

Sweden

Benefits Guide

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**In the event 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.*



Welcome to Sprinklr Sweden!

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 pension, life, disability, medical and accident insurances are all fully covered by Sprinklr.

Eligibility

You become eligible for Sprinklr Benefits on your first day. You will be automatically enrolled to all benefits upon your hire, and our broker partners, Soderberg, will contact you within your first month to discuss your pension options.

We are here for you.

If you have any questions on the benefits available, how to enroll, or where to find information, please contact our team at benefits@sprinklr.com for further assistance.



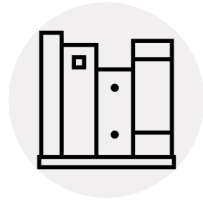
We're Here for You

We Build Trust & Teamwork



[Have Questions?](#)

Benefits@sprinklr.com



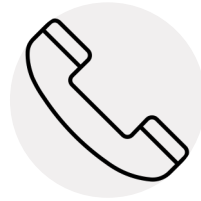
[Benefits Page*](#)

All the benefits information you need for your country in one convenient place!



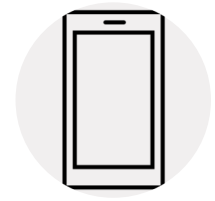
[Sprinklr Intranet*](#)

Overview of our Global Benefits, and much more



[Directory*](#)

Don't know who to contact? Here's the who's who for your country



[Microsite](#)

Access this benefits guide wherever you are, at work or on the go

* Internal resource only



SPRINKLR SWEDEN

Health



Health & Accident Highlights

A C C I D E N T	B A S I S
Premium	<i>100% Sprinklr paid</i>
Benefit	<i>In case of accidents at work, whether in office or working from home, or travel to and from the place of work. Payments are based on the degree of incapacity.</i>
Additional Benefits	<i>Child supplement included (multiplied in the event of more than one child)</i>
H E A L T H	B A S I S
Premium	<i>100% Sprinklr paid</i>
Benefit	<i>Provides access to private hospitals and clinics in Sweden and covers a wide range of healthcare needs. The medical plan is a taxable benefit.</i>



SPRINKLR SWEDEN

Income Protection & Retirement



Risk Plan Highlights

We know that it is important to protect the ones you love in the event that something happens to you. Our income protection benefits are there to give you peace of mind in the event of the unthinkable.

You will be able to elect beneficiaries through Soderberg.

GROUP LIFE	BASIS
Premium	<i>100% Sprinklr paid</i>
Benefit	<i>A lump sum is payable in the event of death in service. The amount is based on the age of the insured at the time of death</i>
Additional Benefits	<i>Child supplement included (multiplied in the event of more than one child)</i>
LONG-TERM DISABILITY	BASIS
Premium	<i>100% Sprinklr paid</i>
Benefit	<i>Between 10-65% of salary (including OTE) as a top up to the social security allowance. The amount is based on where the insured's salary falls within specified banding</i>



Pension Scheme

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

Sprinklr utilizes Soderberg & Partners' contracted pension provider, SMB Modern, to administer the Swedish Pension Plan.

We will contribute 4.5% of your annual salary (including earned OTE) up to 7.5x the IBA, and 30% of your annual salary (including earned OTE) above 7.5x the IBA into your personal pension.

Survivors pension benefits are included.

Please contact Soderberg for more information or queries on your pension.



SPRINKLR SWEDEN

Time Off



Paid Time Off

At Sprinklr, we believe it is important to take time off to recharge and spend time with your loved ones – it is essential for your mental and physical well-being 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 prioritize your development.

We deliver on The Sprinklr Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care, and we learn to grow.



Paid Time Off

Annual Leave/Vacation

Sprinklrites can take up to 25 days of accrued annual leave per holiday year.

Advance holiday may also be taken. Please speak with your C&T Business Partner for more information.



24-4-U & 24-4-Others

Two days of paid time off are available to every Sprinklrite, every calendar year to invest in their own development – personal or professional – and to give back to the local community. #SprinklrCares

Public Holidays

Public Holidays can be found on the Intranet, or by searching for “Holiday Calendar” in Workday.



Questions?

Please reach out to Benefits@sprinklr.com



Paid Time Off – Leave & Absence

Family Leave

Sprinklr's Wage Replacement Benefit has been designed to support all families, however you build yours.

We provide paid time off that supports both the physical recovery associated with childbirth, as well as time to bond with your new child.



Sickness Leave

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

Sickness time is provided in accordance with local legislation. Speak with your C&T Business Partner for more information.

Bereavement Leave

Losing a loved one can be devastating. Sprinklr understands 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.



Caregiver Leave

Sprinklr recognizes that it is important to balance your work obligations with providing medical 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.



SPRINKLR SWEDEN

Global Benefit Programs



Global Benefit Programs

MENTAL HEALTH MODERN HEALTH	MINDFULNESS HEADSPACE	EMOTIONAL SUPPORT OPTUM EWS
<p>Sprinklr wants you to get the type of care you need for your personal well-being when you need it.</p> <p>Modern Health makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioral treatments.</p> <p>Through the app, you will gain access to personalized 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>All full-time, regular employees and their dependents are eligible upon hire for 8 counseling and 8 coaching sessions per year.</p>	<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>Take advantage of their wind down, focus or move series specially curated for productivity, exercise, or closing out your day.</p> <p>All Sprinklr employees and eligible dependents are eligible upon hire.</p>	<p>Optum Emotional Well-being Solutions (EWS) 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 counselors and specialists who can answer your questions in real time and help you find resources locally.</p> <p>These professionals can help you with a wide range of topics, including:</p> <ul style="list-style-type: none">• Stress, depression and anxiety• Relationship issues• Family and parenting problems• Legal resources• Caring for a child/elder• Navigate a move• And much more! <p>All full-time and part-time, regular employees and their immediate family are eligible for up to 6 sessions per issue, per year.</p>

For more information and registration instructions, visit the [Benefits Intranet page](#).



Global Benefit Programs

FERTILITY & FAMILY PLANNING KINDBODY	PHYSICAL WELLBEING VIRGIN PULSE	DISCOUNTS PERKS AT WORK
<p>Embracing others for who they are is core to The Sprinklr Way, that's why having programs in place that help you build your family – however that may look for you – is a reflection of our company values in action.</p> <p>Sprinklr partners with 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 lifetime maximum benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counseling, and much more!</p> <p>All full-time, regular employees and their dependents are eligible upon hire.</p>	<p>Virgin Pulse is Sprinklr's comprehensive digital well-being platform that drives sustainable behavior changes and delivers measurable outcomes in one simple-to-use and intelligent platform.</p> <p>Virgin Pulse is about physical, mental and financial well-being as much as it is team-building and connection. You can access well-being initiatives and engage with other Sprinklrites all around the globe, while also having a customized view of well-being and benefit programs in your region.</p> <p>All full-time, regular employees and their dependents are eligible upon hire.</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 alike.</p> <p>All Sprinklr employees are eligible upon hire.</p>

For more information and registration instructions, visit the [Benefits Intranet page](#).



Global Programs

COMPENSATION	
ESPP	RSUs
<p>An Employee Shares Purchase Program (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 in an eligible country to participate.</p> <p>You can choose to take part by contributing a percentage of your pay through monthly payroll deduction.</p>	<p>Restricted Stock Units (RSUs) are sometimes awarded to Sprinklrites for their significant and unique contributions, performance and potential.</p> <p>Granted awards are located on Shareworks. You will receive log in information shortly after joining.</p>
<p>POC: Compensation@sprinklr.com, Shares@sprinklr.com</p>	

PERSONAL DEVELOPMENT	
MENTORING	LINKEDIN LEARNING
<p>Mentoring is designed to help Sprinklrites mutually invest in their personal and professional development; because we believe that everyone can be more amazing.</p> <p>Why? Make a new friend and help grow your skills while investing in someone else!</p> <p>Who? Any full-time Sprinklrite can take part. Become a mentor, mentee, or both!</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 personalized recommendations based on your job title, skills, experience and goals.</p>
<p>POC: talent.development@sprinklr.com</p>	

For more information on these programs, visit the [Sprinklr Intranet](#) page for each respective department.

