



China (non-VUE) Benefits Summary 2024-2025

Pearson is pleased to offer you a comprehensive and flexible benefits package to help you meet your health, financial, wellness, and lifestyle needs. This document provides a summary of the benefits available to you, from which you can build a package that works best for you.



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Medical Coverage

PingAn

Pearson China provides medical insurance through PingAn, catering to diverse employee needs and their dependents:

Management Special and Management Special – Child(ren) Plans

Offer extensive coverage for outpatient and inpatient services

Management Plan

Extends coverage to spouses

General Staff and General Staff – Child(ren) Plans

Although with lower limits, include maternity benefits

Mid-Level and Mid-Level – Child(ren) Plans

Mirror Management benefits but with slight reductions

All plan options have outpatient and inpatient coverage (50%–100% coverage) within and outside Social Medical Insurance (SMI).

Additional Medical Coverage

Critical Illness Insurance

Benefit: 100K coverage (excluding General Staff – Children and Mid-Level – Children)

Hospital Allowance

Daily Allowance: 200/day; max. 180 days per hospitalization

Public Pool

Pool: 100K (shared by all insured members), 600K for General Staff coverage



Employee Term Life Insurance & AD&D

You'll be automatically enrolled in the Pearson Life plan, providing 36 x your Basic Monthly Salary (BMS) to your chosen legal dependents in case of your demise.

All claims are subject to the insurer's discretion at the relevant time.

Term Life Insurance

- Coverage: 36 times of BMS, minimum 200K
- Guarantee Renewal

AD&D (Accidental Death & Dismemberment)

Coverage: 36 times of BMS, minimum 200K

Global Employee Wellbeing Programmes

Employee Assistance Programme (EAP)

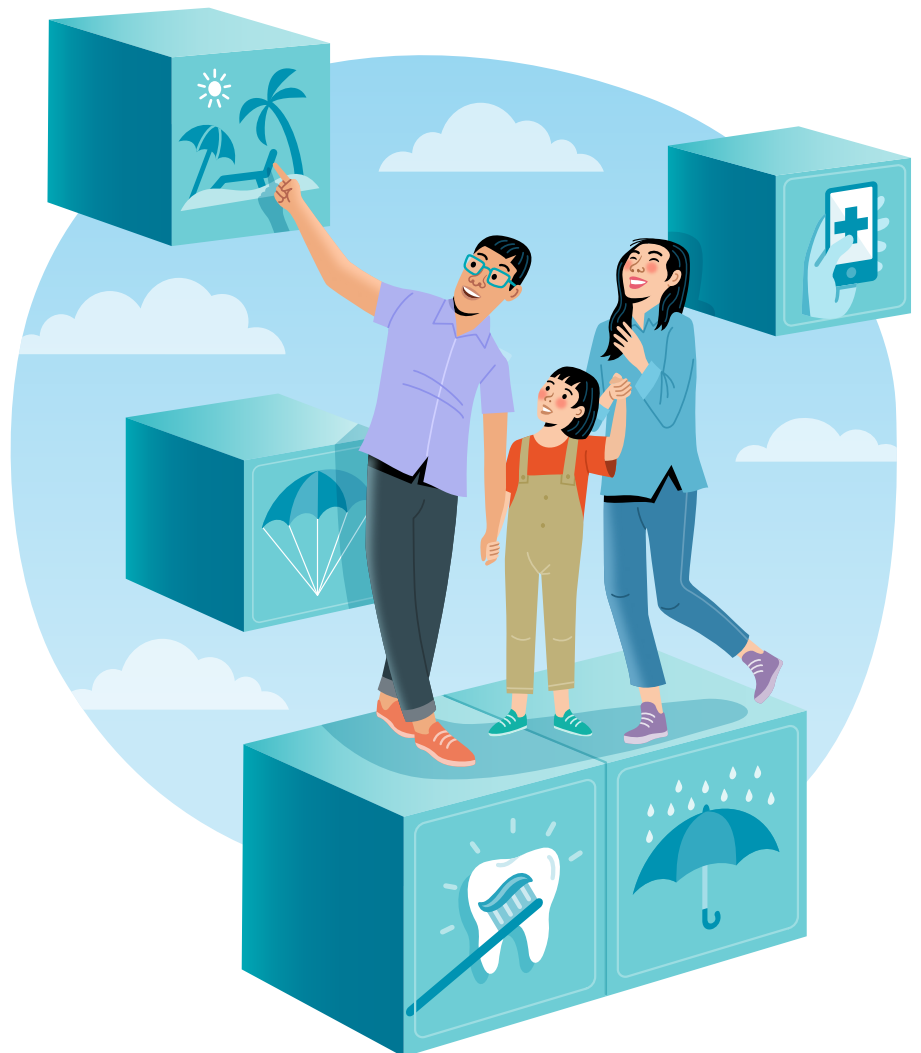
Cigna, your EAP, and work-life/wellness resource can support you and your dependents with issues related to work, life, and everything in between. Pearson provides this confidential programme at no cost to you. Through the EAP you, and family members who live with you, have access to unlimited phone counseling and up to five face-to-face or video-based counseling sessions per issue per year.

Unmind

Pearson Global WELL supported by Unmind is a global online wellbeing platform designed by psychologists to help you measure and manage your mental health and wellbeing. In addition to providing 12 free one-on-one therapy or coaching sessions, you can build your own wellbeing plan and access over 700 hours of content covering all sorts of areas, from managing stress, to sleeping better, to improving your focus. Learn more about the platform by visiting [the Hub](#).

Save for Shares Plan

Pearson Global Share Plan is an easy and flexible way to save money directly from your pay. At the end of the savings period, you can use your savings to purchase Pearson shares at a 20% discount to the market price at the start of the plan. You can keep your shares or sell them immediately.



Paid Leave

Maternity Leave Policy

Maternity leave eligible days are determined based on the employee's work location:

Beijing 158 days	Guangzhou 178 days
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Shanghai 158 days

An additional 15 or 30 days based on the location of leave will be granted to those who encounter a difficult delivery. For multiple births, an additional 15 days will be granted for each infant born after the first.



Parental Leave Policy

The employee who has a child under 3 years of age is eligible for Parental leave. Parental leave eligible days are determined based on the employee's work location:

Beijing 5 days	Guangzhou 10 days
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Shanghai 5 days	Chengdu 10 days
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Paternity Leave Policy

Paternity leave entitlements vary based on the employee's work location:

Beijing 15 days	Guangzhou 15 days
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Shanghai 10 days	Chengdu 20 days
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Other Benefits

As part of your benefits package, you have access to a variety of additional programmes that provide financial protection, help you save money, and aid with everyday needs, such as:

- Annual Leave
- Marriage Leave
- Birthday Leave
- Funeral Leave
- Sick Leave (3 days per month)

This summary is informational only. If there is a discrepancy between this summary and plan documents, plan documents govern. The Company reserves the right to amend, modify, or terminate these programs at any time for any reason.

This summary and any changes to it do not constitute a contract of employment with the Company and do not give you the right to be retained in the employment of the Company. For more information, please contact your local HR representative.