

Our material topics

Regular assessment of our material issues helps us continually review and refine our approach to sustainability and ensure we prioritise the areas of greatest impact for our business, our learners and other stakeholders.

In 2025, we refined our assessment based on a double materiality approach. We will regularly refresh the assessment process, including in response to regulatory changes and major business events.

Our approach

Our materiality assessment was conducted using a systematic and structured process:

1. Identification of sustainability issues.

Facilitated by an external advisor, we compiled a long list of sustainability issues, considering factors that could affect enterprise value and our wider impact. To support this, we drew on feedback from a broad range of experts, including employees. We also referred to international frameworks, relevant legislation, industry reports and

competitor benchmarking, as well as previous Pearson annual reports, materiality assessments and internal risk analyses.

2. Assessment of sustainability issues. With input from experts from across Pearson, we evaluated each item on the list to understand how the issues affect or potentially affect our stakeholders and our operational and financial performance. Topics were scored and shortlisted using a scale informed by best practice and aligned to Pearson's Enterprise Risk Management (ERM) framework.

3. Strategic mapping. The assessment mapped the shortlisted topics against Pearson's strategic priorities, principal business risks, and our Learning for Impact framework to ensure it continues to be a driver of performance and resilience, not a parallel agenda.



Regular assessment of our material issues strengthens our ability to identify, mitigate, and report on our key focus areas.

Our focus areas

Identified material sustainability topics are integrated into our 'focus areas', which align with strategic priorities across our Learning for Impact framework, per the graphic below.

We report on our management approach to, and performance against, each focus area in our [Annual report](#).

Our Learning for Impact framework

