

**CHARTER OF THE AUDIT COMMITTEE**  
**OF THE BOARD OF DIRECTORS OF**  
**PLURALSIGHT, INC.**

Adopted December 15, 2017

**PURPOSE**

The purpose of the Audit Committee (the “**Audit Committee**”) is to assist the Board of Directors (the “**Board**”) of Pluralsight, Inc. (the “**Company**”) in fulfilling its responsibilities for generally overseeing:

- The Company’s accounting and financial reporting processes and internal control over financial reporting, as well as the audit and integrity of the Company’s financial statements.
- The qualifications, independence and performance of the Company’s registered public accounting firm (the “**independent auditor**”).
- The performance of the Company’s internal audit function, if any, and independent auditor.
- Risk assessment and risk management associated with the Company’s financial reporting, accounting, auditing, tax and cybersecurity matters.
- Compliance by the Company with legal and regulatory requirements.

**COMPOSITION**

1. **Membership and Appointment.** The Audit Committee shall consist of at least three members of the Board. Members of the Audit Committee shall be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee and may be removed by the Board in its discretion.
2. **Qualifications.** Members of the Audit Committee must meet the following criteria (as well as any additional criteria required by the Securities Exchange Commission (the “**SEC**”) or The Nasdaq Stock Market, Inc. Market Place Rules (the “**Nasdaq Rules**”)); provided, however, that the Company may avail itself of any phase-in rules or interpretations applicable to newly-listed companies in connection with an initial public offering:
  - Each member of the Audit Committee must be an independent director in accordance with (i) the audit committee requirements of the Nasdaq Rules (as well as any additional criteria required by the SEC) and (ii) Rule 10A-3 of the Securities Exchange Act of 1934, as amended;
  - Each member of the Audit Committee must be able to read and understand fundamental financial statements, including the Company’s balance sheet, income statement and statement of cash flows.
  - At least one member of the Audit Committee must have past employment experience in finance or accounting, requisite professional certification in accounting or other comparable experience or background that leads to financial sophistication.



- At least one member of the Audit Committee must be an “audit committee financial expert” as defined in Item 407(d)(5)(ii) of Regulation S-K. A person who satisfies this definition of audit committee financial expert will also be presumed to have the requisite financial sophistication.
  - No member of the Audit Committee may have participated in the preparation of the financial statements of the Company or any current subsidiary of the Company at any time during the past three years.
  - Each member of the Audit Committee shall have such other qualifications as are established by the Board from time to time, or as required by the Nasdaq Rules, applicable law or the rules and regulations of the SEC.
3. **Chairperson.** The Board may designate a chairperson of the Audit Committee. In the absence of that designation, the Audit Committee may designate a chairperson by majority vote of the Audit Committee members.

## RESPONSIBILITIES

The following are the principal recurring responsibilities of the Audit Committee. The Audit Committee may perform such other functions as are consistent with its purpose and applicable law, rules and regulations and as the Board or the Audit Committee deem appropriate. In carrying out its responsibilities, the Audit Committee believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances.

1. **Select and Hire the Independent Auditor and Any other Registered Public Accounting Firm.** The Audit Committee shall be directly responsible for appointing, compensating, retaining, overseeing and, where appropriate, replacing the independent auditor. The independent auditor will report directly to the Audit Committee. The Audit Committee shall have sole authority to approve the hiring and discharging of the independent auditor, all audit engagement fees and terms and all permissible non-audit engagements with the independent auditor. The Audit Committee shall also appoint, retain, compensate, oversee and, where appropriate, replace any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company.
2. **Supervise and Evaluate the Independent Auditor and Any Other Registered Public Accounting Firm.** The Audit Committee shall:
  - Oversee and, at least annually, evaluate the work of the independent auditor or any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attestation services for the Company. The Audit Committee shall review, in consultation with the independent auditor, the annual audit plan and scope of audit activities and monitor such plan’s progress.
  - Review and resolve any disagreements that may arise between management and the independent auditor regarding internal control over financial reporting or financial reporting.



- At least annually, obtain and review a report by the independent auditor that describes (i) the independent auditor’s internal quality control procedures, and (ii) any material issues raised by the most recent internal quality-control review, peer review, or Public Company Accounting Oversight Board (“PCAOB”) review of the independent auditor or by any inquiry or investigation by governmental or professional authorities, within the preceding five years (or such other period as may be requested by the Audit Committee), regarding any independent audit performed by the independent auditor, and any steps taken to deal with any such issues.
3. **Evaluate the Independence of the Independent Auditor.** The Audit Committee shall:
- Review and discuss with the independent auditor the written independence disclosures required by the applicable requirements of the Nasdaq Rules, the PCAOB or other regulatory body.
  - Review and discuss with the independent auditor on a periodic basis (not less frequently than on an annual basis) any other relationships or services (including permissible non-audit services) that may affect its objectivity and independence.
  - Oversee the rotation of the independent auditor’s lead audit and concurring partners and the rotation of other audit partners, with applicable time-out periods, in accordance with applicable law.
  - Take, or recommend to the Board that it take, appropriate action to oversee the independence of the Company’s outside auditor.
4. **Approve Audit and Non-Audit Services and Fees.** The Audit Committee shall (i) review and approve, in advance, the scope and plans for the audits and the audit fees and (ii) approve in advance (or, where permitted under the rules and regulations of the SEC, subsequently) all audit-related services, tax services and other services to be performed by the independent auditor that are not otherwise prohibited by law or regulations and any associated fees. The Audit Committee may delegate to one or more members of the Audit Committee the authority to pre-approve audit and permissible non-audit services and any associated fees, so long as such pre-approval is presented to the full Audit Committee at the next scheduled meeting. The Audit Committee may, in accordance with applicable law, establish pre-approval policies and procedures for the engagement of independent accountants and any other registered public accounting firm to render services to the Company.
5. **Review Financial Statements.** The Audit Committee shall review and discuss the following with management, the internal auditors, if any, and the independent auditor, as applicable:
- The scope, timing and approach, as well as the materiality thresholds for, the annual audit of the Company’s financial statements.
  - The Company’s annual audited and quarterly unaudited financial statements and annual and quarterly reports on Form 10-K and 10-Q, including the disclosures in “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and recommend to the Board whether the audited financial statements and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” should be included in the



- Company's annual report on Form 10-K. In addition, the Audit Committee shall approve annual and quarterly reports on Form 10-K and 10-Q as well as earnings press releases and related current reports on Form 8-K prior to their filing with the SEC.
- The results of the independent audit and the quarterly reviews, and the independent auditor's opinion on the audited financial statements.
  - The reports and certifications regarding internal control over financial reporting and disclosure controls and procedures.
  - Major issues regarding accounting principles and financial statement presentation, including any significant changes in the Company's selection or application of accounting principles.
  - Analyses prepared by management or the independent auditor setting forth significant financial reporting issues and judgments made in connection with the preparation of the financial statements, including analyses of the effects of alternative generally applicable accounting principles ("GAAP") methods on the financial statements.
  - The effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the Company's financial statements.
  - Any significant changes required or taken in the audit plan as a result of any material control deficiency.
  - Any problems or difficulties the independent auditor encountered in the course of its audit work, including any restrictions on the scope of the auditor's activities or on access to requested information, and management's response.
  - Any significant disagreements between management and the independent auditor.
6. **Reports and Communications from the Independent Auditor.** The Audit Committee shall review and discuss reports from the independent auditor concerning the following:
- Critical accounting policies and practices to be used by the Company.
  - Alternative treatments of financial information within GAAP that the independent auditor has discussed with management, ramifications of the use of these alternative disclosures and treatments, and the treatment preferred by the independent auditor if different from that used by management.
  - Other material written communications between the independent auditor and management, such as any management letter or schedule of unadjusted differences.
  - Other matters required to be communicated to the Audit Committee under generally accepted auditing standards and other legal or regulatory requirements, including any matters required to be communicated under *PCAOB Auditing Standards No. 16, Communications with Audit Committees*.
7. **Audit Committee Report.** The Audit Committee shall prepare the report of the Audit



Committee that SEC rules require to be included in the Company's annual proxy statement.

8. **Earnings Press Releases and Earnings Guidance.** The Audit Committee shall review and discuss earnings press releases (with particular attention to any use of "pro forma" or "adjusted" non-GAAP information), as well as financial information and earnings guidance provided to the public, analysts and ratings agencies.
9. **Internal Controls.** The Audit Committee shall review and discuss with management, the internal auditors and the independent auditor the adequacy and effectiveness of the Company's internal control over financial reporting, including any changes, significant deficiencies or material weaknesses in those controls reported by the independent auditor, the internal auditors or management and any special audit steps adopted in light of any material control deficiencies, and any fraud, whether or not material, that involves management or other Company employees who have a significant role in the Company's internal control over financial reporting. The Audit Committee shall also review and discuss with management and the independent auditor, disclosure relating to the Company's internal control over financial reporting, the independent auditor's report on the Company's internal control over financial reporting (if applicable) and required management certifications to be included in or attached as exhibits to the Company's annual reports on Form 10-K or quarterly reports on Form 10-Q, as applicable.
10. **Disclosure Controls and Procedures.** The Audit Committee shall review and discuss the adequacy and effectiveness of the Company's disclosure controls and procedures.
11. **Internal Audit.** The Audit Committee, following the establishment of the Company's internal audit function, if any, shall:
  - Review and approve the overall objectives, scope, organizational structure, responsibilities, resources and activities of the internal audit function.
  - Review and concur in the appointment or, if applicable, the reassignment or dismissal of the senior internal auditing executive.
  - Review and discuss with management and the internal auditors the process used in developing the internal audit plan, the scope of the internal audit plan, significant changes in the planned scope of the internal audit plan and the coordination of the internal audit plan with the independent auditor.
  - Review and approve the annual internal audit project plan and any proposed material changes thereto and review periodic reports summarizing results of the internal audit projects including any significant findings.
  - Discuss with the independent auditor the responsibilities, budget and staffing of the Company's internal audit function.
  - Review and reassess the adequacy of the charter of the Company's internal audit function.
  - Review and discuss with the internal auditors the results of the internal audit, significant issues in internal audit reports and responses by management.



- Review and discuss the performance and effectiveness of the internal audit function.
12. **Legal and Regulatory Compliance.** The Audit Committee shall review and discuss with management, the internal auditors and the independent auditor (i) the overall adequacy and effectiveness of the Company’s legal, regulatory and ethical compliance programs, including the Company’s Code of Business Conduct and Ethics, compliance with the Foreign Corrupt Practices Act of 1977, and similar anticorruption laws, and compliance with export control regulations and (ii) reports regarding compliance with applicable laws, regulations and internal compliance programs, in each case to the extent pertaining to financial, accounting and/or tax matters, and shall recommend to the Board or the Nominating and Corporate Governance Committee of the Board any changes to the Code of Business Conduct and Ethics or anticorruption policy. The Audit Committee shall discuss with management, the internal auditors and the independent auditor any correspondence with regulators or governmental agencies, and any published reports that raise material issues regarding the Company’s financial statements or accounting policies. The Audit Committee shall discuss with the Company’s senior legal officer and senior internal audit executive any legal matters that may have a material impact on the financial statements or the Company’s compliance procedures that pertain to financial, accounting, investment or tax matters of the Company.
  13. **Complaints.** The Audit Committee shall establish and oversee procedures for the receipt, retention and treatment of complaints on accounting, internal accounting controls or audit matters, as well as for confidential and anonymous submissions by the Company’s employees concerning questionable accounting or auditing matters (together, the “**Whistleblower Policy**”). The Audit Committee will periodically review the Whistleblower Policy, once established.
  14. **Risks.** The Audit Committee shall review and discuss with management, the internal auditors and the independent auditor the Company’s major risk exposures and the steps management has taken to monitor and control those exposures, including the Company’s guidelines and policies with respect to risk assessment and risk management pertaining to financial, accounting, tax, legal and cybersecurity matters. The Audit Committee shall also review the Company’s risk management framework and programs, as well as the framework by which management discusses the Company’s risk profile and risk exposures with the Board and its committees. With respect to cybersecurity, the Audit Committee shall discuss with management and the independent auditor the adequacy and effectiveness of the Company’s policies and practices regarding information technology risk management and the internal controls related to cybersecurity, and shall regularly report its findings to the Board, including any significant issues that arise. If such significant issues arise, the Board shall oversee any mitigation and remediation efforts and any changes to the Company’s policies and practices regarding information technology risk management and the internal controls related to cybersecurity.
  15. **Related Party Transactions.** The Audit Committee shall review the Company’s related party transaction policy and review and oversee all transactions between the Company and a related person (as defined in Item 404 of Regulation S-K), in accordance with the Company’s policies and procedures.
  16. **Hiring of Auditor Personnel.** The Audit Committee shall set hiring policies with regard to employees and former employees of the independent auditor and oversee compliance with such policies.

The function of the Audit Committee is primarily one of oversight. The Company’s management is

responsible for preparing the Company's financial statements, and the independent auditor is responsible for auditing and reviewing those financial statements. The Audit Committee is responsible for assisting the Board in overseeing the conduct of these activities by management and the independent auditor. The Audit Committee is not responsible for providing any expert or special assurance as to the financial statements or the independent auditor's work. It is recognized that the members of the Audit Committee are not full-time employees of the Company, that it is not the duty or responsibility of the Audit Committee or its members to conduct "field work" or other types of auditing or accounting reviews or procedures or to set auditor independence standards, and that each member of the Audit Committee shall be entitled to rely on (i) the integrity of those persons and organizations within and outside the Company from which the Audit Committee receives information and (ii) the accuracy of the financial and other information provided to the Audit Committee, in either instance absent actual knowledge to the contrary.

## MEETINGS AND PROCEDURES

### 1. Meetings.

- The Audit Committee will meet at least once each fiscal quarter (with additional meetings as it deems necessary or appropriate) at such times and places as the Audit Committee determines. The chairperson of the Audit Committee shall preside at each meeting. If a chairperson is not designated or present, an acting chair may be designated by the Audit Committee members present. The Audit Committee may also act by unanimous written consent (which may include electronic consent) in lieu of a meeting in accordance with the Company's bylaws, which shall constitute a valid action of the Audit Committee if it has been executed by each Audit Committee member and shows the date of execution. Any written consent will be effective on the date of the last signature and will be filed with the minutes of the meetings of the Board.
- The Audit Committee shall cause to be kept written minutes of its proceedings and actions by written consent, which minutes and actions by written consent shall be filed with the minutes of the meetings of the Board.
- The Audit Committee shall meet periodically with members of management as deemed appropriate, the head of the internal audit department and the independent auditor in separate executive sessions. Each regularly scheduled meeting of the Audit Committee will conclude with an executive session of the Audit Committee absent members of management.
- The Audit Committee may invite to its meetings any director, officer or employee of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The Audit Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities, including non-management directors who are not members of the Audit Committee.

2. **Reporting to the Board of Directors.** The Audit Committee shall report regularly to the Board with respect to the Audit Committee's activities, including any significant issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance of the internal audit function or the performance and independence of the Company's independent auditor, as applicable. The report to the Board may take the form of an oral report by the chairperson or any other member of the Audit Committee designated by the Audit Committee to make such report.



3. **Authority to Retain Advisors.** The Audit Committee shall have the authority, in its sole discretion, to select and retain any internal or independent counsel or other advisors as it deems necessary or appropriate to assist with the execution of its duties and responsibilities as set forth in this charter. The Audit Committee shall set the compensation, and oversee the work of, any such counsel or other advisors. The Company will provide appropriate funding, as determined by the Audit Committee, to pay the independent auditor, any other registered public accounting firm and any counsel and any other outside advisors hired by the Audit Committee and any administrative expenses of the Audit Committee that are necessary or appropriate in carrying out its activities.
4. **Subcommittees.** The Audit Committee may form subcommittees for any purpose that the Audit Committee deems appropriate and may delegate to such subcommittees such power and authority as the Audit Committee deems appropriate. If designated, each such subcommittee will establish its own schedule and maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. The Audit Committee shall not delegate to a subcommittee any power or authority required by law, regulation or listing standard to be exercised by the Audit Committee as a whole.
5. **Committee Charter Review.** The Audit Committee shall review and reassess the adequacy of this charter annually and shall submit any recommended changes to the charter to the Board for approval.
6. **Performance Review.** The Audit Committee shall review and assess its performance on an annual basis.
7. **Authority to Investigate.** In the course of its duties, the Audit Committee shall have authority, at the Company's expense, to investigate any matter brought to its attention.
8. **Attorneys' Reports.** The Audit Committee shall receive and, if appropriate, respond to attorneys' reports of evidence of material violations of securities laws and breaches of fiduciary duty and similar violations of foreign, U.S., state or local law. The Audit Committee shall establish procedures for the confidential receipt, retention and consideration of any attorney report.
9. **Access.** The Audit Committee shall be given full access to the internal auditors, chairperson of the Board, management and the independent auditor, as well as the Company's books, records, facilities and other personnel.
10. **Compensation.** Members of the Audit Committee shall receive such compensation, including equity and/or fees, if any, for their service as Audit Committee members as may be determined by the Board (or, to the extent the Board has delegated such authority, by the Compensation Committee of the Board). Members of the Audit Committee may not receive any compensation from the Company except the fees that they receive for service as a member of the Board or any committee thereof.