



# France

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# 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 France!

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 (Employee coverage), extra perks, and life insurance (tranche A) are all covered by Sprinklr without employee contributions.

The following policies have employee contributions:

- Tranches B & C for our life and disability policy
- Family coverage for the medical policy
- Top-ups to our medical policy

## Eligibility & Enrollment

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 information to [affiliations@mercer.com](mailto:affiliations@mercer.com).

## 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](mailto:Benefits@sprinklr.com) for further assistance.

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



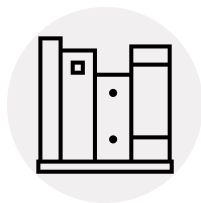
# We're Here for You

We Build Trust & Teamwork



## Have Questions?

Benefits@sprinklr.com



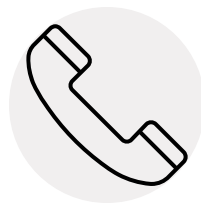
## Document Library\*

All the information you need, in one convenient place!



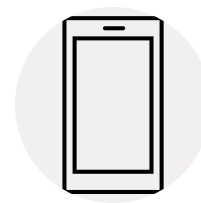
## Sprinklr Intranet\*

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



**S P R I N K L R   F R A N C E**

# **Health Plans**

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# Medical Plan Details

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 spouse or partner, and/or children should you wish. Family tiers of cover are partially funded by the employee through payroll deductions. Details are on the next slide.

The complete plan document and further information is available on the France Benefits Intranet Page.

BENEFIT	BASE	TOP UP
<b>Doctors adhering to DPTAM</b>	450% BR	
<b>Doctors who are not a member of DPTAM</b>	120% BR	380% BR
<b>Hospital daily rate</b>	100% FR	
<b>General Practitioner &amp; Specialist adhering to DPTAM</b>	450% BR	
<b>General Practitioner &amp; Specialist not a member of DPTAM</b>	130% BR	<b>370% BR</b>
<b>Radiology – DPTAM</b>	450% BR	
<b>Radiology – non-DPTAM</b>	130% BR	<b>370% BR</b>
<b>Optical</b>	100% for equipment, subject to the limit of the selling prices (PLV)	
<b>Dental</b>	100% healthcare and prosthesis. Subject to billing limits (HLF)	

DPTAM = Dispositif de Pratique Tarifaire Maîtrisé | BR = Base de remboursement de la Sécurité sociale | FR = Frais réels  
 HLF = Honoraire Limite de Facturation | PLV = Le Prix Limite de Vente (Optique & Aides Auditives)

# Medical Plan Rates

LEVEL OF COVER	BASE PLAN (MANDATORY)	TOP UP PLAN (OPTIONAL)
Employee only	100% paid by Sprinklr	0.438% x PMSS* = <b>€16.92 per month</b>
Employee + 1	76.32% funded by Sprinklr 23.68% funded by employee <b>Employee monthly cost = €44.64</b>	0.727% x PMSS* = <b>€28.09 per month</b>
Employee and Family	67.27% funded by Sprinklr 32.73% funded by employee <b>Employee monthly cost = €93.37</b>	0.984% x PMSS* = <b>€38.02 per month</b>

\*Plafond Mensual de la Sécurité Sociale (PMSS) or 2024 Monthly Social Security Ceiling = €3,864



# 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](mailto:Benefits@sprinklr.com) and [pme.france@mercer.com](mailto:pme.france@mercer.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](mailto:Benefits@sprinklr.com) and [pme.france@mercer.com](mailto:pme.france@mercer.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).





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# Income Protection

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# Life and Disability Plan Details

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 France Benefits Intranet page and upload to Workday.

BENEFIT	TRANCHE A	TRANCHES B & 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 & Disability	100% of the death benefit (supplemental to death benefit)	
Short-term disability (continuous period)	85%	80%
Long-term disability (2 <sup>nd</sup> and 3 <sup>rd</sup> category)	85%	<b>80%</b>
Long-term disability (1 <sup>st</sup> category)	51%	<b>48%</b>



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# Time Off

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## Paid Time Off

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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 - Continued

## Annual Leave

Sprinklrites can take up to 25 days of annual leave each 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.



## Questions?

Please reach out to [Benefits@sprinklr.com](mailto: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.

Reach out to 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 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.



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# Global Benefit Programs

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# 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><b>Modern Health</b> 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 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 <b>8</b> counseling and <b>8</b> 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"><li>• Stress, depression and anxiety</li><li>• Relationship issues</li><li>• Family and parenting problems</li><li>• Legal resources</li><li>• Caring for a child/elder</li><li>• Navigate a move</li><li>• And much more!</li></ul> <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. Sprinklr partners with <b>Kindbody</b>, 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 <b>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> <p>Kindbody offers comprehensive <b>Menopause support</b>, 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 wellbeing platform that drives sustainable behaviour 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 Sprinkl 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 <a href="#">Shareworks</a>. You will receive log in information shortly after joining.</p>
<p><b>POC:</b> <a href="mailto:Compensation@sprinklr.com">Compensation@sprinklr.com</a>, <a href="mailto:Shares@sprinklr.com">Shares@sprinklr.com</a></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><b>Why?</b> Make a new friend and help grow your skills while investing in someone else!</p> <p><b>Who?</b> 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><b>POC:</b> <a href="mailto:talent.development@sprinklr.com">talent.development@sprinklr.com</a></p>	

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

