

# Benefits Highlights Taiwan 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 health insurance and risk insurances, Block employees in Taiwan are provided a monthly benefits allowance of 2,980 TWD. The amount is paid through payroll on a monthly basis and is provided towards the cost of purchasing life insurance, disability Insurances and health insurance cover.

The allowance includes an amount to cover a standard rate of income tax to cover some of the tax consequences of the payment.

The Benefits Allowance is not guaranteed and amounts may change or be removed at the discretion of the business.



## 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 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. 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 Taiwan are entitled to 25 days paid annual leave per year (inclusive of statutory annual leave) (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 30 days of non-hospitalized paid sick leave per year.

### **Paid Parental Leave - Primary Caregivers**

All eligible Taiwan 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 government Parental Leave Pay, where applicable during Block Paid Parental Leave.

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

All eligible Taiwan employees can access Block's Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Secondary caregivers receive base salary for up to 16 weeks of leave.

\*Block tops up 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 non-statutory benefits at its sole discretion.

---

**BENEFITS**