

Spain

Benefits Guide



Table of Contents

- 1 Health Plans
- 2 Income Protection & Retirement
- 3 Time Off
- 4 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 Spain!

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 to be amazing.

Our Employee medical, life and Global Programs are fully paid for or sponsored by Sprinklr. If you wish to enroll dependents to the medical plan, Sprinklr will contribute 50% of the premium, with the remaining collected through monthly payroll.

Eligibility

You are automatically enrolled into our Global Programs and life insurance. Within a week of your hire date, you will receive login credentials to your benefits platform through Mercer, where you will be able to enroll in the medical plan, add dependents, and make voucher selections, should you wish. If you do not enroll within 30 days of your hire date, you will not be able to benefit from waived waiting periods and medical underwriting. You will also not be able to enroll dependents unless you experience a Qualifying Life Event, or at the next policy renewal.

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!



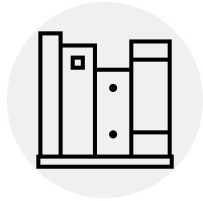
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.com



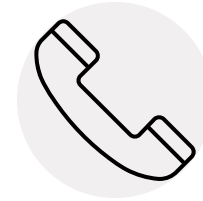
Benefits Page*

All the information you need, in one convenient place!



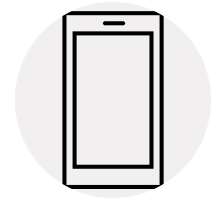
Sprinklr Intranet*

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 SPAIN

Health Plans



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 is fully paid by Sprinklr, and you are able to extend cover to your spouse or partner, and/or children should you wish. Sprinklr will fund 50% of any premiums associated with dependents. The remaining 50% will be collected through monthly payroll deductions.

If you do not enroll within **30 days** of your hire date, you will not be able to benefit from waived waiting periods and medical underwriting. You will also not be able to enroll dependents unless you experience a Qualifying Life Event, or at the next policy renewal.

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

BENEFIT	COVERAGE
Annual Sum Insured (In-Network)	Unlimited
Annual Sum Insured (Reimbursement)	€250,000
Medical network	100%
Reimbursement for out-of-network	80%
Hospital daily rate	Up to €1,200
Childbirth	Up to €5,000
General Practitioner consultation	Without limit
Psychology	10 sessions per year, up to €50 per session
Dental	Covered



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 by updating your Beneficiary Designation Form (a copy can be found on your country's Benefits Intranet page).



SPRINKLR SPAIN

Income Protection



Life & Disability

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 Spain Benefits Intranet page and upload to Workday.

B E N E F I T	D E T A I L S
Death by any cause	2x annual basic salary
Disability by any cause	2x annual base salary
Accidental death	4x annual base salary
Accidental disability	4x annual base salary

A free cover limit of €500,000 applies to the Life & Disability plan.

If your insured benefit is higher than €500,000, you will be required to undergo medical underwriting to insure the portion of your benefit above this amount.



SPRINKLR SPAIN

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

Other Leave

Sprinklrites in Spain are eligible for 15 calendar days of paid time off when getting married or entering a civil partnership.

They're also eligible for 1 day of paid time off when moving to a new house.



Public Holidays

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



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 local regulation in Spain.

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 SPAIN

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 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 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>Take advantage of their wind down, focus or move series specially curated for productivity, exercise, or closing out your day.</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.