

# Intuit benefits at a glance FY'23

Total Rewards is much more than your base salary. It's all of the various ways that we show you how much we appreciate you. Whether we're helping you stay healthy or keeping you financially secure, we strive to take some stress out of your life and bring some happiness and peace of mind to you and your family. This is a brief summary of Intuit's Total Rewards programs. For complete information, visit [intuitbenefits.com/fr](https://intuitbenefits.com/fr).



**Well-being for Life Program:** Get reimbursed up to €1,000 per fiscal year for expenses related to your physical, emotional, and financial well-being.

## Financial well-being



**Employee Stock Purchase Plan:** Own a piece of Intuit and save for your future by purchasing Intuit stock at a minimum 15% discount.



**Financial counseling:** Get 30-60 minutes of consulting with a financial coach through Optum.



**Insurance:** Prepare for the unexpected with life insurance.



**Luncheon vouchers:** Get a voucher worth €10 for every day you work (Intuit contributes 50%). Your contribution is automatically deducted from your monthly payroll, so it's convenient and tax-free.

## Emotional well-being



**Community:** Make a difference in your community by volunteering up to five business days per year through We Care & Give Back.



**Mindfulness and resilience:** Improve your mindfulness, focus, and sleep through RethinkCare's video and audio sessions with industry experts. Access RethinkCare through Virgin Pulse.



**Talk with someone:** Access 10 free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Optum.

## Physical well-being



**Ergonomics:** Get help improving your workspace habits.



**Health assessment:** Take a 15-minute survey to get a full picture of your health.



**Tobacco cessation:** Get help kicking the smoking habit. As part of the Well-being Hub, Virgin Pulse Journeys® gives you the daily support you need to transform healthy steps into life-enriching habits, including going tobacco-free.



**Weight-loss program:** Get the support you need to lose weight and live healthier. Through the Well-being for Life Program, you can get reimbursed up to €1,000 per fiscal year, including for weight-loss program fees.



### Well-being Hub & Activity Program:

Personalize your wellness journey with the Well-being Hub, powered by Virgin Pulse. With the Activity Program, get rewarded for your healthy habits by tracking your activity, taking a health assessment, and participating in Intuit's corporate challenges.

## Healthcare



**Medical, dental, and vision:** Get medical, dental, and vision coverage through AXA. Benefits cover a range of services, including doctor visits, prescription drugs, hospital accommodations, orthodontia, and eyeglasses.



**Expat healthcare:** Take care of your health—no matter where you are in the world.



**Second opinion services:** Call Expert Medical Opinion to get a second opinion from a qualified physician who specializes in your specific medical issue. There's no cost and no need for an appointment.

## Time away



**Disability insurance:** Protect yourself if you're not able to work due to an illness or injury.



**Holidays:** Enjoy up to 11 paid holidays every year.



**Leaves of absence:** Take time away from work for personal or medical reasons.



**Time off:** Take time away from work to rest, relax, recover from illness, or tend to personal matters. This includes paid annual leave of 25–29 days, depending on your years of service, as well as your “birthday day off” as a paid holiday.



**Travel support:** Get support and protection while you're away from home for business or personal reasons.

## Compensation



**Base pay:** Earn competitive base pay, which is reviewed yearly and adjusted based on your performance.



**Incentive plans:** Stay motivated and get rewarded with Intuit's incentive plans.



**Equity:** Participate in Intuit's equity programs (eligibility rules apply).



**Recognition:** Get recognized for your outstanding performance, innovation, and service dedication through the Spotlight recognition tool.

## Family support



**Adoption assistance:** Get reimbursed up to €18,000 per child, up to a lifetime maximum of two children, for eligible expenses.



**Developmental disabilities support:** Rely on RethinkBenefits for support if you have a child with a developmental disability. You can access important information on skill building, positive reinforcement, and care coordination.



**Family Support Time:** Take up to four weeks of paid time off to provide care and support for a qualified family member.

## Whom to contact



### HR Connect

Call 00-800-2847-1577 or extension 13333

Visit [hrconnect.intuit.com](https://hrconnect.intuit.com)

(only accessible within the firewall)