



Global Benefits Guidebook

France

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*In the event that the content of this document or any oral representations made by any person regarding the plan conflict with or are inconsistent with the provisions of the plan document, the provisions of the plan document will control.





How Sprinklr France Benefits Work

Sprinklr Quick Links



[Sprinklr Benefits
Microsite](#)



[Benefits Document
Library*](#)



[Sprinklr Intranet*](#)



[Mobile Contact Card*](#)



How Benefits Work

Here at Sprinklr, we understand that when our employees are happy, we thrive. Because we *passionately and genuinely care*, we give back to our employees through our company sponsored benefits, giving everyone an opportunity to harness their potential of being amazing.

Our employee medical, extra perks and life assurance (tranche A) are all covered by Sprinklr. **Not all of your benefits will cost you money.** Tranches B & C for our risk policy and family coverage and top-ups to our medical plan have employee contributions, so this is all you will pay.

You are automatically enrolled into the company life and disability plan from your first day of employment.

Following Mini-Splash on your first day, you will receive a welcome email from our HR EMEA team with instructions on how to enrol into our medical plan and any voluntary benefits.

We are here for you.

If you have any questions on the benefits available, are having difficulty enrolling and much more, the benefits team can be contacted at benefits@sprinklr.com

Alternatively, you can contact the HR EMEA team at hremea@sprinklr.com





Health and Génération

Health - Medical Plan Highlights

We know that being able to access medical help and care when needed is important to our employees. Our medical insurance gives you and your immediate family peace of mind and fast access to private medical care when you need it most.

Cover for yourself is fully paid by Sprinklr, and you are able to extend this cover to your partner, spouse and/or children should you wish. Dependent cover is funded by yourself through monthly salary deductions via payroll.

On your first day, you will receive an email from HR EMEA with instructions on how to complete the medical enrollment form and details of the documents you need to provide. You will be eligible from your first day of employment, but you must submit the required documents to be able to claim reimbursement for any treatment received.

The full medical membership guide and FAQs are available on the Benefits Document Library.

Benefit	Reimbursement Basic Plan	Reimbursement Top Up Plan
In-Patient and Day-Patient Treatment		
Doctors adhering to DPTAM	450% BR	
Doctors who are not a member of DPTAM	120% BR	380% BR
Hospital daily rate	100% FR	
Routine Care including Maternity		
General Practitioner and specialist adhering to DPTAM	450% BR	
General Practitioner and specialist not a member of DPTAM	130% BR	370% BR
Radiology - member of DPTAM	450% BR	
Radiology - non-member of DPTAM	130% BR	370% BR
Additional Benefits		
Optical	100% for equipment, subject to the limit of the selling prices (PLV)	
Dental	100% healthcare and prosthesis. Subject to billing limits (HLF)	



Health - Plan Rates

Level of Cover	Mandatory Basic Plan	Optional Top Up Plan
Employee Only	100% paid by Sprinklr	0.408% x PMSS* = €14.96 per month
Employee + 1	76.32% funded by Sprinklr 23.68% funded by employee Employee monthly cost = €39.58	0.679% x PMSS* = €24.89 per month
Employee and Family	67.27% funded by Sprinklr 32.73% funded by employee Employee monthly cost = €82.79	0.920% x PMSS* = €33.73 per month

*PMSS: 2023 Monthly Social Security Ceiling = €3,666

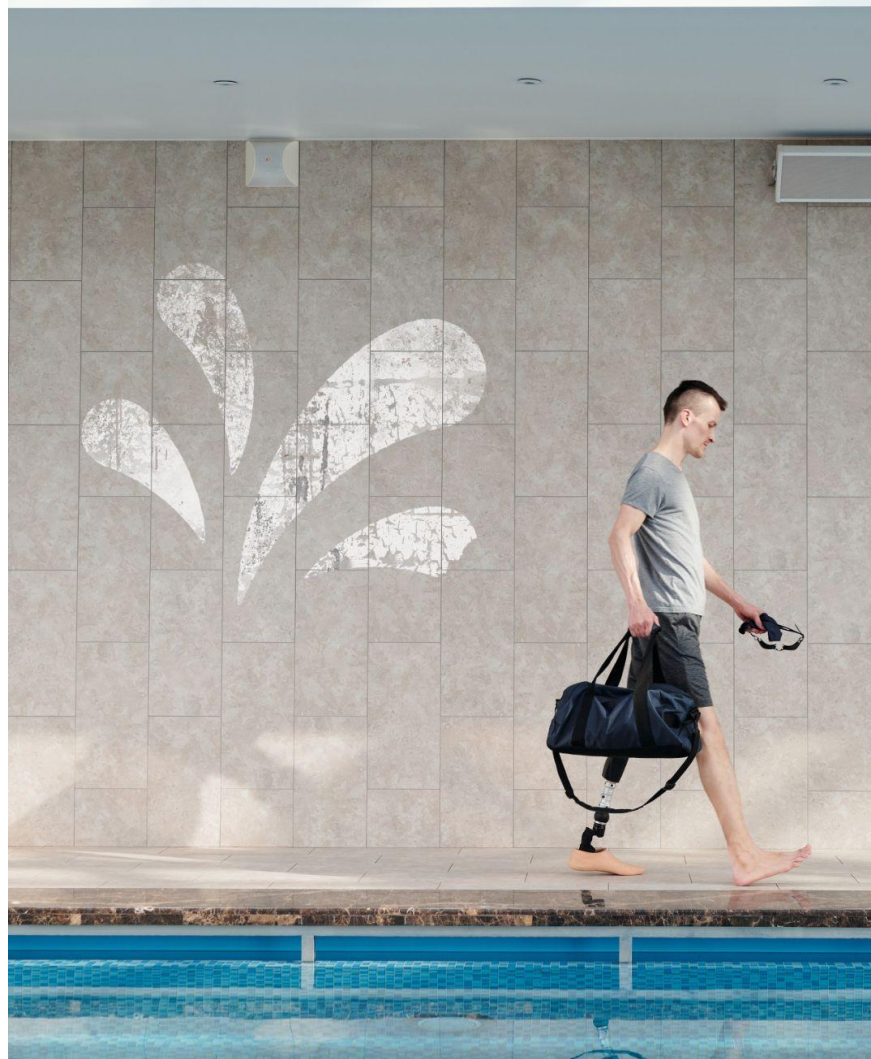


Health - Génération Services

Génération is our online third-party administrator of the health plan.

Through the Génération app or mobile site, you can manage your health plan, including generating your third-party payment certificate, archive up to 24 months of health statements, claim reimbursement for treatment, update your personal information, access health and wellbeing services, locate health professionals practicing third-party payment, make requests for hospital care, and much more!

For any questions directly relating to your health plan and enrolment, you should seek advice from Génération in the first instance.





Life and Disability

Risk Plan Highlights

We know that it is important to protect the ones you love in the event that something happens to you.

Our life and disability benefits are there to give you peace of mind in the event of the unthinkable.

Benefit	Tranche A	Tranches B and C
Death (lump sum)	480%	170%
Total and irreversible loss of autonomy	Payment in advance of the lump sum	
Simultaneous or posterior death of a spouse (up to a maximum of 12 months following the death of the insured)	100% of the death benefit	
Funeral expenses	100% of the PMSS	
Accidental Death and Disability	Tranches A, B and C	
Supplemental lump sum	100% of the death benefit	
Disability	Tranche A	Tranches B and C
Short-Term disability (continuous period)	85%	80%
Long-Term disability (2nd and 3rd category)	85%	80%
Long-Term disability (1st category)	51%	48%





Holidays and Paid Time Off

Paid Time Off

At Sprinklr, we believe it is important to take time off to recharge and spend time with loved ones - it is essential for your mental and physical wellbeing as well as your personal and professional growth.

Our leave programs are designed to give you the time you need to relax and recharge, heal and recover, bond with your loved ones and prioritise your development.

We want to truly deliver on The Sprinkly Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care and our employees are our family.



Paid Time Off

Parental Leave

Spending time at home when you welcome a new addition to your family is incredibly important.

Our leave program is designed to provide enhancements to the statutory parental leave to give you the ability to strengthen your bond with your new child.

Sickness Leave

In the event that you are unwell, we understand that sometimes you need to take some time away to recuperate and recover.

What you are eligible for will depend on your length of service. Please reach out to your C&T BP for more information.

Bereavement Leave

Losing a loved one can be devastating. Sprinklr understand that it is important you use this time to grieve, heal and spend time with those who mean the most to you.

Sprinklrites also benefit from bereavement counselling through our Global EAP, giving you the support you need when you need it most.

24-4-U and 24-4-Others

Every Sprinklrite has the opportunity to take one full day (every year) away from the office to dedicate to yourself (24-4-U) and one day to dedicate to your giveback activities (24-4-Others).

The 24-4-U program is based on one of our core beliefs: "Every human has the potential to be amazing. Keep learning."

Caregiver Leave

Sprinklr recognise that it is important to balance work obligations with providing care for your family.

Our Caregiver Leave policy is designed to be there for you to take care of your eligible dependents should the situation arise.

The initiative gives every Sprinklrite an opportunity to focus on a learning and development activity of your choice.

24-4-Others is a companion program to 24-4-U that takes the spirit of investing in yourself and applies it to investing in others through community volunteering and giving. Here at Sprinklr, we believe: "Helping others succeed makes us happy. Give back."



France Public Holidays 2023

Date	Day Observed	Holiday
January 2	Monday	New Year's Holiday Observed
April 10	Monday	Easter Monday
May 1	Monday	Labour Day
May 8	Monday	Victory Day
May 18	Thursday	Ascension Day
May 29	Monday	Whit Monday
July 14	Friday	Bastille Day
August 15	Tuesday	Assumption Day
November 1	Wednesday	All Saints' Day
December 25	Monday	Christmas Day
December 26	Tuesday	Christmas Holiday Observed





Equity

Equity



Restricted Stock Units

RSUs are a way of rewarding Sprinklrites for the value they create, so everyone can share in the success of the company.

Granted awards are located on Shareworks.



Employee Stock Purchase Program

An ESPP is a company run program in which eligible employees can purchase Sprinkl stock at a discounted price. You must be a full- or part-time employee to participate.

You can choose to take part by contributing a percentage of your pay through monthly payroll deduction.

Please contact shares@sprinklr.com for instructions on how to register for Shareworks





Extra Perks and Global Benefits

Extra Perks

Perk	Details
Meal Vouchers	€8 per day worked, 50% paid for by Sprinklr
Employee Referral Programme	Amazing Talent portal: provides opportunities for Sprinklr employees to have direct access to explore jobs for their own career development as well as sharing jobs within their networks Grow your career! Bring in talent! Give back! Earn cash!
Office Perks	Soft drinks, beer fridge and snacks in the office Family breakfast days, family lunch Thursdays Regular social events
Wellness Allowance	€50 per month against certain wellness benefits of your choice. Funds are reimbursed through SAP Concur. Only some treatments and memberships are eligible, please refer to the summary of benefits for further information.
Travel Pass Reimbursement	50% paid by Sprinklr



Global Benefits

Because we passionately and genuinely care, the following benefits are provided to every Sprinklr across the globe:

Mental Health	Fertility and Family Planning
<p>Sprinklr wants you to get the type of care you need for your personal well-being when you need it.</p> <p>New for 2022, Modern Health makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioural treatments.</p> <p>Through the app, you will gain access to personalised well-being resources, giving you the tools you need to be the best version of yourself - at home, at work and in your relationships.</p> <p>This benefit is available to you and your families at no cost.</p>	<p>Treating each other like family is core to the Sprinklr Way, that's why having programs in place that help you build yours - however that may look for you - is a reflection of our company values in action.</p> <p>New for 2022, we have introduced Kindbody, a global family planning and fertility benefit available to all Sprinklr full-time, benefit eligible employees and their spouses/domestic partners.</p> <p>Sprinklrites will receive a \$5,000 lifetime maximum benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counselling, and much more!</p>



Global Benefits

Because we passionately and genuinely care, the following benefits are provided Sprinklrites across the globe:

Headspace	Virgin Pulse	LinkedIn Learning	Perks at Work
<p>Headspace is your guide to everyday mindfulness in just a few minutes each day!</p> <p>Choose from hundreds of guided meditations on everything from managing stress and anxiety, to sleep, productivity and physical health.</p> <p>You will get access to Headspace on the first month following your hire date. The Registration link is located in the Document Library.</p>	<p>Virgin Pulse is Sprinklr's comprehensive digital wellbeing platform that drives sustainable behaviour changes and delivers measurable outcomes in one simple-to-use and intelligent platform.</p> <p>Virgin Pulse is about physical, mental and financial wellbeing as much as it is team building and connection. You can access wellbeing initiatives and engage with Sprinklrites all around the globe, while also having a customised view of wellbeing and benefit programs in your region.</p>	<p>LinkedIn Learning is an on-demand learning solution designed to help you gain new skills and invest in your own development.</p> <p>You'll get personalised recommendations based on your job title, skills, experience and goals</p>	<p>The Sprinklr Perks and Savings Program through Perks at Work is the place to go for a range of offers and discounts from many of the biggest names in retail and entertainment!</p> <p>You also gain access to the Community Online Academy (COA) which provides free interactive classes with world class instructors for kids and adults.</p> <p>Register here to get started!</p>



Global Benefits

Employee Assistance Program (EAP)

What is an EAP?	Who is Eligible?	Why an EAP?	Who administers the EAP?
<p>An EAP is designed to help you lead a happier and more productive life at home and at work.</p> <p>You have free, confidential access to licensed professional counsellors and specialists who can answer your questions in real time and help you find resources locally.</p>	<p>All full-time and part-time, regular employees and their immediate family are eligible.</p> <p>Qualifying dependents are:</p> <ul style="list-style-type: none">- Spouses- Domestic Partners- Dependent Children- Parents- Parents-in-Law	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none">- Stress, depression and anxiety- Relationship issues- Job stress, work conflicts- Family and parenting problems <p>An EAP Specialist can help you with:</p> <ul style="list-style-type: none">- Legal resources- Caring for a child/elder- Navigate a move- And much more!	<p>Optum is Sprinklr's Global EAP vendor.</p> <p>Get Started with Optum EAP</p> <p>Access Code: Sprinklr</p>



Thank you

Have questions?

benefits@sprinklr.com

sprinklr.com

