

# Benefits Highlights Germany 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

### Health Insurance

In Germany, enrolling in health insurance is compulsory and is an individual's personal responsibility. You need to choose your public health insurance provider and both you and Block contribute to the cost of the plan. It is important that there is no delay in completing the enrolment process. The Block Benefits and Payroll Teams are available to support you.



## Wealth

### Company Pension Plan

Save for your future by participating in the Block direct insurance pension plan. This plan enables you to make tax-advantageous contributions via deferred salary ("Entgeltumwandlung") to a choice between two pre-selected pension providers, ultimately helping you prepare for retirement.

### 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

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 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

### 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.



## Time Off

### Annual Leave

Block provides 25 days of paid annual leave per calendar year (pro-rated for part-time employees and those who join after Jan 1), which Block allows to be taken without accrual from day one. Annual leave must be approved by your Lead and is subject to the needs of the business.

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

This brochure serves to summarize 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 non-statutory benefits at its sole discretion.

## BENEFITS

### **Block Paid Parental Leave**

Block provides fully paid Leave for eligible primary and secondary caregivers. Paid leave is subject to statutory rules and entitlements and runs concurrently with any related statutory leave and pay.

### **Paid Public Holidays**

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

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**BENEFITS**