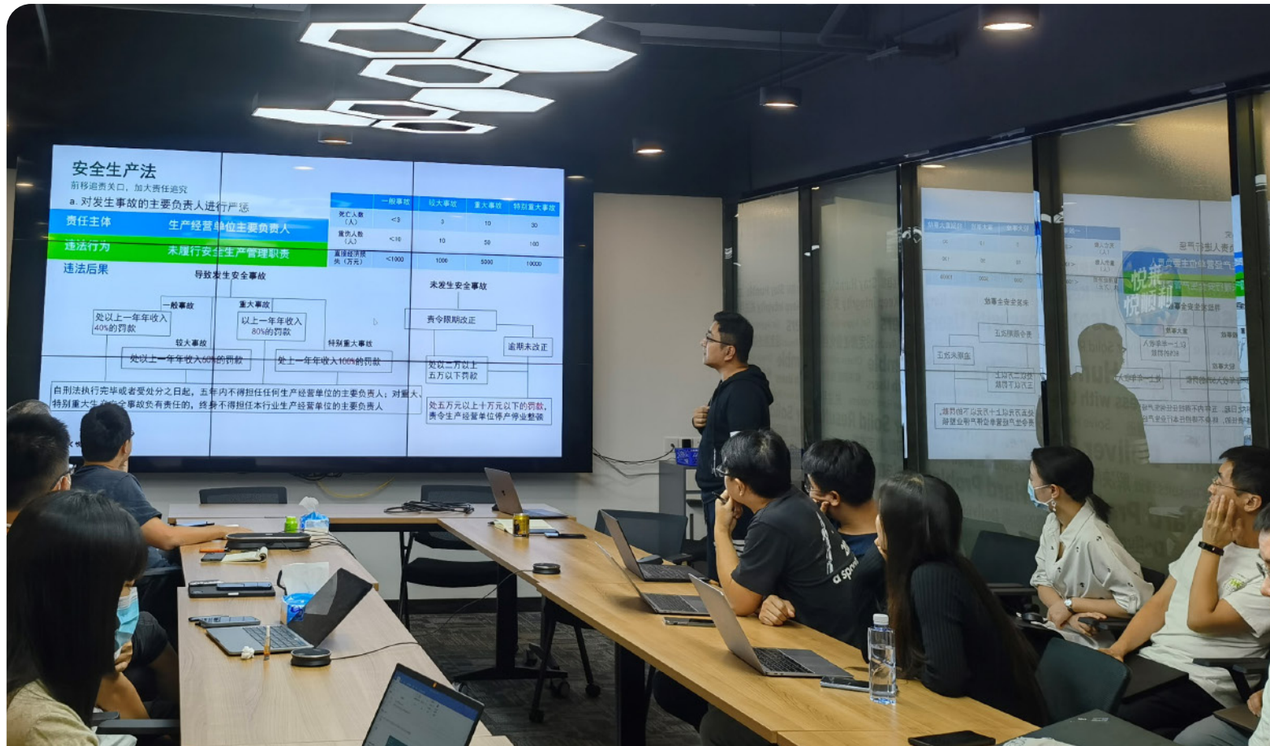
Total training hours for employees	hour	3,828
Average training hours per employee	hour	11.0
Total training input	RMB 1,000 yuan	20.3

Promotion and Incentives

At RELX, we place great importance on providing competitive and rewarding compensation to our employees. Our salary system is designed to recognize both individual value and contributions to the company's success. Each employee's total compensation package consists of a base salary and a performance-based component, ensuring that both consistent effort and outstanding achievements are fairly rewarded.

For certain positions, compensation is further diversified with a combination of cash and stock incentives, allowing employees to directly share in the company' s long-term growth and success. This approach not only motivates high performance, but also closely aligns individual interests with RELX's future development.

We conduct regular performance appraisals to ensure that salary adjustments and bonuses accurately reflect each employee' s contributions, OKR completion, and adherence to our code of conduct. Our transparent and fair promotion and incentive systems are designed to encourage both short-term excellence and long-term commitment, making RELX a workplace where talent is recognized, rewarded, and retained.



Occupational Health and Safety

At RELX, we place the highest priority on the safety and well-being of our employees. Guided by our management policy of "safety first, prevention-focused, and comprehensive governance," we strictly comply with the Law of the People' s Republic of China on the Prevention and Treatment of Occupational Diseases, as well as the Work Safety Law of the People' s Republic of China. We are dedicated to creating a healthy, safe, and supportive work environment for all staff. Our commitment to occupational health and safety is reflected in our continuous improvement of workplace practices and safety standards. As of December 31, 2024, our subsidiary Fangxin Technology successfully obtained ISO45001 certification, further demonstrating our robust safety management system and our unwavering focus on protecting our employees.

RELX Occupational Health and Safety Targets

0 safety accident	**0** occupational health accident
0 case of occupational disease	**0** Environment, Health, and Safety (EHS) violation
0 Lost-time injuries frequency rate (LTIFR)	

OHS Commitments and Targets

We follow ISO 45001 standards with a robust RELX Occupational Health and Safety Policy, ensuring a compliant OHS system, risk identification, standardized safety protocols, and clear responsibilities.



OHS Management

At RELX, employee health and safety are at the core of our workplace values. We are proactive in identifying and managing occupational health and safety (OHS) hazards, placing strong emphasis on eliminating risks, preventing accidents, and minimizing occupational disease. We regularly assess our work environment for hidden dangers and implement robust control measures to effectively prevent fatalities, injuries, and health incidents.

To drive continuous improvement, we closely monitor our OHS goals and performance indicators, ensuring that our safety management system evolves in line with best practices. We also extend our commitment to our supply chain, requiring all suppliers to comply with OHS standards outlined in our Code of Conduct for Business Partners. OHS management systems and relevant legal requirements are integrated into supplier onboarding and routine evaluations, motivating our partners to strengthen their own safety practices and protect their workforce.

We actively listen to feedback from employees, contractors, suppliers, and other stakeholders on OHS management, encouraging open communication through email, phone, and other channels. Regular safety and health trainings, as well as emergency drills, are organized to raise awareness and equip all personnel with essential safety knowledge and skills. In 2024 alone, we held 12 safety training sessions for production management departments and laboratories, involving 135 participants and achieving an average of over five training hours per person.

Fire safety is another key focus area. We conduct regular fire drills at our offices, laboratories, and owned factories, and work closely with local fire departments to inspect and maintain key firefighting equipment—including extinguishers, hydrants, automatic alarm systems, and mechanical utilization systems—to ensure peak readiness at all times.

In our self-owned factories and laboratories, we have identified occupational risks such as dust, chemicals, and noise. To mitigate these, we provide personal protective equipment and actively publicize information on occupational disease prevention. Thanks to these comprehensive measures, there were no diagnosed cases of occupational diseases at RELX in 2024.

Corporate Citizenship

In early 2021, RELX introduced the RELX Care Community Service Program to establish a standardized, systematic, and sustainable approach to community engagement. Through this program, we actively invest in projects that promote biodiversity, environmental protection, and rural revitalization, demonstrating our commitment to corporate social responsibility.

By December 31, 2024, RELX had invested a total of RMB 44.3 million in philanthropic initiatives under the RELX Care banner. These contributions have enabled us to make a significant positive impact in the communities where we operate, addressing key environmental and social priorities.

Our structured and long-term approach to community investment reflects RELX' s dedication to being a responsible corporate citizen. We believe that supporting local communities and environmental stewardship are essential pillars of our sustainability strategy.

Looking ahead, we will continue to develop and expand the RELX Care Community Service Program, seeking new opportunities to leverage our resources and expertise for greater social impact. Through these ongoing efforts, we are committed to creating lasting value for our stakeholders and contributing to the well-being of society as a whole.

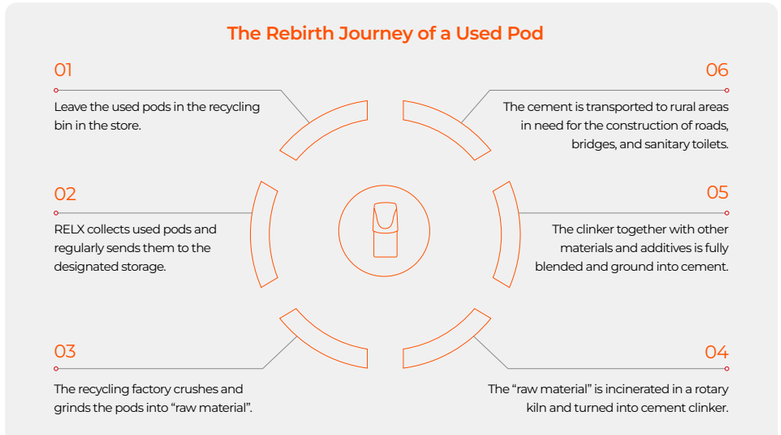


Contribution to UN Sustainable Development Goals



Pods Reborn

The Pods Reborn Program is the first comprehensive recycling solution for used pods, covering their full lifecycle. Open to all brands of used pods, the program represents an initial investment of RMB 20 million. By 2024, the Pods Reborn Program has expanded to 298 cities across China, promoting sustainability and environmental responsibility nationwide.



Rural Revitalization

Used pods were recycled into cement clinker and, in partnership with the China Siyuan Foundation for Poverty Alleviation, donated to rural areas for infrastructure projects such as roads, bridges, and sanitary toilets, improving local living and production conditions. A third-party assessment showed that one used pod produces 1.195kg of cement, with 837 pods yielding 1 ton of cement.



Recycled pods are used in the construction of rural roads

Let Siberian Tigers and Amur Leopards Return to Northeast China Program

In collaboration with the China Green Foundation, we are working in Hunchun City, located in the core area of the Northeast China Tiger and Leopard National Park, to protect the habitat of wild Siberian tigers and leopards. Through initiatives such as planting ecological fields, forming the "RELX Patrol Team," and funding the construction of monitoring networks, we aim to safeguard wildlife while fostering harmony between local communities and nature.



A wild Seiberian tiger detected by the camera

In collaboration with the China Green Foundation, we are working in Hunchun City, located in the core area of the Northeast China Tiger and Leopard National Park, to protect the habitat of wild Siberian tigers and leopards. Through initiatives such as planting ecological fields, forming the "RELX Patrol Team," and funding the construction of monitoring networks, we aim to safeguard wildlife while fostering harmony between local communities and nature.

In 2024, we completed the renovation and beautification of farmhouses in Zhen'anling Village, establishing 10 "Flying Courtyards" to support tiger and leopard-themed eco-education tourism. This initiative educates the public on tiger and leopard conservation while creating income opportunities for local villagers. In 2024, we hosted six eco-education tours, welcoming over 130 participants.



Green Development

RELX is dedicated to embedding low-carbon principles throughout its product lifecycle, aiming to minimize the environmental impact of its operations and entire value chain. To solidify this commitment, we introduced the RELX Environmental Policy, which defines the Board of Directors' role in overseeing climate strategies and environmental initiatives.

We actively identify and assess climate-related risks and opportunities, ensuring these considerations are integral to our business strategies and investment planning. This approach strengthens the company’ s ability to adapt to and mitigate the effects of climate change.

Innovation and continuous improvement are at the heart of our strategy. We regularly refine environmental monitoring systems, measure energy and water usage, and evaluate progress toward our sustainability goals. By exploring advanced technologies and practices, we strive to maximize resource efficiency and reduce emissions.

Building a culture of sustainability is equally important. We promote ecological awareness among employees, customers, and partners, encouraging collective action across the value chain to support the global transition to net-zero emissions.

In 2022, we launched the "Aim for Zero" initiative, setting ambitious targets: achieving carbon neutrality in direct operations by 2033 and across the value chain by 2050. To achieve these milestones, we have implemented eight core strategies, such as fostering green supply chains, developing zero-carbon products, and creating zero-carbon factories.

In 2024, we completed two third-party-validated carbon footprint assessments for our e-vapor products, further emphasizing our dedication to accountability and transparency.

Through these efforts, RELX demonstrates leadership in environmental responsibility and climate innovation, driving sustainable transformation across all aspects of our business.

Contribution to
UN Sustainable Development Goals





Towards Net Zero

Recognizing the impact of climate-related risks on our development, we have integrated climate change issues into the responsibilities of our Board of Directors and Senior Management, as outlined in the RELX Environmental Policy. In response, we actively develop low-carbon strategies and enhance the disclosure of climate-related information. Following the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) by the Financial Stability Board (FSB), we report on the Company’ s progress in climate action, covering areas such as governance, strategy, risk management, metrics, and targets.

Governance

Leveraging its comprehensive risk management and internal control system, RELX consistently enhances the monitoring and management of climate change issues. The Board of Directors provides overarching oversight of the Company's risk management activities. Under its guidance, the ESG Committee is tasked with integrating climate change issues into the risk management framework. This includes identifying, evaluating, and addressing climate-related risks, overseeing the execution of climate action plans, and regularly assessing the effectiveness of climate risk management and internal control measures.

Board of Directors

The ESG Committee, operating under the Board of Directors, oversees the management of climate change issues. It conducts annual discussions on climate-related matters, monitors climate risks, and approves key initiatives and climate targets. Supporting this effort, the ESG Working Group ensures the effective advancement of climate-related work, formulates and enforces environmental policies, and tracks progress toward established targets and actions. To ensure the execution of climate strategies and practices, the Company integrates climate change efforts into its management performance evaluations.

The Management

The Management is conducting an in-depth evaluation of how climate-related risks and opportunities align with the Company’ s overall business strategy, while determining the necessary medium- and long-term capital investments. At the same time, climate risk management is being integrated into the broader operational framework by defining goals and metrics, which are incorporated into the performance assessments of employees in relevant departments.

Furthermore, the Management is tasked with allocating resources to identify, mitigate, and oversee climate-related challenges. They facilitate collaboration among business units, ensure the collection of greenhouse gas (GHG) emissions data, and drive the implementation of strategies to address climate change.

Strategy

Following the TCFD's risk classification, RELX categorizes climate-related risks into two main types: transition risks and physical risks. Transition risks stem from the global shift toward a low-carbon and climate-resilient economy and encompass policy, legal, technological, market, and reputational risks. Physical risks, on the other hand, are associated with global warming and extreme weather events, including both acute and chronic impacts.

To assess potential transition and physical risks affecting the Company's operations and supply chain by 2050, we have adopted three climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA).

Physical Risks	**Climate scenarios:** **IPCC stable path RCP 4.5 and high-end path RCP 8.5**

Climate-related Risk	Description and Potential Financial Impact of the Risk	Adaptation Measures
Acute risks	Typhoons, floods, droughts, cold waves, and heat waves can disrupt operations, damage facilities, impact supply and sales, and lower production capacity. Extreme weather may also trigger secondary disasters, endangering safety and harming the environment.	We monitor extreme weather, issue warnings, develop emergency plans, and require departments and supply chain partners to conduct drills to enhance response capabilities. Facilities are upgraded for disaster resistance, and prevention and mitigation supplies are established.
Chronic risks	Fluctuations in average temperature drive higher cooling or heating demand, leading to increased operating costs.	Identify climate vulnerabilities at factories, suppliers, and stores, and strengthen climate resilience. Enhance energy conservation and environmental facilities in offices, factories, and stores to boost energy efficiency.

Physical Risks	Climate scenarios : IEA 2-degree Scenario (IEA 2DS)

Climate-related Risk	Description and Potential Financial Impact of the Risk	Adaptation Measures
Policy and legal risks	In the context of the national carbon peaking and carbon neutrality goals, carbon tax, energy tax, and volume and trading control of GHG 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 GHG 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.	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	Due to the need to adopt more advanced technologies to meet the increasingly stringent carbon reduction demands, we need to invest in low-carbon technology and product R&D in the early stage.	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	Rising traditional energy prices and the use of renewable energy will increase operating costs.	Improve the energy efficiency of operating assets and consider investing in renewable energy.
Reputation risks	As regulators, investors, and the public are increasingly focusing on corporate climate actions, if the Company fails to develop sound mechanisms and programs in a timely manner, it may adversely affect the brand and reputation, potentially increasing financing costs.	Proactively communicate with external stakeholders to help them understand the Company's practices and progress in addressing climate change and reducing GHG emissions.

Risk Management

The ESG Working Group reviewed RELX's supply chain and sales channels to identify key climate-related risk categories with potential impacts on the company. Using these findings, the group analyzed the financial implications of climate risks in alignment with the company's short-, medium-, and long-term strategies, resulting in an initial climate risk impact list.

We introduced the RELX Environmental Policy, incorporating climate-related factors into our business strategy and decision-making. The policy emphasizes regular monitoring and analysis of energy consumption, setting emission reduction targets, adopting renewable energy, and developing low-carbon technologies and products. It serves as a roadmap for building a green supply chain and manufacturing system, promoting green procurement, ecological design, green product development, sustainable manufacturing, and green consumption throughout the entire product lifecycle. This approach strengthens climate resilience and enhances sustainability across the entire value chain.

Metrics and Targets

Since 2022, we have implemented the "Aim for Zero" initiative, driving zero-carbon products, factories, and green stores, while fostering green supply chain partnerships, eliminating unnecessary plastic packaging, reducing waste, and promoting low-carbon offices.

零碳之旅 AIM FOR ZERO

RELX 2024 Energy Consumption and GHG Emissions

Indicator	Unit	2024
Electricity consumption	MWh	1,643.4
Diesel consumption	kg	166
Comprehensive energy consumption [2]	tce	279.6
Total GHG emissions [3]	tCO_2e	1,352.4
GHG emissions (Scope 1)	tCO_2e	23.6
GHG emissions (Scope 2)	tCO_2e	878.2
GHG emissions (Scope 3)	tCO_2e	450.6

RELX commits to achieve:

- Carbon neutrality for its own operation (scope 1 + scope 2) by 2033;
- Carbon neutrality across the value chain (scope 1 + scope 2 + scope 3) by 2050.

2. Calculated according to the conversion factor in the General Rules for Calculation of the *Comprehensive Energy Consumption (GB/T2589-2020)*.
3. The GHG emission data is calculated according to ISO 14064-1. We engaged an independent third party to validate the GHG emission data.

Preserve Nature

Water Management

The e-vapor industry consumes significantly less water compared to the traditional tobacco industry, largely due to reduced water usage in production cleaning processes and office activities. RELX strictly adheres to the Water Law of the People's Republic of China, the Environmental Protection Law of the People's Republic of China, and other relevant regulations. As outlined in the RELX Environmental Policy, we are dedicated to conserving resources and improving water use efficiency. Furthermore, the RELX Code of Conduct for Business Partners mandates that suppliers take proactive steps to enhance water efficiency, ensuring strong water management practices throughout the value chain.

We actively monitor water usage by maintaining a detailed consumption ledger, regularly analyzing data from our factories, laboratories, and offices. Conservation targets and action plans are established, and water supply infrastructure is routinely inspected to prevent leaks and wastage. Efforts to minimize water consumption include optimizing product designs and production processes, installing water-efficient equipment in offices, and encouraging employees to adopt water-saving practices through awareness campaigns and reminders.

RELX also prioritizes water stewardship within its supply chain. In 2024, we conducted third-party evaluations of our suppliers' water management systems, focusing on water usage and conservation initiatives. These assessments identified no critical risks. Looking ahead, we aim to broaden the scope of supply chain water audits, support suppliers in building robust water management frameworks, and establish measurable conservation goals. By doing so, we seek to strengthen water resource management across the supply chain and reduce RELX's overall water footprint.

In 2024, RELX' s total water consumption amounted to 7,310.8 tonnes.

Reduction of Waste

We manage hazardous waste in compliance with the Law of the People' s Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes and other relevant regulations. Hazardous waste is classified, collected, and handled according to the National Catalogue of Hazardous Wastes, with certified agencies overseeing its disposal. Storage facilities meet national standards, with safety measures and regular reporting on the Guangdong Province Solid Waste Environmental Supervision Information Platform.

For non-hazardous waste, including office and general industrial waste, we follow the 4R principles (Reduce, Reuse, Recycle, Recover) to minimize waste. Non-reusable waste is properly sorted and transferred to qualified third parties for treatment, ensuring responsible waste management.

Biodiversity Commitment

Biodiversity is vital to the health of the planet and humanity, but its loss remains a pressing global issue. RELX acknowledges the potential effects of its operations and resource consumption on ecosystems. To address this, the ESG Committee, under the authorization of the Board of Directors, integrates biodiversity into our risk management framework.

We pledge to comply with biodiversity laws at all levels and take proactive measures to reduce our impact. This includes avoiding operations in ecologically sensitive areas, reassessing production changes that could harm ecosystems, and helping suppliers improve their biodiversity management. Through these efforts, we aim to protect biodiversity across our value chain.

RELX 2024 Waste generated

Indicator	Unit	2024
Non-hazardous waste generated	tonne	113.7
Hazardous waste generated [4]	tonne	34.6



4. 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, as well as scrap products recycled in after-sale quality service.

Appendices

Key Performance Indicators

Governance

Indicator	Unit	2023	2024
Major lawsuits related to corruption	case	0	0
Employee business ethics training	session	19	12
Number of participants in employee business ethics training	participant	over 1,500	over 1,500

Social

Indicator	Unit	2023	2024
Product quality sampling pass rate	%	99.8	99.7
Product non-compliance cases due to safety or health reasons	case	0	0
Customer service satisfaction	%	97.6	98.3
Responsible marketing training	session	3	2
Number of participants in responsible marketing training	participant	over 400	over 300
Number of suppliers	-	368	508
Number of suppliers from Mainland China	-	359	489

Social

Indicator	Unit	2023	2024
Number of suppliers from Hong Kong, Macao, Taiwan, and overseas	-	9	19
Total number of employees	person	397	381
Share of female employees	%	41.1	40.9
Employees under the age of 30	person	87	56
Employees at the age of 30 – 49	person	297	311
Employees at and over the age of 50	person	13	14
Employees from ethnic minorities	person	13	11
Employees from Chinese mainland	person	343	323
Employees from Hong Kong, Macao, Taiwan, and overseas	person	54 (3 from Hong Kong)	58 (2 from Hong Kong)
Share of employees from Hong Kong, Macao, Taiwan, and overseas in all management positions	%	17.9	5.4
Share of Chinese (Han) employees	%	96.3	82.9
Share of Chinese (Ethnic minorities) employees	%	3.7	2.9
Share of employees from ethnic minorities in all management positions	%	3.2	2.9
Share of women in all management positions, including junior, middle and senior management	%	35.8	37.1
Share of women in junior management positions	%	42.5	40.9
Share of women in top management positions	%	25.0	23.1
Share of women in management positions in revenue-generating functions	%	31.2	31.4
Share of women in STEM (Science, Technology, Engineering, and Mathematics)-related positions	%	31.6	34.7

Social

Indicator	Unit	2023	2024
Number of new employees	person	84	35
Number of new male employees	person	55	13
Number of new female employees	person	29	22
Number of new employees under the age of 30	person	26	17
Number of new employees at the age of 30 – 49	person	48	15
Number of new employees at and over the age of 50	person	10	3
New employees from Chinese mainland	person	33	23
New employees from Hong Kong, Macao, Taiwan, and overseas	person	51	12
Safety training	session	32	24
Participants in safety training	person	132	135
Safety training time per employee	hour	3.0	6
Serious work-related injuries	case	0	0
Lost-Time Injury Frequency Rate (LTIFR)	rate	1.01 [5]	0
Fatalities	person	0	0
Diagnosed occupational disease case	case	0	0
Total training hours	hour	5,825 [6]	3,828
Training time per employee	hour	10.5	11.0
Amount spent on training and development per employee	RMB	443.8	58.4
Corporate philanthropic contribution	As of December 31, 2024, we have invested RMB 44.3 million in corporate philanthropic programs.		

Environmental

Indicator	Unit	2023	2024
Electricity consumption	MWh	1,806.6	1,643.4
Diesel consumption	Kg	109.2	166.0
Comprehensive energy consumption	tce	222.2	279.6
Total GHG emissions	tCO_2e	1,507.0	1,352.4
GHG emissions (Scope 1)	tCO_2e	51.5	23.6
GHG emissions (Scope 2)	tCO_2e	1,007.6	878.2
GHG emissions (Scope 3)	tCO_2e	448.0	450.6
Water consumption	tonne	7,008.1	7,310.8
Non-hazardous waste generated	tonne	87.8	113.7
Hazardous waste generated	tonne	20.1	34.6
Environmental law violation cases	case	0	0.0
Fine for environmental violations	RMB	0	0.0
Paper packaging [7]	tonne	165.4	279.6
Paper packaging coverage (% of cost of goods sold) [8]	%	1.3	1.1
Aluminum packaging [7]	tonne	24.6	34.7
Aluminum packaging coverage (% of cost of goods sold) [8]	%	0.3	0.2
Plastic packaging [7]	tonne	133.1	185.6
Plastic packaging coverage (% of cost of goods sold) [8]	%	0.4	0.3
Number of suppliers with environmental system certification [9]	-	12	9

5. One minor injury when one employee commuting to work
6. Following the regulatory changes, training related to distributor and branded partner store has been impacted
7. Optimization in supply chain and product design, coupled with decrease in sales volume
8. Implementation of excise tax in Mainland China
9. Only within the scope of the significant suppliers participating in the ESG internal assessment and external audit

GRI Index

Statement of use

RLX Technology has reported the information cited in this GRI content index for the period Jan 1, 2024 to Dec 31, 2024 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION /COMMENTS
2-1	Organizational details	p4
2-2	Entities included in the organization's sustainability reporting	p4
2-3	Reporting period, frequency and contact point	p4
2-4	Restatements of information	No major change
2-5	External assurance	p42-43
2-6	Activities, value chain and other business relationships	2024 Annual Report, p80-87
2-7	Employees	p24
2-8	Workers who are not employees	p12
2-9	Governance structure and composition	2024 Annual Report, p134-135, p137-139
2-10	Nomination and selection of the highest governance body	2024 Annual Report,p139
2-11	Chair of the highest governance body	2024 Annual Report,p139
2-12	Role of the highest governance body in overseeing the management of impacts	p4, p8-9
2-13	Delegation of responsibility for managing impacts	p8
2-14	Role of the highest governance body in sustainability reporting	p4, p8
2-15	Conflicts of interest	2024 Annual Report,p57
2-16	Communication of critical concerns	p8
2-17	Collective knowledge of the highest governance body	p7
2-18	Evaluation of the performance of the highest governance body	p7
2-19	Remuneration policies	2024 Annual Report,p135-136
2-20	Process to determine remuneration	2024 Annual Report, p135-136
2-21	Annual total compensation ratio	2024 Annual Report,p135-136
2-22	Statement on sustainable development strategy	p4
2-23	Policy commitments	p20-21
2-24	Embedding policy commitments	p22, p33, p34
2-25	Processes to remediate negative impacts	p12
2-26	Mechanisms for seeking advice and raising concerns	p12, p22
2-27	Compliance with laws and regulations	No major violation
2-28	Membership associations	p7
2-29	Approach to stakeholder engagement	p8

GRI 3: Material Topics 2021

3-1	Process to determine material topics	p9-10
3-2	List of material topics	p10
3-3	Management of material topics	p9-10

GRI STANDARD	DISCLOSURE		LOCATION /COMMENTS
Economic performance			
GRI 201 : Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	p34
GRI 203 : Indirect Economic Impacts	203-1	Infrastructure investments and services supported	p31
GRI 205 : Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	p11-p12
	205-3	Confirmed incidents of corruption and actions taken	p11
Environment			
GRI 302 : Energy	302-1	Energy consumption within the organization	p34
	302-2	Energy consumption outside of the organization	p34
GRI 303 : Water and Effluents	303-1	Interactions with water as a shared resource	p35
	303-2	Management of water discharge-related impacts	p35
	303-5	Water consumption	p35
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	p34
	305-2	Energy indirect (Scope 2) GHG emissions	p34
	305-3	Other indirect (Scope 3) GHG emissions	p34
GRI 306 : Waste	306-2	Management of significant waste-related impacts	p35
	306-3	Waste generated	p35
	306-5	Waste directed to disposal	p35
GRI 308 : Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	p23
	308-2	Negative environmental impacts in the supply chain and actions taken	p23

GRI STANDARD	DISCLOSURE		LOCATION /COMMENTS
Social			
GRI 401 : Employment	401-1	New employee hires and employee turnover	p27
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p25-26
GRI 403 : Occupational Health and Safety	403-1	Occupational health and safety management system	p29
	403-2	Hazard identification, risk assessment, and incident investigation	p29
	403-5	Worker training on occupational health and safety	p29
	403-6	Promotion of worker health	p29
	403-9	Work-related injuries	p37
GRI 404 : Training and Education	404-1	Average hours of training per year per employee	p28
	404-2	Programs for upgrading employee skills and transition assistance programs	p28
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p7, p25
GRI 413 : Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	p30-31
GRI 414 : Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	p23
	414-2	Negative social impacts in the supply chain and actions taken	p23
GRI 417 : Marketing and Labeling	417-1	Requirements for product and service information and labeling	p20-21

SASB Index

CODE	TOPICS & ACCOUNTING METRICS	LOCATION /COMMENTS
Activity Metrics		
FB-TB-000.A	Combustible tobacco product sales volume: 1. cigarette, 2. cigar, and 3. other smoked tobacco products	The Company is not involved in the combustible tobacco business.
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	2024 Annual Report, p125
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	2024 Annual Report, p125
FB-TB-260a.2	Discussion on the process to assess risks and opportunities associated with "tobacco harm reduction" products	The Company is not involved in the combustible tobacco business. 100% of the Company's revenue comes from the sales of e-cigarettes, e-liquid and related accessories, and the emerging FMCG retail business.
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	p19-21
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)*	p19-21

TCFD Index

RECOMMENDED DISCLOSURES		LOCATION
Governance Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	p33
	Describe management's role in assessing and managing climate-related risks and opportunities.	p33
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	p33
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	p33-34
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	p33-34
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	p34
	Describe the organization's processes for managing climate-related risks.	p34
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	p34
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	p34
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	p34
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	p34

United Nations Sustainable Development Goals (SDGs)

GOALS	RELX'S PRACTICE	LOCATION
	In the Code of Conduct for Business Partners, RELX explicitly requires suppliers to eliminate child labor, forced labor, discrimination and harassment and ensure reasonable working hours and fair and reasonable remuneration. ESG assessment indicators are considered in supplier selection, assessment and elimination; those failing to meet the requirements are requested for rectification or eliminated.	p23
	Focusing on the difficulties and needs of the industry and aiming to continuously reduce the impact of products on public health, RELX has established a "1+4" scientific research chain for systematic scientific evaluation and harm reduction research on e-vapors.	p15-17
	RELX cooperates with China Siyuan Foundation for Poverty Alleviation to donate recycled cement resource generated from used pods to Chinese rural areas for the construction of local sanitary toilets and other infrastructure.	p31
	RELX has formulated the RELX Code of Business Conduct and the RELX Code of Conduct for Business Partners to provide specific guidelines for its staff, suppliers, and other partners in protection of employees' rights and interests, diversity and inclusiveness, equal opportunities, reasonable working hours, workplace health and safety, and freedom of association.	p23-26
	Aiming to continuously reduce the impact of products on public health, RELX has made overall plans on R&D and established a "1+4" scientific research chain for systematic scientific evaluation and harm reduction research on e-vapors. It has been investing in technological innovation and made many breakthroughs in product technology and basic scientific research.	p19
	The Code of Business Conduct makes clear RELX' s adherence to diversity and inclusiveness and its zero tolerance of discrimination and harassment behaviors in any form. The Company offers each employee fair and reasonable work opportunities and remuneration/benefits. It ensures fair and just employment, promotion and incentives, and prohibits any discrimination based on nationality, race, religion, skin color, age, gender, sexual orientation, disability, marital status or pregnancy status.	p26
	In cooperation with China Siyuan Foundation for Poverty Alleviation, RELX donates recycled cement resource generated from used pods to Chinese rural areas for the construction of roads, bridges, sanitary toilets and other infrastructure to improve rural production and living conditions.	p31

GOALS	RELX'S PRACTICE	LOCATION
	RELX launches the "Guardian Program" to protect minors in the dimensions of product labeling, marketing channels and technical innovation. RELX initiates the "Used Pods Rebirth" Recycling Program to significantly reduce generated waste by recycling used pods.	p19-21, p31
	RELX actively judges the potential impact of climate-related factors on the Company, and fully considers it when developing business strategies and capital expenditure plans to effectively improve the Company 's climate resilience and adaptability. RELX launches the "Aim for Zero" initiative and sets the goals of carbon neutrality in direct operations by 2033 and carbon neutrality across the value chain by 2050. We will take eight measures such as green supply chain partnership, zero-carbon products, and zero-carbon factories to promote realization of the carbon neutrality goals across the value chain.	p33-34
	RELX initiates the "Let Siberian Tigers and Amur Leopards Return to Northeast China" Program, where it cultivates ecological farmlands, forms a "RELX Patrol Team" , and funds the establishment of a monitoring network in Hunchun City, Jilin Province for the purpose to conserve Siberian tigers' and Amur leopards' habitats.RELX also supports the initiatives of "Feiyue All-Weather Bridge" , "Feiyue Convenience Bridge" , "Feiyue Cowshed" and "Feiyue Drying Yard". RELX pledges to avoid as much as possible or minimize the impact of its business activities on biodiversity, proactively identify and avoid business in areas with high biodiversity value, and assist suppliers to understand and manage their impact on biodiversity, so as to minimize the influence of its business activities in the entire supply chain.	p31-32
	RELX has set up the ESG Committee and constructed an ESG management mechanism with the Senior Management deeply engaged and various departments coordinated. Being "zero-tolerant" to corruption, it raises the employee' s risk awareness through anti-corruption training and opens multiple complaining and reporting channels while keeping strict protection of the whistleblowers.	p8, p11-12
	RELX collects stakeholders' expectations and concerns via various channels, takes their major concerns into consideration in its ESG-related decision-making and management, shares knowledge, technologies, and resources with stakeholders, and establishes effective partnership.	p8

Independent Assurance Statement

TÜVRheinland®
Precisely Right.

Independent Assurance Statement

Introduction

TÜV Rheinland (Shanghai) Co., Ltd., a member of TÜV Rheinland Group (hereinafter "TÜV Rheinland" or "We"), was entrusted by RLX Technology Inc. (hereinafter "RLX Technology" or "the Company") to conduct an independent third-party assurance of 2024 Environmental, Social and Governance (ESG) Report of RLX Technology (hereinafter "the Report"). The report disclosed sustainability information for fiscal year 2024 (from 1 January 2024 to 31 December 2024).

Responsibilities

RLX Technology is not only responsible for the preparation of sustainability report and the collection and submission of sustainability information in accordance with applicable reporting standards but also has the obligation to implement and maintain effective internal control of information and data to support the report compilation process.

TÜV Rheinland is a global service provider that provides CSR and sustainability services in more than 65 countries, with experienced and technical expertise in the areas of environment, CSR, sustainability and stakeholder engagement. TÜV Rheinland Assurance team follows the TÜV Rheinland Global Business Ethics Compliance Policy and Procedures, covering the principles of integrity compliance and conflict of interest. Therefore, our assurance services are based on the principles of independence and impartiality, and we do not participate in the writing and preparation of the report of RLX Technology. It is the duty of TÜV Rheinland to carry out independent assurance in accordance with the assurance agreement and the agreed scope of assurance work, and to make independent and impartial judgments on sustainability reporting.

Assurance Standard

TÜV Rheinland undertook assurance work for RLX Technology's ESG-related information and performance, including selected 13 specified performance indicators listed in the below table in accordance with the AccountAbility AA1000 Assurance Standard v3 (AA1000AS v3), Type-2 and Moderate level.

Indicator	Unit
Electricity consumption	MWh
Diesel consumption	Kg
Comprehensive energy consumption	tce
Total GHG emissions	tCO_2e
GHG emissions (Scope 1)	tCO_2e
GHG emissions (Scope 2)	tCO_2e
GHG emissions (Scope 3)	tCO_2e
Water consumption	tonne
Non-hazardous waste generated	tonne
Hazardous waste generated	tonne
Environmental law violation cases	case
Fatalities	person
Lost-time injury frequency rate (LTIFR)	rate

Assurance Objectives

The purpose of the assurance was to provide management of RLX Technology, and stakeholders concerned with the company's sustainability information and performance with an independent view of the assurance, including assessment of whether the content of the report adhered to the AA1000AP (2018) Assurance Principles (including inclusivity, materiality, responsiveness and impact), and fair reporting of the above specified sustainability information for moderate assurance.

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Assurance Criteria

The following assessment criteria were used in undertaking the work:

- GRI Sustainability Reporting Standards (GRI Standards) of the Global Sustainability Standards Board (GSSB)
- The Sustainability Accounting Standard by the Sustainability Accounting Standards Board (SASB)
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- GHG Accounting System Corporate Accounting and Reporting Standard by Greenhouse Gas Protocol (GHG Protocol) ISO 14064-1:2018 for GHG emissions data verification
- The United Nations Sustainable Development Goals (UN SDGs)
- Adherence to the AA1000 AP AccountAbility Principles, i.e., *Inclusivity, Materiality, Responsiveness, and Impact*

Methodology

Our assurance activities and procedures include:

- Interviews with management and those responsible for collecting and aggregating sustainability performance data to understand and assess the key management processes, systems, and internal controls for sustainability information and data.
- Testing and assessing a process of measuring, collecting, integrating, and reporting specified performance information and data based on sampling methods and application of analytical procedures.
- Based on the principle of sampling, on-site observation and inspection of Shenzhen Wuxin Technology Co. Ltd and Shenzhen Fangxin Technology Co., Ltd on manufacturing operations and sustainability information and data management.
- Evaluating the quality of specified performance information selected by the company to ensure that its disclosures are consistent with assurance observations.
- Reporting audit observations or recommendations to give the company's management an opportunity to correct errors before the audit process is completed.
- Examining the supporting evidence collected to assess the extent to which the relevant evidence and information are presented to support and comply with AA1000AP verification principles.

Limitations

TÜV Rheinland planned and executed the verification in accordance with the scope of the assurance agreed upon in order to obtain all the information, evidence and necessary explanations to provide the basis for the conclusion of the assurance in accordance with the moderate level of AA1000AS v3.

The information and performance data procedures performed in a moderate assurance vary in nature from, and are less in extent, than high level assurance.

The information and performance data related to the assurance, including selected performance-specific information, were limited to the disclosure of the contents of this report. Our assurance did not cover the annual financial report and its financial data, nor did it cover other sustainability topics or matters that were beyond the scope of this assurance.

Conclusions

Based on the above assurance procedures and methodology performed and the evidence obtained, we conclude that there are no instances or information that would be contrary to the following statements:

- 2024 ESG Report of RLX Technology and its contents are in adherence to the AA1000AP AccountAbility Principles.
- RLX Technology has implemented relevant processes and systems to collect and aggregate performance information and data related to materiality issues within the reporting boundary, while the company identified, evaluated, defined and managed material issues.
- The ESG-related information and performance disclosed in the report are evaluated and supported by documentary evidence.

TÜV Rheinland shall not bear any liability or responsibility to a third party for perception and decision on RLX Technology based on this Assurance Statement.

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RLX TECH

Adherence to the AA1000AP AccountAbility Principles

Inclusivity

The key stakeholders identified by RLX Technology included shareholders and investors, users, regulators and non-governmental organizations (NGOs), employees, business partners, and communities. Evidence showed that in 2024, the company conducted a stakeholder survey on ESG issues to understand stakeholder's expectations. We recommend that RLX Technology continuously measure and evaluate the results of stakeholder engagement, including to use a sufficient sample size for stakeholder survey.

Materiality

RLX Technology conducted a materiality assessment process. Considering industry policies, capital markets, international Sustainability Standards, and laws and regulations, RLX Technology evaluated and prioritized the ESG issues from two dimensions of "significance to the sustainability" and "significance to stakeholders". The materiality issues matrix revealed the issues of high importance for the year (e.g., product innovation and harm reduction, product quality, ethics, responsible marketing, and sustainable supply chain, etc. The ESG Committee reviewed and confirmed the materiality matrix.

Responsiveness

RLX Technology communicated ESG issues to its key stakeholders via multiple channels, mainly including regular information disclosure and reporting, user service hotline, internal meetings and employee training, supplier audits and training, grievance and whistleblowing mechanisms, and social projects, etc.

The report disclosed data of key performance indicators (such as GHG emissions, water consumption, wastes, health and safety, employment, etc.), which are historically comparable. Also, the report disclosed the efforts made by the company in the areas of business ethics, technology innovation, and response to climate change, to respond to key stakeholders' concerns.

Impact

RLX Technology implemented risk management in major areas of environment, health and safety, sustainable supply chain, and business ethics. The report disclosed risk analysis and adaptation measures for climate change. We recommend that RLX Technology continuously carry out ESG impact assessments on its operations and business relationships.

Disclosure of Specified Performance Information

TÜV Rheinland reached conclusions on the verification of reliability and quality of specified performance indicators aforementioned in this statement based on Type-2, Moderate level assurance engagement:

- TÜV Rheinland observed that RLX Technology has implemented related processes and appropriate measures to collect and provide reliable source data related to the specified performance indicators as selected.
- During the verification process, some errors identified in data calculation by manual work have been corrected. We believe that the final data presented within the scope of the verification is accurate. We recommend that RLX Technology continuously improve the level of data management (including data calculation and aggregation) at the operational level.

A full management report was submitted to management of RLX Technology for consideration, detailing the findings and recommendations for continuous improvement of the report.

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TÜV Rheinland (Shanghai) Co., Ltd
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