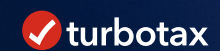




Intuit United Kingdom Gender Pay Gap Report 2021-2022

INTUIT



Introduction

Diversity, equity, and inclusion (DEI) have always been foundational for Intuit and are embedded in our values and how we operate. Our commitment to DEI helps our employees stay connected and engaged while being empowered to do the best work of their lives. It is also part of how we solve our customers' most important challenges, while ensuring our customers gain fair and equitable access to the financial technology platform they need to power their prosperity.

Our approach to DEI starts with our mission and values and is further clarified through our True North goals. These goals align Intuit internally around what matters most: our employees, our customers, our communities, and our shareholders.

To ensure accountability, we tie our goals to specific corporate responsibility and DEI actions, which we measure and share annually. For DEI, for example, we have a strategy to increase the percentage of women in our technology roles globally and to increase our representation of employees from underrepresented racial groups in the US through recruiting and retention practices. Equally important to diverse representation is fostering an inclusive culture, which is paramount to Intuit's high-performing environment and guided by our Stronger Together value.

As a standard practice, Intuit shares the company's latest DEI data internally, including workforce demographics and progress on employee belonging and engagement. We share gender and ethnicity data on our public-facing website. For more details, please view our [Corporate Responsibility Report](#).

Our gender pay results

Per UK regulations, organisations with more than 250 employees are required to publish and report specific figures about their gender pay gap. Having reached this threshold, this is our first year reporting data (as of April 5, 2022). As required, the methodology in this report measures pay gaps, if any, between men and women, irrespective of roles. This report does not reflect a comparison of pay for employees performing the same or similar work, which is foundational to Intuit's compensation philosophy. See our [Corporate Responsibility Report](#) to learn more about our global pay equity analysis.

The median* and mean** data points provided in this report are based on both total pay and bonus pay, as well as the proportion of women in each pay quartile. We are proud of our progress at Intuit UK and also recognise there is always more work to do. As such, increasing and maintaining equal representation to achieve 100% parity between women and men at all levels will continue to be a global goal for Intuit.

	Median*	Mean**
Total Pay Gap	+1.0%	9.3%
Bonus Pay Gap	+5.1%	10.4%

*Median is defined as the midpoint, which removes outliers.
 **Mean is defined as the average value of the data.

Median data for this reporting year showed no gender representation pay gaps in either total or bonus pay. Instead, at Intuit UK, women earned 1% more in total pay and 5.1% more in bonus pay than men. In addition, 98.9% of women received a bonus, in comparison to 92.7% of men.

When reviewing our mean data, the total pay gap between women and men was 9.3%, and our bonus pay gap was 10.4%. Because we regularly adjust pay to avoid unexplained pay differences between people performing the same role, the cause of this gender pay gap is gender representation.

When looking at pay by quartile, Intuit UK women were well represented in the upper middle at 47% and had a smaller representation in the lower quartile. We have an opportunity to improve our overall representation of women in the top quartile. This includes recruiting more women overall in both sales and technology. Our True North goals will continue to guide our strategies to increase this representation.

Intuit UK		
Women Employees	39%	
Employees Receiving a Bonus	Women	98.9%
	Men	92.7%

Pay Quartiles		
Top Quartile	Women	25%
	Men	75%
Upper Middle Quartile	Women	47%
	Men	53%
Lower Middle Quartile	Women	37.9%
	Men	62.1%
Lower Quartile	Women	33.9%
	Men	66.1%

Closing the gender pay gap

We are committed to continuing to close the gender pay gap by increasing the representation of women across all levels of the organisation. This begins with our talent pipeline, where we have implemented industry best practices at key steps in the hiring process.

Across the tech industry, underrepresentation for women in technology roles continues to be a challenge. We actively target our tech role outreach to recruit more women. Plus, we target outreach to recruit more women for our sales teams—from interns to managers. We also engage women early in their careers and when onboarding interns. In FY22, 67% of Intuit UK interns were women. Recent UK interns, now converted to regular employees, volunteer to serve as ambassadors at hosted events to attract new talent.

Providing an inclusive hiring experience is a priority in the UK. We work to ensure at least one woman is included on candidate slates and assessor panels during the interview process. This practice creates a more gender-inclusive experience for candidates—and results in improved candidate evaluations.

Our employee resource groups are passionate about increasing diversity in hiring and play a role in helping to close the gender representation gap. For example, our Talent Acquisition team recently partnered with our African Ancestry Network to host an event for Coding Black Females, the

UK's largest community of Black women in technology. This hackathon brought external engineers together with our internal women engineers to work on fresh ideas. Talent Acquisition also used this event to share information about opportunities available at Intuit.

Career growth and mobility for our Intuit UK women continues to be an Intuit UK priority. Our Learning and Development team provides access to mentoring and our Lead Together management development programme. Lead Together promotes career growth and leadership skills. As part of this robust collection—which includes as onboarding, virtual coaching, workshops, and a regular manager forum—we help keep leaders skilled across topics and processes. Our Women's Network also offers a mentorship programme to help champion women at every step of their careers.

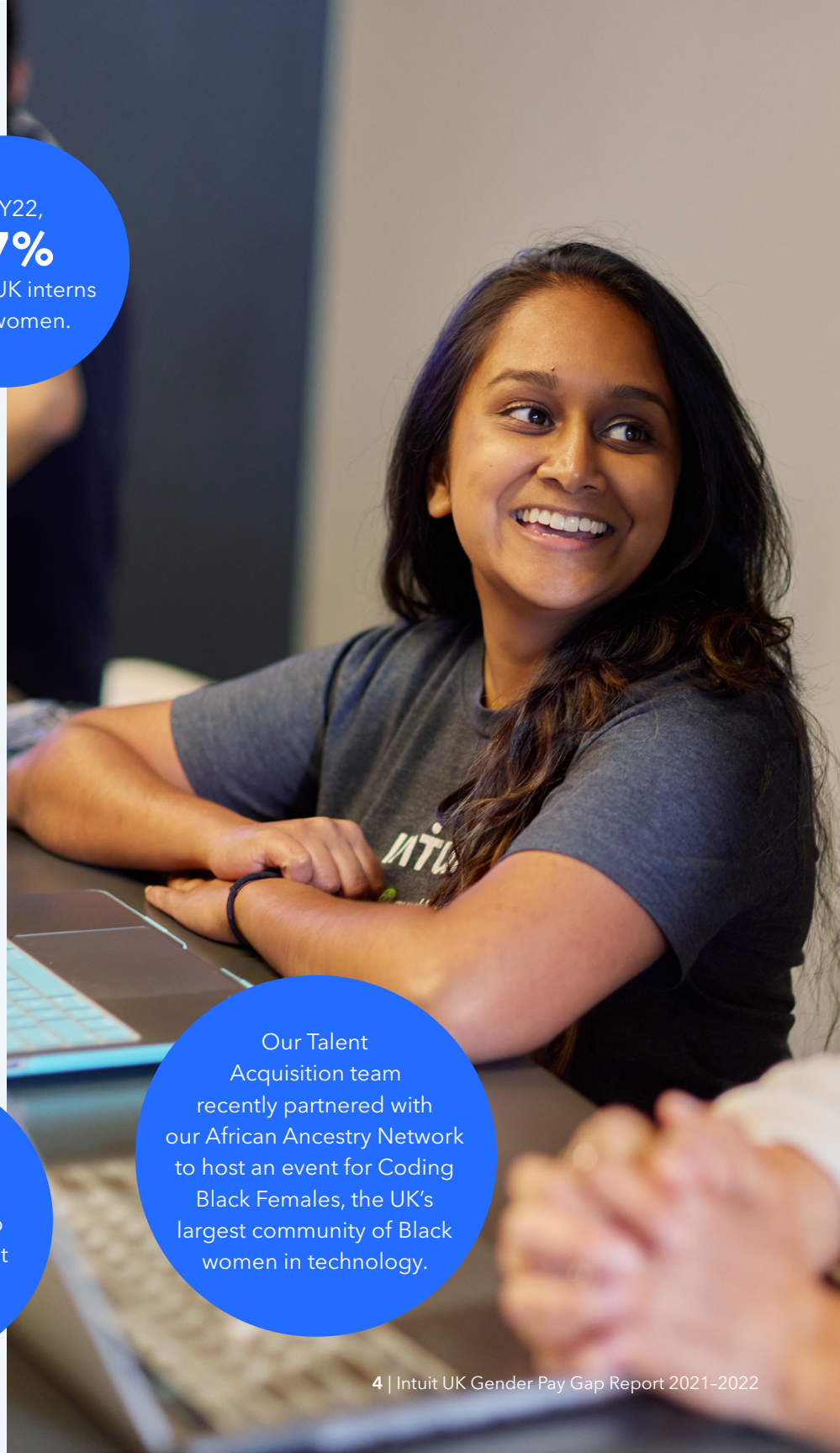
In addition, in 2022, the network led a groundbreaking internal and external campaign to help fight bias and misconceptions around menopause, featuring the leader of our Women's Network, leader of our Wellness Network, and Peppy founder and CEO Max Landry.

We will continue to equip our managers with the resources and guidance they need to effectively support their employees' learning and growth at every phase of the career development process. Intuit managers are also working to ensure greater representation of women employees across these programs.

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Our commitment

At Intuit UK, we will continue to leverage our multifaceted strategy to increase representation, including employee recruiting, hiring, engagement, and development. We will also continue to support inclusivity across our organisation, as well as closely collaborate with our Women's Network and other employee resource groups.

As we press ahead with our efforts to increase representation, including more women in senior-level technology roles, we are excited about the future. There is no doubt that DEI will continue to be foundational at Intuit. But we also recognise that the work of pay parity will never end. It will require year-round rigor and focus. Today and into the future, we are committed to that important work, guided by our True North Goals.



Jolawn Victor
UK Country Manager

Intuit has one legal entity operating in the UK with at least 250 employees. By our signatures, we declare the data within this report is accurate and meets the UK requirements of gender pay gap regulations.

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