

Australia 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 Australia!

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, life and disability plans are all **covered 100% by Sprinklr**. You are automatically enrolled into the company life and disability plans from your first day of employment. You can choose to extend medical coverage to a spouse/partner and/or dependent children, should you wish.

Eligibility & Enrolling

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.

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!



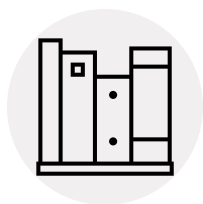
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.com



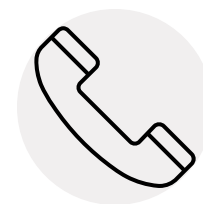
Benefits Page*

All the information you need, in one convenient place!



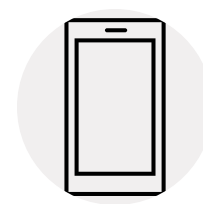
Sprinklr Intranet*

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 AUSTRALIA

Health Plans



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 medical care when you need it most.

Cover for yourself and eligible dependents is fully paid by Sprinklr. You will have 30 days from your hire date to submit your enrollment information to the Benefits Team. Failure to do so will mean we cannot enroll you or an eligible family member until the next policy renewal date, or if you experience a Qualifying Life Event.

Sprinklr provides you with a comprehensive level of cover, with zero excess to pay on major medical treatment and routine care, plus 80% reimbursements for any ancillary treatments recognized by Bupa.

*Further information on policy conditions and annual limits can be found on the Australia Benefits Intranet page.

| BENEFIT | COVERAGE * |
|--|-------------------|
| Pregnancy and birth services | Covered |
| Family accommodation | Covered |
| Psychiatric services | Covered |
| In Hospital Consultations, treatment and diagnostic tests | Covered |
| Private room or money back guarantee | Included |
| ADDITIONAL BENEFITS | |
| Dental | 80% paid |
| Optical | 80% paid |
| Physiotherapy | 80% paid |



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 your Sprinklr-provided Life and Disability insurance by updating your Beneficiary Designation Form (a copy can be found on your country's Benefits Intranet page).



SPRINKLR AUSTRALIA

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 Australia Benefits Intranet page and upload to Workday.

| BENEFIT | LIFE INSURANCE | LONG-TERM DISABILITY |
|----------------------------|--|--|
| Death in Service | 3x annual base salary Automatic Acceptance Limit of \$550,000 | 75% of annual base salary 30-day waiting period Automatic Acceptance Limit (AAL) of \$8,000 per month Additional coverage available above the AAL subject to medical underwriting |
| Additional Benefits | Total permanent disability cover at the same level as Death in Service | Crisis Benefit Specific Injury Benefit Nursing Care Benefit Family Care Benefit Accommodation Benefit Continuation Option |
| Eligibility | Eligible for entry to the plan up until the 65 th birthday | Payable for up to 5 years |



Superannuation

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

If you're eligible, Sprinklr will contribute 11.5% of your pre-tax income to your Super account (also known as the Superannuation Guarantee).

You will be required to complete the New Starter Superannuation Nomination Form upon hire. If you don't provide this information to Payroll, Sprinklr will contribute to the Super Fund identified by the Australian Tax Office (ATO).

If you do not have a Super fund, Sprinklr will pay your contributions into our Default Super Fund.

Further details will be provided to you upon hire.



SPRINKLR AUSTRALIA

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 each calendar year.

Any unused annual leave can be carried over into the following calendar year.



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. #SprinklCares

Public Holidays

Public holidays can be found on the Intranet, or by searching for "Holiday Calendar" in Workday.



Sickness Leave

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

Employees receive 10 days per calendar year of personal leave. Sprinkl provides a further 10 days of leave at 50% of your basic salary.



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.



Long Service Leave

Long Service Leave is available to employees who have been with Sprinklr for more than 7 years.

Eligibility rules apply, dependent on your working location.

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 AUSTRALIA

Global Benefit Programs



Global Benefit Programs

| MENTAL HEALTH MODERN HEALTH | MINDFULNESS CALM | 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>CALM 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>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 PERSONIFY HEALTH | DISCOUNTS PERKS AT WORK |
|--|---|--|
| <p>Embracing others for who they are is core to The Sprinklr Way, that's why we have 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 fulltime, 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 counselling, and much more!</p> <p>Kindbody offers comprehensive Menopause support, expertly crafted to assist employees in navigating this significant phase of life. Employees have access to an extensive array of digital resources, support groups, and a network of providers tailored to meet your care needs.</p> <p>All full-time, regular employees and their dependents are eligible upon hire.</p> | <p>Personify Health 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>Personify Health 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.

