



Spain 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.

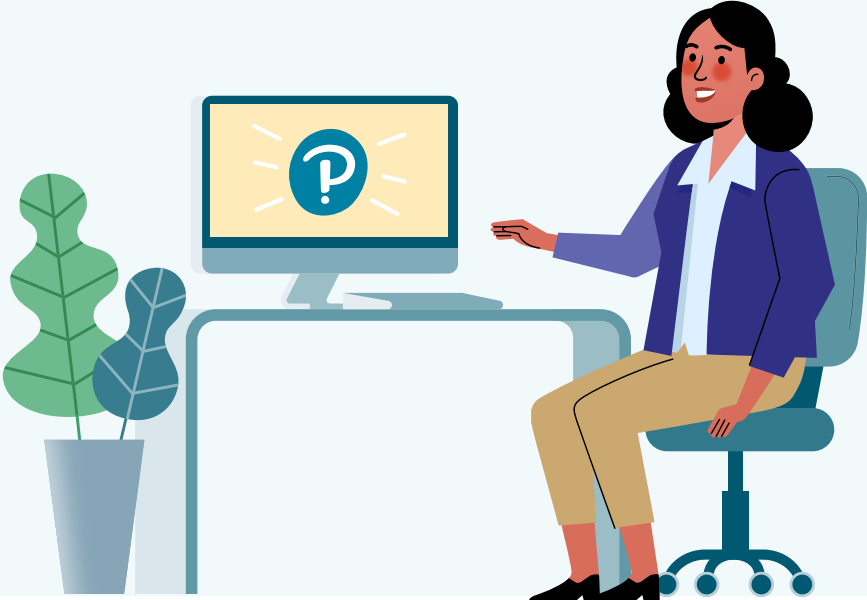


Table of Contents

<hr/> Hybrid Policy and Flexi Time	3	<hr/> Global Employee Assistance Program	4
<hr/> Medical	3	<hr/> Save for Shares Plan	4
<hr/> Life Insurance	3	<hr/> Pearson + Benefits and Discounts	4

Hybrid Policy and Flexi Time

At Pearson we value your time and comfort, which is why we have a teleworking policy that includes both hybrid and remote work. For employees who reside in the community of Madrid and nearby cities, you can enjoy the comforts of working from home up to 80% of the time, with the remaining 20% you will work out of the Pearson Madrid office. Those who reside outside of those communities are able to work remotely 100% of the time.



Medical

Pearson Spain has a health/medical insurance policy agreement with Sanitas, which, as a PESA Employee, would allow you to enjoy better conditions of services and price, if you decide to join it.

By signing a contract between you and PESA, you will be able to allocate part of your salary to pay the monthly premiums for this insurance. These payments are fixed amounts per insured person per month and will be included in your payroll as flexible remuneration in kind. In addition, this amount is not subject to IRPF (income tax), which means savings for you [up to 500€ per year per insured person (spouse and children)].

Life Insurance

Zurich Vida insurance company, offering comprehensive coverage and financial protection for benefitting all Pearson Employees in Spain and Portugal. The insured amount is 2x your annual salary.

Coverage provided:

Death Benefit

In the unfortunate event of an employee's passing, the policy provides financial support to designated beneficiaries.

Absolute Permanent Disability Benefit

The policy also covers absolute permanent disability, offering financial assistance to employees facing such circumstances.



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.

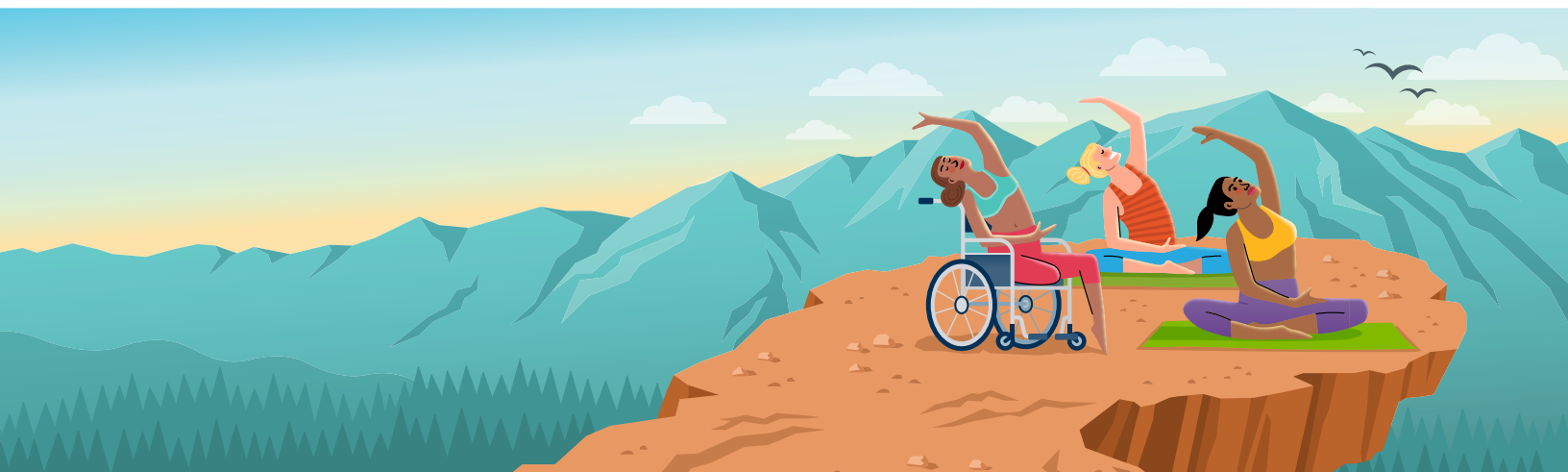
Save for Shares Plan

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.

Pearson + 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:

- Up to 30 Days of Vacation
- Assistance Plus Bonus
- Unpaid Leave
- Flexible Hours
- Family Benefits
- Childcare Vouchers
- Discounts on Books
- Discount for completing courses, undergraduate and graduate degrees at UNIR (University of La Rioja)
- Development and Training Benefits
- DOMO Nursery School discount
- Christmas Baskets



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.