

Intuit United Kingdom Gender Pay Gap Report 2023-2024

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Introduction

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

As part of this commitment, 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 we find unexplainable outliers among employees in the same job, performing similar work, after taking into account location, time in job, and tenure at the company. We also conduct separate analyses in accordance with external reporting requirements in applicable jurisdictions.

UK gender pay gap reporting¹

In accordance with UK government regulations, we are sharing our 2024 UK Gender Pay Gap Report, based on employee data as of April 5, 2024. 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 bonus plan eligibility 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.

¹The data in this report uses the gender categories of women and men.

Total pay quartile distribution²

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 **36.2%** of the Intuit UK employees in the top quartile, **47.1%** in the upper-middle quartile, **50%** in the lower-middle quartile, and **38.2%** in the lower quartile.

| Total pay quartile distribution | | |
|---------------------------------|-------|-------|
| Top Quartile | Women | 36.2% |
| | Men | 63.8% |
| Upper Middle Quartile | Women | 47.1% |
| | Men | 52.9% |
| Lower Middle Quartile | Women | 50% |
| | Men | 50% |
| Lower Quartile | Women | 38.2% |
| | Men | 61.8% |

Total pay and bonus pay gap³

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 **3.9%** more in aggregate than women. The median Total Pay gap reflects men receiving **4.4%** more in aggregate than women.
- The Intuit UK mean Bonus Pay gap reflects men receiving **32.5%** more in aggregate than women. The median Bonus Pay gap reflects men receiving **35.4%** more in aggregate than women.

| Intuit UK total pay and bonus pay gap | | |
|---------------------------------------|-------|--------|
| | Mean | Median |
| Total Pay Gap | 3.9% | 4.4% |
| Bonus Pay Gap | 32.5% | 35.4% |

Percentage of Intuit UK employees receiving a bonus

The percentage of Intuit UK women who received a bonus was **90.6%**, and the percentage of men who received a bonus was **93.0%**.

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

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



Our commitment

I'm proud of our ongoing dedication and efforts to help ensure fair pay. 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.

A handwritten signature in black ink, appearing to be 'Leigh Thomas'.

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.

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