



Poland 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: LuxMed

Pearson Poland provides medical insurance through LuxMed, ensuring the health and well-being of employees and their families.

LuxMed coverage includes:

Packages for Family Members

Coverage is available for registered family members as outlined below. For the Partnership and Family packages, employees may choose between the Comfort or Comfort Plus package. The Comfort Plus Package contains a wider range of services.

Partnership Package

This package is available if the employee wants to coverage for a partner/spouse or child for access to comprehensive healthcare.

Family Package

Provides inclusive coverage for all registered family members, ensuring access to medical services for spouses, partners, and dependent children up to 26 years of age.

My Loved Ones

Designed to support the health needs of employees' close relatives aged between 0 to 70 years.

Senior Package

Tailored for parents or parents-in-law, offering coverage with and without age limits to address their unique healthcare needs.



Employee Package

Offers comprehensive health benefits, including occupational medicine services for workplace health and safety, along with additional health benefits like preventive care and wellness programs. Employees are automatically placed in the Comfort Plus package by default unless otherwise specified.

Pearson Associate Care

Provides essential healthcare coverage for individuals collaborating with Pearson Poland, excluding occupational medicine services, to maintain their health and well-being while working.

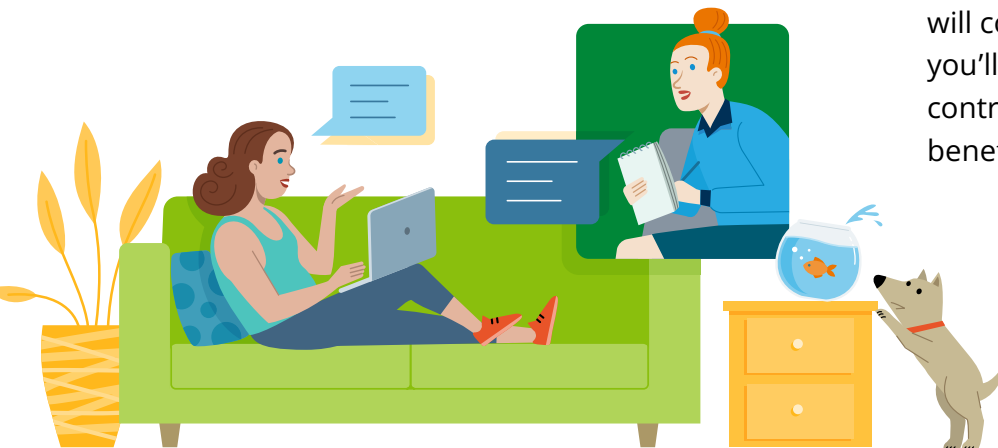
Life Insurance with Allianz

Allianz offers insurance coverage for employees, their spouses/partners, and adult children. Employees can choose from three variants, with the option to purchase additional packages from a selection of eight. Everyone can customize their coverage according to their needs, whether they choose multiple packages or none.

If someone wants to include their spouse/partner and adult children in the insurance, they also have three variants and eight packages to choose from. It's advisable to consider purchasing additional packages during enrollment, as the next opportunity is only available on the policy anniversary.

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 counseling and up to five face-to-face or video-based counseling sessions per issue per year.



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.



PPK - Employee Capital Plans

PPK is offered to employees after 3 months of employment. Your mandatory contribution is 2%, while the company will contribute 1.5% on your behalf. Plus, you'll receive an additional 2.5% employer contribution, making it an even greater benefit for your future!

MyBenefit Cafeteria Package MultiSport

Your MyBenefit account empowers you to prioritize your health and participate in physical activities tailored to your lifestyle and preferences or take advantage of other benefits, e.g. tickets to the cinema, theater, spa, travel, education. Each month, your Mybenefit accounts will be credited with PLN 80, to spent as you wish.

MultiSport Card for Employee:

- **MultiSport Plus Card**
- **MultiSport Light Card:**
Tailored for employees with lighter activity needs, providing access to facilities 8 times a month.

MultiSport Card for Partner, Family Member, Kid, and/or Loved Ones:

- **MultiSport Plus Card**
- **MultiSport Light Card:**
Tailored for partner/family members with lighter activity needs, providing access to facilities 8 times a month.
- **MultiSport Student Card:**
Perfect for students aged 16 to 26, for those balancing academics and an active lifestyle
- **MultiSport Senior Card:**
Dedicated to our beloved individuals aged over 60, this card encourages and supports seniors in maintaining an active and healthy lifestyle.
- **MultiSport Kid & MultiSport Kid Aqua:**
Each card offers access to various sports facilities and activities across Poland, with pricing ranging from PLN 55.90 to PLN 244.53 per month.



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:

- Social Funding
- Reading Glasses Funding
- Language Classes

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.