

RELX PENSION PLAN AT-A-GLANCE

IMPORTANT CHANGES TO YOUR RETIREMENT PLANS

The RELX Inc. US Retirement Plan (RELX Pension Plan) and the RELX Supplemental Executive Retirement Plan (SERP) will freeze on December 31, 2018. This means there will be no further Company contributions to your RELX Pension Plan and SERP accounts after 2018, your existing account will remain in the Plan and continue to grow with interest credits until you leave the Company or retire.

The RELX Inc. US Retirement Plan, also known as the RELX Pension Plan, provides you with a valuable source of retirement income that is funded by the Company. This benefit can supplement your other financial resources for retirement, such as your savings in the RELX 401(k) Plan and other personal savings.

Participation

It's important to note that your Pension benefit, as part of the Legacy Retirement Program at RELX, is only available to employees who were hired before August 2009 and do not participate in the Advance Retirement Program. If you do participate in the Advance Retirement Program, you continue to earn interest credits (see below), but not pay credits.

Vesting

You are 100% vested in the RELX Pension Plan benefit after completing three years of vesting service. Once vested, you are eligible to receive your pension benefit when you leave the Company or retire.

How the plan works *(Note: Due to the plan changes, the following formulas are only effective until 12/31/18)*

Your pension benefit is an account balance that grows each quarter in two ways: through **pay credits** and through **interest credits**.



Pay credits* *(Note: Due to the plan changes, you will not earn pay credits to your Pension Plan account after 2018)*

Each quarter, the Company automatically adds to your pension account a **pay credit** that's based on a **percentage*** of your eligible pay. Your quarterly **pay credit** is calculated by multiplying this **percentage** by your **pay** during the quarter.



*Your pay credit percentage will be reduced by 1% each January 1 until it reaches 4%.

Interest credits**

At the end of each quarter, your pension account is credited with interest based on the value of your account at the beginning of the year.



**The interest credit rate varies from year to year, based on the 10-year U.S. Treasury notes rate for the month of August of the prior calendar year. For pension accruals on or after January 1, 2014, the interest credit rate will not be less than 2.5% or more than 15%.

If you're vested and leave the Company before you retire, your pension account will continue to earn interest until you start taking your benefit.

When you can take your RELX Pension Plan benefit

Starting January 1, 2013, if you are vested when you leave the Company, you may elect to receive your benefit as early as the first day of the month after your last day of employment, regardless of your age.*** Alternatively, you can defer your benefit and take it at a later time.

*** This feature applies retroactively to anyone who terminated employment on or after January 1, 2013.

Benefit payment options

The plan offers you a variety of payment options to help meet the needs of you and your beneficiary when you leave the Company or retire. **Available options include:**

Single participants (under age 55)	Single/married participants (over age 55)
<ul style="list-style-type: none"> • Lump sum • Single life annuity 	<ul style="list-style-type: none"> • Single life annuity • 50%, 75% and 100% joint and survivor annuity**** • Life annuity with a guaranteed period of 5, 10, 15 or 20 years • Social Security level income annuity
Married participants (under age 55)	
<ul style="list-style-type: none"> • Lump sum • 100% joint and survivor annuity**** • 50% joint and survivor annuity**** 	

**** Only spouse beneficiaries permitted.

**** If you are at least 55 when payment of your benefit begins, non-spouse beneficiaries are permitted for the joint and survivor annuity options.

Note: If you are married, spousal consent is required to elect a form of payment other than a 100% joint and survivor annuity (or a 50% joint and survivor annuity if you commence prior to age 55) with your spouse as beneficiary.

If you are vested in your RELX Pension Plan benefit and die before you start receiving payments, benefits will be payable to your beneficiary.

Tax implications

You will not be subject to federal or state/local (if applicable) income tax until you receive your benefits.

Supplemental Executive Retirement Plan (SERP)

The SERP is a separate plan designed to provide benefits for pay that's above the IRS compensation limit (\$275,000 for 2018) and up to two times the limit. For more information, refer to the SERP at a Glance overview on PeopleHUB.

Other features

- For annuity options (except the Social Security level income annuity), an indexing feature is available that provides an annual 2% increase to your plan benefit.
- Transition credits, if applicable, continue until they expire.
- Special rules apply for those who participated in a plan that merged into the RELX Pension Plan or joined the plan as a result of an acquisition.

For more information

You'll receive annual benefit statements showing the current balance in your Pension Plan account. For more information:

- Visit **Your Pension Resources**, at relxbenefitscenter.com (Retirement Tab > Your Pension Resources) or
- Call the **Pension Resource Center** at 1-866-747-7909, Monday through Friday, between 9 a.m. and 5 p.m. EST.

This is a summary of the RELX US Retirement Plan and is intended to provide a general overview of the plan and some of its key features. The detailed provisions of the plan, not this summary, will govern the actual rights and benefits to which you may be entitled. If any conflict or discrepancy should arise between this summary and the provisions of the underlying plan, or if any provision of the plan is not covered in this summary, the terms of the underlying plan will govern. The Company reserves the right to terminate or change any plan at any time.