

Benefits Highlights Ireland 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 Insurance

Block's medical and dental plans offer comprehensive coverage for you and your eligible dependents. Premiums are 100% paid by Block* (including LCR loading, if applicable) with entry into the plan allowable from day one.

Full family hospital coverage including emergency, pregnancy, private hospital, pharmacy, vision, & dental are available through the plan. Waiting periods may apply.

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



Wealth

Personal Retirement Savings Account (PRSA)

Save for your future by participating in the Block Group PRSA Plan. A PRSA is a savings plan that allows eligible employees to save for retirement in a tax efficient way. Employees who choose to participate can make contributions to the plan from commencement of employment and contributions are reduced by tax relief at an individual's highest rate of tax (20% or 40%) up to Revenue limits. Employees also have the option to make after-tax contributions.

Block matches 50% of an employee's PRSA employee contribution up to €8,800 (so €4,400 is the maximum match) per calendar year.

Life Insurance

Upon commencement of employment, you are automatically enrolled into Block's Group Life Insurance Plan. Premiums are 100% paid by Block. The Plan provides cover of 3 times basic annual salary payable to your nominated beneficiaries in the event of death.

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.*

Income Protection

You are automatically enrolled into Block's Group Income Protection Plan from day 1 with premiums 100% paid by Block. The Plan provides an income of up to 66.67% of basic annual salary (less income from other sources e.g. statutory benefits) if you are unable to work due to long term illness or injury, after a 26 week waiting period.

- Coverage of up to 66.7% of monthly base salary provided up to a max. of €30,000 pm
- 26 week waiting period



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 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

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.

Bike-to-Work

Block operates the Revenue approved 'Cycle-to-Work Scheme' which enables eligible employees to purchase a bicycle and/or accessories with the cost taken out of salary pre-tax. Costs can be deducted from salary over a period of 12 months.

Travel Pass

Block participates in the Revenue approved 'Travel Pass Program,' which allows eligible employees to purchase a travel pass with the cost taken out of salary pre-tax. Costs can be deducted from salary over a period of 12 months.

Time Off

Annual Leave & Flexible Time Off (FTO)

All Ireland based employees are entitled to 20 days 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.

In addition, you can access Block's Flexible Time Off (FTO) program. FTO is paid leave that eligible employees in Ireland 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.

Block Paid Parental Leave - Primary Caregivers

All eligible Ireland employees can access Block Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Primary caregivers receive 100% of base salary* for up to 26 weeks of leave, which runs concurrently with statutory Maternity/Adoptive Leave, as applicable.

*Block PPL benefit acts as a 'top up' to statutory Maternity/Adoptive Benefit or Foster Allowance.

Block Paid Parental Leave - Secondary Caregivers

All Ireland employees (excluding interns) are eligible for Block Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Secondary caregivers receive 100% of base salary* for up to 16 weeks of leave which runs concurrently with statutory Paternity Leave, as applicable.

*Block PPL benefit acts as a 'top up' to statutory Paternity Benefit

Paid Public Holidays

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

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