



India 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

Pearson India provides medical insurance through The New India Assurance Company Limited, extending a broader array of benefits to employees and their family members (spouse, children, parents/parents-in-law). This coverage encompasses hospitalisation expenses for illnesses, diseases, or injuries. Additionally, employees have the option to leverage the Voluntary Flex Policy, which offers a range of outpatient benefits such as health assessments, dental treatments, eye care, and more.

Employees will be provided with the following options:

Sum Insured

INR 3,00,000 to INR 8,00,000

Additional Modules

- Maternity plan 1
- Maternity plan 2
- Silver Plan
- Gold Plan
- OPD Coverage

Family Options

- Employee only (E)
- Employee, Spouse, Children (ESC)
- Employee and 1 Parent, Parents-in-Law (E1P/PIL)
- Employee and 2 Parents, Parents-in-Law (E2P/PIL)



Supplemental Medical Coverage

Pearson India offers Supplemental Medical Coverage that provides reimbursements in the event of a significant medical expense.

There are two types of supplemental plans offered:

Accident Insurance

Supplements the primary medical plan by providing cash payments in case of accidental injuries for a sum insured is 2 times of their Annual Base Salary. Additionally, employees have the option to avail of the following coverage:

- **Employee Top-Up:** up to 10 times their Annual Base Salary
- **Spouse Coverage:** NR 10,00,000

Term Life Insurance

You will be automatically enrolled in the Pearson Life Plan, which provides a lump sum benefit of 3 times your Annual Base Salary to your designated legal dependents in the unfortunate event of your passing.

Global Employee Assistance Program

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 program at no cost to you. Through the EAP, you, and family members who live with you, have access to unlimited phone counselling and up to five face-to-face or video-based counselling sessions per issue per year.

Provident Fund Plan

As a new employee, you can immediately start saving for retirement by contributing 12% of your basic salary to the Employee Provident Fund (EPF). The employer contributes 8.33% to the Employee Pension Scheme (EPS). However, if you joined the EPF after September 1, 2014, and your monthly salary exceeds Rs. 15,000, you cannot open an EPS account.

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.

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

Other Benefits and Discounts

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

- Sick Leave
- Critical Illness
- Term Life Insurance
- Privilege Leave
- Casual Leave
- Parental Leave
- Maternity Leave (ML)
- Adoption or Commissioning Maternity Leave (ACML)
- Crèche Facility
- Fixed and Restricted Holidays
- Education Assistance
- Travel Assistance
- Car Lease



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.