

An aerial photograph of a city skyline, likely Dubai, emerging from a thick layer of white, fluffy clouds. The sun is low on the horizon in the upper right, casting a warm, golden glow over the scene and creating a lens flare effect. The sky is a mix of blue and orange. The city buildings are dark against the bright clouds.

# United Arab Emirates 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 UAE!

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.

Our employee medical, life and disability plans are covered by Sprinklr.

## Eligibility

You become eligible for Sprinklr Benefits on your first day. You will receive a Benefits Enrollment task in Workday before you join. You must complete enrollment before your start date to ensure compliance with the Dubai Health Authority. Failure to do so may affect your visa and may incur fines for both you and Sprinklr.

If you do not enroll dependents upon your hire, you will not be able to add them unless you experience a Qualifying Life Event, or at the next policy renewal.

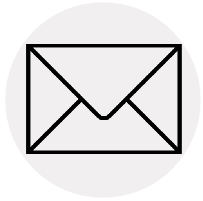
## We are here for you.

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



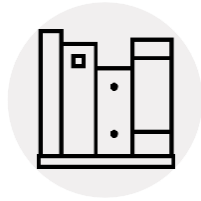
# We're Here for You

We Build Trust & Teamwork



**Have Questions?**

[Benefits@sprinklr.com](mailto:Benefits@sprinklr.com)



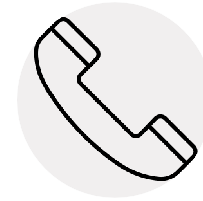
**Benefits Page\***

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



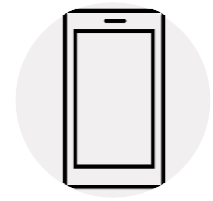
**Sprinklr Intranet\***

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 UAE

# Health

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# Medical Plan Highlights

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 your eligible dependents is fully paid by Sprinklr.

If you do not include your dependents in your initial enrollment, you will not be able to make changes unless you experience a Qualifying Life Event, or at the next policy renewal.

The complete plan document is available on the UAE Benefits Intranet Page.

<b>BE NE FIT</b>	<b>CO V E R A G E *</b>
<b>Inpatient facility (hospital room and board)</b>	Paid in full
<b>Inpatient lab and x-ray</b>	Paid in full
<b>Inpatient prescribed medication</b>	Paid in full
<b>Inpatient healthcare provider services</b>	Paid in full
<b>Outpatient facility</b>	Paid in full
<b>Outpatient prescribed medication (pharmacy in-hospital)</b>	Paid in full
<b>Outpatient lab and x-ray</b>	Paid in full
<b>Adult and Child preventive and wellness services</b>	Paid in full
<b>Dental and Vision</b>	Covered – see plan document for further details



# 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) 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).



## Beneficiaries

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



SPRINKLR UAE

# Income Protection

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# Risk Plan Highlights

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

Our income protection benefits are there to give you peace of mind in the event of the unthinkable.

<b>B A S I S</b>	<b>L I F E</b>	<b>A C C I D E N T A L D E A T H &amp; D I S M E M B E R M E N T ( A D &amp; D )</b>
Premium	<i>100% Sprinklr paid</i>	<i>100% Sprinklr paid</i>
Benefit	<i>2x annual base salary</i>	<i>2x annual base salary</i>
Guaranteed Issue Amount	<i>\$500,000</i>	<i>\$500,000</i>
Waiting Period	<i>None</i>	<i>None</i>



SPRINKLR UAE

# 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 30 days of annual leave in any holiday year, inclusive of national holidays.



## 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)



# 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

Absence from work due to sickness is paid in accordance with local regulation. Please speak with 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 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 UAE

# Global Benefit Programs

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# Global Benefit Programs

<b>MENTAL HEALTH</b> <b>MODERN HEALTH</b>	<b>MINDFULNESS</b> <b>CALM</b>	<b>EMOTIONAL SUPPORT</b> <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>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"> <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 having 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 full-time, 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 counseling, 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 well-being platform that drives sustainable behavior 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 Sprinklr employees 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 Sprinklr employees 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 Sprinklr employee 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.