

Paydays

Paydays are on the last day of every month for salaried employees.

Unlimited Paid Time Off (PTO)

And we actually want you to use it! We trust our employees will take the time they need. Yes, you have 25 PTO days stated by law, but we also have unlimited PTO for all our team members. Just be sure to communicate time off with your leader and your team.

Holidays

Pluralsight observes 12 paid holidays each year AND a paid company wide mid-year break the first week of July. By all of us taking the same time off, it allows us to take well-deserved time to recharge and take care of ourselves!

- New Year's Day
- Good Friday
- Easter Monday
- Labour Day
- Ascension Day
- National Day
- Mid-year Break (first week in July)
- Midsummer Day
- All Saints Day
- Christmas Eve
- Christmas Day
- Christmas Boxing Day
- New Year's Eve

Private Medical Insurance

Costs covered by Pluralsight. The insurance provides coverage that tops up and complements the National healthcare scheme, providing faster access to treatments and surgery, on private hospitals if necessary.

Sickness Insurance

Should sickness occur that affects your work, we have insurance to protect you. After 90 days, insurance covers a portion of your salary, based on tenure. **Benefit Level:** Swedish Collective Agreement

Life Insurance

Costs covered by Pluralsight. In case of death, a lump sum is provided, 6x PBA (Price Base Amount). There is also an extra lump sum, if you have children under the age of 20.

Accident Insurance

Costs covered by Pluralsight. In case of an accidental injury during work or leisure time, compensation may be paid for reasonable medical expenses that are necessary such as cost for medical, dental and travel expenses and compensation for pain and suffering, rehabilitation, medical disability, financial disability.

Pension Savings

- Employer contributions: 4.5% on base salary up to the 444 750 kr +30% of base salary over the ceiling
- Optional Wage abstention to improve pension savings and to lower income taxes. You can trade gross salary for pension.
- Waiver of premium. The premiums for pension will be paid by the insurance provider. If you are unable to work for 3 months (90 days) the pension premiums will be paid until the age of 65.

Tuition Reimbursement

Pluralsight offers up to \$1,500USD per semester or \$3,000 USD per year tuition reimbursement for pre-approved college classes meeting specific grade requirements

Wellness Reimbursement

Receive payment up to 840 kr per-month for fitness and wellness activities, paid twice a year.

Pluralsight Subscription

Pluralsight employees are eligible for a Pluralsight Subscription for themselves and immediate family members.

Equity

We're committed to us all having the same aim of creating long-term value creation and sharing in Pluralsight's success together. We win as a team. With that, each team member is made an owner through RSU grants.

Employee Stock Purchase Plan (ESPP)

Pluralsight offers team members the ability to purchase stock in Pluralsight at 85% of the stock on the first day of the offering period or 85% of the stock price on the last day of the purchase period, whichever is lower.

Survivor Equity Benefit

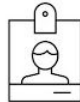
If a team member passes away while employed by Pluralsight, the team member's unvested equity will vest and be available for designated beneficiaries (up to a \$3,000,000 USD maximum benefit)

TOTAL REWARDS PHILOSOPHY



OUR OFFER PACKAGES ARE HIGHLY COMPETITIVE.

We need the best people and want to attract the best.



WE HIRE WITH PURPOSE

We hire for values-fit first and role-fit second.



WE CARE ABOUT THE WHOLE PERSON

We designed our total rewards philosophy with this at the core. It's what drives our benefits, unlimited time off and how we compensate and reward our people.



WE REWARD FAIRLY

We prioritize internal pay equality, then rely on external market data.



WE NEVER DO "DIVE AND SAVED", NOR REWARD THE SQUEAKY WHEEL

We value open dialogue when something isn't working, before it's too late.



WE VALUE POTENTIAL AND THE LEARNER'S MINDSET

We hire with the big picture in mind and it's reinforced through unique rewards and investments in our people.



EVERYONE IS AN OWNER

We are invested and aligned with long-term value creation, which is why our employees are owners in the company through RSU grants.



WE WIN AS A TEAM AND REWARD EXTRAORDINARY INDIVIDUAL PERFORMANCE

We strive to achieve and exceed our commitments, as individuals and as teams.



WE REINFORCE OUR VALUES AND OUR CULTURE

We have total rewards that support what we value as a company.

PLURALSIGHT **VALUES**



COMMITTED TO SOMETHING **BIGGER**

Our mission comes first and we believe in the power of shared purpose. The work we do is collaborative, dedicated and empowering. We acknowledge others and recognize the power to create and make an impact exists in everyone.

ACCOUNTABLE FOR EXCELLENCE



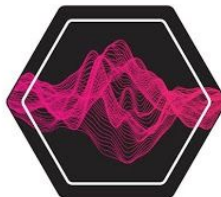
We are accountable for our past, current and future work. Through agreements, we drive autonomy to become self-aware, results-driven and quality-minded. We embrace ownership of all we do.



CREATE WITH POSSIBILITY

We aim to inspire others with our infectious optimism. We are proactive, adaptive and continuously maintain a learner's mindset. Our curiosity sees no boundaries or constraints.

BE OUR WORD



Our integrity is unwavering—we can always be counted on. We are authentic and sincere. Asking for help, granting trust and assuming positive intent allow us to be responsible employees and to act in the best interest of Pluralsight.

SEEK CONTEXT WITH INTENTION

We strive to live life with the mindset of create or complain, and choose to create. We are inquisitive and data-driven. We are always seeking to relate to those we work with first and engaging second to drive the work we create.



PLURALSIGHT MISSION

Democratize technology skills.