

An aerial photograph of two basketball players shaking hands on a court. The court has a green center circle and a red outer area. The player on the left is wearing a blue and white jersey, and the player on the right is wearing a red jersey. The text 'Italy Benefits Guide' is overlaid on the green circle.

# Italy

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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 Italy!

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 not automatically enrolled into any benefit – *you must complete your benefits onboarding task in Workday upon joining Sprinklr*. You can choose to extend medical coverage to a spouse/partner and/or dependent children, should you wish.

## Eligibility & Enrollment

You will have received a Benefits Onboarding task in Workday with instructions on how to enroll in our health and income protection plans. You must complete the form and return Sprinklr Benefits within 30 days of your hire date. You will become eligible for Sprinklr's Global Programs within a week of your hire date.

## 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!



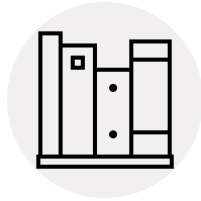
# We're Here for You

We Build Trust & Teamwork



## **Have Questions?**

Benefits@sprinklr.com



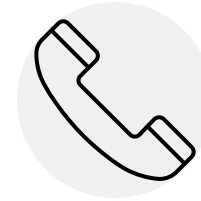
## **Benefits Page\***

All the information you need, in one convenient place!



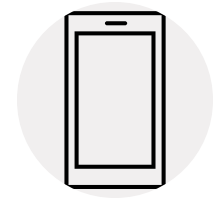
## **Sprinklr Intranet\***

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 ITALY

# Health Plans

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# Health Insurance 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 and eligible dependents is fully paid by Sprinklr. You will be enrolled into the appropriate employment fund upon hire by our Payroll team – our health plan acts as a top up to fund any out-of-pocket expenses not covered by your employment fund (QUAS, FASDAC etc.).

The complete plan document and further information is available on the Italy Benefits Intranet page.

| <b>BENEFIT</b>  | <b>COVERAGE</b>                   |
|---|-----------------------------------|
| <b>In-patient / day-patient / out-patient surgery</b> | Sum insured of €250,000           |
| <b>Treatment at in-network hospitals</b>              | 100% covered                      |
| <b>Treatment at non-network hospitals</b>             | 80% covered                       |
| <b>Hospitalization before/after surgery</b>           | Up to €200,000 for up to 100 days |
| <b>Maternity</b>                                      | Up to €4,000                      |
| <b>Psychology visits</b>                              | Up to €500 (€100 per visit)       |



SPRINKLR ITALY

# Income Protection

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# Collective Bargaining Agreement

Sprinklr are under a Collective Bargaining Agreement in Italy. As such, our legal protection and personal accident benefits are mandatory for our Italian Sprinklrites.

## Legal Protection

This policy is in place to ensure Sprinklr and our employees are covered in case any civil or criminal proceedings are brought against us. This policy covers the whole Italian entity, and we have a sum insured of €25,000.

## Personal Accident

We know the results of an accident can be devastating. Our personal accident provides the following:

- Lump sum in the event of death as a result of an accident: 3x the insured's annual salary
- Lump sum in the event of disability as a result of an accident: 4x the insured's annual salary







# Life Insurance

We know it is important to protect the ones you love in the event something happens to you.

Our fully employer-paid death in service benefits are there to give you peace of mind in the event of the unthinkable.

In the event of your death in service, a lump sum of €150,000 will be payable to your nominated beneficiaries.

Please ensure that you complete the beneficiary designation form immediately upon hire. If you do not have a copy, you can find it on the Italy Benefits page. Once complete, upload your form to Workday.



SPRINKLR ITALY

# 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

## Annual Leave

Sprinklrites can take up to 22 days of annual leave each calendar year. This amount will increase with tenure.



## 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](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.

Sprinklr follows the guidelines set by our Collective Bargaining Agreement in Italy.

## 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 ITALY

# Global Benefit Programs

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# Global Benefit Programs

| <b>MENTAL HEALTH</b><br><b>MODERN HEALTH</b>   | <b>MINDFULNESS</b><br><b>CALM</b>  | <b>EMOTIONAL SUPPORT</b><br><b>OPTUM EWS</b>  |
|--|--|---|
| <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 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 <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<br>KINDBODY  | PHYSICAL WELLBEING<br>PERSONIFY HEALTH   | DISCOUNTS<br>PERKS AT WORK   |
|--|--|--|
| <p>Embracing others for who they are is core to The Sprinkr 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 <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 fulltime, 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 fulltime, 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 <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.