



# Global Benefits Guidebook

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Netherlands

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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 Netherlands Benefits Work**

# Sprinklr Quick Links



[Sprinklr Benefits  
Microsite](#)



[Benefits Document  
Library\\*](#)



[Sprinklr Intranet\\*](#)



[Mobile Contact Card\\*](#)



# How Benefits Work

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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 benefits are all fully employer paid in the Netherlands. Aside from your monthly pension contributions, some of your benefits will be taxable, so this is all you will pay.

You are automatically enrolled into the company accident, disability and WEGAS plans 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 pension scheme.

## 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](mailto:benefits@sprinklr.com)

Alternatively, you can contact the HR EMEA team at [hremea@sprinklr.com](mailto:hremea@sprinklr.com)





# **Pension and the DC Scheme**

# Pension Highlights

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**Irrespective of where you are in your career, we know it is important to start thinking about saving for your future.**

Pension regulation has recently changed in the Netherlands. Pension contributions now do not increase as you get older, and a flat rate of 12% is now applied to all Dutch citizens. Your pension base is equal to your annual salary, minus the Dutch state pension of €14,802 (in 2022).

Through Sprinkl's Defined Contribution plan, we will contribute 8% of your pensionable salary into the scheme, alongside your employee contribution of 4%. Your pensionable salary is subject to a maximum of €114,866 (in 2022).

Where Sprinklrites indicate they have a partner and/or child, there are also survivors benefits included in the scheme:

- **Partner/Widow's pension:** 1.16% per year of service, up to age 68
- **Orphan's pension:** 20% of the partner's pension until age 18 (or 27 if in full-time education or disabled)

This is fully paid by Sprinkl.

Sprinkl also provide ANW gap insurance, which is a temporary cover, to provide your partners with a pension of €16,201 each year, up until the age of retirement. This is fully paid by Sprinkl.





**Disability**



# Disability Highlights

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

Our fully employer paid disability benefits are there to give you peace of mind in the event of the unthinkable.

<b>Short Term Disability (up to 2 years)</b>	<b>Basis</b>
First year of sickness	100% of salary
Second year of sickness	70% of salary
Salary Ceiling	€110,000
<b>Long Term Disability (3 years onwards)</b>	<b>Basis</b>
WGA-Gap Insurance	Cover for the portion of salary below €59,706 (2022) which complements the social security benefits up to 70% WIA - index (based on inflation)
WIA-Excess Insurance	Cover for the portion of salary exceeding €59,706 (2022) at 70% of salary. WIA - index (based on inflation)
Salary Ceiling	€200,000





**Accident and WEGAS**

# Accident and WEGAS Highlights

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We know accidents can happen and that the results can be devastating. Sprinklr's fully funded accident benefits will give you peace of mind that you and your family are protected in case of such an event.

<b>Accident</b>	<b>Basis</b>
In case of death	1x annual base salary
In case of disability	2x annual base salary
Salary Ceiling	€250,000
<b>WEGAS</b>	<b>Basis</b>
Accident cover	Cover in case of travel for business purposes, including commuting
Limit	Benefit of up to €2,500,000





## **Holidays and Paid Time Off**

# Paid Time Off

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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

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## 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.

## 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."



# Netherlands Public Holidays 2023

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Date	Day Observed	Holiday
January 2	Monday	New Year's Holiday Observed
April 7	Friday	Good Friday
April 10	Monday	Easter Monday
April 27	Thursday	King's Day
May 5	Friday	Liberation Day
May 18	Thursday	Ascension Day
May 29	Monday	Whit Monday
December 25	Monday	Christmas Day
December 26	Tuesday	2nd Day of Christmas

\*plus additional floating holiday to observe a country specific holiday





**Equity**



# Equity

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## 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 Sprinklr 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](mailto:shares@sprinklr.com) for instructions on how to register for Shareworks





## **Extra Perks and Global Benefits**

# Extra Perks

Perk	Details
Arbo Assistance	An occupational health service
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
Office Perks	Grow your career! Bring in talent! Give back! Earn cash! 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 Expensify. Only some treatments and memberships are eligible, please refer to the summary of benefits for further information.
Health Insurance Supplement	€50 per month paid gross into your monthly salary to fund health insurance



# Global Benefits

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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 <b>Kindbody</b>, 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 <b>\$5,000 lifetime maximum</b> 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 <a href="#">here</a> 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"><li>- Spouses</li><li>- Domestic Partners</li><li>- Dependent Children</li><li>- Parents</li><li>- Parents-in-Law</li></ul>	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none"><li>- Stress, depression and anxiety</li><li>- Relationship issues</li><li>- Job stress, work conflicts</li><li>- Family and parenting problems</li></ul> <p>An EAP Specialist can help you with:</p> <ul style="list-style-type: none"><li>- Legal resources</li><li>- Caring for a child/elder</li><li>- Navigate a move</li><li>- And much more!</li></ul>	<p>Optum is Sprinklr's Global EAP vendor.</p> <p><a href="#">Get Started with Optum EAP</a></p> <p>Access Code: <b>Sprinklr</b></p>



# Thank you

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Have questions?

[benefits@sprinklr.com](mailto:benefits@sprinklr.com)

[sprinklr.com](https://sprinklr.com)

