

Benefits Highlights Norway 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.



Wealth

Retirement

Employees are automatically enrolled into the pension plan upon joining. Block will contribute 5% of salary between 0-7G and 8% of salary between 7.1-12G to the plan. The plan also includes a Waiver of Contribution in the case of Disability and a Disability Pension.

Insured Benefits

Group Life insurance, disability and invalidity plans protect employees and their families by providing a lump sum benefit of up to 20G to be paid in the event that an eligible employee dies whilst employed at Block, 22-30G in the event of disability and up to 10G for invalidity. Employees are automatically enrolled and premiums are 100% paid by Block.

Travel Insurance

Block's travel insurance plan provides protection if you need to take a business trip and also protects you and your eligible family members while travelling on holiday/leisure time for up to 3 months.

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

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 to provide you with 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 behavioural 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

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

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

Sick Leave

Employees at Block are entitled to Sick leave which can be taken from January 1 each year, rather than waiting for it to accrue as per statute.

Paid Parental Leave - Primary Caregivers

Eligible employees in Norway can access up to 59 weeks Parental Leave (PPL).

*Block tops up government Parental Leave Pay during Block Paid Parental Leave.

Paid Parental Leave - Secondary Caregivers

Eligible employees in Norway can access Block's Paid Parental Leave (PPL). Secondary caregivers receive base salary for up to 19 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..

Some of these benefits may be taxable – you should check with your tax expert.

This brochure serves to summarise 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