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# Canada Benefits Guide

Version 4, January 1, 2026

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*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 Canada!

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.

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 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 enrollments. If this deadline is missed, you will not be able to enroll until the next renewal date, or unless you experience a Qualifying Life Event.

## We are here for you

If you have any questions about enrollment or any of your benefits, you can email [Benefits@sprinklr.com](mailto:Benefits@sprinklr.com).

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

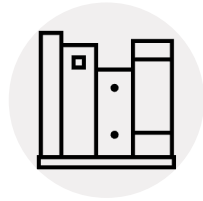


# Sprinklr Resources



## Have Questions?

Benefits@sprinklr.com



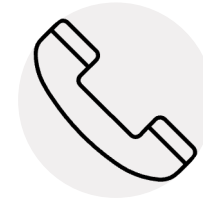
## [Benefits Page\\*](#)

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 Canada

# Health Plans



# Medical Plan

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.

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.

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 Canada Benefits Intranet Page.

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



# Vision Plan

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



# Dental Plan

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



# Qualifying Life Events

Here at Sprinklr, we understand the *life happens*.

If you experience a change in family status and need to make a change to your enrollments throughout the year, follow the below 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



## Documentation

Submit supporting documentation of your Qualifying Life Event to [Benefits@sprinklr.com](mailto:Benefits@sprinklr.com)



## Beneficiaries

Update your beneficiaries by completing the Beneficiary task in Workday



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# 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
<b>Benefit</b>	2x Annual income up to \$500,000 maximum benefit	100% of your base salary (Top up to EI benefits)	66.67% of monthly earnings to maximum of \$10,000 per month
<b>Elimination Period</b>	N/A	7 days	16 Weeks
<b>Duration</b>	Age 70	16 Weeks	Age 65
<b>Non-Evidence Maximum</b>	\$200,000	\$0	\$3,500
<b>Spouse Benefit</b>	\$10,000	N/A	N/A
<b>Child Benefit</b>	\$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 in the [Canada Benefits Page](#)

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



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# Time Off



# Paid Time Off

## Annual Leave

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

## 24-4-U & 24-4-Others

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

## Any others? Or Questions?

Enter in any more PTO entitlements or replace with “Please email [Benefits@sprinklr.com](mailto: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

Sprinklr's Wage Replacement Benefit has been designed to support you if you need to take some time away to recuperate and recover.

Statutory requirements



## 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 Canada

# Global Benefit Programs



# 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> counselling 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 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"> <li>• Stress, depression &amp; anxiety</li> <li>• Relationship issues</li> <li>• Family and parenting</li> <li>• Legal resources</li> <li>• Caregiving</li> <li>• Navigating 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 & 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.

For more information and registration instructions, visit the Benefits Intranet page.



# Global Benefit Programs

COMPENSATION	
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 begin 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><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	SPRINKLR UNIVERSITY
<p>Mentoring is designed to help Sprinklrites mutually invest in their personal and professional development.</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 Sprinklrite 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><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.

