

# Intuit United Kingdom

# Gender Pay Gap Report

## 2024-2025

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# Intuit's 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 job-related factors that may include location, time in job, tenure, and performance. We also conduct separate analyses in accordance with *external* reporting requirements in applicable jurisdictions.

# UK Gender Pay Gap Report<sup>1</sup>

In accordance with UK government regulations, we are sharing our 2025 UK Gender Pay Gap Report, based on employee data as of April 5, 2025. The UK Gender Pay Gap Report shows gender pay differences in aggregate across all jobs. It does not take into account differences in job role, tenure, performance, or any other factors that can be market-based drivers of differences in employee pay. Therefore, the findings of this report do not fully explain differences in pay that may exist across genders.

The following sections capture the reporting elements required by the UK government.

<sup>1</sup> The data in this report uses the gender categories of women and men.

## Total Pay Quartile Distribution<sup>2</sup>

The quartile distribution in the table below shows the percentage of women and men represented in each of four groupings of Total Pay from the highest (i.e., top quartile) to the lowest (i.e., lower quartile). Women make up **31.8%** of the Intuit UK employees in the top quartile, **46.3%** in the upper-middle quartile, **50.0%** in the lower-middle quartile, and **40.3%** in the lower quartile.

Total pay quartile distribution		
Top Quartile	Women	31.8%
	Men	68.2%
Upper Middle Quartile	Women	46.3%
	Men	53.7%
Lower Middle Quartile	Women	50.0%
	Men	50.0%
Lower Quartile	Women	40.3%
	Men	59.7%

## Total Pay and Bonus Pay Gap<sup>3</sup>

The table below shows the mean and median data points for Total Pay and Bonus Pay. The mean is the average of the values in the data. The median is the midpoint of the data when ranked from lowest to highest.

- The Intuit UK mean Total Pay gap reflects men receiving **5.8%** more in aggregate than women. The median Total Pay gap reflects men receiving **6.2%** more in aggregate than women.
- The Intuit UK mean Bonus Pay gap reflects men receiving **16.5%** more in aggregate than women. The median Bonus Pay gap reflects men receiving **17.3%** more in aggregate than women.

Intuit UK total pay and bonus pay gap		
	Mean	Median
Total Pay Gap	5.8%	6.2%
Bonus Pay Gap	16.5%	17.3%

## Percentage of Intuit UK Employees Receiving a Bonus

The percentage of Intuit UK women who received a bonus was **96%**, and the percentage of men who received a bonus was **97%**.

<sup>2</sup> Total Pay includes ordinary pay, such as base pay and allowances, plus bonus pay as defined below.

<sup>3</sup> The UK government defines Bonus Pay to encompass rewards related to profit sharing, performance, incentives/commissions, monetary service awards, stock grants, annual bonuses, and other one-time awards.



# 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.



Leigh Thomas  
VP, EMEA

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

## About Intuit

Intuit is the global financial technology platform that powers prosperity for the people and communities we serve. With approximately 100 million customers worldwide using products such as [TurboTax](#), [Credit Karma](#), [QuickBooks](#), and [Mailchimp](#), we believe that everyone should have the opportunity to prosper. We never stop working to find new, innovative ways to make that possible. Please visit us at [Intuit.com](#) and find us on [social](#) for the latest information about Intuit and our products and services.

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