SPRINKLR, INC.

CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

PURPOSE

The purpose of the Compensation Committee (the "***Committee***") of the Board of Directors (the "***Board***") of Sprinklr, Inc. (the "***Company***") is to:

- help the Board oversee the Company's compensation policies, plans and programs with a goal to attract, incentivize, retain and reward top quality executive management and employees;
- review and determine the compensation to be paid to the Company's Chief Executive Officer and other executive officers and directors;
- oversee the Company's compensation-related disclosures required by the Securities and Exchange Commission (the "***SEC***");
- review and ensure the Company's talent management strategies are aligned to best practices and ensure the Company attracts, retains and develops top talent; and
- perform the other duties and responsibilities set forth in this charter.

The term "compensation" includes salary, long-term incentives, bonuses, perquisites, equity incentives, severance arrangements, retirement benefits and other related benefits and benefit plans. The term "executive officer" means the individuals designated by the Company as officers for purposes of Section 16 of the Securities Exchange Act of 1934, as amended (the "***Exchange Act***").

COMPOSITION

The members of the Committee, including the Chairperson, will be members of the Board appointed by, and will serve at the discretion of, the Board. Vacancies occurring on the Committee will be filled by the Board. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee.

The Committee will consist of at least two members of the Board. Each member of the Committee will satisfy (i) the independence and other requirements imposed by applicable law and stock exchange listing requirements, (ii) the "non-employee director" requirements under Rule 16b-3 under the Exchange Act, and (iii) any other qualifications determined by the Board.

AUTHORITY

The Committee will have access to all Company books, records, facilities, and personnel as deemed necessary or appropriate by any member of the Committee. The Committee shall have the authority, in its sole discretion, to retain (or obtain the advice of) any, compensation consultant, legal counsel or other advisors (referred to collectively as "***advisors***") to assist it in the performance of its duties, but only after assessing the independence of these persons in accordance with the requirements of any stock exchange on which any of the Company's capital stock is listed. If necessary, the Committee will review any conflicts of interest from the work of any compensation consultant, legal counsel or other advisors engaged, and any necessary disclosure in the Company's annual proxy statement required by the stock exchange that lists the

Company's stock or applicable law. The Committee shall have direct responsibility for the appointment, compensation and oversight of the work of any advisors engaged for the purpose of advising the Committee, and such advisors shall report directly, and be accountable, to the Committee. The Committee shall have sole authority to approve the reasonable fees and the other terms and conditions of such engagement, including authority to terminate the engagement. The Committee may also pay any ordinary administrative expenses it deems appropriate in carrying out its duties at the expense of the Company. The Committee will have authority to require that any of the Company's personnel or outside advisors attend any meeting of the Committee or meet with any member of the Committee or any of its advisors.

The Chairperson shall have the delegated authority to act on behalf of the Committee in connection with (1) approval of the retention of compensation consultants and outside service providers and advisors (including negotiation and execution of their engagement letters) and (2) as may otherwise be determined by the Committee. The Committee also may form and delegate authority to one or more subcommittees consisting of one or more members of the Board (whether or not he, she or they are on the Committee) to the extent allowed under applicable law and stock exchange listing requirements. By delegating an issue to the Chairperson or a subcommittee, the Committee does not surrender any authority over that issue. Although the Committee may act on any issue that has been delegated to the Chairperson or a subcommittee, doing so will not limit or restrict future action by the Chairperson or subcommittee on any matters delegated to it. Any action or decision of the Chairperson or a subcommittee will be presented to the full Committee at its next scheduled meeting. By approving this Charter, the Board delegates authority to the Committee with respect to these responsibilities.

RESPONSIBILITIES

The Committee's responsibilities are for oversight, as described under "Purpose" above. The members of the Committee are not employees of the Company, and they do not perform management's functions. The Committee relies on the expertise and knowledge of management in carrying out its oversight responsibilities. The Committee shall have the following responsibilities; *provided*, *however*, that this list of responsibilities is intended to be a guide and to remain flexible to account for changing circumstances and needs. Accordingly, the Committee may depart from or supplement such responsibilities, and establish policies and procedures, to the extent permitted by applicable law and stock exchange listing requirements. The Board will retain the right to act on all such matters without limiting the Committee's authority, subject to compliance with applicable law and stock exchange listing requirements.

1. Compensation Practices and Objectives. The Committee will oversee the Company's overall compensation practices and objectives and assess whether the Company's compensation practices establish appropriate incentives in light of the Company's specific business objectives.

2. Compensation of Chief Executive Officer. The Committee will review and approve, or recommend to the full Board, corporate goals and objectives relevant to the Chief Executive Officer's compensation, evaluate the Chief Executive Officer's performance in light of those goals and objectives and, either determine and approve, or recommend to the full Board, the Chief Executive Officer's compensation level based on this evaluation, including annual salary, bonus, equity-based incentives and other benefits and perquisites, direct and indirect. In evaluating and determining the Chief Executive Officer's compensation, the Committee shall consider the results of any advisory vote on executive compensation (the "***Say on Pay Vote***"). The Chief Executive Officer may not be present during the deliberations regarding his, her, or their compensation.

3. Compensation of Other Executive Officers and Senior Management. The Committee will review and approve, or recommend to the full Board, corporate goals and objectives relevant to the compensation of the executive officers other than the Chief Executive Officer, and such other employees

of the Company as the Committee may determine in its discretion, and approve, or recommend to the Board for approval, their compensation, including annual salary, bonus, equity-based incentives and other benefits and perquisites, direct and indirect.

4. Compensation of Directors. The Committee will review and approve (or make recommendations to the Board for approval of) the type and amount of compensation to be paid or awarded to non-employee directors for their service on the Board and any of its committees.

5. Perquisites. If the Committee determines to be necessary or appropriate, establish and periodically review policies and any agreements providing perquisites for directors or executive officers, provided that any perquisites for non-executive officer members of the Board must be recommended to the full Board.

6. Peer Group. Review and approve the list of companies, if any, to be included in any compensation peer group used to determine pay levels based on criteria the Committee deems appropriate.

7. Employment and Post-Employment Arrangements. Review and approve, or recommend to the full Board (other than the CEO), any employment or post-employment agreement or arrangement (including severance and change in control benefits) applicable to any of the Company's executive officers.

8. Risk Management. The Committee will review the Company's practices and policies of employee compensation as they relate to risk management and risk-taking incentives, to determine if such compensation policies and practices are reasonably likely to have a material adverse effect on the Company and take such determinations into account in discharging the Committee's responsibilities.

9. Administration of Benefit Plans. The Committee will have full power and authority to adopt, amend, terminate, and administer the Company's equity awards, pension, and profit-sharing plans, bonus plans, benefit plans and other similar programs. The Committee will have full power and authority to administer these plans, establish guidelines, interpret plan documents, select participants, approve grants and awards, approve modifications to awards and exercise other power, as appropriate. The Board will retain the right to act on all such matters without limiting the Committee's authority, subject to compliance with applicable laws and regulations.

10. Compensation Discussion and Analysis; Committee Report. The Committee will (a) review and discuss with management any Compensation Discussion and Analysis ("***CD&A***") to be included in the Company's annual proxy statement or annual report on Form 10-K, in accordance with the rules of the SEC, and based on that review and discussion, determine whether or not to recommend to the Board of Directors that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K, as applicable, and (b) review the Committee report on executive officer compensation as required by the SEC to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC.

11. Compensation Proposals. The Committee shall provide recommendations to the Board on compensation-related proposals to be considered at the Company's annual meeting of stockholders, including any applicable advisory votes on executive compensation and the frequency of such votes, incentive and other compensation plans, and amendments to such plans. The Committee shall also review and consider the results of any Say on Pay Vote.

12. Conflict of Interest Disclosure. The Committee will review and discuss with management any conflicts of interest raised by the work of a compensation consultant or advisor hired by the Committee

or management and how such conflict is being addressed and prepare any necessary disclosure in the Company's annual proxy statement in accordance with applicable law and stock exchange requirements.

13. Clawback and Recoupment. The Committee will oversee compliance with any compensation clawback policies adopted by the Company and any required recoupment and disclosure related thereto.

14. Stock Ownership Guidelines. If the Board or Committee determines to be necessary or appropriate, establish and monitor stock ownership guidelines for directors and/or executive officers of the Company.

15. Pay Parity and Talent. Review and discuss with management the efficacy of the Company's compensation policies and strategies related to its management of human capital resources and corporate culture, including talent development, retention, overall employee wellness and engagement of Company personnel.

16. Committee Self-Assessment; Charter Review. The Committee will annually evaluate its performance. The Committee shall also review and assess the adequacy of this Charter periodically and shall recommend any proposed changes to the Board for its consideration.

17. General Authority. The Committee shall perform such other functions and have such other powers as may be necessary or appropriate in the discharge of any of the foregoing.

MEETINGS AND MINUTES

The Committee will meet whenever its members deem a meeting necessary or appropriate. The Committee will determine where and when to meet. Unless otherwise determined by the Committee, each regularly scheduled meeting will conclude with an executive session that excludes members of management. From time to time, or when requested by the Board, the Chairperson of the Committee will report to the Board on the Committee's activities, discussions and actions.

The Committee will maintain written minutes of its meeting and regularly report to the Board on its actions and recommendations. The Committee may act by unanimous written consent; when it does so, those actions will be filed in the minute book.

Approved by the Board of Directors: August 20, 2026

Effective: August 20, 2026