



Environmental Policy

September 2024

Our mission is to create vibrant and enriching learning experiences that are designed for real-life impact. We are committed to minimizing the environmental impacts of our operations and maintaining business resilience to environmental risks and impacts. The scope of this policy is global covering all Pearson geographies, divisions, and functions.

Our commitment is to:

1. Comply with the relevant environmental laws and regulations applicable in each country in which we operate.
2. Provide Board oversight of Pearson's environmental strategy and performance and allocate resources for their effective direction and implementation.
3. Continuously improve our environmental performance and integrate recognized environmental management frameworks and standards into our business operations and facilities.
4. Undertake activities to reduce the carbon footprint of our business activities to meet our published objectives and targets.
5. Reduce consumption of natural resources and improve the efficient use of those resources, with a particular focus on renewable resources and circular economy principles.
6. Manage our business operations to prevent, minimize or control pollution and manage waste, applying a waste hierarchy, with an increased emphasis on waste reduction and recycling.
7. Give due consideration to environmental issues in business decision-making, investment due diligence processes, and the development of new products and services.
8. Work together with our customers, service partners, suppliers, landlords, and their agents to promote improved environmental performance.
9. Train our employees on key environmental issues and make them aware of the impact of their work activities on the environment and encourage them to apply learnings at work.
10. Regularly report on our environmental strategy and performance metrics, making them publicly available through our website.

We will review this policy annually and adjust it as necessary to reflect changes in environmental science, technology, and public policy.

Cinthia Granzo Nespoli
Chief Legal Officer

A handwritten signature in blue ink that reads 'Cinthia Granzo Nespoli'.