



UK Annual Benefits Enrolment

2026/27

Welcome to the 2026/27 Annual Benefits Enrolment!

As we begin the new enrolment period, we encourage you to review your benefit options and select the coverage that best fits your needs and those of your family. This is a valuable opportunity to explore new offerings, update your choices and ensure you're making the most of what's available.

From 16 March to 27 March, you will have the opportunity to enrol in, change or decline your benefits effective 1 April 2026. We highly recommend you take advantage of this time to ensure you have the coverage necessary for your health, wellness and financial security.

During this enrolment period, you can explore various options including:

- Private medical cover (new Excess amounts for both plans)
- health assessment options
- dental options
- And more!

Pearson's commitment is to provide you with comprehensive benefits that support your health, financial security and overall wellbeing. Please take the time to read through the materials in this brochure, read what's new and what's changing, attend information sessions and ask any questions you may have. We're here to help you make informed decisions and get the most from your benefits package.

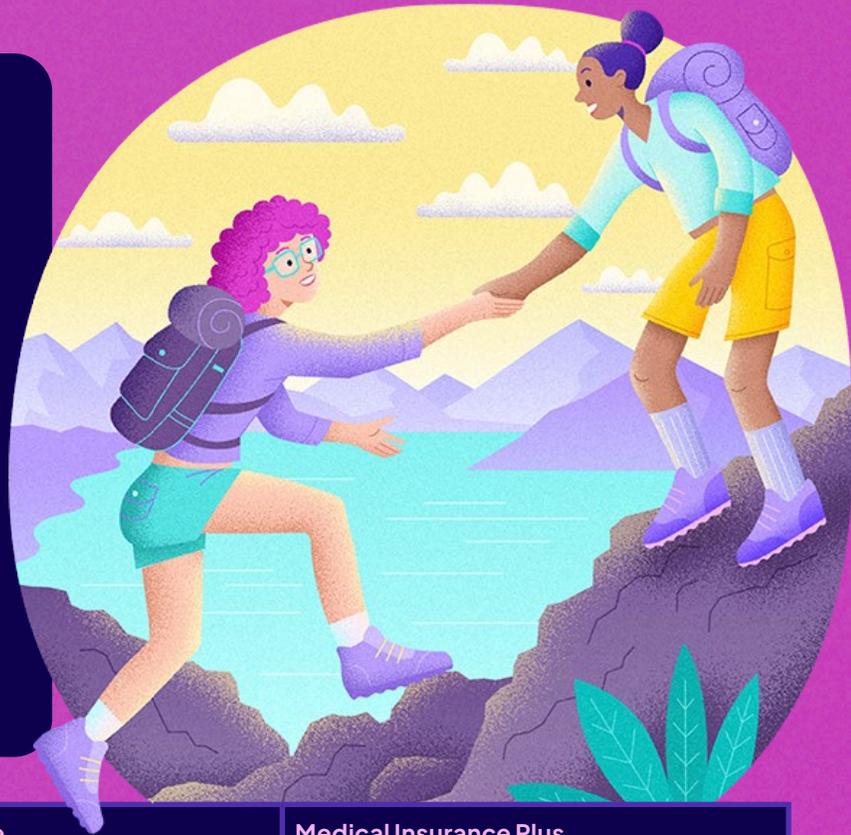
Table of Contents

New Health Assessments	4
New Dental Offerings	6
Pay Your Bonus into Your Pension Pot	6
Annual Enrolment Webinars	6
Mental Wellbeing at Pearson	7
What Is Wellhub?	7
Benefits Days in Manchester and London	8



Private Medical Cover

Consider your healthcare options with our two available plans: **Medical Insurance and Medical Insurance Plus, offered by Aviva**. Recognising that healthcare decisions are highly individual, please refer to the high-level comparison below to identify the coverage best suited to your specific requirements. The plans are unchanged from this year except that there are new Excess amounts for both plans. A complete summary of coverage is available on the Benefits website [Private Medical Schemes Overview](#) page.



Benefit	Medical Insurance	Medical Insurance Plus
Excess	£100 excess, per person per scheme year. Does not apply to Mental Health Pathway or BacktoBetter musculoskeletal services	£50 excess, per person per scheme year. Does not apply to Mental Health Pathway or BacktoBetter musculoskeletal services
Hospital	Guided Referral – a claims specialist guides you, based on your condition, to a hospital that offers the highest quality of care based on health clinical outcomes, patient safety, efficacy, proximity and cost	Extended Hospital – includes the same features as Guided Referral and may include additional hospitals such as London Bridge or Princess Grace
In-patient Hospital charges	Paid in full (Guided referral)	Paid in full (Extended Hospital List)
In-patient specialist fees	Paid in full	Paid up to certain limits
In-patient diagnostic tests	Paid in full	Paid in full
Out-patient Benefit Annual Limit	£2,000 per person per year	Paid in full
Mental Health Pathway	Available	Available
Menopause Support	Available	Available
Cancer Support Services	Available	Available
Fertility and Family Planning Services	Available	Available
Gender Affirmation Services	Available	Available
BacktoBetter Musculoskeletal service	Available	Available
Employee-only monthly cost	£0.00	£9.39

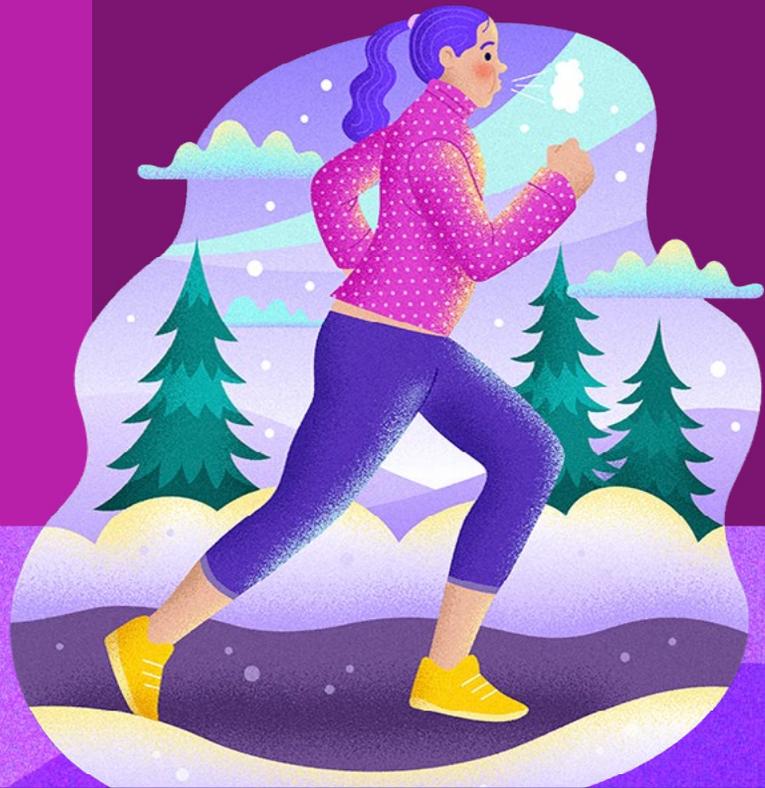
New Health Assessments

We're pleased to introduce a new benefit at Pearson: comprehensive health assessments provided by BUPA Health. These assessments feature a range of tests that offer important insights into your wellbeing and help identify any possible health concerns early, allowing you to address them proactively. Plus, we've arranged exclusive discounted rates to make these assessments more accessible and affordable for all employees.

Whichever option you choose you will receive:

- A Pre-assessment: Access to My Bupa app pre-assessment questionnaire
- Silvercloud access: 24/7 Healthline for employees and their families
- Personalised report; GP letter generated if needed; Onward referral if needed
- Two follow-up lifestyle coaching calls
- Standard assessments: height, weight, basal metabolic rate, blood pressure, Qrisk score (measures the likelihood of developing a stroke/heart attack) and Qdiabetes (measures likelihood of developing diabetes)

Review the options available to understand what is suitable for you. To explore and compare the different health assessments in more detail, visit the Pearson Benefits website [Health Assessments](#) page.



Health Assessment	Be. Motivated	Be. Ready	Be. Reassured	Be. Ahead
Health advisor time	60 mins	60 mins	60mins	120 mins
Doctor time	None	Up to 30 mins	Up to 60 mins	Up to 60 mins
Total Health Assessment time	60 mins	90 mins	120 mins	180 mins
Employee monthly cost	£15.75	£37.92	£47.83	£63.83



Health Assessment	Be. Motivated	Be. Ready	Be. Reassured	Be. Ahead
MSK review, mental health review, and lifestyle and behaviour change discussion	Yes	Yes	Yes	Yes
Heart rhythm assessment, ECG, and Kardia	No	Yes, ECG if clinically indicated	Yes, ECG if clinically indicated	Yes
Haemoglobin (Anaemia)	No	Yes, with results available on the day	Yes, with results available on the day	Yes, with results available on the day
Lipid profile (Cholesterol)	Yes, with results available on the day	Yes, with results available on the day	Yes, with results available on the day	Yes, with results available on the day
HbA1c (Diabetes)	Yes, with results available on the day	Yes, with results available on the day	Yes, with results available on the day	Yes, with results available on the day
Full blood count	No	Yes, if clinically indicated	Yes, if clinically indicated	Yes, if clinically indicated
Kidney, liver, and thyroid functions tests, Ceeliac test, Vitamin D, Ferritin, B12, and Folate levels	No	No	Yes, if clinically indicated	Yes, if clinically indicated
Prostate, testicular, and breast cancer assessment examination	No	Yes, if clinically indicated	Yes	Yes
PSA - prostate cancer assessment blood test	No	No	Yes, age 50 years plus with discussion/ counselling from GP	Yes, age 50 years plus with discussion/ counselling from GP
Cervical cancer assessment blood test	No	No	Yes, age 25 years plus	Yes, age 25 years plus
Breast health (mammography) with additional cost	No	No	Yes, for additional £12.67	Yes, for additional £12.67
Breast health (mammography) with additional cost- Aberdeen	No	No	Yes, for additional £25.42	Yes, for additional £25.42
Bowel cancer assessment test (stool)	No	No	Yes, age 45 years plus	Yes, age 45 years plus
Targeted physical examination	No	Yes, with discussion/ counselling from GP	Yes, with discussion/ counselling from GP	Yes, with discussion/ counselling from GP
Lung age test	Yes, smokers and recent ex-smokers (up to one year)	Yes, smokers and recent ex-smokers (up to one year)	Yes, smokers and recent ex-smokers (up to one year)	Yes, smokers and recent ex-smokers (up to one year)
Advanced fitness test (Wattbike)	No	No	No	Yes



New Dental Offerings

The dental plans that are currently offered will no longer be supported by Unum. As a result, we will have **three (3) new dental offerings as of 1 April**. Review all **[three new Unum Dental plans](#)** to decide what makes the most sense for you and your family.



Pay Your Bonus into Your Pension Pot

This is a reminder that you can pay part or all of your bonus payment into your pension pot as a single Additional Voluntary Contribution (AVC). Any amount you pay will not be subject to tax deduction, but will not be treated as a salary sacrifice arrangement due to HMRC compliance. If you are interested, you must complete the online form by 10 March if you are a member of the **[MPO3 or AE sections](#)** or if you are a member of the **[Final Pay section](#)**.

To ensure tax-efficient savings, please verify that your total contributions do not exceed the Annual Allowance. You can read more about the Annual Allowance by visiting the **[Pension Plan website](#)**.

If you do not make an active dental election, your 2026/27 dental election will be mapped as follows:

Current Plan	New Plan Effective 1 April
NHS	Clear Extra 1
Gold	Clear Extra 3
Platinum	Clear Extra 5

Annual Enrolment Webinars

We will be hosting two (2) webinars so you can learn about the new health assessments and new dental options. Register for one of the sessions below. Even if you are unable to attend, register anyway so you will have access to the session recording.

Session 1

Date: 17 March 2026

Time: 10:00 a.m.

[Register for Session 1 webinar](#)

Session 2

Date: 19 March 2026

Time: 2:00 p.m.

[Register for Session 2 webinar](#)

Mental Wellbeing at Pearson

As a reminder, [Pearson's Employee Assistance Program \(EAP\)](#) is available through [Unmind](#), our global mental wellbeing platform. This change streamlines our mental wellbeing offerings and brings mental health support, therapy, coaching, and now EAP services into one easy-to-access place. Through the EAP, you and family members who live with you have access to unlimited phone counselling and up to six face-to-face counselling sessions per issue per year.

The EAP provides access to various services aimed at improving personal wellbeing and addressing work-related issues. The EAP, available to Pearson employees and their

household members, is designed to help employees with short-term challenges such as stress, legal issues, financial counselling, child and elder care concerns and crisis situations (such as death of a colleague or natural disaster). Pearson Global WELL supported by Unmind, available just to Pearson employees, provides 12 free one-on-one therapy or coaching sessions, is focused on therapy or coaching for longer-term mental health support. Regardless of which program you use, you can rest assured that both are free to you and completely confidential.

What Is Wellhub?

In the "Meet Wellhub" webinar you will receive an overview of all the features available to you. Join this whistle-stop tour (just 25 min.) of Wellhub, your all-in-one wellbeing benefit!

[Wellhub subscriptions](#) include thousands of gyms, studios, swimming pools, virtual workouts and dozens of wellbeing apps. The best part? It's all included in one single membership and available to you. Discover a healthier and happier you, whenever and wherever.

No time to join the session? That's okay. Verify your eligibility by creating a free account, so you can browse around and check out the [plans at Wellhub!](#)



Meet Wellhub Webinar

Date: 19 March | **Time:** 1:00 p.m. | [Register for Meet Wellhub webinar](#)



Benefits Days in Manchester and London

We are excited to announce a series of upcoming Benefits Days designed to help you learn more about the comprehensive benefits offered at Pearson. Whether you're a new hire or a long-term team member, this is your opportunity to explore our programs, ask questions, and connect with benefit providers in person. Attending a Benefits Day is one of the best ways to stay informed about your options, make changes during annual enrolment, and connect directly with experts. You'll gain valuable insights into maximizing your benefits and ensuring you and your family are fully supported. Don't miss this chance to learn, connect, and optimize your employee benefits. We look forward to seeing you 10th or 12th!



Manchester Benefits Day

Location:

Event Space (Ground Floor),
The Lighthouse, Salford Quays, M50 3BF

Date:

Tuesday 10 March

Time:

10:30 a.m. – 3:30 p.m.

London Benefits Day

Location:

Town Hall area, 80 The Strand,
London WC2R 0RL

Date:

Thursday 12 March

Time:

10:30 a.m. – 3:30 p.m.