

Germany

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 Germany!

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 life, AD&D, health insurance fund and Global Programs are fully paid for and/or sponsored by Sprinklr.

Eligibility & Enrollment

You are automatically enrolled into our company life and AD&D from your first day of employment. You will become eligible for the health insurance fund on the 1st of the month following your hire date, and for our Global Programs within a week of your start date. Head to the Benefits Intranet page to register for all our Global programs!

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.

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



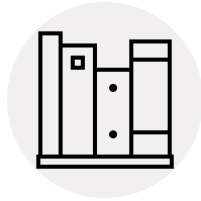
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.com



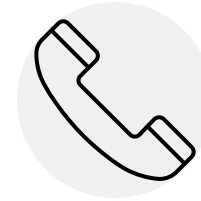
Benefits Page*

All the information you need, in one convenient place!



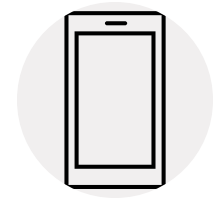
Sprinklr Intranet*

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 GERMANY

Health Plans





Health Insurance Fund

Sprinklr provides you with an annual health insurance fund of €600 per person through our occupational health insurance with Allianz.

This program gives you access to additional healthcare benefits beyond what you will have covered under your statutory health insurance.

Additional benefits may include; specialized treatments, alternative therapies, dental, vision or preventive care.

You will become eligible on the 1st of the month following your hire date. Once enrolled, you will receive a welcome pack from Allianz directly to your home address.

Simply submit your claim to Allianz and let them do the rest! Further information can be found on the Germany Benefits Intranet page.



SPRINKLR GERMANY

Income Protection



Risk Plan Highlights



Life & Permanent Disability

2x basic annual salary paid out in the event of death in service or permanent disability.

No medical underwriting required.

Designed to complement your death in service and long-term disability benefits through social security to provide more well-rounded financial protection to you and your family.



Accidental Death & Dismemberment

2x basic annual salary paid out in the event of death or disability resulting from an accident.

Designed to complement your statutory workers' compensation by expanding coverage to non-occupational accidents.

Also provides additional coverage for disability that may not be covered under the life plan.

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



SPRINKLR GERMANY

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 20 days of statutory annual leave each calendar year.

Sprinklr also provides an additional 8 days of contractual holiday per 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. #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



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.

Sprinklr employees can take up to 6 weeks of paid sickness leave in any given calendar year.

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 GERMANY

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. 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 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 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.

