



Introduction to Pearson

2025

Forward-looking statements

Except for the historical information contained herein, the matters discussed in this statement include forward-looking statements.

In particular, all statements that express forecasts, expectations and projections with respect to future matters, including trends in results of operations, margins, growth rates, overall market trends, the impact of interest or exchange rates, the availability of financing, anticipated costs savings and synergies and the execution of Pearson's strategy, are forward-looking statements.

By their nature, forward-looking statements involve risks and uncertainties because they relate to events and depend on circumstances that will occur in future. They are based on numerous assumptions regarding Pearson's present and future business strategies and the environment in which it will operate in the future.

There are a number of factors which could cause actual results and developments to differ materially from those expressed or implied by these forward-looking statements, including a number of factors outside Pearson's control. These include international, national and local conditions, as well as competition.

They also include other risks detailed from time to time in Pearson's publicly-filed documents and you are advised to read, in particular, the risk factors set out in Pearson's latest annual report and accounts, which can be found on its website ([pearsonplc.com](https://www.pearsonplc.com)).

Any forward-looking statements speak only as of the date they are made, and Pearson gives no undertaking to update forward-looking statements to reflect any changes in its expectations with regard thereto or any changes to events, conditions or circumstances on which any such statement is based. Readers are cautioned not to place undue reliance on such forward-looking statements.



Helping People Realise The Life They Imagine Through Learning

The World's Lifelong Learning Company

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Pearson Overview

Pearson: A snapshot

Experienced Senior Team



Omid Kordestani
Chair



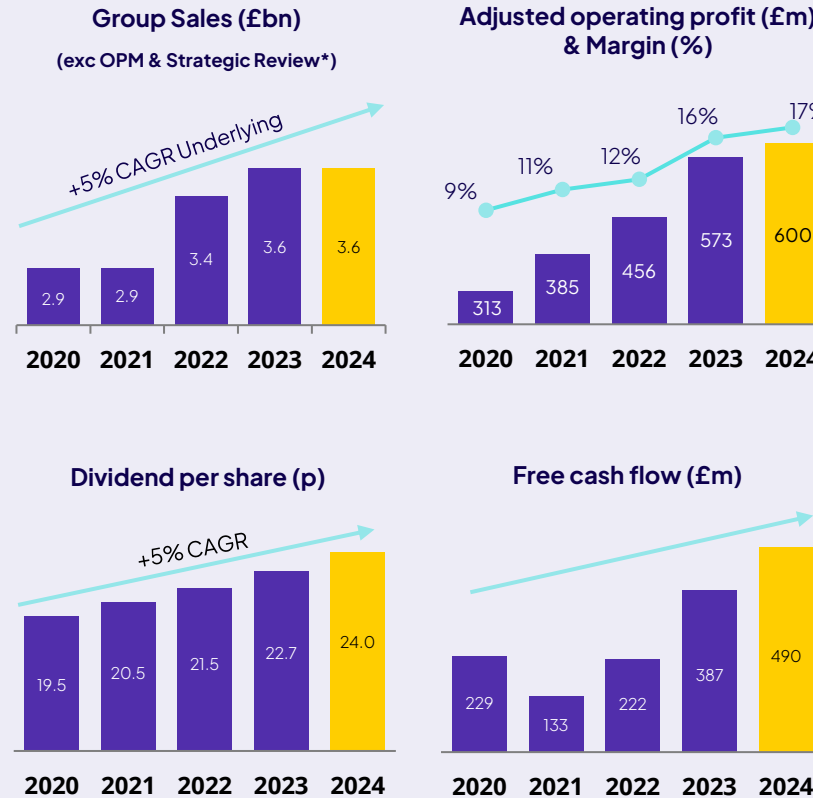
Omar Abbosh
Chief Executive Officer



Sally Johnson
Chief Financial Officer



Strong Financials



Company Overview

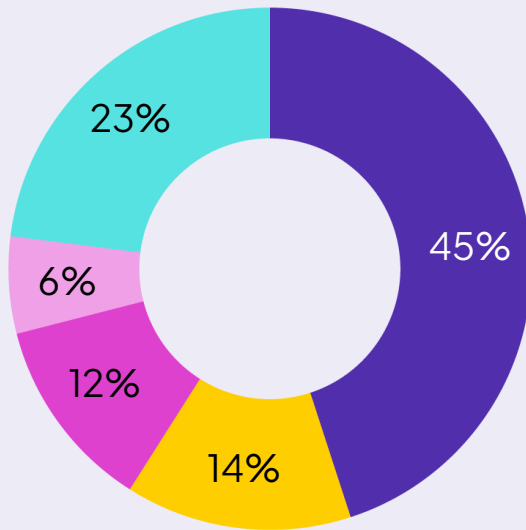
- **The world's lifelong learning company:** services and software focused company, serving all ages and stages of learning, with a diverse customer set across institutions, enterprises and consumers.
- **Scaled business:** £3.6bn of sales across five scaled, global and highly digital business units.
- **Trusted business:** Customer-centric focus with deep domain and industry knowledge makes us trusted by governments, professional organisations, institutions, companies and learners
- **Three priorities for 2025:**
 - Deliver financial performance in line with market expectations
 - Continue to lead on application of innovative technologies, like AI, across our products and services
 - Grow Pearson's business across the enterprise customer segment

*Group Sales at reported FX rates. Group sales CAGR on an underlying basis excluding OPM and Strategic Review businesses
The average US dollar rate for the year against sterling was: 2020 \$1.28, 2021 \$1.38, 2022 \$1.24, 2023 \$1.25, 2024 \$1.28

Diversified, global and highly digital business

Pearson by business unit

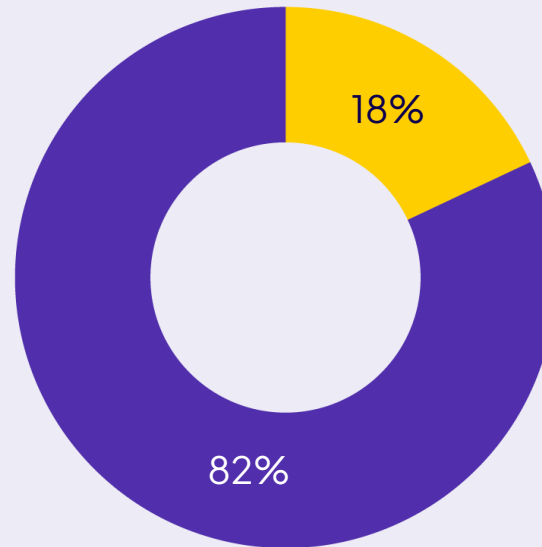
FY24 Sales



- Assessment & Qualifications
- Virtual Learning
- English Language Learning
- Enterprise Learning & Skills*
- Higher Ed

Pearson by digital %

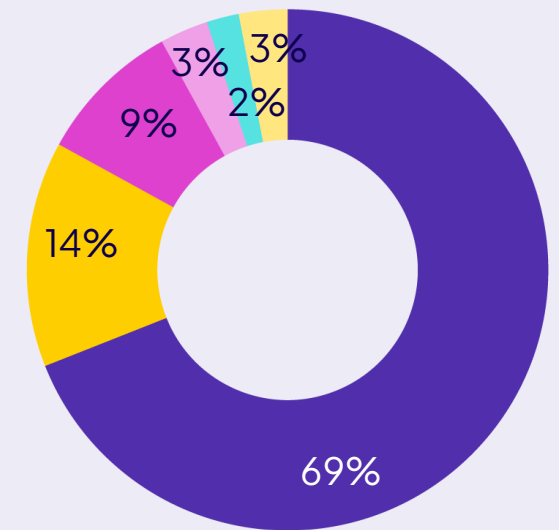
FY24 Sales



- Digital
- Non-digital

Pearson by region

FY24 Sales



- US
- APAC
- Canada
- United Kingdom
- Europe
- Other countries

*In January 2025, Workforce Skills evolved to become Enterprise Learning and Skills, bringing together Pearson's enterprise sales capabilities globally (excluding those of Pearson VUE) and incorporating IT & Professional Learning (ITP) from Higher Education. This business generated £45m of sales and £19m of adjusted operating profit in 2024.

Pearson Does Three Things

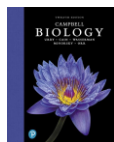
Create and Curate Content

Produce Assessments

Learning Courseware

Design Courses

Write Curriculum Standards



Distribute Content Digitally and Physically

Deliver Assessments

Distribute Lessons

Interactive Content

Facilitate Teaching



Build and Verify Skills

Score Assessments

Assess Gaps

Credential Skills

Evaluate Talent



Assessment and Verification core: ~2/3 of business is pure assessments with remaining ~1/3 products and services with assessments embedded

We have five business units

Assessment and Qualifications



Delivers the assessments that help people demonstrate their knowledge from school to professional careers

45% of Sales
23% margin*

Virtual Learning



Delivers high quality, affordable, accessible online learning

14% of Sales
13% margin*

Higher Education



Delivers digital, high quality study materials to millions of students

23% of Sales
13% margin*

English Language Learning



Helps people learn and prove their English proficiency

12% of Sales
12% margin*

Enterprise Learning & Skills



Helps employers future proof their workforce and helps employees gain new skills

6% of Sales+
4% margin*+

*Adjusted operating profit margin

*In January 2025, Workforce Skills evolved to become Enterprise Learning and Skills, bringing together Pearson's enterprise sales capabilities globally (excluding those of Pearson VUE) and incorporating IT & Professional Learning (ITP) from Higher Education. This business generated £45m of sales and £19m of adjusted operating profit in 2024.

Two Seismic Trends Changing Education and Work

Demographic Shift

10%

Of US jobs will be vacated by retiring Boomers ('24-'30)

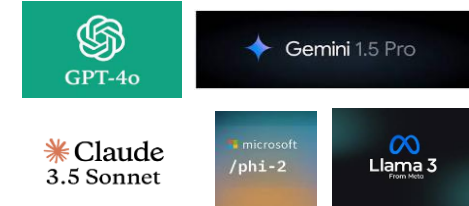
The birth rate is below the replacement rate in many developed countries

~7%

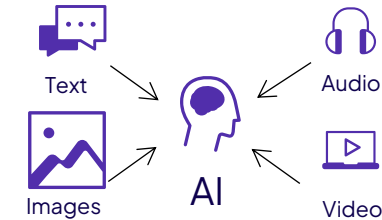
Risk to US GDP growth by 2030 as a direct result of Peak Boomer retirements

AI, AI, AI

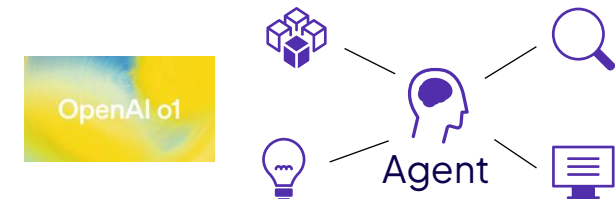
GenAI



Multi-Modal Models



AI Models Moving to Reasoning & Agentic



Driving demand for Pearson's trusted lifelong learning software & services powered by learning science and technology

Why invest in Pearson?

Unique Breadth

Access to a strong education market with a well-diversified business. Our offerings span all stages of learning and professional development

Established leaders in many of our segments

Our products and services hold strong competitive positions in our chosen sectors, providing attractive adjacent market opportunities

Trusted brand embedded within learning ecosystem

We have trusted learning products and services built on deep insight into how people learn. We benefit from an extensive network of deep relationships with authors, institutions, educators, policy makers, students and companies

Disciplined capital allocation policy

Clear and disciplined approach to capital allocation driving long term shareholder value, supported by a strong balance sheet and robust cash generation

Well-positioned for future compounding growth

Strong track record of attractive returns for shareholders. Four strategic growth priorities supports our medium-term outlook of mid-single digit Underlying sales CAGR, 40 bps average annual margin growth, and 90%-100% free cash flow conversion, on average

Strategic Priorities

Our Strategic Priorities

We drive long-term shareholder growth through four strategic priorities:



Driving performance in the Core Business

- We will continue to unlock opportunities across each of our business units to deliver better products with greater efficiency.
- Driving operational performance through areas ranging from sales, to sales operations, go-to-market execution and process optimisation, all leveraging the power of AI.



Execution Synergies

- We will realise opportunities for sales and margin synergies across our business units from:
 - product and service bundling
 - a modern approach to software and product development
 - a focus on strategic partnerships.



Targeted Market Expansion

- Targeted expansion into larger and faster growing adjacent segments of the learning market where we are confident we can build a strong position



Medium Term Growth Vectors

- We have identified two growth areas - early careers and enterprise skilling - in which we are well positioned to thrive given our strengths, IP and relationships.



Driving performance in the Core Business

ASSESSMENT & QUALIFICATIONS

Execution

- Contract wins and 99% customer retention in VUE
- VUE enterprise customer wins (ServiceNow & Salesforce) and enhanced customer relationships (Microsoft & AWS)
- US Student Assessment customer renewals
- Commercial expansion of Digital Assessment Library for Schools platform subscription model
- Successful international expansion for UK & International Qualifications

Product & Services

- Building test prep content and sales capabilities for VUE
- Expanded formative assessment capabilities in US Student Assessment – Arizona and North Dakota
- Successful launch of the Wechsler Adult Intelligence Scale (5TH edition) in Clinical
- Content expansion of Digital Assessment Library for Schools platform in Clinical
- Developing new AI features within Exam Practice Assistant for GCSE students

HIGHER EDUCATION

Execution

- Improved selling performance leading to adoption share gain and sales growth
- Built direct US K12 sales channel for AP / Dual Enrollment / Career + Technical Education
- Successful monetisation of Channels features

Product & Services

- Accelerated roll out of AI study tools to US students
- AI powered tools for instructors
- Roll out of AI study tools into leading titles internationally

2024

2025

- Continued customer wins and retention momentum
- Monetisation of test prep offering
- Continued strategic focus on formative assessment within US Student Assessment
- International expansion
- AI scoring and proctoring
- Product launches, including pharma in Clinical

- Building upon adoption share wins
- Continued focus on AI product enhancements
- Continued scaling of Channels features
- Growth focus in International Higher Education
- Scaling direct US K12 sales channel
- Expanding market opportunity into new collar skills



Driving performance in the Core Business

2024

VIRTUAL LEARNING

Execution

- 3 new school openings
- Scaling career and college readiness programmes – now in 24 schools
- New enrolment portal pilots

Product & Services

- AI powered custom assessments
- AI study tools embedded into curriculum for certain subjects and to enable teachers to design assessments

2025

- Career and college readiness programme expansion
- Improving core enrolment performance and scaling enrolments in new schools
- Expanding school network
- New school models

ENTERPRISE LEARNING & SKILLS

Execution

- Landed strategic partnerships with enterprise customers – ServiceNow, Microsoft & AWS
- Partner expansion with Degreed
- Credly crossed the 100 million unique badge milestone

Product & Services

- Faethm competency levels added to skills ontology
- Launched GED & Me mobile app

- Key account / strategic account management
- Product bundling focus
- International expansion in Vocational Qualifications

ENGLISH LANGUAGE LEARNING

Execution

- Strong sales performance in Institutional
- Market share gains in PTE
- Wizard expansion in Brazil

Product & Services

- PTE Core launch
- AI products – Digital Language Tutor launched and piloted Smart Lesson Generator for teachers

- Ongoing international market expansion in Institutional (LATAM/MENA)
- AI product enhancements
- Proficiency assessments

Driving performance in the Core Business

Improvements in core operations
benefitting Pearson as a whole



AI content generation



AI in customer services



Driving a Performance culture

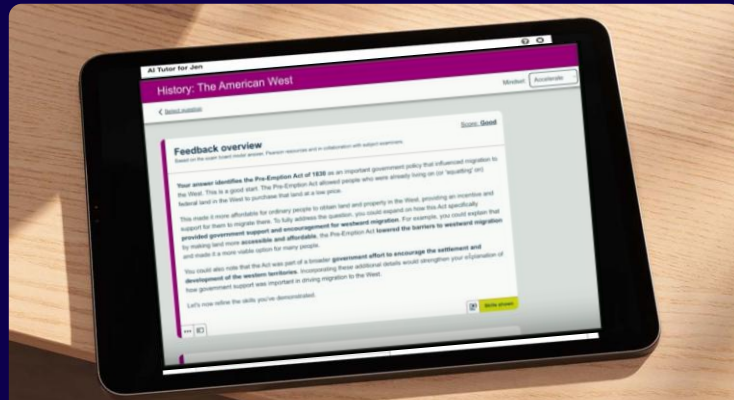


Drive Operational Performance – Improved Customer Service – Enhanced Productivity

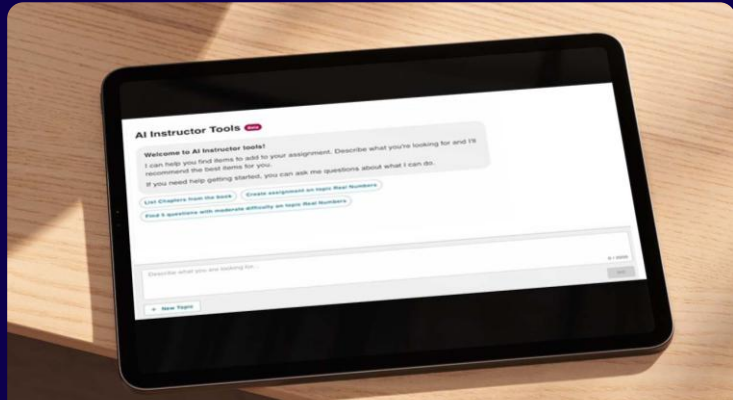


Driving performance in the Core Business

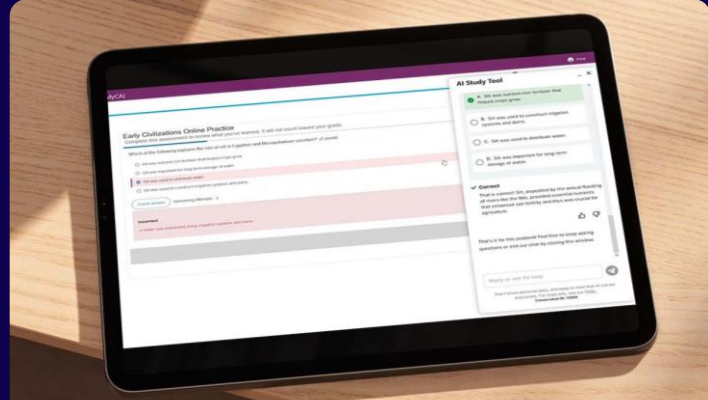
Significantly expanded our AI powered products and services across the whole business



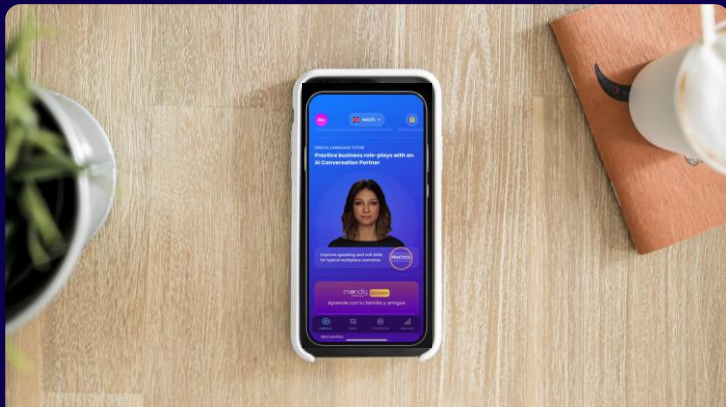
Assessment & Qualifications – Exam Practice Assistant
([See Video Here](#))



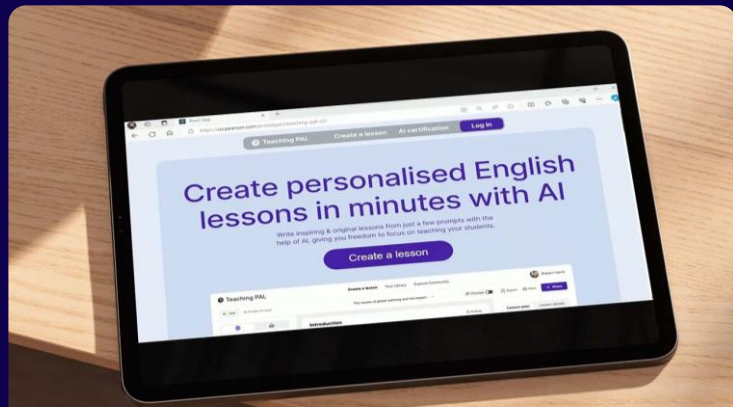
Higher Education – MLM Instructor AI Tools
([See Video Here](#))



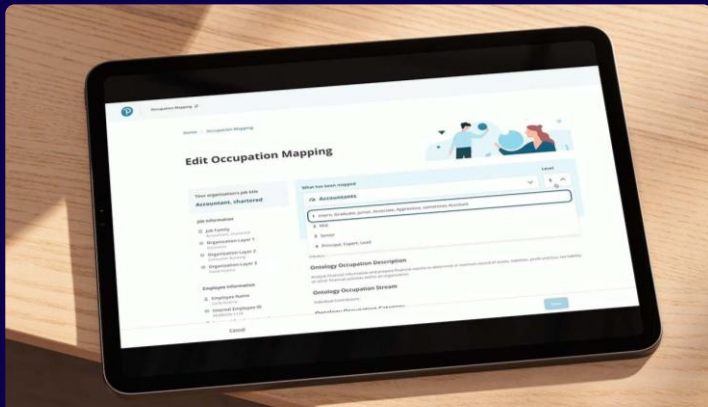
Virtual Schools – AI Study Tools
([See Video Here](#))



English Language Learning – Digital Language Tutor
([See Video Here](#))



English Language Learning – Smart Lesson Generator
([See Video Here](#))



Enterprise Learning & Skills – Faethm
([See Video Here](#))

Execution Synergies

We will realise opportunities for sales and margin synergies across the business from:

Product and Service Bundling

Select examples:

VERSANT™
by Pearson

+

 Pearson
TalentLens

 Pearson
VUE

+



 Pearson
TalentLens

+



 Pearson
VUE

+





Product Management

Pearson Product Group
implementing modern software
management



Product

Product

Product

Design

Automation

Personalisation

Data Engine

Strategic Partnerships

Consolidate down to a smaller
number of strategic partners



Learning



Content



Technology

Targeted Market Expansion



Pearson

**~\$15B
(2% CAGR)
Core Business**

**~\$80B+
(5%+ CAGR)
Core + Adjacent
Opportunities**

- Pearson strongly established in ~\$15B worth of segments growing at ~2% CAGR
- Identified another set of segments where we have a presence or close adjacency and confident we can build a strong position
- These segments, inclusive of core, are worth ~\$80B+, growing at 5% or faster per annum
- Pearson will invest at a faster rate in higher growth areas

	School	Higher Ed	Enterprise
Delivery			
Tech & Services			
Content			

Simplified our Go-To-Market approach for Enterprise segment:

- Large market opportunity
- Building dedicated strategic account management
- Customer Proof Points

Core Business

Adjacent Opportunities

Scale of above visual is not indicative of segment size



Medium Term Growth Vectors

We have identified two growth areas - early careers and enterprise skilling - in which we are well positioned to thrive given our strengths, IP and relationships.

Early Careers

In Early Careers, we see a strong need for new approaches and alliances for talent development, based around career and technical education and apprenticeships, along with partnerships with educational institutions and enterprises.



Enterprise Skilling

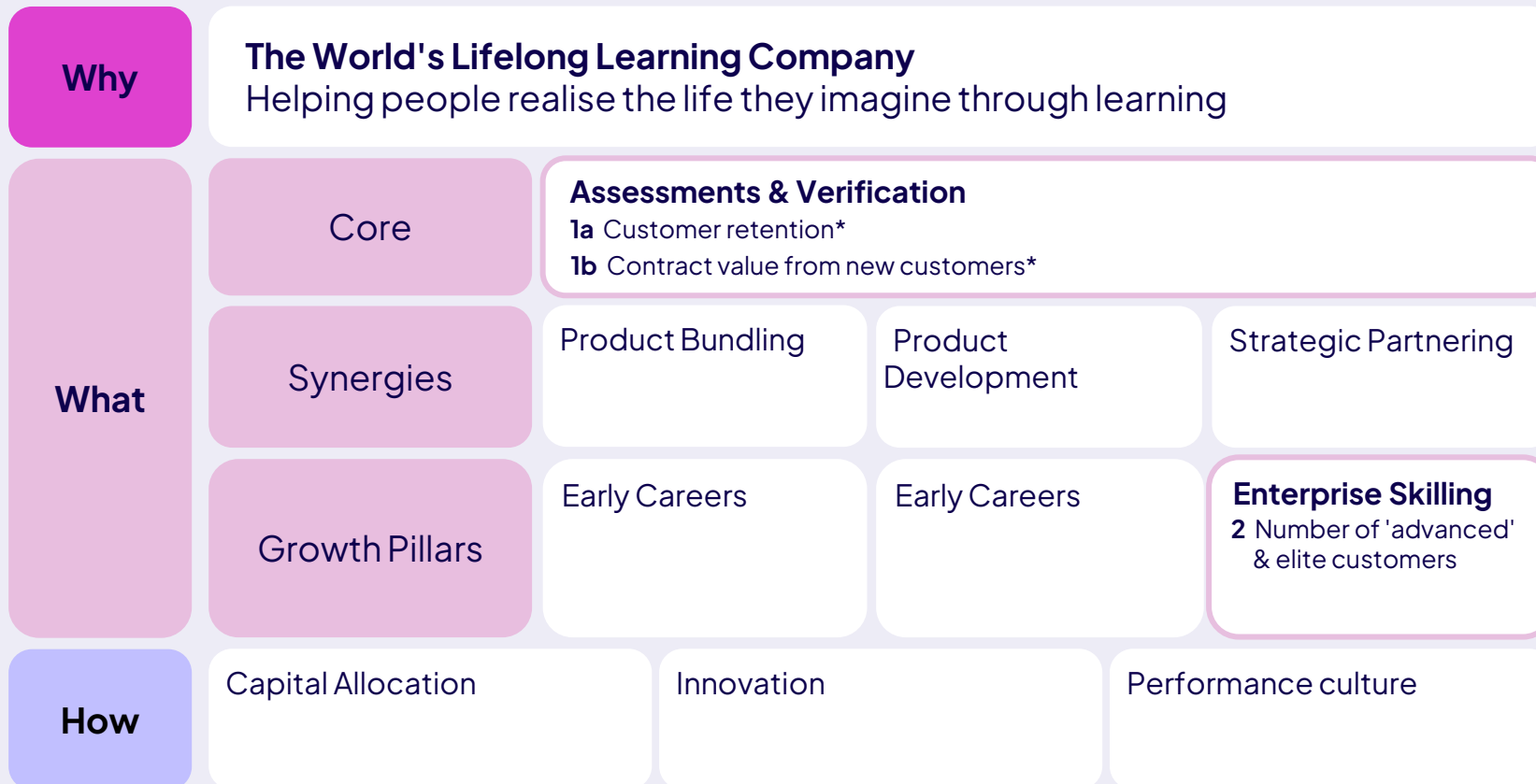
We continue to see the Enterprise Skilling market as significant, and we have several relevant capabilities that will scale through expanded go-to-market capabilities.





Pearson's Power Metrics

Introducing two power metrics to serve as leading indicators and help track progress against our strategic priorities. Given Assessments forms approximately two-thirds of our business and that we are very focused on driving growth in the Enterprise segment, the two power metrics are linked to these two themes.



*for relevant assessment business units.

Financial Overview

2024 Financial Highlights

- **10% increase** in adjusted operating profit with margin expanding from **15.6% to 16.9%**
- Adjusted EPS increased **7% to 62.1p**
- Cash performance was excellent with operating cash conversion of **110%** and free cashflow conversion of **117%**
- Increased the dividend by **6%** and launched a Share Buyback of **£350m** in 2025

**Sales £3,552m
up 3% underlying***

(2023: £3,674m)

**Adjusted operating
profit £600m up 10%
underlying**

(2023: £573m)

**Operating cash flow £662m,
110% conversion**

(2023: £587m)

**Free cash flow £490m,
117% conversion**

(2023: £387m)

**Adjusted earnings per share
62.1p up 7%**

(2023: 58.2p)

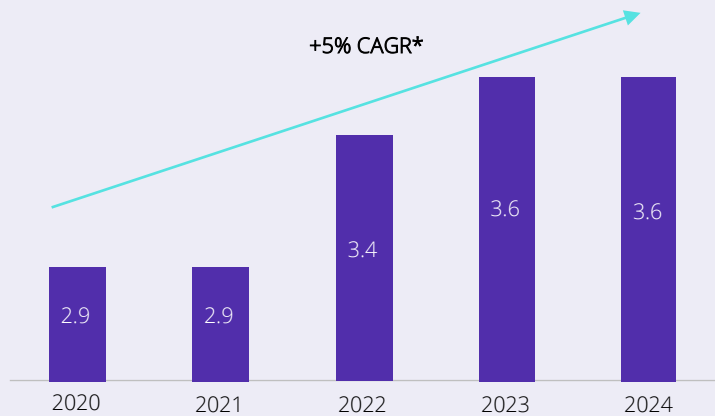
**Full year dividend
24.0p up 6%**

(2023: 22.7p)

*Excluding OPM and the Strategic Review businesses.

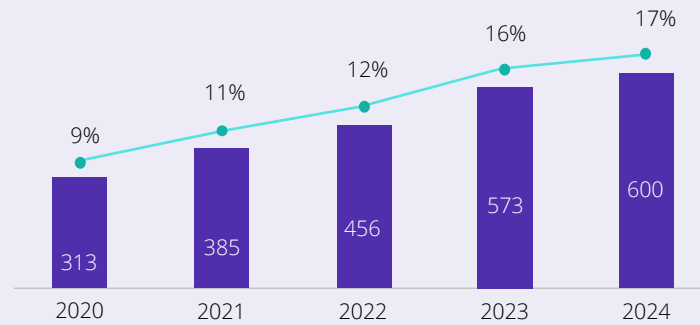
Financial progress provides foundation for ongoing confidence

Sales



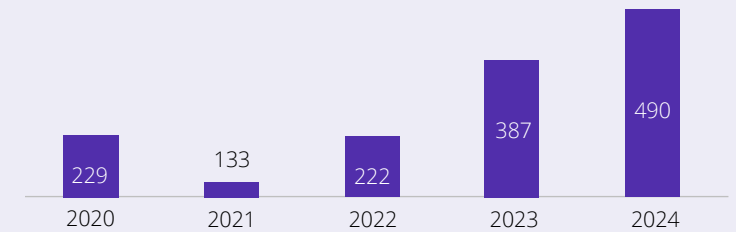
■ Group Sales excluding OPM and Strategic Review businesses* (£bn)

Adjusted operating profit and margin



■ Group Adjusted Operating Profit (£m)
 — Group Adjusted Operating Margin (%)

Free cash flow



■ Free Cash Flow (£m)

*Group Sales at reported FX rates. Group sales CAGR on an underlying basis excluding OPM and Strategic Review businesses
 The average US dollar rate for the year against sterling was: 2020 \$1.28, 2021 \$1.38, 2022 \$1.24, 2023 \$1.25, 2024 \$1.28

Segment Sales & Adjusted Operating Profit

£m	Sales			Adjusted Operating Profit				
	2024	2023	Underlying growth*	2024	2023	2024 Margin	2023 Margin	Underlying growth*
Assessment & Qualifications	1,591	1,559	3%	368	350	23%	22%	7%
Virtual Learning	489	616	(4%)	66	76	13%	12%	(9%)
Higher Education	826	855	1%	108	110	13%	13%	12%
English Language Learning	420	415	8%	50	47	12%	11%	30%
Workforce Skills**	226	220	6%	8	(8)	4%	(4%)	200%
Strategic Review	-	9	(100%)	-	(2)	-	(22%)	100%
Total	3,552	3,674	2%	600	573	16.9%	15.6%	10%
Total, excluding OPM*** and Strategic Review****			3%					

*Underlying growth rates exclude currency movements, and portfolio changes. Constant exchange rates are calculated by assuming the average FX in the prior year prevailed through the current year.

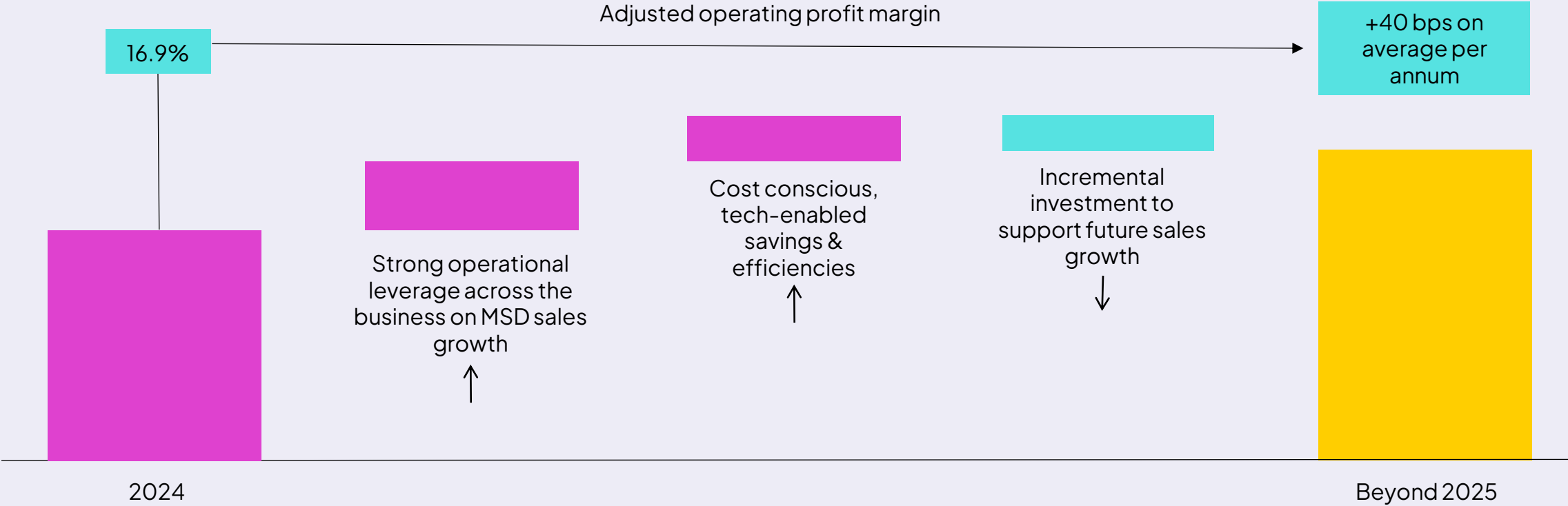
**In January 2025, Workforce Skills evolved to become Enterprise Learning and Skills, bringing together Pearson's enterprise sales capabilities globally (excluding those of Pearson VUE) and incorporating IT & Professional Learning (ITP) from Higher Education. This business generated £45m of sales and £19m of adjusted operating profit in 2024.

***We completed the sale of the Pearson Online Learning Services (POLS) business in June 2023 and as such have removed from underlying measures throughout. Within this specific measure we exclude our entire OPM business (POLS and ASU) to aid comparison to guidance.

****Strategic Review is sales in international courseware local publishing businesses which have been wound down. As expected, there are no sales in these businesses in 2024.

Driving long-term value through sustainable profitable growth

Ample runway for margin improvement through our strong operating leverage on sales growth combined with being cost conscious and implementing technology-enabled cost efficiencies, partially offset by investments to drive growth.



Group Financial Expectations

2025 Group expectations	Underlying sales growth & adjusted operating profit	In line with market expectations*
	Free cash flow conversion	90 - 100% + £0.1bn State Aid repayment
	Interest	c.£65m
	Tax	24 - 25%
2025 Business Unit expectations	<ul style="list-style-type: none"> • Assessment & Qualifications will grow low to mid-single digits • Virtual Learning will return to growth • Higher Education growth in 2025 to be higher than in 2024 • English Language Learning growth will moderate • Enterprise Learning & Skills will grow high single digits 	
2026+ Medium-term guidance	<ul style="list-style-type: none"> • Mid-single digit underlying sales CAGR • Average margin growth of 40 bps per annum • 90% - 100% free cash conversion, on average, across the period 	

*2025 consensus on the Pearson website dated 27th January 2025; underlying sales growth 4.4%, adjusted operating profit of £656m at £:\$1.23. For reference, each 1c move in USD FX rate equates to £5m of adjusted operating profit.

Focus on disciplined capital allocation

Strong balance sheet | Net debt / EBITDA around 2x

1. Invest in the business to accelerate growth opportunities

Capex and product development for organic growth

Focused and disciplined approach to M&A

2. Dividends

Progressive and sustainable

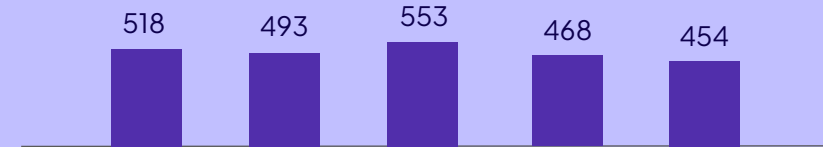
Dividend per share growth 5% CAGR 2020-2024.

3. Surplus cash returns

Buybacks or special dividends as and when appropriate £1.0bn of surplus cash returned since 2020, £350m buyback launched in 2025

2020 2021 2022 2023 2024

Capex + Product Development spend (£m)



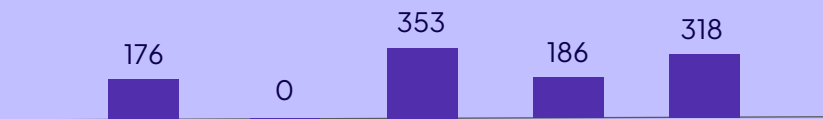
Acquisition consideration (£m)



Dividend per share (p)



Share buyback (£m)



Strong financial position

Five years of positive cash flow characteristics, comfortable leverage and improved return on capital.

	Net debt (£m)	Net debt: Adj. EBITDA	ROC	Operating cash flow (£m)	Operating cash flow conversion	Free cash flow (£m)
2024	853	1.1x	10.5%	662	110%	490
2023	744	1.0x	10.3%	587	102%	387
2022	577	0.8x	8.7%	401	88%	222
2021	350	0.6x	7.9%	388	101%	133
2020	463	0.8x	6.6%	315	101%	229
	Strong balance sheet retained		ROC improvement +390bps	Operating cash flow growth 20% CAGR	Average cash conversion 100%	Free cash flow growth 21% CAGR

Business Units

Assessment & Qualifications (A&Q)

FY24 Sales Mix

A&Q 45%



Business Unit Overview

- Comprises of four sub-business units with significant scale and strong competitive positions, with over 90m interactions per year
- A&Q offerings span all stages of learning and professional development
- Majority of business unit underpinned by long-term contracts, with business delivering high renewal rates
- Pearson's largest and most profitable business unit with strong margins, cash flows, and Group synergies – together with good financial visibility

c.21m VUE test volumes in 2024 and **99%** VUE partner retention

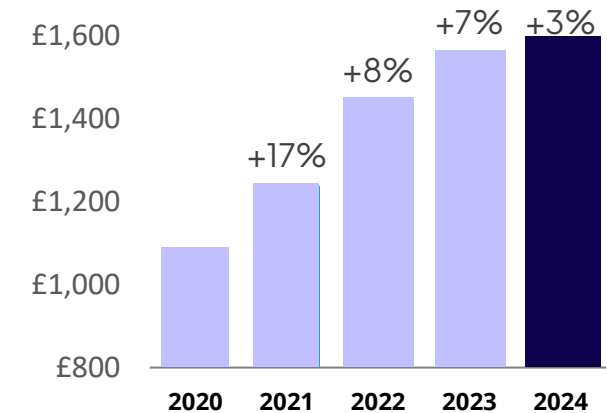
Over 90% retention rate for Clinical Assessment digital subscription model

Over 2,000 International Schools working with Pearson

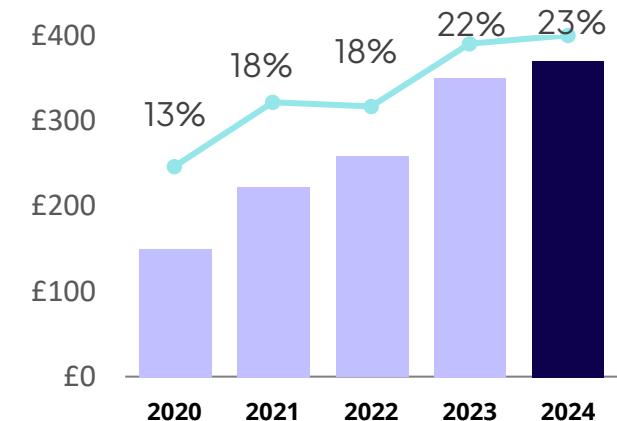
US Student Assessment presence in **over 50% of US states**

Key Financials

Sales (m) / Underlying Growth



Adjusted operating profit (m) / margin



Assessment & Qualifications (A&Q) (continued)

FY24 Sales Mix

A&Q 45%



Sub-Business Unit	Description	Sales & Mix (2024)	Underlying Sales Growth (2024)	2025 Growth Drivers	Core Capability	Purchase Decision Maker
Pearson VUE	Excels as a global leader in scaled testing services, serving a range of industry sectors with an extensive test centre network and flexible delivery options.	£0.67bn (42%)	+3%	New customer contracts and renewal; Expanding into test prep	Services	Enterprises & Institutions
US Student Assessment	Specialises in customized large-scale testing programmes for US K-12 education, focusing on state-specific criteria and providing insights to stakeholders.	£0.36bn (22%)	+1%	Key customer renewals; expanding into formative testing	Services	Institutions
Clinical Assessment	Provides high-quality, research-backed assessment products for mental health and learning evaluations, serving the healthcare and education sectors.	£0.28bn (18%)	+4%	New products; expansion of Digital Assessment Library for Schools platform subscription model	Software	Institutions
UK & International Qualifications	Offers globally recognised UK-curriculum-based qualifications, such as GCSEs and A levels, as well as courseware for English-speaking regions throughout the world, supporting foundational student progression worldwide.	£0.28bn (18%)	+8%	International expansion	Services & Software	Institutions

Virtual Learning (VL)

Business Unit Overview

- Provides high-quality, highly accountable online learning solutions for K-12 students through two main offerings: Partner Schools and District Partnerships
- Pearson operates all aspects of the Virtual School experience including hiring teachers, providing curriculum in line with state requirements, marketing and enrolment, back-office support, etc
- Two large partner school losses impacted 2023 and 2024, however, enrolments were up 4% for the 2024/25 academic year on a same school basis
- We operate 40 schools across 30 states for the 2024/25 academic year

Established Virtual School provider with **National presence**

96k Virtual US enrolments

Over 50% of Connections Academies have College and Early Career programs

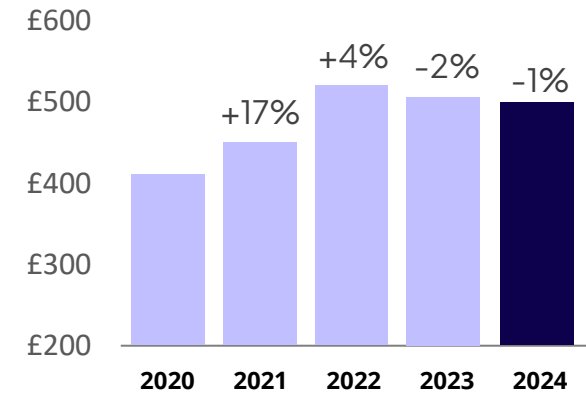
FY24 Sales Mix

VL 14%

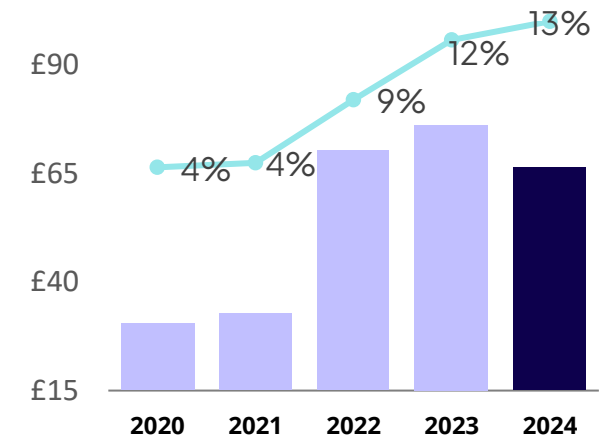


Key Financials

Sales (m) / Underlying Growth*

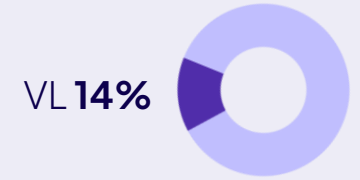


Adjusted operating profit (m) / margin



*Sales and underlying growth are only for Virtual Schools (excludes OPM, which we have since exited)

Virtual Learning (VL) (continued)



Main Offerings	Description	Sales Mix (2024)	Underlying Sales Growth (2024)	2025 Growth Drivers	Core Capability	Purchase Decision Maker
Partner Schools	Provides tailored virtual school solutions to public K-12 districts in the US, combining Pearson’s courseware, instructional services and support for high-quality, flexible online learning.	c.96%				
District Partnerships	Offers customisable virtual education solutions for K-12 districts, focusing on smaller student cohorts with a more disaggregated approach than Partner Schools, ensuring access to quality, adaptable remote learning for various needs.	c.3%	-1%	Enrolment increases, partially from new school openings for the 2025/26 academic year, and operational changes	Services	Institutions

Higher Education (HE)

Business Unit Overview

- Market leader in providing world-class learning experiences in the post-secondary market with strength in both eText and courseware digital learning products that serve millions of students worldwide
- Partner with thousands of expert authors to create learning materials across many academic disciplines, with particular strength in science, technology, engineering and maths (STEM)
- First major higher education publisher to integrate generative AI study tools into our proprietary academic materials
- We are also expanding our footprint in secondary education, having recently built direct US K12 sales channel for Advanced Placement / Dual Enrollment / Career + Technical Education

c.11m
US Higher Ed
Units

c.90% of
units being
delivered
digitally

Students
are **4x** as likely to
engage in active
and efficient
studying when
using our AI tools

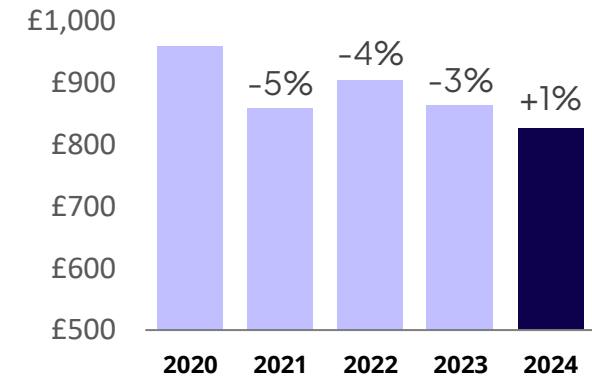
FY24 Sales Mix

HE 23%

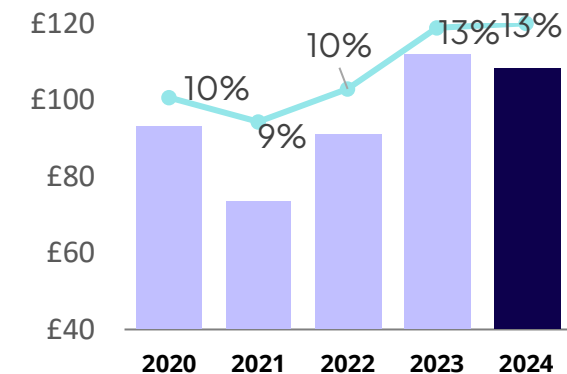


Key Financials

Sales (m) / Underlying Growth

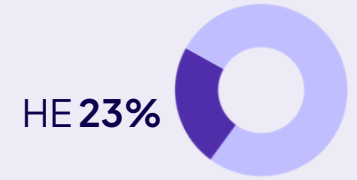


Adjusted operating profit (m) / margin



Note: The enterprise focused business within Higher Education (IT Pro) has been transferred into Enterprise Learning and Skills from January this year. This business generated £45m of sales and £19m of adjusted operating profit in 2024.

Higher Education (HE) (continued)



Sub-Business Unit	Description	Sales & Mix (2024)	Underlying Sales Growth (2024)	2025 Growth Drivers	Core Capability	Purchase Decision Maker
US Higher Education	Market leader in providing world-class learning experiences in the post-secondary market. We also sell some of this content into the US K12 channel.	£0.70bn (84%)	+2%	Continuing to scale AI-enhanced offerings, winning adoption share and expanding our footprint in secondary education (e.g. AP, Dual Enrolment, CTE), and post-secondary markets	Software	Institutions
International Higher Education	Provides world-class learning experiences in international post-secondary education markets.	£0.13bn (16%)	-5%	Expansion, particularly within emerging markets and our digital offerings	Software	Institutions

English Language Learning (ELL)

Business Unit Overview

- We offer comprehensive English learning and assessment solutions, including the Pearson Test of English (PTE)
- We aim to become the world's leading destination for language learners to build and prove their proficiency in English
- Central to the success of all our products is our proprietary Global Scale of English – a scale that allows learners to track the progress of their language learning journey
- We blend pedagogical expertise in English language education with advanced technology to deliver personalised, scalable learning and assessment solutions for individuals pursuing personal, academic, or professional objectives

c.1.1B
English
Language
Learners Globally

**Established
player**
in high-stakes
English
assessment

c.1.1m
PTE volume
in 2024

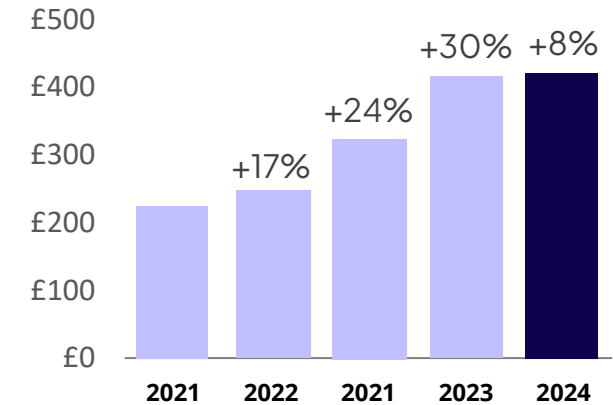
FY24 Sales Mix

ELL 12%

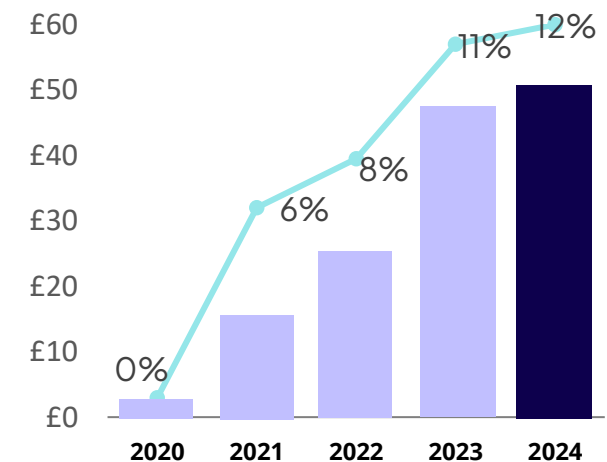


Key Financials

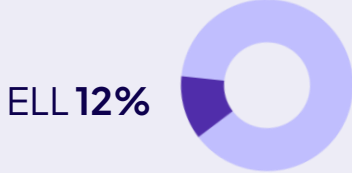
Sales (m) / Underlying Growth



Adjusted operating profit (m) / margin



English Language Learning (ELL) (continued)



Sub-Business Unit	Description	2025 Growth Drivers	Core capability	Purchase Decision Maker
Pearson Test of English (PTE)	Trusted brand providing secure, high-stakes English language testing for study applications worldwide, and for visa applications for work and migration in Australia, the UK, New Zealand, and Canada.	Expect PTE to decline due to a continuation of the challenging market backdrop, including upcoming elections in Australia and Canada, but remain confident in the medium-term outlook given demographic projections and our competitive strength	Software	Institutions
Institutional	Catering to a wide range of learners, including those in enterprise (via our Versant suite of tests), schools/institutions (via proficiency assessments, courseware and the Wizard platform).	Continued expansion in the Middle East and Latin America markets, AI product enhancements and proficiency assessments	Software	Enterprises & Institutions
Online	Online English language learning tools, including Mondly by Pearson, which has c.500k paid subscribers.	AI product enhancements & enterprise	Software	Enterprises & Institutions

Enterprise Learning & Skills (EL&S)

Business Unit Overview

- Workforce Skills became Enterprise Learning & Skills in January 2025, bringing together Pearson’s enterprise sales capabilities globally (excluding those of Pearson VUE)
- We offer career-focused qualifications and enterprise talent solutions through two distinct offerings: Vocational Qualifications (VQ) and Enterprise Solutions, which includes the General Education Development (GED) US High School certification alternative
- We are building dedicated strategic account management and a joined-up go-to-market approach so that we can better service this customer segment with the full suite of Pearson solutions

1 in 5
working-age
individuals
in UK holds
Pearson BTEC

c.1,500
EL&S enterprise
customers

Over 100m
unique Credly
badges issued

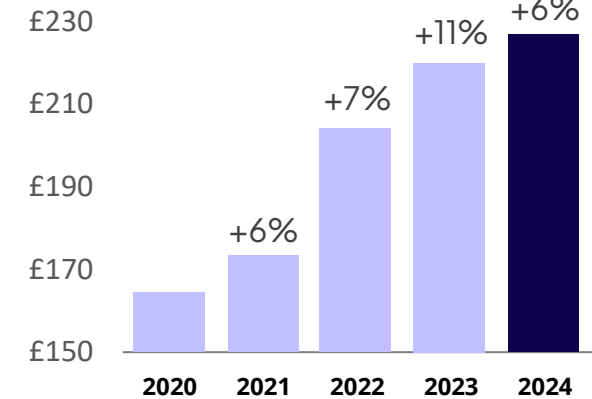
FY24 Sales Mix

EL&S 6%

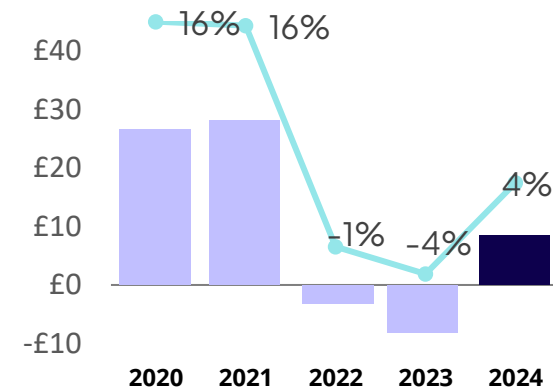


Key Financials

Sales (m) / Underlying Growth

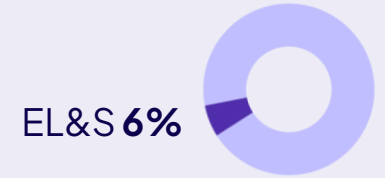


Adjusted operating profit (m) / margin



Note: The enterprise focused business within Higher Education (IT Pro) has been transferred into Enterprise Learning and Skills from January this year. This business generated £45m of sales and £19m of adjusted operating profit in 2024.

Enterprise Learning & Skills (EL&S) (continued)



Sub-Business Unit	Description	Underlying Sales Growth (2024)	2025 Growth Drivers	Core capability	Purchase Decision Maker
Enterprise Solutions	Enterprise Solutions addresses the evolving needs of businesses for skilled talent in a rapidly changing economy, including responding to the opportunity and challenge of AI. We assist companies in understanding and bridging their skills gaps, through talent planning and sourcing and genuine skills development to deliver commercial objectives.	+6%	Enterprise sales momentum, aided by the new business unit structure and go-to-market approach, and the addition of several new contracts	Software & Services	Enterprises & Institutions
Vocational Qualifications	Global leader in career-focused qualifications, offering programmes that are rooted in real-world work scenarios. These qualifications enable students, apprentices and workers in the UK and globally to develop and apply knowledge, skills and behaviours essential for employability.	+5%	International expansion	Services	Enterprises & Institutions

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Thank you

Please visit [here](#) for further information on our targets and KPIs.

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