2026

Spain 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 Spain!

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 Global Programs are fully paid for and/or sponsored by Sprinklr. If you wish to enroll dependents to the medical plan, Sprinklr will contribute 50% of the premium, with the remaining amount collected through monthly payroll.

Eligibility

You are automatically enrolled into our Global Programs and life insurance. Within a week of your hire date, you will receive login credentials to your benefits platform through Mercer, where you will be able to enroll in the medical plan, add dependents, and make voucher selections, should you wish. If you do not enroll within 30 days of your hire date, you will not benefit from waived waiting periods or medical underwriting. You will also not be able to enroll dependents unless you experience a Qualifying Life Event, or at the next policy renewal.

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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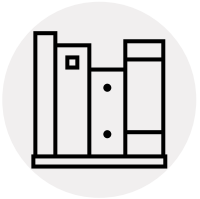
SprinkIrite Resources

Have Questions?

Benefits@sprinklr.com



Benefits Page*

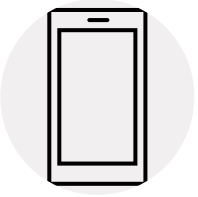
All the benefits information you need for your country in one convenient place

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 SPAIN

Health Plans

Health Plan

It is important to be able to access medical help and care when needed. Your medical plan 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 for by Sprinklr, and you are able to extend cover to your spouse/partner, and/or dependent children should you wish. Sprinklr will fund 50% of any premiums associated with dependents. The remaining 50% will be collected through monthly payroll deductions.

If you do not enroll within 30 days of your hire date, you will not benefit from waived waiting periods or medical underwriting. You will also not be able to enroll dependents unless you experience a Qualifying Life Event, or at the next policy renewal date.

The complete plan document and further information can be found on the Spain Benefits Intranet page.

Benefit	Coverage
Annual sum-insured (in-network)	Unlimited
Annual sum-insured (reimbursement)	€250,000
Medical Network	100%
Reimbursement for out of network	80%
Hospital Daily Rate	Up to €1,200
Childbirth	Up to €5,000
General Practitioner consultation	No limit
Psychology	10 sessions per year, up to €50 per session
Dental	Covered

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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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Income Protection

Life & Disability

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

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	Details
Death by any cause	2x annual base salary
Disability by any cause	2x annual base salary
Accidental death	4x annual base salary
Accidental disability	4x annual base salary

A free cover limit of €500,000 applies to the Life & Disability plan.

If your insured benefit exceeds €500,000, you will be required to undergo medical underwriting to insure the portion of your benefit above this amount.

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Time Off

Paid Time Off

Annual Leave

SprinkIrites can take up to 25 days of annual leave each calendar year.

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

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 on the Intranet, or by searching for “Holiday Calendar” in Workday.

Other Leave

SprinkIr Spain employees are eligible for up to 15 calendar days of paid time off when getting married or entering a civil partnership.

They’re also eligible for 1 day of paid time off when moving to a new house.

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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 SPAIN

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.

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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.

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Global Benefit Programs

COMPENSATION

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 SprinkIrites 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 SprinkIrites 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 SprinkIrite can take part. Become a mentor, mentee, or both!

SPRINKLR UNIVERSITY

SprinkIr 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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