

Benefits Highlights

Spain 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.



Health

Medical, Dental, & Vision Coverage

Block's medical, vision, and dental plans offer comprehensive coverage for you and your *eligible dependents. Block pays 100% of health, vision, and dental premiums, however employees are liable for benefit in kind (BIK) tax. Block employees choosing to enroll in the health and dental coverage will pay income tax on the cost of insurance premiums over €500 per year.

Full family hospital coverage including specialist consultations, psychology, childbirth, hospital cover, pharmacy, & dental are available through the plan. Waiting periods may apply.

**Eligible dependents include partners (married or de facto) and children up to the age of 25.*

Telemedicine

Get expert medical support and guidance for you and your dependents from the comfort of your own home via Block's Spain telemedical partner. The cost of the service is paid 100% by Block.



Wealth

Life Insurance

Life insurance provides a lump sum payment of 2 times basic annual salary to a Block employee's beneficiary(ies) in the unfortunate event of death by illness.

If death is due to an accident, the benefit provides a lump sum payment of 4 times basic annual salary to a Block employee's beneficiary(ies).

- All employees are automatically enrolled and covered, up to the free cover limit, upon commencement of employment.
- Free cover limit of €500,000.

Disability Insurance

Disability insurance provides a lump sum payment of 2 times basic annual salary to a Block employee in the unfortunate

event of total permanent or absolute permanent disability due to illness.

In the event of total or absolute permanent disability due to an accident, the benefit provides a lump sum payment of 4 times basic annual salary to a Block employee..

- All employees are automatically enrolled and covered, up to the free cover limit, upon commencement of employment.
- Free cover limit of €500,000.

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 Spain are entitled to 25 days paid annual leave per year of service, 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 Spain based 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 Parental Leave tops up payments to employees from Social Security.

Paid Parental Leave - Secondary Caregivers

All eligible Spain based 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 Parental Leave tops up payments to employees from Social Security.

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