



Global Benefits Guidebook

Japan

Table of Contents

- 1 How Benefits Work
- 2 Life & Long Term Disability
- 3 Holidays and Paid Time Off
- 4 Equity
- 5 Global Benefits

*In the event that 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.





How Sprinklr Japan Benefits Work

Sprinklr Quick Links



[Sprinklr Benefits
Microsite](#)



[Benefits Document
Library*](#)



[Sprinklr Intranet*](#)



[Mobile Contact
Card*](#)



How Benefits Work

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 life and disability plans are all covered by Sprinklr. You are automatically enrolled into the plans from your first day of employment.

We are here for you.

If you have any questions on the benefits available, are having difficulty enrolling and much more, the benefits team can be contacted at benefits@sprinklr.com

Alternatively, you can contact the HR APAC team at hrpac@sprinklr.com.





Life & Long Term Disability

Risk Plan Highlights

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

Our life and disability benefits are there to give you peace of mind in the event of the unthinkable.

Life Insurance	Benefits
Death in Service	3x Annual base salary capped at JPY 100M
Additional Benefits	Total Permanent Disability 3x Annual base salary capped at JPY 100M
Medical Underwriting	Free cover limit of JPY 80M
Long Term Disability	Benefits
Income Replacement	60% of monthly base salary (capped at ¥1M) 180 day waiting period
Additional Benefits	Coverage continues even while you are recuperating at home
Mental illness	Mental illness (depression, anxiety disorder schizophrenia etc) Covered up to a maximum of 2 years





Holidays and Paid Time Off

Paid Time Off

At Sprinklr, we believe it is important to take time off to recharge and spend time with loved ones - it is essential for your mental and physical wellbeing 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 prioritise your development.

We want to truly deliver on The Sprinkly Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care and our employees are our family.



Paid Time Off

Parental Leave

Spending time at home when you welcome a new addition to your family is incredibly important.

Our leave program is designed to provide enhancements to the statutory parental leave to give you the ability to strengthen your bond with your new child.

Personal Sickness/Injury Leave:

Sprinklr recognizes that it is important to take care of yourself and ensure that you are at your best health so that you can contribute effectively to work.

We also provide unpaid personal sickness/injury leave depending on the tenure:

- Tenure 1-3 years: up to 6 months
- Tenure > 3 years: up to 1 year

Caregiver Leave:

Sprinklr recognizes that it is important to balance 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. Leave up to 4 weeks is provided to employees as a part of the Global Caregiver Leave program to ensure they can be there and take care of their immediate family.

Bereavement Leave

Losing a loved one can be devastating. Sprinklr understand that it is important you use this time to grieve, heal and spend time with those who mean the most to you. Paid bereavement leave of 1~10 days is provided

Sprinklrites also benefit from bereavement counselling through our Global EAP, giving you the support you need when you need it most.

24-4-U and 24-4-Others

Every Sprinklr has the opportunity to take one full day (every year) away from the office to dedicate to yourself (24-4-U) and one day to dedicate to your giveback activities (24-4-Others).

The 24-4-U program is based on one of our core beliefs: "Every human has the potential to be amazing. Keep learning."

The initiative gives every Sprinklr an opportunity to focus on a learning and development activity of your choice.

24-4-Others is a companion program to 24-4-U that takes the spirit of investing in yourself and applies it to investing in others through community volunteering and giving. Here at Sprinklr, we believe: "Helping others succeed makes us happy. Give back."





Equity

Equity



Restricted Stock Units

RSUs are a way of rewarding Sprinklrites for the value they create, so everyone can share in the success of the company.

Granted awards are located on Shareworks.



Employee Stock Purchase Program

An 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 to participate.

You can choose to take part by contributing a percentage of your pay through monthly payroll deduction.

Please contact shares@sprinklr.com for instructions on how to register for Shareworks





Global Benefits

Global Benefits

Because we passionately and genuinely care, the following benefits are provided to every Sprinklr across the globe:

Mental Health	Fertility and Family Planning
<p>Sprinklr wants you to get the type of care you need for your personal well-being when you need it.</p> <p>New for 2022, 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 personalised 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>This benefit is available to you and your families at no cost.</p>	<p>Treating each other like family is core to the Sprinklr Way, that's why having programs in place that help you build yours - however that may look for you - is a reflection of our company values in action.</p> <p>Kindbody, 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 \$5,000 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. Employees have access to an extensive array of digital resources, support groups, and a network of providers tailored to meet your care needs.</p>



Global Benefits

Because we passionately and genuinely care, the following benefits are provided Sprinklrites across the globe:

Calm	Personify Health	LinkedIn Learning	Perks at Work
<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>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 wellbeing as much as it is team building and connection. You can access wellbeing initiatives and engage with Sprinklrites all around the globe, while also having a customized view of wellbeing and benefit programs in your region.</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 personalised recommendations based on your job title, skills, experience and goals</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.</p> <p>Register here to get started!</p>



Global Benefits

Employee Assistance Program (EAP)

What is an EAP?	Who is Eligible?	Why an EAP?	Who administers the EAP?
<p>An EAP 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 counsellors and specialists who can answer your questions in real time and help you find resources locally.</p>	<p>All full-time and part-time, regular employees and their immediate family are eligible.</p> <p>Qualifying dependents are:</p> <ul style="list-style-type: none">- Spouses- Domestic Partners- Dependent Children- Parents- Parents-in-Law	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none">- Stress, depression and anxiety- Relationship issues- Job stress, work conflicts- Family and parenting problems <p>An EAP Specialist can help you with:</p> <ul style="list-style-type: none">- Legal resources- Caring for a child/elder- Navigate a move- And much more!	<p>Optum is Sprinklr's Global EAP vendor.</p> <p>Get Started with Optum EAP</p> <p>Access Code: Sprinklr</p>



Thank you

Have questions?

benefits@sprinklr.com

