

Benefits Highlights Brazil Employees

BLOCK

At Block, we prioritise the well-being of our employees, and aim to provide comprehensive and supportive benefit packages that allow you to be the best version of yourself both personally and professionally. Whether you're aiming to take care of your health, save money, or feel energised and focused, these programs are designed to help you be well and thrive at every stage of life.



Health

Medical & Dental Coverage

Block offers you the opportunity to expense the cost* of your private health and/or dental plan.

**Maximums apply.*



Wealth

Caju Card

Block contributes R\$43.47 per day to each eligible employee's Caju Card. The Caju Card can be used by employees to allocate credit towards flexible benefits categories such as meals, groceries, etc.

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. Block covers the cost* of your membership and access to the platform and financial planning services.

**Benefit in Kind (BIK) tax applies.*



Wellness & Perks

Wellness Allowance

All Blocks receive a taxable monthly allowance to use towards any wellness related expenses.

Mindfulness & Resiliency

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 where you have 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



Time Off

Annual Leave

Employees in Brazil are entitled to 30 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.

All Annual Leave must be approved by your Lead and is subject to the needs of the business.

Paid Parental Leave - Primary Caregivers

All eligible Brazil 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 16 weeks of leave.

**Block tops up statutory government parental leave pay where applicable, during Block Paid Parental Leave*

Paid Parental Leave - Secondary Caregivers

All eligible Brazil 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 statutory government parental leave pay where applicable, during Block Paid Parental Leave*

Paid Public Holidays

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