

2 0 2 6

Netherlands Benefits Guide

Version 4, January 1, 2026

Table of Contents

- 1 Income Protection & Retirement
- 2 Time Off
- 3 Global Benefit Programs

In the event the content of this document or any oral representation made by any person regarding the plan(s) conflict with or are inconsistent with the provisions of the plan document(s), the provisions of the plan document(s) will control.



Welcome to Sprinklr Netherlands!

At Sprinklr, we foster a culture of collaboration, inclusivity, and a shared commitment to customer success. We recognize and value every voice, and we are deeply invested in supporting our people.

You will need to complete enrollment when you first join Sprinklr. You are automatically enrolled into Sprinklr's Global Programs, head to the Sprinklr Benefits Intranet page for more details.

Eligibility

You become eligible for Sprinklr Benefits on your first day. You will receive enrollment information in Workday upon hire and will have just **30 days** to complete and return your enrollment form to Benefits@sprinklr.com. We will not be able to enroll you into the pension scheme without your completed information, and under our scheme's terms and conditions, you are required to be enrolled no later than 3 months following your hire date.

We are here for you

If you have any questions about enrollment or any of your benefits, you can email Benefits@sprinklr.com.

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

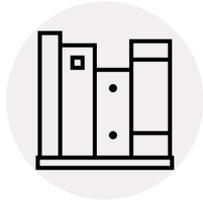


Sprinklr Resources



Have Questions?

Benefits@sprinklr.com



[Benefits Page*](#)

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



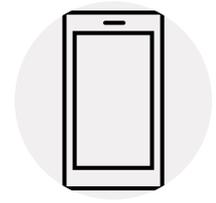
[Sprinklr Intranet*](#)

Overview of our Global Programs and much more!



[Directory*](#)

Don't know who to contact? Here's the who's who for your country



[Microsite](#)

Access this guide wherever you are, at work or on the go



SPRINKLR NETHERLANDS

Income Protection & Retirement



Disability Plans

It is important to protect the ones you love in the event something happens to you. Our disability benefits are designed to give you peace of mind in the event you need them.

It's critical that Sprinklr have access to contact information for your next of kin should something happen to you. To elect beneficiaries, go to Workday and type "Beneficiaries" in the search bar.

Short-Term Disability	Coverage
First year of sickness	100% of salary, subject to the Gross Salary Cap
Second year of sickness	70% of salary, subject to the Gross Salary Cap
Salary Ceiling	€110,000
Long-Term Disability	Coverage
WGA-Gap Insurance	Cover for the portion of salary below the social security ceiling, which complements social security benefits up to 70% WIA-index (based on inflation)
WIA-Excess Insurance	Cover for the portion of salary above the social security ceiling at 70% of salary WIA-index (based on inflation)
Salary Ceiling	€200,000



Accident Plans

We know accidents happen and that the results can be devastating. Sprinklr's fully-funded accident benefits will give you peace of mind that you and your family are protected in case of such an event.

Accident	Coverage
In case of death	1x annual base salary
In case of disability	2x annual base salary
Salary Ceiling	€250,000
WEGAS	Coverage
Accident cover	Cover in case of travel for business purposes, including commuting
Limit	Benefit of up to €2,500,000



Pension Scheme

Irrespective of where you are in your career, it is important to start thinking about saving for your future.

Sprinklr's pension scheme provides a total of 12% of your pensionable salary each month, 8% by Sprinklr, and 4% by you. Your pensionable salary is equal to your annual base salary (before bonus, commission, and applicable taxes) minus the Dutch state pension. Your pensionable salary is subject to a maximum of €137,800 (for 2026).

Sprinklr also provisions survivors benefits for partners/widows and orphans:

- **Partner/Widow's pension:** 1.16% per year of service, up to age 68
- **Orphan's pension:** 20% of the partner's pension until age 18 (or 27 if in full-time education or disabled)

Sprinklr also provides ANW gap insurance, which is a temporary cover, to provide your partner with a pension of €21,298.80 (for 2026) up until the age of retirement.



SPRINKLR NETHERLANDS

Time Off



Paid Time Off

Annual Leave

Sprinklrites in the Netherlands can take up to 22 days of annual leave in any calendar year.

24-4-U & 24-4-Others

2 days of paid time off are available to every Sprinklrite, every calendar year, to invest in their own personal or professional development and to give back to their local community.



Public Holidays

Public Holidays can be found on the Intranet, or by searching for “Holiday Calendar” in Workday.

Questions?

Please email Benefits@sprinklr.com



Leaves of Absence

Family Leave

Sprinklr's Wage Replacement Benefit has been thoughtfully developed to support you and your growing family. It reflects our dedication to your well-being and aligns with our values and ways of working – The Sprinklr Way.

Sickness Leave

Sickness Leave is provided in accordance with our insured benefits.

You may be eligible for Sprinklr's Wage Replacement Benefit. It has been designed to support you if you need to take some time away to recuperate and recover.



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

Our Caregiver Leave policy is designed to be there for you to take care of your eligible dependents should the situation arise.

You can find the policy on the Policies & Governance Intranet page.



SPRINKLR NETHERLANDS

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 counselling 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 counsellors 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 & anxiety • Relationship issues • Family and parenting • Legal resources • Caregiving • Navigating 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 & HORMONAL HEALTH KINDBODY

Embracing others for who they are is core to The Sprinklr Way, that's why we have programs in place that help you build your family as a reflection of our company values in action.

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.

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!

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.

All full-time, benefits-eligible employees and their spouses/domestic partners are eligible upon hire.

DISCOUNTS & COMMUNITY PERKS AT WORK

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!

You also gain access to the Community Online Academy (COA) which provides free interactive classes with world-class instructors for kids and adults alike.

All Sprinklr employees are eligible upon hire.



Global Benefit Programs

EQUITY	
ESPP	RSUs
<p>An Employee Stock Purchase Program (ESPP) allows eligible employees to purchase Sprinklr stock at a discounted price. Employees must be in an eligible country to participate.</p> <p>You can choose to take part by enrolling in Shareworks during an enrollment period which begins in November and May. During enrollment, you may elect to contribute a percentage of your pay through regular payroll deductions.</p>	<p>Restricted Stock Units (RSUs) may be awarded to Sprinklrites for significant and unique contributions, performance and potential.</p> <p>Granted awards are located in Shareworks. You will receive a system notification after receiving any RSU award.</p>
<p>POC: Compensation@sprinklr.com, Shares@sprinklr.com</p>	

PERSONAL DEVELOPMENT	
MENTORING	SPRINKLR UNIVERSITY
<p>Mentoring is designed to help Sprinklrites mutually invest in their personal and professional development.</p> <p>Why? Make a new friend and help grow your skills while investing in someone else!</p> <p>Who? Any full-time Sprinklr can take part. Become a mentor, mentee, or both!</p>	<p>Sprinklr University is our Learning Management System (LMS) that provides rich learning and skills growth capabilities to support your development.</p> <p>You'll get personalized, AI-driven learning recommendations across a range of skills, driven by your role and experience. This also includes content from the LinkedIn Learning library.</p>
<p>POC: talent.development@sprinklr.com</p>	

For more information on these programs, visit the Sprinklr Intranet page for each respective department.

