



Companies Act section 430(2B) statement – Sally Johnson

Further to Pearson plc's ("Pearson" or the "Company") announcement on 27 February 2026, Sally Johnson left Pearson and stepped down from her position as Chief Financial Officer and Director of Pearson plc on 7 May 2026.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Sally are set out below. These arrangements, as disclosed in the 2025 Directors' Remuneration Report, comply with the Company's Directors' Remuneration Policy, which was approved by shareholders at the 2026 AGM.

Salary and benefits

During the period from the announcement and Sally leaving Pearson, she received her salary and normal benefits on the same terms and conditions that were in effect. As Sally was employed for the duration of her notice period, she will not receive any payment in lieu of notice.

Annual incentive plan

Sally was not eligible to receive a bonus payment under the Company's annual incentive plan in respect of the 2025 financial year. She will also not be eligible for a pro-rated 2026 bonus for the period to May 2026 while she was employed.

Long-term incentive plan

Sally did not receive an award under Pearson's Long-Term Incentive Plan ("LTIP") in respect of the 2026 financial year and all outstanding awards under the LTIP lapsed on cessation of her employment.

Shareholding guideline

As required under the Directors' Remuneration Policy, Sally will continue to meet her shareholding guideline of 300% of base salary for two years following stepping down as an Executive Director.

Other payments

In line with the terms of the Remuneration Policy, Sally was paid all accrued, unused paid time off upon leaving Pearson.

Further information

The relevant remuneration details relating to Sally Johnson will be included in the Directors' Remuneration Report in the 2026 Annual Report and Accounts.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until its next Directors' Remuneration Report is made available.