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UK 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 UK!

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 medical, dental, life, income protection, and critical illness plans are covered 100% by Sprinklr. You are automatically enrolled to the company life, income protection, and critical illness plans from your first day of employment. You can choose to extend medical and dental coverage to a spouse/partner and/or dependent children should you wish. This is funded by you through monthly salary deductions via payroll.

Eligibility

You become eligible for Sprinklr Benefits on your first day. You will receive enrollment information in Workday upon hire including instructions on how to complete enrollment. You have just **30 days** to complete and return your enrollment form to Benefits@sprinklr.com. 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.

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

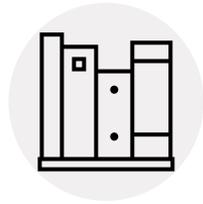


Sprinklr Resources



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

Benefits@sprinklr.com



[Benefits Page*](#)

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



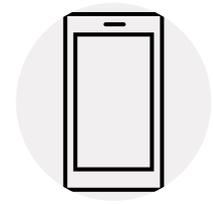
[Sprinklr Intranet*](#)

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 UK

Health Plans



Medical Plan

Being able to access medical help and care when needed is important for 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.

Cover for yourself is fully paid by Sprinklr, and you can extend cover to your spouse/partner and/or dependent children should you wish. Dependent cover is funded by yourself through monthly payroll deductions.

Sprinklr provides you with a comprehensive level of cover, with a £100 excess per member to pay on major medical treatment and routine care, plus 100% coverage for any ancillary treatments recognized by Bupa.

If you do not enroll within 30 days of your hire date, we will not be able to add you to the policy until the next renewal date, or unless you experience a Qualifying Life Event.

Further information can be found on the UK Benefits Intranet page.

Benefit	Coverage
Hospital charges and accommodation in network hospitals	Paid in full
Treatments provided by a Bupa partnership consultant, surgeon, anaesthetist or physician for eligible treatments	Paid in full
Cancer treatment	Paid in full
Consultations, treatment and diagnostic tests	Paid in full
MRI, CT & PET scans taking place in a recognized imaging unit	Paid in full
NHS Cash Benefit	£50 per night, up to 35 nights
NHS Cancer Cash Benefit	£100 per night of in-patient
Health Check – Be.Reassured	Worth £800 – free for Sprinklrites!
Prescription Cash Benefit	£20 per year



Dental Plan

Sprinklr fully fund dental coverage for you at Level 2. You can choose to add your partner/spouse and/or dependent children, or even upgrade your cover to a higher level. You can add your family to the plan from just £15.03 per month. Further details of the premiums can be found on the UK Benefits Intranet page.

If you do not enroll within 30 days of your hire date, we will not be able to add you to the policy until the next renewal date, or unless you experience a Qualifying Life Event.

Further information can be found on the UK Benefits Intranet page.

	Level 2	Level 3	Level 4
Routine examination (2 per year)	Up to £80	Up to £120	Up to £140
Dental x-rays	Up to £50	Up to £80	Up to £90
Simple scale & polish (2 per year)	Up to £100	Up to £160	Up to £180
Filling/root canal	Up to £250	Up to £300	Up to £350
Extractions	Up to £150	Up to £200	Up to £200
Restorative treatment	80% up to £450	80% up to £700	80% up to £2,000
NHS Treatment	100% reimbursement across all levels of cover		
Orthodontics	Up to £400	Up to £500	Up to £600
Emergency Dental	£1,000 per policy year, consisting of four emergencies, up to £250 each, across all levels of cover		



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 within 30 days if you experience a change in family status



Documentation

Submit supporting documentation of your Qualifying Life Event to Benefits@sprinklr.com



Beneficiaries

Update your beneficiaries by completing the Beneficiary task in Workday



SPRINKLR UK

Income Protection & Retirement



Risk Plan

It is important to protect the ones you love in the event something happens to you. Our life & disability benefits are there to give you peace of mind in the event of the unthinkable.

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.

	Life Insurance	Income Protection	Critical Illness
Premium	100% paid by Sprinklr		
Medical Underwriting	Free cover limit of £1,250,000 If your benefit exceeds this amount, you will need to complete medical underwriting to insure the benefit above the limit	Free cover limit of £150,000 If your benefit exceeds this amount, you will need to complete medical underwriting to insure the benefit above the limit	Free cover limit of £500,000 If your benefit exceeds this amount, you will need to complete medical underwriting to insure the benefit above the limit
Benefit Basis	Pays a lump sum of 4x annual base salary in the event of death to elected beneficiaries	Pays 75% of annual base salary for up to 5 years if you are unable to work due to illness or disability. Payment is subject to claim approval.	Pays a lump sum of 1x annual base salary Also includes children's cover of 25% of the member's benefit up to a maximum of £20,000
Expert Second Opinion	Best Doctors provides independent, confidential medical advice and second opinions from the world's best consultants and specialists without the need to leave your home. If you, your partner, or children are diagnosed with a serious or worrying condition, you can use Best Doctors.		



Pension Scheme

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

Sprinklr partners with Aegon to allow you to contribute to your retirement savings. Sprinklr's scheme operates under Salary Sacrifice. This means that you sacrifice a minimum of 5% of your base salary in return for an Employer contribution. This way, you only pay tax on what's left and you get your full tax-relief straight away. Sprinklr will also contribute 3% of your base salary each month.

You can choose to make additional voluntary contributions should you wish.

As a new employee, you will automatically be enrolled to the pension scheme if you meet auto-enrollment criteria, and must opt-out if you do not wish to participate. Under UK legislation, you will automatically re-enrolled on Sprinklr's scheduled re-enrollment date. Our next cycle is due to take place in 2026.



SPRINKLR UK

Time Off



Paid Time Off

Annual Leave

Sprinklrites can take up to 22 days of annual leave per calendar year.

Any unused balance at the end of the year will be lost, so make sure you use it!

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

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 UK

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.

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>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.

