



India Benefits Guide

Version 4

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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 India!

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 of being amazing.

Our employee medical, life, and accident plans are all **covered 100%** by Sprinklr. You are automatically enrolled into the company life and accident plans from your first day of employment. You can choose to extend medical coverage to a spouse/partner, parents/parents-in-law and/or dependent children, and opt for additional sum insured, should you wish.

Eligibility & Enrolling

You become eligible for Sprinklr benefits on your first day. You will receive enrollment information via email from the benefits enrollment platform, Benefits You, within 15 days of your hire date. You will have **15 days** to enroll dependents and select additional sum insured through the portal. If you do not complete enrollment timely, you will not be able to enroll dependents, or select additional sum insured until the next renewal cycle of the policy or unless you experience a Qualifying Life Event.

We are here for you.

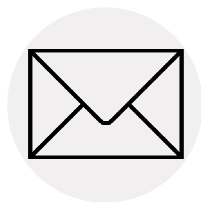
If you have any questions on the benefits available, how to enroll, or where to find information, please contact our team at Benefits@sprinklr.com for further assistance.

Head to the next page to see our handy suite of Sprinklr benefits resources!



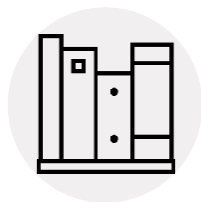
We're Here for You

We Build Trust & Teamwork



Have Questions?

Benefits@sprinklr.com



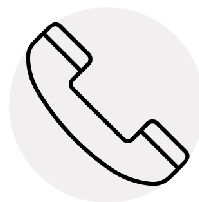
Benefits Page

All the information you need, in one convenient place!



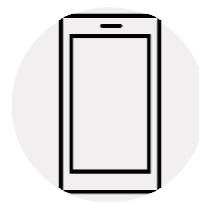
Sprinklr Intranet

Overview of our Global Benefits, and much more



Contact Card

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 INDIA

Health Plans



Group Medclaim (GMC) 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.

Base cover is fully paid by Sprinklr, and you can choose to cover your partner/spouse, up to two children, and either parents or parents-in-law.

There are top up options available on the medical plan. Please refer to the Employee Benefits Manual on the India Benefits Intranet page for more information.

You will have **15 days** from receipt of your login credentials from MARSH to complete enrollment and select additional sum insured.

If you do not act within this window, you will not be able to add dependents, or select additional sum insured until the next policy renewal, or if you experience a Qualifying Life Event.

B E N E F I T	C O V E R A G E *
Inpatient room and board	Covered
Pre-existing conditions	Covered from Day 1
Newborn Baby	Covered from Day 1
Inpatient prescription medication	Covered
Hospital Diagnostics	Covered
Dialysis, Chemotherapy	Covered
Menopause	Covered
Cancer Care	Covered
Vision (Employee Only)	Covered up to INR 15,000 per year



OPD Benefits

Sprinklr have partnered with Aditya Birla and Visit Health for OPD benefits in India. Our OPD plan provides you with access to online doctor consultations, dental care, pharmacy, labs, WHO approved vaccinations & physical consultations. As an employee, you also have access to an annual health check up.

You and your family will have access to a wallet within the Visit Health app, with predefined limits by OPD service. More information on how limits are applied can be found on the India Benefits Intranet page.

Once you have completed enrolment on the GMC plan, enrolment for OPD services will take approximately two weeks.



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 sprinklrsupport@marsh.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 sprinklrsupport@marsh.com.



Beneficiaries

Update your beneficiaries for your Sprinklr-provided Life and Disability insurance by updating your Beneficiary Designation in the Benefits You portal.



SPRINKLR INDIA

Income Protection & Retirement



Life & Personal Accident Insurance 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 in the Benefits You portal during enrollment.

	LIFE INSURANCE (BASE)	LIFE INSURANCE (VOLUNTARY)	PERSONAL ACCIDENT
Benefit Basis	4x CTC Maximum of 10 Cr	Up to 15x CTC (may be subject to medical underwriting)	3x CTC Maximum of 1 Cr
Additional Benefits	Critical Illness cover up to INR 10 lakhs, and terminal illness cover	Cover will continue, even if you leave Sprinklr Long-term policy options with fixed premiums	Permanent partial and permanent total disability covered
Medical Underwriting	Employees will be required to complete medical underwriting if their sum insured is above INR 30,000,000	Subject to review by the underwriters upon application	None



Statutory Benefits



Provident Fund

Sprinklr contributes to the Provident Fund each month (INR 1,800 or 12% of basic salary, whichever is less).

You can choose to contribute more to the Provident Fund should you wish. Speak to your C&T Business Partner for details of how to opt in.



Gratuity

Gratuity is available to employees who have completed five or more years of continuous service at Sprinklr.

Gratuity is payable upon separation from the Company and is equal to 15 days' salary for every completed year of service.

**For the purposes of gratuity calculation, a month is considered as 26 days*



National Pension System (NPS)

The National Pension System (NPS) is a retirement pension, cumulative investment plan, sponsored by the Government of India and regulated by the Pension Fund Regulatory & Development Authority (PFRDA).

Sprinklr partners with HDFC to provide you with access to a simple, and easy to understand scheme. Participation is voluntary.

Sprinklrites can contribute up to a maximum of 14% of their basic salary plus dearness allowance, with exclusive tax benefits up to certain amounts. Once enrolled, your account and investment details will be accessible through the online portal.

Once enrolled, you cannot make changes to your contributions until the beginning of the next financial year.

For more information, including how to enroll, reach out to the India Payroll team.



SPRINKLR INDIA

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 18 days of annual leave each calendar year.

Any unutilized annual leave(upto a maximum of 10 days) 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. #SprinklrCares

Public Holidays

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



Marriage Leave

Sprinklr India employees are eligible for up to 5 days of paid leave when getting married.



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 employees are eligible for 12 sick days per calendar year.

Casual & Bereavement Leave

Where you cannot report to work due to unforeseen circumstances, your Casual Leave is there to allow you to take time away from work for personal reasons.

Sprinklr India employees are also eligible for up to 5 days of paid leave when a loved one passes away.



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 INDIA

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 therapy 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 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 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 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>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> <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 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>
POC: Compensation@sprinklr.com , Shares@sprinklr.com	

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>
POC: talent.development@sprinklr.com	

For more information on these programs, visit the [Sprinklr Intranet](#) page for each respective department.

