

# Benefits Highlights Mexico Employees

# BLOCK

At Block, we prioritize 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 energized and focused, these programs are designed to help you be well and thrive at every stage of life.



## Health

### Medical, Dental, & Vision Coverage

Block's medical, dental, and vision plan with MetLife offers \*comprehensive coverage for you and your \*\*eligible dependents, with low deductibles, coinsurance, and extensive benefits like pregnancy-related services.

The plan also includes:

- Dental insurance, provided by Dentegra, offering you and your dependents access to private dental care.
- Vision coverage, provided by Dentegra, offering you and your dependents access to eye exams, frames for prescription lenses plus more.

*\*\*Eligible dependents include an employee's legal spouse, a partner of a Block employee whom the Block employee is living with in a civil partnership/Concubinato, unmarried children under 25 years old (natural, adopted, or stepchildren).*

### Meal Allowance

In lieu of a meal voucher benefit, Block provides a monthly allowance to be used towards meal costs. The amount is paid through payroll on a monthly basis.

*When Block has sufficient employees, we will look to provide a tax efficient meal voucher benefit and the Meal Allowance will cease.*



## Wealth

### Life Insurance

Life insurance provides a lump sum payment in the unfortunate event that an employee passes away during their employment with Block. Block's life insurance provider is MetLife and the plan offers 36 months of salary coverage.

Block pays 100% of the annual premium for all eligible employees.

### 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

Block provides employees with an annual leave allowance based on hire date that takes statutory annual leave entitlement into account.

Please see below for more information:

- Employees who have 1 to 5 years of service (inclusive) with Block are eligible for 20 days of leave;
- Employees who have 6 to 15 years of service (inclusive) with Block are eligible for 24 days of leave;
- Employees who have 16+ years of service (inclusive) with Block are eligible for 32 days of leave.

All Annual Leave must be approved by your Lead and is subject to the needs of the business.

### Paid Parental Leave - Primary Caregivers

All Mexico based employees (excluding interns) are eligible for Block 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 Mexico based employees (excluding interns) are eligible for Block 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.

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 benefits at its sole discretion.

**BENEFITS**