

# Benefits Highlights Lithuania 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.



## Benefits Allowance

### Benefits Allowance

In lieu of a standalone benefits plan, Block employees in Lithuania are provided a monthly benefits allowance.

The allowance should be used by the employee to purchase core benefits until Block is best positioned to successfully purchase a group benefits plan. Examples of core benefits that should be purchased using the allowance may include life insurance, disability insurances, and/or health insurance cover.

It is Block's expectation that the employee uses their reasonable and responsible judgment and uses the allowance for its intended purpose.

The allowance calculation is inclusive of an amount to cover a standard rate of income tax so as to relieve some of the tax consequences of the payment for the employee. The allowance is paid through payroll on a monthly basis.



## 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 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 Lithuania are entitled to 25 days paid annual leave per year of service (pro-rated for part-time employees), which accrues on a pro rata basis according to hours of work.

### Paid Parental Leave - Primary Caregivers

All eligible Lithuania 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 statutory government parental leave pay where applicable, during Block Paid Parental Leave

### Paid Parental Leave - Secondary Caregivers

All eligible Lithuania 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 statutory 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.