

Netherlands

Benefits Guide



Table of Contents

- 1 Income Protection & Retirement
- 2 Time Off
- 3 Global Benefit Programs

**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 Netherlands!

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

You will need to complete enrollment when you first join Sprinklr. You are automatically enrolled into Sprinklr's Global Programs, head to the Sprinklr Benefits Intranet page to register!

Eligibility

You become eligible for Sprinklr Benefits on your first day. You will receive enrollment information in Workday upon hire and will have **30 days** to complete and return the enrollment form to Benefits@sprinklr.com. We will not be able to enroll you into the pension scheme without your completed information, and under our pension scheme terms and conditions, you are required to be enrolled no later than 3 months following 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 for further assistance.



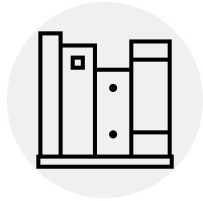
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.com



Benefits Page*

All the benefits information you need for your country in one convenient place!



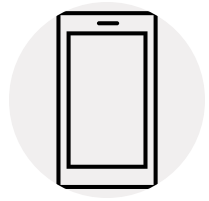
Sprinklr Intranet*

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 NETHERLANDS

Income Protection & Retirement



Disability 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 Netherlands Benefits Intranet page and upload to Workday.

SHORT-TERM DISABILITY	BASIS
First year of sickness	<i>100% of salary</i>
Second year of sickness	<i>70% of salary</i>
Salary Ceiling	<i>€110,000</i>
LONG-TERM DISABILITY	BASIS
WGA-Gap Insurance	<i>Cover for the portion of salary below €71,728 (2024) which complements the social security benefits up to 70% WIA-index (based on inflation)</i>
WIA-Excess Insurance	<i>Cover for the portion of salary exceeding €71,728 (2024) at 70% of salary/ WIA-index (based on inflation)</i>
Salary Ceiling	<i>€200,000</i>



Accident & WEGAS Highlights

We know accidents can happen and that the results can be devastating. Sprinklr's fully funded accident benefits will give you peace of mind that you and your family are protected in case of such an event.

ACCIDENT	BASIS
In case of death	<i>1x annual base salary</i>
In case of disability	<i>2x annual base salary</i>
Salary Ceiling	€250,000
WEGAS	BASIS
Accident Cover	<i>Cover in case of travel for business purposes, including commuting</i>
Limit	<i>Benefit of up to €2,500,000</i>



Pension Scheme

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

Pension regulation has recently changed in the Netherlands. Contributions now do not increase as you get older, and a flat rate of 12% is now applied to all Dutch citizens. Your pension base is equal to your annual salary, minus the Dutch state pension of €17,545 (in 2024).

Through Sprinkl's Defined Contribution plan, we will contribute 8% of your pensionable salary into the scheme, alongside your employee contribution of 4%. Your pensionable salary is subject to a maximum of €137,800 (in 2024).

Where Sprinklites indicate they have a partner and/or child. There are also survivors' benefits included in the scheme, fully paid for by Sprinkl:

- **Partner/Widow's pension:** 1.16% per year of service, up to age 68
- **Orphan's pension:** 20% of the partner's pension until age 18 (or 27 if in full-time education or disabled)

Sprinkl also provides ANW gap insurance, which is a temporary cover, to provide your partner with a pension of €19,080 (in 2024) up until the age of retirement.



SPRINKLR NETHERLANDS

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 in the Netherlands can take up to 22 days of annual leave in any 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



Paid Time Off – 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

Sickness leave is provided in accordance with our insured plan.

Reach out to Benefits@sprinklr.com 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 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
NETHERLANDS

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 SprinkrWay, 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.</p> <p>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.</p> <p>You can access well being initiatives and engage with 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 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.

