

FY24 Intuit benefits at a glance

At Intuit, we prioritize your holistic health and wellbeing, supporting your individual needs today, tomorrow, and beyond, so you can do the best work of your life. Your Rewards go way beyond your salary and include industry-leading benefits, which are designed with the same unrivaled care and innovation that we invest in our customer products. You can expect resources that protect and enhance your health, tools that help you secure your financial future, and programs that offer peace of mind when it matters most. For details, visit intuitbenefits.com.



Wellbeing for Life program: Get reimbursed up to \$1,300 per fiscal year for expenses related to your physical, emotional, and financial wellbeing. **Note:** All dollar amounts are in Australian dollars.

Physical wellbeing



Ergonomics: Find help to improve your workspace habits.



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



Tobacco cessation: Discover the support you need to kick the tobacco habit.



Weight-loss program: Get the support you need to lose weight and live healthier. Through the Wellbeing for Life Program, you can get reimbursed up to \$1,300 per fiscal year, including for weight-loss program fees.



Wellbeing Hub & Activity program: Personalise your wellness journey with the Wellbeing 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.

Financial wellbeing



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. Life insurance and total permanent disablement (TPD) are provided through smartMonday by Aon. The benefit is the greater of 4 times your annual salary or the minimum default level of cover as per the product disclosure statement. This coverage is available if you direct your superfund contributions to Intuit's superannuation fund, smartMonday by Aon.



Salary sacrifice: Get special tax treatment and save more for your future by exchanging part of your salary for your superannuation fund.



Superannuation: Receive Intuit's super contribution of 11% of your earnings. You can direct your super contributions to your existing fund or to Intuit's nominated default fund, provided through smartMonday by Aon.



Tuition assistance: Get reimbursed up to \$8,800 per year (a prorated amount for part-time employees) for your continuing education through accredited institutions in subjects related to your current position or career development at Intuit.

Emotional wellbeing



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



Mindfulness and resilience: Connect with a certified, credentialed Virgin Pulse life coach who can help with issues like anxiety and depression, grief, learned helplessness, and substance abuse. 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 12 free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Optum.

Health care



Medical, dental, and vision: Intuit-paid subsidised health care and more.



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.



Menopause support: Get holistic and specialized support through Maven, including 24/7/365 virtual access to menopause specialists, dedicated mental health support, and clinically validated menopause education.

Time away



Disability insurance: AIA Australia's income protection coverage provides a monthly benefit of up to 75% of your monthly income for up to two years if you get injured or become ill and need to take a leave of absence.



Holidays: Enjoy up to 12 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 up to 20 accrued days of paid annual leave each calendar year, 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.

Family support



Family planning benefits: Get help starting your family with virtual planning services through Maven, including pregnancy, fertility, egg freezing, adoption, surrogacy, and more.



Adoption assistance: Get reimbursed up to \$30,000 per child, up to a lifetime maximum of two children, for eligible expenses.



Neurodivergence 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.



Life skills training: Learn the skills you need to live a fuller, happier life with the help of Cognition Builders' in-home support and coaching.



Surrogacy assistance: Get reimbursed up to \$30,000 per child, up to a lifetime maximum of two events, for eligible surrogacy-related expenses.



Parenting and pediatrics: Access personalized coaching, specialized pediatric care, live classes, and other educational resources from Maven's online platform for working parents.

Whom to contact



intuitbenefits.com: Find more information about all your Intuit benefits.



HR Connect

Call extension 13333

Visit hrconnect.intuit.com
(only accessible within the firewall)