



Companies Act section 430(2B) statement – Josh Lewis

Josh Lewis stepped down from the board on 24 April 2020. The Company confirms that other than fees payable for the period up to 24 April 2020, no remuneration or payment has been or will be made in connection with his ceasing to be a director of the Company.

Companies Act section 430(2B) statement – Coram Williams

Coram Williams stepped down from his employment in the role of Chief Financial Officer and Executive Director of Pearson Plc (and any other directorships or offices that he may have held in the Pearson Group) with effect from the 2020 Annual General Meeting held on 24 April 2020.

The following remuneration arrangements apply in respect of Coram Williams' employment and its termination:

1. Coram Williams will not receive any payment in respect of his unserved notice period.
2. In accordance with the terms of his contract of employment, there will be no payment for loss of office.
3. Coram Williams will not be entitled to any AIP payment in respect of 2020. As confirmed in the most recent Annual Report and Accounts, no AIP payment was delivered in respect of 2019.
4. All of Coram Williams' outstanding awards made under the Pearson Long Term Incentive Plan lapsed on 24 April 2020. He will not receive any further LTIP awards.
5. Coram Williams has become a deferred member of the Final Pay section of the Pearson Group Pension Plan and pension payments will be made to him in due course in accordance with the terms of the plan.
6. Pearson will continue to support Coram Williams with tax advice and filings in connection with his employment with Pearson, in accordance with the shareholder approved remuneration policy.