



2026

Germany Benefits Guide

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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 Germany!

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.

Your life, AD&D, health insurance fund and Global Programs are fully paid for and/or sponsored by Sprinklr.

Eligibility

You are automatically enrolled into the company life and AD&D plans from your first day of employment. You will become eligible for the health insurance fund on the 1st of the month following your hire date, and for Global Programs, within a week of your start date. To be enrolled in the health insurance fund, Sprinklr will need the details of your health insurance policy. You will enter these in the payroll onboarding form provided to you upon hire.

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!

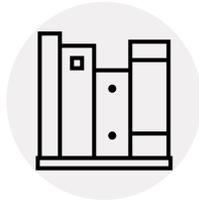


Sprinklr Resources



[Have Questions?](mailto:Benefits@sprinklr.com)

Benefits@sprinklr.com



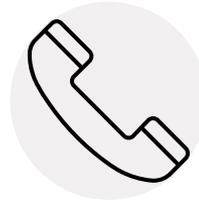
[Benefits Page*](#)

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



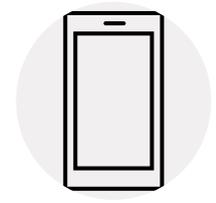
[Sprinklr Intranet*](#)

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 GERMANY

Health Plans



Health Insurance Fund

Sprinklr provides you with an annual health insurance fund of €600 per person through an occupational health insurance with Allianz.

This program gives you access to additional healthcare benefits beyond what you will have covered under your statutory health insurance.

Additional benefits may include; specialized treatments, alternative therapies, dental, vision, or preventive care.

You will become eligible on the 1st of the month following your start date. You must have completed the payroll onboarding form, provided to you upon hire, and returned to Payroll within 2 weeks of your start date. You cannot be enrolled to the health fund without this information. Once enrolled, you will receive a welcome package from Allianz directly to your home address.

Simply submit your claim to Allianz and let them do the rest! Further information can be found on the Germany Benefits Intranet page.



SPRINKLR GERMANY

Income Protection



Risk Plans



Life and Permanent Disability

2x annual base salary paid out in the event of death in service or permanent disability.

No medical underwriting required.

Designed to complement your death in service and long-term disability benefits through social security to provide more well-rounded financial protection for you and your family.



Accidental Death & Dismemberment

2x annual base salary paid out in the event of death in service or disability resulting from an accident.

Designed to complement your statutory workers' compensation by expanding coverage to non-occupational accidents.

Also provides additional coverage for disability that may not be covered under the life plan.

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.



SPRINKLR GERMANY

Time Off



Paid Time Off

Annual Leave

Sprinklrites can take up to 20 days of statutory annual leave each calendar year.

Sprinklr also provides an additional 8 days of contractual holiday per calendar year.

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.

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

Sprinklr's Wage Replacement Benefit 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 GERMANY

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 & 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

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>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 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>POC: talent.development@sprinklr.com</p>	

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

