2026

Italy Benefits Guide

Version 4, January 1, 2026

sprinklr

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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.

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Welcome to Sprinklr Italy!

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, life and disability plans are all **covered 100% by Sprinklr**. You are not automatically enrolled into any benefit – **you must complete the enrollment form** by following the instructions in the onboarding task in Workday upon joining Sprinklr. You can choose to extend medical coverage to a spouse/partner and/or dependent children should you wish.

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 enroll in our plans. You must complete the form and return to Sprinklr Benefits **within 30 days** of 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 Sprinklrite benefits resources!

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SprinkIrite Resources

Have Questions?

Benefits@sprinklr.com

Benefits Page*

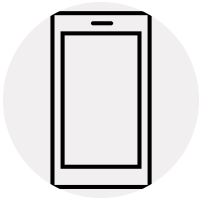
All the benefits information you need for your country in one convenient place

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

**Internal resource only*

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SPRINKLR ITALY

Health Plans

Medical Plan

We know that 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.

Cover for yourself and eligible dependents is fully paid by Sprinklr. You will be enrolled into the appropriate employment fund upon hire by our Payroll team.

Our policy is complementary to the benefits you receive through your employment fund (QUAS, FASDAC, etc.).

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

Benefit	Coverage
Inpatient / day patient / outpatient surgery	€250,000 sum insured
Treatment at in-network hospitals	100% covered
Treatment at non-network hospitals	80% covered
Hospitalization before / after surgery	Up to €200,000 for up to 100 days
Maternity	Up to €4,000
Psychology visits	Up to €500 (€100 per visit)

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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

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SPRINKLR ITALY

Income Protection

Collective Bargaining Agreement

SprinkIrites are covered under a Collective Bargaining Agreement in Italy.

Legal Protection

Ensures Sprinklr and our employees are covered in case any civil or criminal proceedings are brought against us. This policy covers the whole Italian entity, and we have a sum insured of €25,000.

Personal Accident

We know the results of an accident can be devastating. Our personal accident plan provides the following:

- Lump sum in the event of death as a result of an accident: 3x the insured's annual salary
- Lump sum in the event of disability as a result of an accident: 4x the insured's annual base salary

Life Insurance

It is important to protect the ones you love in the event something happens to you.

Our employer-paid death in service benefits are there to give you peace of mind in the event of the unthinkable.

In the event of your death in service, a lump sum of €150,000 will be payable to your nominated beneficiaries.

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 ITALY

Time Off

Paid Time Off

Annual Leave

SprinkIrites can take up to 22 days of annual leave each calendar year. This amount will increase with tenure.

24-4-U & 24-4-Others

2 days of paid time off are available to every SprinkIrite, 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

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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.

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SPRINKLR ITALY

Global Benefit Programs

Global Benefit Programs

MENTAL HEALTH
MODERN HEALTH

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.

MINDFULNESS
CALM

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.

EMOTIONAL SUPPORT
OPTUM EWS

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.

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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.

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

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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 Sprinklrites 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 Sprinklrites 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 Sprinklrite 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.

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