

# Benefits Highlights Poland 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

### Benefits Allowance

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

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

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 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

### 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

All full-time and part-time employees in Poland are entitled to 26 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.

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

### Paid Parental Leave - Primary Caregivers

All eligible Poland based employees can access Block's Paid Parental Leave (PPL).

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

This brochure serves to summarize 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

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

All eligible Poland based employees can access Block's Paid Parental Leave (PPL). Secondary caregivers receive base salary for up to 16 weeks of leave.

### **Paid Public Holidays**

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

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**BENEFITS**