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# Diversity, Equity and Inclusion <sup>2021</sup>



## 2021 Diversity, Equity and Inclusion Report

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Marett, ranch manager  
and QuickBooks customer



# Diversity, equity and inclusion is a business imperative for Intuit, not just a mindset or a grassroots effort.

## Letter from our CDEIO

Ensuring equity for all people isn't a new challenge. However, this past year has been especially difficult for many of our employees, our customers and the communities we serve. It brought into focus the urgent action needed to address disparities within our society. Change must happen everywhere, including in the workplace.

Diversity, equity and inclusion (DEI) has always been a part of our DNA. It's a top priority for the company with full support from leadership and our Board of Directors. DEI is a business imperative for Intuit, not just a mindset or a grassroots effort. We know diversity drives innovation and we work hard to ensure employees can come to work as their whole selves and do the best work of their lives. This is foundational to our business and an essential component of our ability to execute on our mission to power prosperity for all.

I stepped into the role of Chief Diversity, Equity and Inclusion Officer in January 2021 to lead the important work of creating a more equitable and inclusive experience for our most important stakeholders. While my career until that point was focused primarily across marketing, sales, strategy and operations, I was excited to step into this new role to cultivate and evolve our DEI strategy to drive more innovation and growth across the company.

Starting with a foundation that was built at Intuit over the years, we've formed a cross-functional team to help us accelerate outcomes for our employees, our customers and the communities we serve. We are rigorously embedding our DEI work across the company and working to deliver against our overall diversity and inclusion goals, including specific representation goals for women in our technology roles and underrepresented minorities in our workforce. We are also taking a hard look at the employee experience across demographics to

ensure our practices, from hiring and retention to career growth and development, are more equitably implemented. Outside of our company walls, we're making DEI a priority for the ways we engage with our customers and the communities we serve to deliver a more equitable society for all.

The challenges we face today, though not new, require a collective commitment to long-term change because together, we prosper. I am encouraged by the progress we have made so far. I have confidence that through the hard work of the team, and with a company-wide focus, Intuit will become even more equitable and inclusive.



Sheldon Cummings  
Chief Diversity, Equity and Inclusion Officer



## Our Commitment to Diversity, Equity and Inclusion

Our commitment to diversity, equity and inclusion (DEI) is foundational to our culture and explicit in our values as we create an environment where employees can do the best work of their lives. Our value of “Stronger Together” emphasizes the importance of diverse voices to deliver awesome results for our customers and fulfill our mission of powering prosperity for all.

Diverse perspectives, backgrounds and opinions help us grow and innovate, making DEI critical to the success of our business. Diverse companies have [nearly 20 percent](#) higher revenue coming from innovation, are [45 percent](#) more likely to improve their market share and are [70 percent](#) more likely to capture a new market. The more diverse we are, the better we can reflect our approximately 100 million customers, build empathy and create products and services that solve their unique problems. From employee representation, to ensuring our products are fair and inclusive, to our impact on the communities around us, DEI is a business imperative and fundamental to our corporate responsibility strategy.

We have invested in programs and initiatives to foster DEI within our company. We declared True North Goals related to employee representation focused on increasing the percentage of women in technology roles as well as the percentage of our total workforce composed of underrepresented minorities. We set a goal to increase representation of women in technology roles at Intuit to 37 percent globally by FY 2024. We also set a goal to increase representation of underrepresented minorities, those who identify as Black/African American, Hispanic/Latinx and Native American, Native Alaskan and Native Hawaiian, to 18 percent of our U.S.-based workforce by FY 2024.

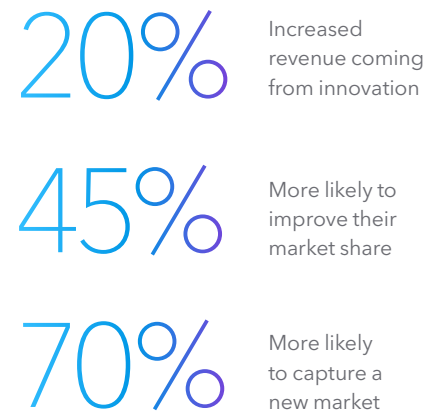
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“Tackling deep-rooted, systemic challenges in our society has to occur within companies’ own walls. Diversity, equity and inclusion must be embedded in the company and addressed as a high-priority business imperative. Real progress will not happen if it is just a mindset or a grassroots effort.”

### Sheldon Cummings

Chief Diversity, Equity and Inclusion Officer

### Diverse Companies



## FY 2021 Strategic Evolution

Over the last year, DEI has become even more important given the extraordinary challenges we've been facing, from public displays of systemic racism to the inequalities exacerbated by the global pandemic. While DEI has been a fundamental piece of our business since our founding, these current events have accelerated our efforts to ensure we're delivering on our commitment to diversity. We've established new leadership roles and resources, created new listening forums and invested in building new capabilities – all in service of supporting our employees, customers and communities.

### New Leadership and Resources

In January 2021, we appointed Sheldon Cummings, a commercial executive at Intuit, to the role of Chief Diversity, Equity and Inclusion Officer (CDEIO). For the first time, we incorporated equity as an explicit priority for our DEI work and restructured the DEI team to include cross-functional expertise that better reflects the work ahead. On our Board of Directors, we increased gender and ethnic diversity, as well as broadened the expertise, with the addition of [Tekedra Mawakana](#), Co-CEO of Waymo and a recognized leader in public policy related to commerce and advanced applications of artificial intelligence and machine learning.

We also evolved our Racial Equity Advancement Leadership (REAL) Team, which was created in 2020 to understand the nuance of the Black

employee experience and provide meaningful counsel to our DEI strategy. We then expanded the team to include Hispanic/Latinx, Native American, Native Alaskan, Native Hawaiian and Asian employees to ensure the voices of underrepresented employees across the company are heard. The team will continue to influence our DEI direction and efforts going forward and inspire accretive change.

### New Listening Forums

DEI work begins with listening. This year we held a number of forums that created dedicated space to listen to one another, build empathy and expand our capabilities:

- We introduced the first company-wide DEI survey to build a baseline understanding of our employee experience. The responses reflected how our employees identify themselves, shed light on the employee experience across different demographics, and identified the company's strengths and areas of opportunity.
- Intuit's Pride Network and CDEIO, in partnership with [The GenderCool Project](#), hosted its second Transgender Summit on Transgender Day of Visibility, attended by more than 500 employees, partners and external audiences. The summit fostered allyship and a sense of belonging for those who identify as transgender or non-binary, parents of transgender and non-binary children and their family members.

- In the midst of increased violence against Asian Americans, Intuit's CDEIO hosted a fireside chat attended by 210 members of the [Asia Pacific Network employee resource group](#) (ERG) and broader Intuit community to share their experiences and build community. The DEI team also hosted subsequent Anti-Asian Racism Empathy Sessions to support teams by building empathy and visibility among allies and peers, as well as provide resources for employees in crisis.
- We kept our employees informed on our progress and learnings through key touch points including the first DEI Town Hall, hosted by CEO, Sasan Goodarzi; Chief People & Places Officer, Laura Fennell; and CDEIO, Sheldon Cummings. The Town Hall was attended live by more than 3,600 employees globally and attracted more than 1,200 visits to our DEI resource pages.

### New Capabilities

We also invested in building manager capability to help them engage with their employees on these important topics. Through training, online resources and tools, managers are learning how to create space for difficult and meaningful conversations that foster a diverse and inclusive environment.



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“It was the most emotional conversation I will have at work in a year, and you [the DEI team] do it regularly to create the spaces for teams to explore and feel. I am thrilled I get to work for a company that prioritizes these conversations and emphasizes the importance of being an ally.”

**Lina Reeth**

Group Manager for Intuit Brand Strategy,  
attendee of an Anti-Asian Racism Empathy Session

Members of the Intuit Asia Pacific Network representing support and allyship for the community





## DEI Strategy: For Employees, Customers and Communities

Our comprehensive and company-wide DEI strategy strongly aligns with our True North Goals by focusing on three key stakeholder groups: employees, customers and communities. We all have a role to play in creating a more equitable and inclusive world, and look forward to building on the momentum we created in FY 2021 with our stakeholders at the center.

### Employees

#### Representation Across All Levels of Intuit

Representation is a key step in creating an inclusive and equitable environment where all employees can do the best work of their lives. While we have made progress in improving representation in our workforce, we must do more. Without representation, we cannot deliver for customers and achieve our mission. In FY 2021, we met our goal for the representation of women in technology, reaching 30 percent of our technology organization. We saw positive momentum in our strategy, but trailed slightly behind our target of 13 percent representation of underrepresented minorities in our U.S. workforce.

Employees at an Intuit office



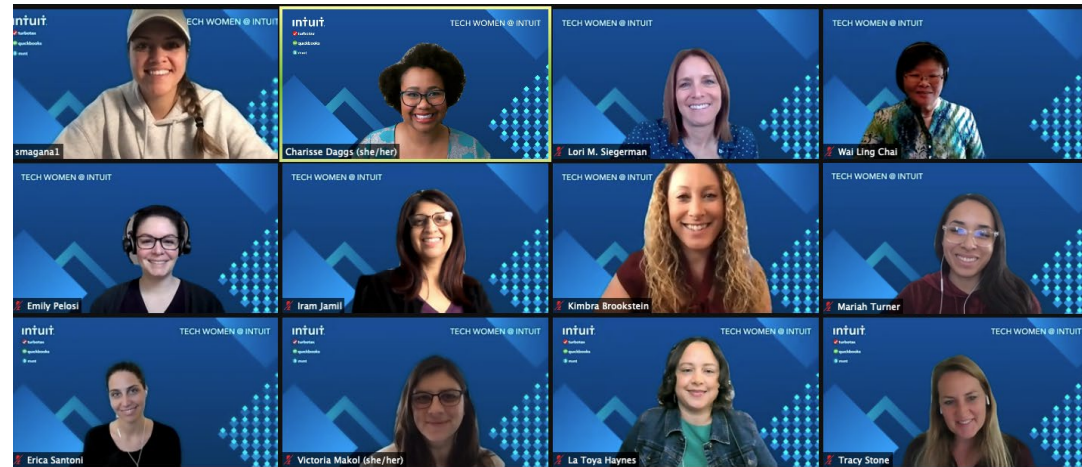
## Empowering Women in Technology

We are proud of the continued progress we made in increasing the representation of women in technology roles at Intuit by two percentage points in FY 2021. This is due in large part to the supportive structure we've cultivated through [Tech Women @ Intuit](#). It is a strategic initiative that offers women in technology programs to support their success throughout their career lifecycle, from just starting out to excelling in their craft.

- [Intuit Again](#) is our returnship program for technologists in India and the U.S. who took an extended leave from the workforce for caregiving purposes and return with a supportive on-ramp. To date, Intuit Again has reached more than 80 individuals with a global conversion rate to full-time roles of 68 percent, which in turn have an average retention rate of 82 percent.
- We provide growth and development opportunities through mentorship and coaching internally as well as through partnerships with external organizations, including [AnitaB.org](#), which seeks to support women in technical fields.
- We partner with [Girls Who Code](#) through a summer program to increase the number of girls interested in technology at an early age, ensuring female representation continues to grow within the industry.

#8 *Forbes' Best Employers for Women in the U.S.*  
Read more →

30% Intuit's goal of representation of women in technology reached in FY 2021

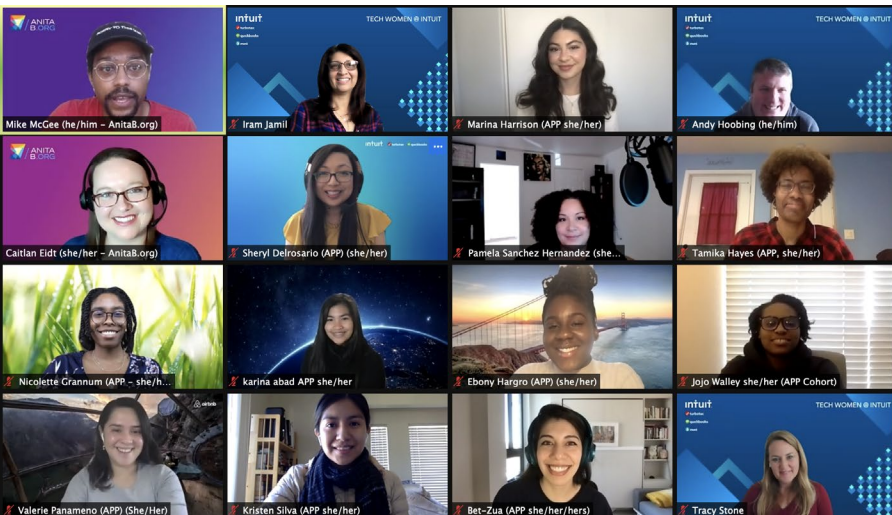


Tech Women @ Intuit virtual event



## Software Development Apprenticeship

Intuit launched a six-month [software development apprenticeship program](#), the Apprenticeship Pathway Program. In partnership with [AnitaB.org](#) and [Treehouse](#), an online coding learning platform, the program increases the representation of historically excluded individuals in technology. The pilot cohort of 11 apprentices new to software development was comprised of women, 82 percent of whom identify as members of an underrepresented minority group. In June 2021, 100 percent of apprentices passed the three-month coursework phase of the program. They then trained alongside Intuit technologists where, in addition to working on critical company programs, they were supported and mentored by a team of technologists, leaders and peers. Upon program completion, participants were evaluated for conversion to full-time roles at Intuit.



Apprenticeship Pathway Program  
program staff and apprentices

"Intuit is leading by example and is at the forefront of driving real change across the tech industry today. Through the apprenticeship program that we established in partnership with both Intuit and Treehouse, we are working to increase representation of historically excluded individuals in tech. Together, we are doing the hard work and going the extra mile to get to know candidates by providing them with the tools and support that they need to succeed."

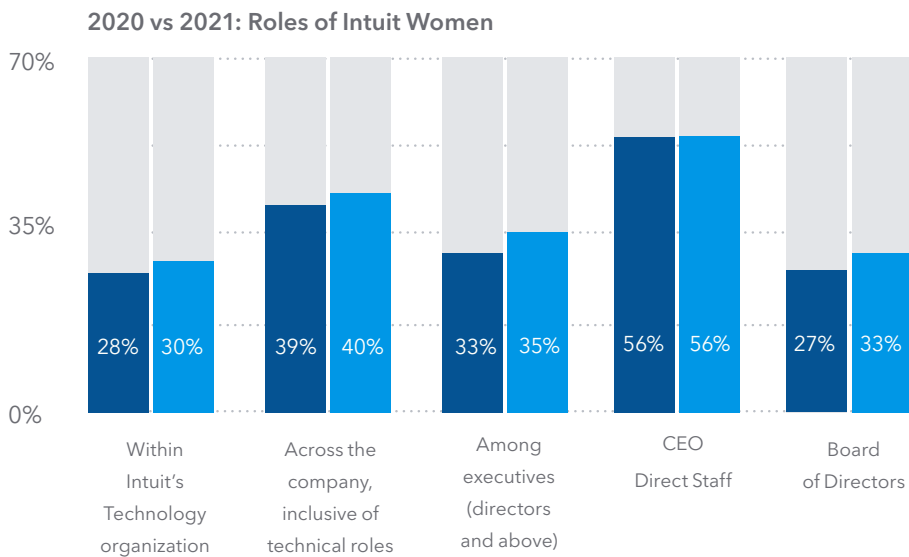
**Brenda Darden Wilkerson**  
President and CEO, AnitaB.org

"I'm developing the technical skills and capabilities to be a full stack developer, including new programming languages: Javascript, Typescript and React. I've also gained experience program solving with my team, collaborating with other teams, and, with mentorship and coaching, I feel supported and able to be successful as I make this career transition."

**Ebony Hargro**  
Intuit Apprentice

Millions of women left the workforce due to the pandemic over the last year. To attract and retain more women, we invested in initiatives that have resulted in greater representation of women overall at Intuit, within our Technology organization and at the leadership level.

### The Impact: Gender Representation in FY 2021<sup>1,2</sup>



1. Representation metrics are not inclusive of Credit Karma employees.

2. Our technology organization includes roles across five disciplines: Product Development, Data, Design, Technical Program Management and Information Technology.



Employees at an Intuit office



## Equity for Underrepresented Minority Talent

While we dedicated resources to increase representation of underrepresented minorities at all levels, we acknowledge that we did not meet our annual target and have more work to do. In partnership with the REAL Team, our Talent Acquisition Team, people managers and with input from our 13 ERGs, we are reexamining our hiring, retention, promotion and pay policies and practices to continue to attract talent from these underrepresented minority groups and foster more positive employee experiences once they are part of the Intuit family. This work is well underway.

- The company added racial equity training to our existing diversity training and engaged more than 600 senior leaders and employees in key cross-functional organizations in the first year. We plan to roll out the training company-wide in the first half of FY 2022.
- Intuit's African Ancestry Network hosted a four-part Black Resilience Workshop Series that covered topics such as common language for racial equity, structures of privilege, anti-Blackness at work, building skills for resiliency, and strategies for managing up and owning the performance review process. Each session was attended by nearly 60 Black employees across the U.S., Canada and the U.K.
- Juneteenth was observed as a company holiday for the first time in 2020 and was added to our list of annual company holidays in 2021.
- We built an Anti-Racism Employee Resource Center to drive awareness and allyship around anti-racist principles, which will be updated periodically to help guide all employees in their racial equity journey.
- Our teams have conducted more than 60 "stay interviews" with 20 percent of our Black employees to understand what keeps our employees engaged, feeling supported in their roles and thriving in their careers.
- We supported managers by creating a guide to having difficult, yet important, conversations about topics like race in the workplace.



Members of the African Ancestry Network in Reno during a Black History Month virtual event

"The Black Resilience Workshop Series really provided a safe space for Black employees to be vulnerable and process some of our experiences. For once, it felt like the experiences that we've been living with for a long time were being brought to light, and it finally felt okay for us to speak on these experiences without being shamed for playing 'the race card.'"

### Shaquita Hill

Payments Risk Operations Team Lead, attendee of the Black Resilience Workshop Series

## Action Toward Equity

The evolved DEI strategy encompasses engagement across the organization, while remaining diligent to meet our True North Goals for women in technology and underrepresented minorities. This year, we introduced an approach with three levers to make durable progress.

### Diversity Recruiting and Representation

To make meaningful strides in representation, we're widening the aperture for recruiting to ensure we're employing diverse talent across every level of the organization. We've expanded our external talent acquisition network to include more than 40 universities and student organizations, key annual conferences, partner associations and more to gain access to top underrepresented minority talent for all functions and levels of roles. We are also looking closely at our interview process to increase the diversity of our hiring panels and the use of written rubrics to ensure a fair and consistent experience for candidates.

### Equity Learning and Development

We're engaging employees throughout the company to listen, learn and build capabilities that will enhance the employee experience and create an inclusive working environment. While our "Belonging" score exceeds industry standards, we are focused on continuous improvement and have identified areas of opportunity through our DEI survey, including creating more opportunities for employees to freely speak their minds. This year, we created safe spaces and forums to foster discussion and build empathy, in addition to training our leaders on building a safe environment and equipping employees and managers with tools to use day to day.

### Equitable Talent Practices and Policies

We have a team dedicated to ensuring all of our employees have an equal opportunity to thrive in their careers. From looking at the performance and pay data across employee groups and levels, to

sponsoring underrepresented talent and offering specialized training, we invest in creating equitable opportunities.

Pay equity is fundamental to our DEI strategy. Without a sustained focus on pay equity, women and underrepresented groups in our society would have to play catch-up on income and the gap would widen. We perform an ongoing pay equity analysis, conducted twice a year by an independent outside company. Specifically, we review all job codes in which we have a sufficient number of employees for analysis, and those employees have the same or similar job duties and compensation mix. We compare base pay by gender and ethnicity, while factoring in location and time spent in the role, and make adjustments when there are unexplained statistical differences. As of August 1, 2021, none of those job codes had statistically significant differences between employees of different gender or ethnicity. For more information, please see page 18 for details.



## Intuit's Employee Resource Groups

Nearly 25 percent of Intuit's employees globally participate in ERGs to drive high-impact programs, contribute to our DEI strategy and create an inclusive culture. These ERGs create community among those who identify as a specific demographic and/or their allies. They play an important role in building awareness of cultural diversity, identifying unconscious biases and initiating important conversations to drive meaningful change.

Our ERGs played a leading role in creating key opportunities to cultivate an inclusive environment. From hosting the Asia Pacific Network fireside chat and the second annual Trans Summit, to participating in recruiting efforts and the interview process while encouraging continued dialogue among managers and colleagues, these groups are critical to our strategy.

This year, employees also launched the 13th ERG, the [Indigenous Peoples Network](#), to create a space for community among Indigenous employees and allies. The network has more than 100 inaugural members and continues to grow.



Intuit Asia Pacific Network's  
Lunar New Year virtual event

## Customers

### Equitable Products and Services

With a strong commitment to ensuring our products are fair and inclusive, employees across Intuit are working together to create equity across the company. This spans from our products and services to our marketing and communications activities, where we've created principles to ensure the diversity of our content reflects our unique customers.

Over the past year, Intuit's [Accessibility](#) and Inclusive Design team transformed how we build products, support customers and develop an inclusive workplace. Intuit's Accessibility Champion program, which builds accessibility knowledge and disability etiquette capabilities within a cross-functional group of volunteer employees, grew to include more than 1,000 champions and 24 product leaders. They continued the important work of embedding accessibility into our design requirements and code reviews, driving more than 550 product improvements in FY 2021. These champions also shared their knowledge externally, teaching workshops, providing expertise at events and volunteering with nearly 40 organizations to give back to communities with their accessibility knowledge.

Prompted by the need to ensure our products do not include or perpetuate societal bias, Intuit's Content Systems Team, cross-functional content design teams and members of our REAL Team came together to develop a set of anti-discriminatory and anti-racist language guidelines and principles to apply across our platform. The team worked to identify, eliminate and replace widely used words and terms used internally and externally that have the ability to inflict harm. By driving adoption and inspiring engineering and product leaders to prioritize language updates, nearly 800 product and content changes have been made to date. These changes include renaming the QuickBooks Live customer setup feature from "white glove" to the more accurate and inclusive alternative, "expert setup," and updating instances of "master admin" to "primary admin" across QuickBooks Online. To advocate for further, systemic change, the team created a public content [webpage](#) to outline the steps our content teams are taking today for others to adopt.



Eric, QuickBooks customer and owner of Mee & Greet and Humble Potato

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"Diversity, equity and inclusion is a part of our DNA, and we will work to make sure we're able to eliminate racist language wherever it exists in our ecosystem."

**La Toya Haynes**

Director of Racial Equity<sup>3</sup>

3. "How Intuit is reinventing HR to make tech and finance more equitable for all," [Fast Company](#), April 22, 2021



## Communities

### Community Support Where It Matters Most

Beyond our employees and customers, we have a responsibility to advocate for inclusive communities to truly power prosperity for all regardless of gender, race, religion or other characteristics. We're committed to using our voice and resources as a company to support the social issues that are aligned with our values and areas where we can positively impact the lives of our employees.

Intuit became a founding corporate partner of the [Congressional Award Foundation's](#) (CAF) Diversity & Inclusion Initiative, resulting in an online [Financial Literacy Program](#) to support promoting financial health for students of diverse economic and social backgrounds. The program helps young people take ownership of their financial futures through education, real-life applications and giving back to their community by volunteering. The online program launched with a webinar with more than 900 student attendees and featured speakers from Congress, the [National Collegiate Athletic](#)

[Association](#) (NCAA) and Intuit. To date, more than 1,800 young people, ages 13-23, have enrolled in the program.

We took a stand on multiple societal issues in FY 2021, including signing the [Business Statement Opposing Anti-LGBTQ State Legislation](#) and contributing to [Stop AAPI Hate](#) in response to increased violence against Asian Americans. Additionally, our CEO joined more than 90 CEOs to sign a letter in support for finding a path to citizenship for Dreamers as part of the [Coalition for the American Dream](#).

There are many important steps we've taken this year to identify and address inequities that can impact our employees, customers and communities. We recognize that lasting change comes through long-term commitment and consistency. We are committed to building on the progress to date by leaning into our values and powering prosperity for all.

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"I have been so impressed by the Intuit team, and I believe the Financial Literacy Program is meaningful and works to address our goal of social and economic mobility for students in underserved communities. The ability to co-create a significant curriculum that is measurable and attainable for these students has been so rewarding."

**Erica Heyse**

National Director, Congressional Award Foundation

## About This Report

This report has been produced using the Global Reporting Initiative (GRI) Standards. While many of the disclosures are in alignment with this framework at the Core level, this is a GRI-referenced report.

The Sustainability Accounting Standards Board (SASB) is dedicated to improving the effectiveness and comparability of corporate disclosure on environmental, social and governance (ESG) factors. The disclosures to follow reference the SASB Standards for the Consumer Finance as well as Software & IT Services sectors, and can be found in conjunction with the related GRI disclosures throughout this report.

Intuit reports against the GRI framework because it focuses on topics and issues that are material to our business and key stakeholders. We are also seeing increased demand from shareholders to report on how we are addressing various ESG risks, impacts and opportunities. We responded by choosing to report against SASB, a framework designed by the investment community to provide investors and analysts with access to critical ESG information that informs investment decisions.



## Diversity & Equal Opportunity

(Material topics: Employee and board diversity; Pay equity)

### GRI 405

#### Management Approach

**Explanation of the topic, how it's managed, and mechanisms for evaluating the effectiveness of the company's strategy.**

Intuit continues to focus on attracting and retaining a talented and diverse workforce that creates inclusion, inspiration and innovation.

#### Recruitment

Intuit continues to build a truly diverse workforce. The company has a dedicated talent team that seeks to find a talented and diverse set of professional candidates around the world. Intuit also partners with a wide range of external organizations that help the company to recruit new hires, develop early career talent and convert internships into full-time positions within the company. Intuit is creating a pipeline of diverse talent through partnerships with groups such as Girls Who Code, the National Center for Women & Information Technology, AnitaB.org, YesWeCode, Management Leadership for Tomorrow, AfroTech, Blacks in Technology, Latinas in Tech and Techqueria, as well as with multiple institutions of higher education, such as historically black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs).

#### Product Accessibility

##### *Accessibility and Inclusive Design at Intuit*

As the world recovers from the COVID-19 pandemic, there's a greater recognition that a person's disability is defined by the mismatch of their ability and their environment. Elements previously considered accommodations are now routine: remote work, video conferencing, closed captioning, mental health, ergonomics, flexible work hours and readable documentation. Over the past year, Intuit's Accessibility and Inclusive Design team has transformed how we build products, support customers and develop an inclusive workplace.

True inclusion embraces the intersectionality of ability, race, gender, socio-economic, education, sexual orientation, family and housing, and age. Intuit Design System provides leadership for design ethics and diverse representation within product development and hiring. Our customer research platform ensures a diverse set of customer interviews. We developed techniques to highlight accessibility-related comments within customer feedback. Intuit's Abilities Network has worked closely with other employee resource groups to spotlight diverse small businesses, expanded accommodations, mental health awareness and family support benefits.

#### Investing in Leader Capability

Intuit believes that building a diverse team is critical, but is only one aspect of creating an inclusive culture. As part of its ongoing effort to invest in its people, in April 2019 Intuit rolled out a workshop for leaders around Leading Inclusively, that in September 2020 was turned into an e-learning module too, meant for all employees. As of July 2021, 1,320 people managers have attended the Leading Inclusively @ Intuit workshop, and over 1,230 employees have completed the Leading Inclusively e-learning.

In the last year we have continued to invest in managers' capabilities, providing them with training and resources needed to foster an environment of inclusion, to empathetically engage with teams, and to create a safe space for difficult conversations.

#### Racial Equity Advancement Leadership (REAL) Team

Diversity and inclusion are core to who we are at Intuit, but we are too often silent on the racial injustice and discrimination that our Black colleagues face every day. We must continue to improve, especially when it comes to having a greater percentage of underrepresented minorities within our employee population, in particular increasing our representation of Black employees. We have been guided in this work by a team of employees within our African Ancestry Network called the REAL Team. The REAL Team is helping us drive durable change as we strive toward creating racial equity and equality. The team is helping us work toward tangible goals: expanding our traditional talent pipelines to generate a more diverse pool of candidates; helping to ensure representation at all levels of the company; ensuring Black representation is present as we develop new products;

ensuring our philanthropy work supports communities in need; and investing in the education of our Black employees.

#### Equality

Intuit strives to create and maintain an environment where differences are valued and respected – differences in experience, background and opinion. It strives to provide equal employment opportunities for all employees and seeks to maintain a workplace free from discrimination, harassment and retaliation. Intuit expects its partners to adhere to its standards of business conduct and safe workplaces.

In 2021 the Human Rights Campaign Foundation (HRC) named Intuit one of the "Best Places to Work for LGBT Equality." Since 2005, Intuit has earned a perfect score on the HRC Foundation's Corporate Equality Index. The company continues to learn from its employees about what is going well, and the areas of opportunities to continuously evolve its diversity and inclusion practices. In 2021, Intuit was rated #8 Best Employer for Women by *Forbes*.

Intuit has created a dashboard that lets all Intuit employees see the company's diversity and inclusion data (gender, ethnicity in the United States, pay equity and belonging scores), which is updated on a monthly basis. Intuit also provides its senior leaders (Director and above) with real-time diversity and inclusion data for all hires, promotions, mobility and attrition by different demographic factors (e.g., gender and ethnicity).

**GRI 405-1****Diversity of governance bodies and employees****Board Overview**

	2018 <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>3</sup>
<b>Tenure</b>			
0-5	50%	55%	50%
6-10	20%	9%	17%
10+	30%	36%	33%
<b>Age</b>			
50 and under	30%	27%	33%
51-60	30%	27%	25%
61+	40%	45%	42%
<b>Gender</b>			
Male	70%	73%	67%
Female	30%	27%	33%

Percentages may not total 100 due to rounding

<sup>1</sup> Board composition as of the publication date of Intuit's FY18 Proxy Statement

<sup>2</sup> Board composition as of the publication date of Intuit's FY19 Proxy Statement

<sup>3</sup> Board composition as of the publication date of Intuit's FY20 Proxy Statement

See "Board Highlights" and "Experience and Expertise" on page 5 of [Intuit's Proxy Statement](#) filed on 11/25/20.

**SASB 330a.3****Gender and racial/ethnic group representation for management, technical staff, and all other employees****Employee Gender Diversity (Global)**

	2019	2020	2021 <sup>1</sup>
<b>Overall</b>			
Male	61%	61%	59%
Female	39%	39%	40%
Undisclosed	0%	0%	0%
	2019	2020	2021 <sup>1</sup>
<b>Tech</b>			
Male	73%	71%	69%
Female	27%	28%	30%
Undisclosed	0%	0%	0%
<b>Non-Tech</b>			
Male	49%	45%	44%
Female	51%	55%	56%
Undisclosed	0%	0%	0%
<b>Executives (Directors and above)</b>			
Male	69%	67%	64%
Female	31%	33%	35%
Undisclosed	0%	0%	0%

**Employee Ethnicity (U.S.)**

	2019	2020	2021 <sup>1</sup>
<b>Overall</b>			
White	46%	45%	43%
Asian	30%	32%	34%
Hispanic or Latinx	8%	8%	8%

	2019	2020	2021 <sup>1</sup>
Black or African American	3%	3%	4%
Native American, Alaska Native or Hawaiian Native	0%	0%	1%
Two or more races	2%	2%	3%
Undisclosed	10%	9%	8%
<b>Tech</b>			
White	33%	33%	31%
Asian	47%	47%	50%
Hispanic or Latinx	4%	5%	5%
Black or African American	1%	1%	2%
Native American, Alaska Native or Hawaiian Native	0%	0%	0%
Two or more races	2%	2%	2%
Undisclosed	14%	11%	10%
<b>Non-Tech</b>			
White	58%	60%	59% <sup>1</sup>
Asian	14%	12%	12%
Hispanic or Latinx	12%	13%	12%
Black or African American	5%	6%	6%
Native American, Alaska Native or Hawaiian Native	1%	1%	1%
Two or more races	3%	3%	3%
Undisclosed	7%	6%	6%
<b>Executives (Directors and above)</b>			
White	56%	56%	55%
Asian	26%	25%	24%



	2019	2020	2021 <sup>1</sup>
Hispanic or Latinx	5%	5%	5%
Black or African American	2%	2%	2%
Native American, Alaska Native or Hawaiian Native	0%	1%	0%
Two or more races	1%	1%	1%
Undisclosed	10%	10%	11%

Percentages may not total 100 due to rounding

<sup>1</sup> Totals exclude Credit Karma employee data.

Learn more about Diversity and Inclusion [here](#).

## GRI 405-2

### Ratio of basic salary and remuneration of women to men

As a result of its July 2021 global analysis, Intuit made salary adjustments across seven job codes to 172 employees. As of August 1, 2021, after giving effect to the adjustments, none of the analyzed job codes had statistically significant differences in pay based on gender or ethnicity. Intuit continues to refine and refocus its efforts with the goal of reducing and ultimately eliminating the need to make salary adjustments.

At Intuit, as of August 1, 2021, women in the U.S. earn on average \$1.02 for every \$1.00 men earn. Minority employees (consisting of Asian, Black, Latinx and U.S. Indigenous based on governmental definitions) in the U.S. earn on average \$1.03 for every \$1.00 white employees earn. Underrepresented minority employees at Intuit (consisting of Black, Latinx, U.S. Indigenous) earn on average \$1.00 for every \$1.00 white employees earn in the U.S. In India, women earn on average \$1.00 for every \$1.00 men earn. In all other countries, women earn on average \$1.00 for every \$1.00 that men earn.

## Non-Discrimination

(Material topic: Diversity and Inclusion)

### GRI 406

#### Management Approach

**Explanation of the topic, how it's managed, and mechanisms for evaluating the effectiveness of the company's strategy.**

Intuit is an equal opportunity employer. The company hires, promotes and rewards the most qualified employees no matter what protected categories they happen to fall into. Intuit does not tolerate discrimination based on race, color, national origin, ancestry, citizenship or immigration status, religion or religious dress or grooming practices, age, sex, pregnancy or childbirth or breastfeeding status, gender identity or expression, sexual orientation, physical or mental disability, veteran or military status, marital or registered domestic partnership or civil union status, housing status, medical condition, genetics, criminal record history or any other protected categories. That's true for all aspects of employment, including recruiting, hiring, promotion, demotion, transfer, termination, compensation, benefits and training.

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