

INTUIT



Diversity, Equity and Inclusion

September 2023

Forward looking statements

These presentations contain forward-looking statements. There are a number of factors that could cause our results to differ materially from our expectations. Please see the section entitled “Cautions about forward-looking statements” in the Appendix accompanying this presentation for information regarding forward-looking statements and related risks and uncertainties. You can also learn more about these risks in our Form 10-K for fiscal 2023 and our other SEC filings, which are available on the Investor Relations page of Intuit's website at www.intuit.com. We assume no obligation to update any forward-looking statement, except as required by law.

Humera Shahid



INTUIT MISSION

Powering Prosperity Around the World

MISSION

INTUIT Powering Prosperity Around the World

VALUES

Integrity Without Compromise | Courage | Customer Obsession | Stronger Together | We Care and Give Back

2030 GOALS

Prosperity

Double household savings rate and improve SMB success rate >20 pts vs. industry

Reputation

Best-in-class Most Trusted Company

Growth

200M+ customers and accelerating revenue growth

TRUE NORTH GOALS

Employees

Empower the world's top talent to do the best work of their lives

Customers

Delight customers by solving the problems that matter most

Communities

Make a difference in the communities we serve

Shareholders

Drive long-term growth, increasing shareholder value

STRATEGY

AI-Driven Expert Platform

More Money. No Work. Complete Confidence.

BIG BETS

Revolutionize speed to benefit

Connect people to experts

Unlock smart money decisions

Be the center of small business growth

Disrupt the small business mid-market

METRICS

Accelerate with Data and AI FinTech at the Core Emerging Tech

Customers Retention
PRS
ARPC
Revenue
Efficiency

Customers Retention
ARPC
Revenue

Customer Retention
PRS
ARPC
Revenue
Efficiency/Usage

Customers ARPC

Our Values

Integrity Without Compromise

We speak the truth and assume best intent.

We value trust above all else.

We do the right thing, even when no one is looking.

Courage

We are bold and fearless in how we think and act.

We relentlessly hold a high bar for performance.

We value speed, a bias for learning and action.

Customer Obsession

We fall in love with our customers' problems.

We deliver unrivaled customer benefit to power their prosperity.

We sweat every detail of the experience to deliver excellence.

Stronger Together

We champion diversity, inclusion, and a respectful environment.

We thrive on diverse voices to challenge and inform decisions.

We deliver exceptional results so others can count on us.

We Care and Give Back

We are stewards of the future.

We strengthen the communities around us.

We strive to give everyone the opportunity to prosper.

Diversity, Equity and Inclusion attracts talent, drives performance and profitability

76%

Job seekers consider workforce diversity an important factor

56%

Increase in job performance associated with high belonging

36%

Higher profitability of ethnically diverse companies

Diversity fuels innovation within the company, leading to better ideas, better products, and ultimately, drives real business outcomes for us.

Sources: [How diversity, equity, and inclusion \(DE&I\) matter | McKinsey](#)
[The Value of Belonging at Work](#)

True North Goals

Deliver best-we-can-be results in the current period for each key stakeholder while building the foundation for an even stronger future

Employees	Customers	Communities	Shareholders																				
<p>Empower the world's top talent to do the best work of their lives</p>	<p>Delight customers by solving the problems that matter most</p>	<p>Make a difference in the communities we serve</p>	<p>Drive long-term growth, increasing shareholder value</p>																				
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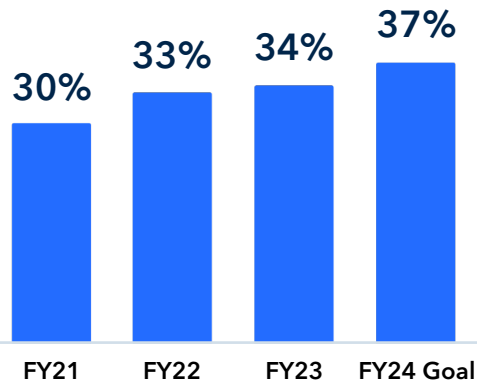
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Progress against True North Goals

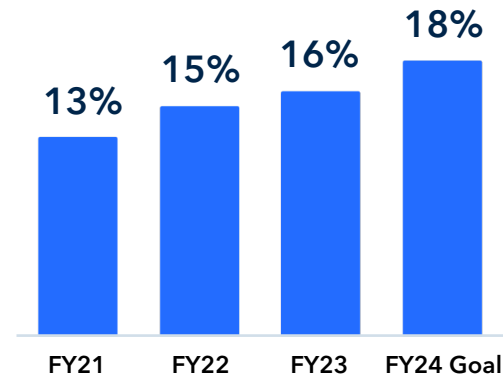
Women in Tech



For women in technical roles, three years ago we started at 27% and ended FY22 at 33%. In FY23, we ended the fiscal year at 34.1%. It's short of our True North goal of 35% for FY23, but we're still well above our industry peers for representation of women in technical roles.

Key highlights: While we continued to make progress and increased representation by 1.1 points, we fell short of this goal due to decreased tech hiring resulting from low attrition in our tech ecosystem.

Underrepresented Racial Groups



We are proud to share that we surpassed our FY23 True North goal of 16% U.S. employees from underrepresented racial groups* and ended the year at 16.3%. Although this is great progress, we know there is still work to do.

Key highlights: We exceeded our annual goal for the second year. This progress is only possible through the foundation we built in recent years and continues to scale as we grow.

Diversity, Equity, and Inclusion



Employees



Customers



Communities

Focusing on employees

THE PROBLEM

Opportunity to accelerate representation at all levels and improve experience for women in tech and underrepresented racial groups.

THE SOLUTION: WORKFORCE DIVERSITY

Create a diverse and inclusive environment to empower the world's top talent to do the best work of their lives.

Diversity Recruiting and Representation: Increase the talent pipeline and representation across all levels through more equitable hiring practices.

Equity Learning and Development: Foster inclusive environment and improve engagement addressing areas of opportunity.

Equitable Talent Practices and Policies: Ensure more equitable practices across employees including pay equity, performance management, and promotions.

The Impact:

	<u>FY23</u>	<u>FY24 Goal</u>	<u>FY26 Goal</u>
Women in tech	34.1%	37.0%	39.0%
Underrepresented racial groups	16.3%	18.0%	20.0%



In the last year we have expanded our DEI efforts

Investing to diversify employees at the entry, mid-career, and exec levels

DEI Highlights

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Building inclusion at all levels

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Listening and data help us build equity

In the last year we have expanded our DEI efforts

DEI Highlights

Investing to diversify employees at the entry, mid-career, and exec levels

Addressing potential bias in our people practices

Building inclusion at all levels

Listening and data help us build equity

Amplifying our reach to customers and communities

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Appendix

Cautions about forward-looking statements

This presentation contains forward-looking statements, including expectations regarding: forecasts and timing of growth and future financial results of Intuit and its reporting segments; the impact of macroeconomic conditions on our business, segments and products; our prospects for the business in FY24 and beyond; our growth outside the US; timing and growth of revenue from current or future products and services; demand for our products; customer growth and member engagement; our corporate tax rate; changes to our products and their impact on our business; the amount and timing of any future dividends or share repurchases; availability of our offerings; and the impact of our acquisitions and strategic decisions on our business; as well as all statements on slides relating to FY24 guidance.

Because these forward-looking statements involve risks and uncertainties, there are important factors that could cause our actual results to differ materially from the expectations expressed in the forward-looking statements. These risks and uncertainties may be amplified by the effects of global developments, and conditions or events, including macroeconomic uncertainty and geopolitical conditions, which have caused significant global economic instability and uncertainty. Given these risks and uncertainties, persons reading this communication are cautioned not to place any undue reliance on such forward-looking statements. These factors include, without limitation, the following: our ability to compete successfully; our ability to develop, deploy, and use artificial intelligence in our platform and products; our ability to adapt to technological change and to successfully extend our platform; our ability to predict consumer behavior; our reliance on intellectual property; our ability to protect our intellectual property rights; any harm to our reputation; risk associated with our ESG and DEI practices; risks associated with acquisition and divestiture activity; the issuance of equity or incurrence of debt to fund acquisitions or for general business purposes; cybersecurity incidents (including those affecting the third parties we rely on); customer concerns about privacy and cybersecurity incidents; fraudulent activities by third parties using our offerings; our failure to process transactions effectively; interruption or failure of our information technology; our ability to maintain critical third-party business relationships; our ability to attract and retain talent and the success of our hybrid work model; any deficiency in the quality or accuracy of our offerings (including the advice given by experts on our platform); any delays in product launches; difficulties in processing or filing customer tax submissions; risk associated with climate change; changes to public policy, laws or regulations affecting our businesses; legal proceedings in which we are involved; the seasonal nature of our tax business and other factors beyond our control; changes in tax rates and tax reform legislation; global economic conditions (including, without limitation, inflation); exposure to credit, counterparty and other risks in providing capital to businesses; amortization of acquired intangible assets and impairment charges; our ability to repay or otherwise comply with the terms of our outstanding debt; our ability to repurchase shares or distribute dividends; volatility of our stock price; and our ability to successfully market our offerings.

More details about these and other risks that may impact our business are included in our Form 10-K for fiscal 2023 and in our other SEC filings. You can locate these reports through our website at <http://investors.intuit.com>. FY24 guidance speaks only as of the date it was publicly issued by Intuit. Other forward-looking statements represent the judgment of the management of Intuit as of the date of this presentation. Except as required by law, we do not undertake any duty to update any forward-looking statement or other information in this presentation.