

United Kingdom 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 UK!

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

Our employee medical, dental, life, income protection, and critical illness are all **covered 100% by Sprinklr**. You are automatically enrolled to the company life, income protection and critical illness plans from your first day of employment. You can choose to extend medical and dental coverage to a spouse/partner and/or dependent children, should you wish. This is funded by you through monthly salary deductions via payroll.

Eligibility

You become eligible for Sprinklr Benefits on your first day. You will receive enrollment information in Workday upon hire and will have just **30 days** to complete and return your enrollment forms to Benefits@sprinklr.com. If this deadline is missed, you will not be able to enroll until the next renewal date, or if you experience a Qualifying Life Event.

We are here for you.

If you have any questions on how to enroll and much more, you can reach the benefits team at Benefits@sprinklr.com.

Head to the next page to see our handy suite of Sprinklr benefits resources!



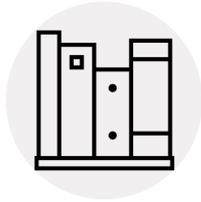
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.com



Document Library*

All the information you need, in one convenient place!



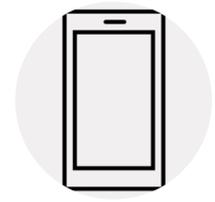
Sprinklr Intranet*

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 UK

Health Plans



Medical Plan

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 medical care when you need it most.

Cover for yourself is fully paid by Sprinklr, and you can 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.

Sprinklr provides you with a comprehensive level of cover, with a £100 excess per member to pay on major medical treatment and routine care, plus 100% coverage for any ancillary treatments recognized by Bupa.

If you do not enroll within 30 days of your hire date, we will not be able to add you to the medical policy until the policy renewal date, or unless you experience a Qualifying Life Event.

Further information can be found on the UK Benefits Intranet page.

BENEFIT	COVERAGE
Hospital charges and accommodation in network hospitals	Paid in full
Treatments provided by a Bupa partnership consultant, surgeon, anesthetist or physician for eligible treatments	Paid in full
Cancer treatment	Paid in full
Consultations, treatment and diagnostic tests	Paid in full
MRI, CT & PET scans taking place in a recognized imaging unit	Paid in full
NHS cash benefit	£50 per night, up to 35 nights
NHS cancer cash benefit	£100 per night of in-patient
Health Check – Be.Reassured	Worth £800, free for Sprinklrites
Prescription cash benefit	£20 per year



Dental Plan Highlights

Sprinklr fully fund dental coverage for you at Level 2. You can choose to add your partner/spouse, and/or children or even upgrade your cover to a higher level. You can add your family to the plan from just £15.03 per month. Further details of the costs involved can be found on the enrollment form.

If you do not enroll within 30 days of your hire date, we will not be able to add you to the dental policy until the policy renewal date, or unless you experience a Qualifying Life Event.

The full dental membership guide and FAQs can be found on the UK Benefits Intranet page.

	LEVEL 2	LEVEL 3	LEVEL 4
Routine examination (2 per year)	Up to £80	Up to £120	Up to £140
Dental x-rays	Up to £50	Up to £80	Up to £90
Simple scale and polish (2 per year)	Up to £100	Up to £160	Up to £180
Filling/root canal	Up to £250	Up to £300	Up to £350
Extractions	Up to £150	Up to £200	Up to £200
Restorative treatment	80% up to £450	80% up to £700	80% up to £2,000
NHS treatment	100% reimbursement across all levels of cover		
Orthodontic	Up to £400	Up to £500	Up to £600
Emergency dental	£1,000 per policy year, consisting of four emergencies, up to £250 each, across all levels of cover		



Qualifying Life Events

Here at Sprinklr, we understand that *life happens*.

If you experience a change in family status and need to make a change to your enrollments throughout the year – follow this process to make the necessary updates:



Notification

Notify Benefits@sprinklr.com within 30 days if you experience a change in family status such as birth of a child, marriage, divorce, self or dependent loss of other coverage, and more.



Documentation

Submit supporting documentation of your qualifying life event to Benefits@sprinklr.com.



Beneficiaries

Update your beneficiaries for by updating your Beneficiary Designation Form (a copy can be found on your country's Benefits Intranet page).



Extra Perks

PERK	DETAILS
Vision Vouchers	Free eye tests £100 discount on frames and lenses at a wide range of retailers nationwide For more information, head to the UK Benefits Intranet page
Public Transport Season Ticket Loans	Loans made to employees and reimbursed over 12 months for the purchase of public transport tickets For more information, please reach out to your C&T Business Partner
Cycle to Work Scheme	Tax efficient loan made to employees to buy a bicycle and its accessories More information can be found on the Cyclescheme website, and the UK Benefits Intranet page



SPRINKLR UK

Income Protection & Retirement



Risk Plan Highlights

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

To elect beneficiaries, complete the Beneficiary Designation Form on the UK Benefits Intranet page and upload to Workday.

	LIFE INSURANCE	INCOME PROTECTION	CRITICAL ILLNESS
Premium	100% Sprinklr paid		
Medical Underwriting	Free cover limit of £1,250,000 If your benefit exceeds this amount, the insurer will require you to complete medical underwriting to insure the excess	Free cover limit of £150,000 If your benefit exceeds this amount, the insurer will require you to complete medical underwriting to insure the excess	Free cover limit of £500,000 If your benefit exceeds this amount, the insurer will require you to complete medical underwriting to insure the excess
Benefit Basis	Pays a lump sum of 4x basic annual salary in the event of death to elected beneficiaries	Pays 75% basic annual salary for up to 5 years if you are unable to work due to illness or disability	Pays a lump sum of 1x basic annual salary, also includes children's cover of 25% of the member benefit up to a maximum of £20,000
Expert Second Opinion	Best Doctors provides independent confidential medical advice and second opinion from the world's best consultants and specialists without the need to leave your home. If you, your partner or your children are diagnosed with a serious or worrying condition, you can use Best Doctors.		





Pension Scheme Highlights

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

Sprinklr partners with Aegon to allow you to contribute to your retirement savings. Sprinklr's scheme operates under Salary Exchange. This means that you sacrifice a minimum of 5% of your basic salary in return for an Employer contribution. This way, you only pay tax on what's left and get your full tax relief straight away. Sprinklr will also contribute 3% of your basic salary each month.

You can choose to make additional voluntary contributions, should you wish.

As a new employee, you will be automatically enrolled to the pension scheme and must opt-out if you do not wish to participate. Under UK legislation, you will be automatically re-enrolled on Sprinklr's scheduled re-enrollment date. Our next cycle is due to take place in 2026.



SPRINKLR UK

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

Sprinklrites can take up to 22 days of annual leave in any calendar year.

Any unused balance is lost at the end of the year, so make sure you use it!



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 email Benefits@sprinklr.com.



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.

Employees are entitled to Statutory Sick Pay following 4 days of absence. You may also be eligible for Sprinklr's top-up pay.

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 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 UK

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.

