

Benefits Highlights Canada 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

In Canada, Block fully covers the cost of employee benefits for you and your eligible dependents (relevant taxes apply to the cost of Life & AD&D and WSA benefits).

Medical, Dental, & Vision Coverage

Block's medical, dental, and vision plan offer comprehensive *coverage for you and your **eligible dependents.

Hospital coverage, ambulance services, specialist consultations, in-Canada prescription drugs, vision, & dental are available through the plan. Waiting periods may apply.

**Covered expenses are subject to reasonable and customary charges.*

***Eligible dependents include an employee's spouse (legal or common-law), unmarried children under age 21, or under age 25 if they are full time students. Children under age 21 are not covered if they are working more than 30 hours per week, unless they are full-time students.*

Children who are incapable of supporting themselves because of physical or mental disorder are covered without age limit if the disorder begins before they turn 21, or while they are students under 25, and the disorder has been continuous since that time.

Paramedical Services Benefit

Access paramedical services including acupuncturists, osteopaths, massage therapists, and more.

Mental Health Practitioner Benefit

The plan offers a \$2,500 combined mental health practitioner benefit maximum per year that is available to all insureds under the plan. Examples of approved mental health practitioners covered under the plan include: psychologists, clinical counsellors, Canadian Certified Counsellors, and more.

Emergency Out of Country Care & Trip Interruption/Cancellation Insurance

Cover is provided in the event of a medical emergency that occurs when a covered employee and their dependent(s) are temporarily traveling outside of Canada for vacation, business, or education purposes. Emergency care is defined as medical treatment that is provided as a result of and immediately following a medical emergency.

Family Building Benefit

Access a family building reimbursement benefit of \$20,000 (lifetime maximum) to pay for fertility, surrogacy, and/or adoption benefits that are not covered by provincial or territorial health plans.

Gender Affirmation Benefit

Lifetime maximum reimbursement of \$10,000 towards gender affirming care and/or services that are not covered by provincial or territorial health plans.

Virtual Health Services

Need to see a doctor right away? With virtual care, you can skip the trip to the ER or clinic and get immediate access to a doctor through video, text, or phone 24/7/365.



Wealth

Registered Retirement Savings Plan

A Registered Retirement Savings Plan (RRSP) is a personal savings plan registered with the Canadian federal government allowing individuals to save for the future on a tax sheltered basis.

Block offers eligible employees the option to contribute to a RRSP.

Deferred Profit Sharing Plan

A Deferred Profit Sharing Plan (DPSP) is an employer-sponsored Canadian profit sharing plan that is registered with the Canadian Revenue Agency

When an employee contributes towards their RRSP, they will be eligible to receive Block contributions through a DPSP. Block will match 50% of an employee's RRSP contributions, up to \$12,600 (so \$6,300 is the maximum match) per calendar year. Block's contributions will be made to an employee's DPSP account.

Life Insurance

Life insurance provides a lump sum payment of 200% of annual earnings to a maximum of \$750,000 to a Block employee's beneficiary(ies) in the event of death.

Any amount of Employee Life Insurance over \$700,000 is subject to approval of evidence of insurability.

Dependent Life Insurance

In the unfortunate event of a death of an employee's dependent, Block's plan will pay the employee \$10,000 in the event of the death of a spouse and \$5,000 in the event of the passing of a child.

Accidental Death and Disability Insurance

The amount is equal to an employee's life insurance and is payable should an employee become injured or disabled as a result of an accident occurring while the employee is insured.

Short Term Disability Insurance

The benefit provides eligible employees with up to 66.67% of their weekly earnings to replace income lost because of a disability due to illness or injury. Terms & Conditions apply.

Long Term Disability Insurance

The benefit provides eligible employees with regular income to replace income lost because of a lengthy disability due to illness or injury. Terms & Conditions apply.

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

Flexible Spending Account

A Flexible Spending Account (FSA) is a combination non-taxable Health Care Spending Account (HCSA) and taxable Wellness Spending Account (WSA) that gives employees the flexibility to select the benefits that best suit their needs. All eligible employees receive \$1,200 per year (amount is prorated for new hires) to allocate between their HCSA and WSA.

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 to you. 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

All employees in Canada are entitled to the statutory provincial or territory allotment of vacation days.

In addition, all employees (excluding interns) in Canada can access Block's Flexible Time Off (FTO) program. FTO is paid leave that employees in Canada 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.

Paid Parental Leave

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

*Block tops up government Employment Insurance payments from Service Canada during Block Paid Parental Leave.

Paid Public Holidays

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