

# Benefits Highlights Japan 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 offers comprehensive medical coverage for you and your eligible dependents. The premium rate of 8.9% is shared equally by Block and the employee at 4.45% each.



## Wealth

### Retirement

Employees are automatically enrolled into the DC pension plan upon joining Block. Block makes contributions monthly and you can choose to match up to the same amount (pre-tax contributions)

### Long Term Disability Insurance

Provides an income if you are unable to work as a result of long term illness or injury after 180 day waiting period. The benefit pays 60% of your salary.

### Accidental, Death and Dismemberment and Life Insurance

Pays a lump sum of up to 2 times of your annual salary if you are totally and permanently disabled due to illness or injury and you couldn't work again or in the event of Death.

### Travel Allowance

Blocks who commute to the office receive up to ¥50,000 monthly stipend for transportation expenses.

### 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

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

### Mindfulness & Resiliency

Access a digital wellbeing training solution to help you achieve your wellness goals. Membership to the platform is paid in full by Block.

### Employee Assistance Program (EAP)

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

### 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.



## Time Off

### **Annual Leave & Flexible Time Off (FTO)**

Employees in Japan are entitled to up to 20 days of paid annual leave per year, annual leave is based on years of service. New hires will receive 10 days on their hire date at Block. (pro-rated for part-time employees).

In addition, all full-time and part-time employees in Japan can access Block's Flexible Time Off (FTO) program. FTO is paid leave that employees in Japan 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 your discretion.

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

### **Paid Parental Leave - Primary Caregivers**

All eligible Japan 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 government Parental Leave Pay during Block Paid Parental Leave.

### **Paid Parental Leave - Secondary Caregivers**

All eligible Japan 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 during Block Paid Parental Leave.

### **Paid Public Holidays**

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

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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 non-statutory benefits at its sole discretion.

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**BENEFITS**