

Intuit Israel Gender Pay Gap Public Report for 2024

Intuit Fair Pay Approach

At Intuit, we've always been committed to creating a workplace that reflects the diversity of our customers around the world, where our employees can bring their authentic selves, do the best work of their lives, and innovate for our customers.

As part of our fair pay approach, we have an ongoing focus on ensuring that employees performing comparable work receive comparable pay. We conduct rigorous *internal* pay analyses and make adjustments where appropriate among employees in the same job, performing similar work, after taking into account location, time in job, tenure and performance. We also conduct separate analyses in accordance with *external* reporting requirements in applicable jurisdictions.

Israel Gender Pay Gap Report

In accordance with the Israel Law of Equal Pay for Female and Male Employees, we are sharing our gender pay gap reporting results based on employee data from January 1, 2024 to December 31, 2024*. Results show average gender pay differences grouped across multiple jobs and do not take into account differences in tenure, performance, or bonus plan eligibility that can be market-based drivers of differences in employee pay. Therefore, the findings of this report do not explain the reasoning behind the differences in pay that may exist across genders.

The table below includes the reporting elements required by the Israel government:

1. **Groups:** The data is segmented into fourteen groups. Each group was designed to be large enough to complete a robust data analysis as well as protect employee privacy. The 14 groups are made up of jobs in Israel that at a high level have similar characteristics (for example: software engineers, product management, or business operations). The groups are labeled A-N, reflecting how the Israel government is used to seeing this data reported by companies in our industry.

* Intuit has one legal entity operating in Israel with at least 518 employees. We declare the data within this report is accurate and meets Israel's equal pay law requirements. To protect employee privacy, we only report for groups with a minimum of 6 people.

2. **Average Gross Wage Gap:** This column shows the overall pay difference within each group. A negative percentage means that, on average, men in that group are paid more than women. A positive percentage means that, on average, women in that group are paid more than men.
3. **% of Women Below Average Gross Wage:** This column shows what percentage of *women* earn less than the average wage for that specific group.
4. **% of Men Below Average Gross Wage:** This column shows what percentage of *men* earn less than the average wage for that specific group.

Groups	Average Gross Wage Gap	% of employees below average gross wage	
		Women	Men
A	-5%	73%	64%
B	-7%	57%	44%
C	1%	63%	59%
D	-2%	71%	75%
E	-3%	78%	62%
F	3%	33%	50%
G	16%	33%	50%
H	5%	33%	67%
I	-2%	71%	65%
J	5%	43%	50%
K	5%	67%	75%
L	-8%	67%	50%
M	-7%	67%	50%
N	-20%	57%	40%

Our Commitment

We will continue to hold ourselves accountable to accurate regulatory reporting. Above and beyond this, we will continue to conduct our own rigorous internal analyses to ensure we deliver comparable pay for comparable work, and share our results transparently. We are proud of our ongoing dedication and efforts to help ensure fair pay.

About Intuit

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