

Benefits Highlights UK 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.



Health

Medical & Dental Coverage

Block offers comprehensive Medical coverage for you and your eligible dependents and premiums are 100% paid by Block. Employees pay BIK (Benefit in Kind) on the premium cost.

**Eligible dependents include partners and children up to the age of 24 if in full time education.*



Wealth

Retirement

Employees are automatically enrolled into the pension plan upon joining Block. You will contribute 5% of your basic salary and Block will match this contribution. You have the option to amend your contribution percentage if you wish.

Life Assurance

Group Life insurance provides a lump sum benefit of up to 4 times basic salary to be paid in the event that an eligible employee dies whilst employed at Block. Employees are automatically enrolled and premiums are 100% paid by Block.

Group Income Protection

The Income Protection plan provides an income to eligible employees if they are unable to work due to illness or injury following an initial waiting period of 26 weeks. Employees are automatically enrolled and premiums are 100% paid by Block.

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. Block covers the cost* of your membership and access to the platform and financial planning services.

**Benefit in Kind (BIK) tax applies*



Wellness & Perks

Cash Plan Scheme

Block offers a comprehensive Cash Plan Scheme via SimplyHealth for you and your eligible dependents. The Plan allows you to easily claim for a wide range of treatments and services relating to your health and wellbeing. Premiums are 100% paid by Block. Employees pay BIK (Benefit in Kind) on the premium cost.

**Eligible dependents include partners and children up to the age of 24 if in full time education.*

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 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.

Bike to Work

Block participates in the UK government's cycle to work scheme. Employees can purchase a bicycle, and related safety equipment at a reduced rate using pre-tax salary. There is no limit on how much an employee can spend on the cost of their bike and safety equipment, however costs will be deducted from your salary over a 12 month period.

Paid Public Holidays

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



Time Off

Annual Leave & Flexible Time Off (FTO)

Employees in the UK are entitled to 20 days paid annual leave per calendar year (pro-rated for part-time employees and those who join after Jan 1), which accrues on a pro rata basis according to hours of work.

In addition, you can access Block's Flexible Time Off (FTO) program. FTO is paid leave that employees in the UK can access in addition to their statutory entitlement. There is no limit on how much FTO you can use, but we do ask that you use reasonable judgment when applying for FTO.

All Annual Leave and Flexible Time Off (FTO) 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.

Paid Parental Leave - Primary Caregivers

Employees in the UK are eligible for Block Paid Parental Leave (PPL). Primary caregivers receive 100% of base salary for up to 26 weeks of leave.

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

Paid Parental Leave - Secondary Caregivers

All full-time employees in the UK (excluding interns) are eligible for Block Paid Parental Leave (PPL) (public holidays inclusive) to care for their newborn, adopted child, or foster child. Secondary caregivers receive 100% of base salary for up to 16 weeks of leave.

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

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