

Benefits Highlights Australia Employees

BLOCK

At Block, we want to provide you with benefits, perks, and offerings that empower you to make choices for your life and what matters to you. We understand the importance of having quality care. So, whatever stage of life you're in, we offer coverage and plans to support total health — physical, mental, and financial — for you and your family.



Health

Medical & Dental Coverage

Block's medical and dental corporate insurance provider offers coverage options for you and your *eligible dependents. Block will provide a subsidy up to \$3500 AUD per year for employee-only coverage, and up to \$7000 AUD per year for employees and partners, or families, including single parent families. Employees can join the corporate plan from day one.

**Eligible dependents include partners (married or de facto) and children up to the age of 21, if not studying full time, or up to age 25, if studying full time.*

Telemedicine

Get expert medical support and guidance for you and your dependents from the comfort of your own home via Block's Australian medical insurance partner.



Wealth

Superannuation

Block contributes 11.5% of your ordinary earnings to a superannuation fund ('super fund') of your choice. If you do not nominate a super fund, we are required to request your 'stapled super fund' details from the ATO. If you do not have an active super fund, you will be defaulted to Block's default super fund.

Group Life Insurance

Group Life insurance generally provides a lump sum benefit to be paid in the event that an eligible employee dies, becomes terminally ill or meets the definition of being "Totally and Permanent Disabled" (TPD) under the policy and is unable to ever work again.

- All employees are automatically covered, up to the AAL upon commencement of employment.
- Coverage of up to 3x (times) annual base salary
- 3 month waiting period
- Benefit period is to age 65
- Automatic Acceptance Limit (AAL) of \$1,500,000

Group Salary Continuance

Group Salary Continuance insurance generally provides a monthly benefit in the event that, as a result of injury or illness, you are unable to perform the important duties of your occupation, are under the regular care of a medical practitioner and not engaged in any occupation (paid or unpaid).

- Coverage of up to 75% of monthly base salary provided up to a max. of \$30,000 pm
- 90 day waiting period
- Benefit period is to age 65
- All employees are automatically covered, up to the AAL upon commencement of employment
- Automatic Acceptance Limit (AAL) monthly benefit of \$16,000 per month insured benefit.
- The maximum benefit limit is \$30,000 per month.
- Block pays 100% of the premium

Financial Planning Support

Enroll into Block's financial planning platform and get unlimited 1:1 access to professional financial planners to achieve a better understanding of your compensation and benefits, get key tax questions answered, and create financial plans to address your specific needs and goals at whatever life stage you are at.



Wellness & Perks

Wellness Allowance

You will receive a taxable monthly allowance to use towards any wellness related expenses.

Mindfulness & Resiliency

Upon commencement, you will have access to a digital wellbeing training solution to help you achieve your wellness goals. Membership to the platform is paid in full by Block.

Employee Perks Program

Block partners with a global employee perks platform to provide you with access to pre-negotiated corporate perks, like discounts on entertainment, fitness, travel, and much more.

Employee Assistance Program (EAP)

Our confidential Employee Assistance Program is available 24/7 for employees and their household members at no cost.

Access the EAP and connect with a trained professional, either by phone or online, for up to 10 sessions per any one issue.

Contact the EAP for:

- Confidential Emotional Support
- Work-Life Solutions
- Legal Guidance
- Financial Resources

Koa Care 360

Koa Care 360 is a user-friendly digital platform that combines interactive behavioral health tools and resources to help improve and sustain health and wellbeing. Koa Care 360 is available to all Block employees and household members at no cost.

Paid Parental Leave - Secondary Caregivers

All eligible Australia employees can access Block's Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Secondary caregivers receive base salary for up to 16 weeks of leave.

*Block tops up government Parental Leave Pay, and/or Dad and Partner Pay, during Block Paid Parental Leave.

Paid Public Holidays

Block provides additional Block observed holidays in addition to statutory public holidays.



Time Off

Annual Leave & Flexible Time Off (FTO)

All employees in Australia are entitled to 20 days paid annual leave per year of service (pro-rated for part-time employees), which accrues on a pro rata basis according to hours of work. Annual leave is cumulative.

In addition, all full-time and part-time employees in Australia can access Block's Flexible Time Off (FTO) program. FTO is paid leave that employees in Australia can access in addition to their statutory entitlement. There is no limit on how much FTO you can use, but we do ask that you use reasonable judgment when applying for FTO.

All Annual Leave and Flexible Time Off (FTO) must be approved by your Lead and is subject to the needs of the business.

Sick/Personal Leave

Employees at Block are entitled to 10 days statutory paid Sick/Personal leave per year of service, which can be taken from January 1 each year, rather than waiting for it to accrue as per statute.

Paid Parental Leave - Primary Caregivers

All eligible Australia employees can access Block's Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Primary caregivers receive base salary for up to 24 weeks of leave.

*Block tops up government Parental Leave Pay, during Block Paid Parental Leave.

Some of these benefits may be taxable – you should check with your tax expert.

This brochure only summarizes the key provisions of your benefits. If there is a conflict between this brochure and official Plan Documents that govern these Plans, the official Plan Documents will prevail. Block may change, modify, or discontinue any or all of these benefits at its sole discretion.

BENEFITS