

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.



Benefits Allowance

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In lieu of health insurance and risk insurances, Block employees in Japan are provided a monthly benefits allowance of 44,157.08 JPY. The amount is paid through payroll on a monthly basis and is provided towards the cost of purchasing life insurance, disability insurances and health insurance cover.

The allowance includes an amount to cover a standard rate of income tax to cover some of the tax consequences of the payment.

The Benefits Allowance is not guaranteed and amounts may change or be removed at the discretion of the business.



Wealth

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 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. 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 & 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, where applicable 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, where applicable during Block Paid Parental Leave.

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 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.

**BENEFITS**