

An aerial photograph of a dense, lush green forest. A paved road with a white center line runs vertically through the middle of the image. The trees are a vibrant green, and the overall scene is a dense canopy of foliage.

Canada

Benefits Guide

Table of Contents

- 1 Health & Welfare Plans
- 2 Income Protection Plans & Retirement
- 3 Holidays & Paid 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 Canada!

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 extended health care, dental, vision, life, income protection plans, emergency travel assistance and extra perks are all covered 100% by Sprinklr. You can also enroll in optional benefits like supplemental life insurance coverage for yourself and your spouse.

Eligibility

You are eligible for Sprinklr benefits effective your hire date and must submit either an enrollment or waiver form **within 31 days of hire**. You will receive your benefits enrollment packet within one 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 for further assistance.



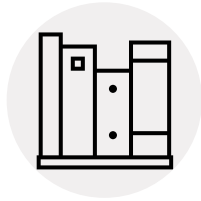
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.
com



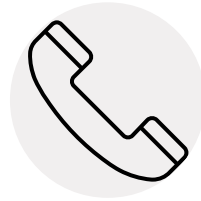
Benefits Page*

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 CANADA

Health Plans



Extended Health Care plus Vision

Benefit	Level of Coverage
Deductible: Individuals/ Family	100% Coverage
Pay Direct Drug Card	100% Coverage
Coinsurance: Drugs Others	100% Coverage after dispensing fee 100% Coverage
Co-Insurance—Hospital Semi-Private	100% Coverage
Private Duty Nursing	\$10,000 Calendar Year Maximum Benefit
Paramedical Services	\$750 Calendar Year Maximum Benefit per practitioner
Paramedical Services Included	Speech Therapist, Psychologist, Osteopath, Chiropractor, Physiotherapist, Naturopath, Acupuncture Chiropracist / Podiatrist, Massage Therapist

Our Extended Health Care coverage provides you and your eligible dependents peace of mind and fast access to extended health cover when you need it most. The premium is *100% paid by Sprinklr*.



Extended Health Care plus Vision – Cont.

Benefit	Level of Coverage
Orthopedic Shoes/ Orthotics	\$200 Per Shoe / \$500 Per Calendar Year Maximum Benefit
Hearing Aids	\$500 Maximum Benefit Every 3 Calendar Years
Vision Care	100% - \$200 Maximum Benefit Every 24 Months
Eye Examination	Once Every 24 Months
Out of Country Coverage	100% - \$5,000,000 Maximum Benefit per calendar year, 60 days per trip duration
Employee Contribution per Pay Period	
Employee Only	None
Employee + Family	None



Dental

Benefit	Level of Coverage
Annual Maximum Dental Benefit	<p style="text-align: center;">\$1500 <i>Separate for Basic and Major services</i></p>
Calendar Year deductible	<p style="text-align: center;">None</p>
Charges covered for you: Basic Care Major Care Orthodontic	<p style="text-align: center;">Coinsurance 100% 50% 50% - \$2,000 lifetime max for dependent children</p>
Oral examination	<p style="text-align: center;">Once Every 6 Months</p>
Coverage Terminates	<p style="text-align: center;">Age 70 or Retirement</p>
Employee Contribution per Pay Period	
Employee Only Employee + Family	<p style="text-align: center;">None None</p>



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 31 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 [completed change form](#) and supporting documentation of your qualifying life event to Benefits@sprinklr.com.



Beneficiaries

Update your beneficiaries for your Sprinklr-provided Life and AD&D insurance on the enrollment form when making updates to your other benefits



S P R I N K L R C A N A D A

Income Protection & Retirement



Income Protection Plans

We know that it is important to protect the ones you love in the event that something happens to you. Our income protection and disability benefits are there to give you peace of mind in the event of the unthinkable.

Features	Life & AD&D	Short Term Disability	Long-Term Disability
Benefit	2x Annual income up to \$500,000 maximum benefit	100% of your base salary <i>(Top up to EI benefits)</i>	66.67% of monthly earnings to maximum of \$10,000 per month
Elimination Period	N/A	7 days	16 Weeks
Duration	Age 70	16 weeks	Age 65
Non-Evidence Maximum	\$200,000	\$0	\$3,500
Spouse Benefit	\$10,000	N/A	N/A
Child Benefit	\$5,000	N/A	N/A

Emergency Travel Assistance

Employees and accompanying dependents who suffer an accident, injury, and/or illness while on Sprinklr business trips outside the U.S. (up to 180 consecutive days) are automatically covered.

Medical/Emergency assistance, as well as other services, including security assistance, concierge services, travel assistance, and identity theft assistance are available 24x7.



Group Registered Retirement Savings Plan (GRRSP)

Sprinklr offers a tax deferred retirement savings vehicle to Canadian Sprinklrites.

The Group RRSP, offered through Manulife, is available to all full-time Canadian employees with prior year T4 earnings in Canada.

Sprinklr provides a **matching contribution** of **30%** up to the first **4%** of eligible deferred compensation.

Registration instructions can be found on [Sprinklr Benefits Page](#)



Group Registered Retirement Savings Plan

Group RRSP - Manulife	
Eligibility	Full-time employees upon hire <i>(must have prior year T4 earnings in Canada)</i>
Plan Sponsor Contribution	30% up to the first 4% of eligible deferred compensation*
Member Voluntary Contributions	Yes
Spousal Split	Yes
Investment Options	Yes

**Please refer to the Manulife member booklet for eligible compensation definitions*

SPRINKLR CANADA

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

Vacation

Sprinklr provides 3 weeks of vacation time per year. This time is available upon hire.



24-4-U & 24-4-Others

Two days of paid time off are available to every Sprinklr employee, 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.

Public Holidays are provided in accordance with holidays declared by your local authority.



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

In the event that you are unwell, we understand that sometimes you need to take some time away to recuperate and recover.

Sprinklr provides Sick Leave to work in conjunction with Statutory requirements.

In the event that the short term sickness continues, you will be transferred to our income protection disability plans.

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 CANADA

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><i>Modern Health</i> 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>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 through your Optum EWS coverage.</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• Financial Counseling (Brightplan)• 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 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 <i>Kindbody</i>, 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 lifetime maximum 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>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

E S P P	R S U s
<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

M E N T O R I N G	L I N K E D I N L E A R N I N G
<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.

