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France 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 France!

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 health, extra perks, and life insurance (Tranche A) are all 100% covered by Sprinklr.

The following policies have employee contributions:

- Tranches B & C for our Life & Disability policy
- Family coverage for the Medical policy
- Top-ups to the Medical policy

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 affiliations@mercer.com. Failure to provide within this timeframe will lead to significant delays in processing your enrollment.

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!

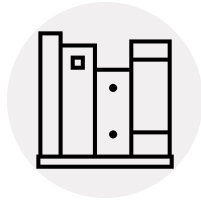


Sprinklr Resources



Have Questions?

Benefits@sprinklr.com



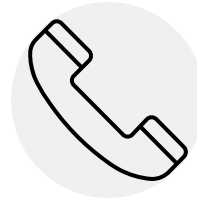
Benefits Page*

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



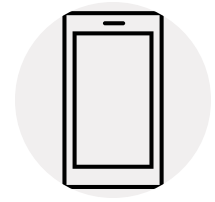
Sprinklr Intranet*

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 FRANCE

Health Plans



Health Plan

We know that being able to access medical help and care when needed is important to our employees. Our health 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 this cover to your spouse/partner, and/or dependent children should you wish. Family tiers of cover are partially funded by the employee through regular payroll deductions. Details of monthly premium amounts are on the next page.

The complete plan document, and further information, is available on the France Benefits Intranet page.

Benefit	Base	Top-Up
Doctors adhering to DPTAM	450% BR	
Doctors who are not a member of DPTAM	120% BR	380% BR
Hospital daily rate	100% FR	
General Practitioner & Specialist (DPTAM)	450% BR	
General Practitioner & Specialist (non-DPTAM)	130% BR	370% BR
Radiology (DPTAM)	450% BR	
Radiology (non-DPTAM)	130% BR	370% BR
Optical	100% for equipment, subject to the limit of the selling prices (PLV)	
Dental	100% healthcare and prosthesis. Subject to billing limits (HLF)	

DPTAM = Dispositif de Pratique Tarifaire Maîtrisé | BR = Base de remboursement de la Sécurité Sociale | FR = Frais réels
HLF = Honoraire Limite de Facturation | PLV = Le Prix Limite de Vente (Optique & Aides Auditives)



Medical Plan Rates

Level of Cover	Base Plan (Mandatory)	Top-Up Plan (Optional)
Employee only	100% paid by Sprinklr	$0.53\% \times \text{PMSS}^* =$ €21.15 per month
Employee + 1	76.32% funded by Sprinklr 23.68% funded by employee Employee monthly cost = €55.54	$0.88\% \times \text{PMSS}^* =$ €35.08 per month
Employee and Family	67.27% funded by Sprinklr 32.73% funded by employee Employee monthly cost = €116.09	$1.18\% \times \text{PMSS}^* =$ €47.04 per month

**Plafond Mensual de la Sécurité Sociale (PMSS) or 2026 Monthly Social Security Ceiling = €4,005*



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 and pme.France@mercer.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 FRANCE

Income Protection



Risk Plan

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.

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.

Benefit	Tranche A	Tranches B & C
Death (lump sum)	480%	170%
Total and irreversible loss of autonomy	Payment in advance of the lump sum	
Simultaneous or posterior death of a spouse (up to a maximum of 12 months following the death of the insured)	100% of the death benefit	
Funeral expenses	100% of the PMSS	
Accidental death & disability	100% of the death benefit (supplemental to death benefit)	
Short-term disability (continuous period)	85%	80%
Long-term disability (2 nd and 3 rd category)	85%	80%
Long-term disability (1 st category)	51%	48%



SPRINKLR FRANCE

Time Off



Paid Time Off

Annual Leave

Sprinklrites can take up to 25 days of annual leave each 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 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 FRANCE

Global Benefit Programs



Global Benefit Programs

MENTAL HEALTH MODERN HEALTH	MINDFULNESS CALM	EMOTIONAL SUPPORT OPTUM EWS
Sprinklr wants you to get the type of care you need for your personal well-being when you need it. Modern Health makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioral treatments. 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. All full-time, regular employees and their dependents are eligible upon hire for 8 counselling and 8 coaching sessions per year.	CALM is your guide to everyday mindfulness in just a few minutes each day! Choose from hundreds of guided meditations on everything from managing stress and anxiety, to sleep, productivity, and physical health. Take advantage of their wind down, focus or move series specially curated for productivity, exercise, or closing out your day. All Sprinklr employees and eligible dependents are eligible upon hire.	Optum Emotional Well-being Solutions (EWS) is designed to help you lead a happier and more productive life at home and at work. 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. These professionals can help you with a wide range of topics, including: • Stress, depression & anxiety • Relationship issues • Family and parenting • Legal resources • Caregiving • Navigating a move • And much more! All full-time and part-time, regular employees and their immediate family are eligible for up to 6 sessions per issue, per year.

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



Global Benefit Programs

FERTILITY & FAMILY PLANNING 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, however that may look for you, is 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, benefit 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

EQUITY

ESPP

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.

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.

RSUs

Restricted Stock Units (RSUs) may be awarded to Sprinklr employees for significant and unique contributions, performance and potential.

Granted awards are located in Shareworks. You will receive a system notification after receiving any RSU award.

POC: Compensation@sprinklr.com, Shares@sprinklr.com

PERSONAL DEVELOPMENT

MENTORING

Mentoring is designed to help Sprinklr employees mutually invest in their personal and professional development.

Why? Make a new friend and help grow your skills while investing in someone else!

Who? Any full-time Sprinklr employee can take part. Become a mentor, mentee, or both!

SPRINKLR UNIVERSITY

Sprinklr University is our Learning Management System (LMS) that provides rich learning and skills growth capabilities to support your development.

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.

POC: talent.development@sprinklr.com

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

