



## INTUIT INC.

# CORPORATE GOVERNANCE PRINCIPLES FOR THE BOARD OF DIRECTORS

as amended May 8, 2025

## A. INTRODUCTION

The Board of Directors (the “Board”) of Intuit Inc. (the “Company”) has adopted these governance principles (these “Principles”) to assist it in following corporate governance practices that serve the best interests of the Company and its stockholders. The Board intends that these Principles serve as a flexible framework for the governance of the Company. These Principles should be interpreted in the context of all applicable laws, the Company’s charter documents and other governance documents. The Nominating and Governance Committee reviews these Principles at least annually and recommends changes to the Board as appropriate.

## B. ROLES AND RESPONSIBILITIES

1. Role of Senior Management. Senior management, led by the Chief Executive Officer, is responsible for running the Company’s day-to-day operations and appropriately informing the Board of the status of such operations.
2. Role of the Board of Directors. The Board oversees management’s performance on behalf of the Company’s stockholders. Its primary duties are (1) to select, compensate and oversee the Chief Executive Officer who, with senior management, manages the Company on a daily basis, and (2) to monitor management’s performance to assess whether the Company is operating in an effective, efficient and ethical manner in order to produce value for the Company’s stockholders. In addition, the Board periodically reviews the Company’s long-range plan, business initiatives, capital projects, risk management and budget matters.
3. Formal Evaluation of Officers. At least annually, the Compensation and Organizational Development Committee (the “CODC”) evaluates the performance of the Chief Executive Officer and reports to the Board on this evaluation. Based on this evaluation, the CODC, after consultation with the Board, sets the Chief Executive Officer’s compensation. The CODC also annually reviews and approves the evaluation process and compensation structure for other senior officers, and in consultation with the Chief Executive Officer, sets the compensation for such officers.
4. Succession Planning and Senior Leadership Development. The CODC reviews succession planning and senior leadership development with the Board on at least an annual basis. In addition, the CODC reviews from time to time contingency plans for a successor to assume the role of Chief Executive Officer should he/she die, become disabled or otherwise unexpectedly become unable to perform his/her duties.

5. Risk Oversight. The Board oversees the Company's processes for identifying and managing the significant risks facing the Company. The Board regularly reviews the Company's significant risks and responsibilities of management and the Board's committees in assisting the Board in its risk oversight.

### **C. BOARD COMPOSITION AND SELECTION OF DIRECTORS**

1. Board Leadership. The Board selects and appoints the Board Chair. The Chair may be an officer of the Company where the Board determines it is in the best interests of the Company and its stockholders, and in such case shall be designated as the Executive Chair of the Board. If the Chair is also the Chief Executive Officer, or if the Board determines it is in the best interests of the Company and stockholders, then the independent directors serving on the Board shall appoint a lead independent director to serve for a period of at least one year. The lead independent director's responsibilities shall include: (1) presiding at meetings of the Board at which the Chair is not present, including executive sessions of the independent directors; (2) approving information sent to the Board; (3) approving the agenda for Board meetings in consultation with the Chair and Chief Executive Officer and schedule for Board meetings to provide that there is sufficient time for discussion of all agenda items; (4) serving as liaison between the Chair and the independent directors; (5) conducting board evaluations, in consultation with the Chair, at the direction of the Nominating and Governance Committee; and (6) being available for consultation and communication with major stockholders upon request. In addition, the lead independent director shall have the authority to call executive sessions of the independent directors.

2. Size of the Board. The Board, in consultation with the Nominating and Governance Committee, shall periodically review its size and may increase or decrease its size as it deems appropriate to promote the overall effectiveness of the Board.

3. Proportion of Independent Directors. A majority of the directors on the Board are independent as defined by The Nasdaq Stock Market LLC ("Nasdaq"). The Board makes an affirmative determination regarding the independence of each director annually, based upon the recommendation of the Nominating and Governance Committee. The Board also believes it is often in the best interests of the Company and its stockholders to have non-independent directors, including having current and former members of management serve as directors.

4. Selection of Director Nominees. The Nominating and Governance Committee identifies, approves and recommends to the Board the Company's nominees to serve as directors of the Company. Based on the Nominating and Governance Committee's recommendation, the Board nominates directors to be elected by the stockholders at each annual stockholder meeting and appoints directors as necessary to fill new or vacant positions on the Board. Directors stand for re-election every year.

5. Board Membership Criteria. The Nominating and Governance Committee is responsible for annually evaluating and then reviewing with the Board from time to time the appropriate qualifications, expertise and characteristics expected of individual Board members and of the Board as a whole and for recommending to the Board changes to these criteria as appropriate. All candidates for Board membership should possess the

highest ethics, integrity and values and be committed to representing the long-term interests of the Company's stockholders. They should have broad, high-level experience in business, government, education, technology or public policy. They should have sufficient time to carry out their duties as directors of the Company and have an inquisitive and objective perspective, practical wisdom and mature judgment. The Nominating and Governance Committee also considers additional factors - such as independence, diversity, expertise and specific skills, and other qualities that may contribute to the Board's overall effectiveness - when evaluating Board candidates.

6. Directors Who Change their Present Job Status. Any Board member who has a principal job change, including retirement, must offer to submit a letter of resignation to the Chair of the Board. The Board, in consultation with the Nominating and Governance Committee, reviews each offer to resign and determines whether or not to accept such offer to resign after consideration of the continued appropriateness of Board membership under the new circumstances.

7. Retirement Policy. In the event that a Board member reaches the age of 75 during his or her term of service, at the end of such term, the Board, in consultation with the Nominating and Governance Committee, will normally not re-nominate the Board member for election at the next annual meeting, unless the Board, with the recommendation of the Nominating and Governance Committee, determines that there are special circumstances that lead the Board to conclude that continued service of such Board member is in the best interests of the Company and its stockholders.

#### **D. BOARD PROCEDURES**

1. Board Meetings. Board meetings are scheduled in advance and typically held each quarter, in addition to special meetings as required. Board members are expected to prepare for, attend and participate in all Board and applicable committee meetings.

2. Meeting Materials. The Board Chair, together with the corporate secretary, sets the agenda for each Board meeting (with the approval of the lead independent director, if any) and distributes it in advance to the Board. An agenda for each Board and committee meeting, along with materials to facilitate the members' understanding of the business to be conducted at the meeting, is distributed to directors in advance of the meeting. In some cases, due to timing or the sensitive nature of an issue, materials are presented only at the meeting. Directors are free to raise subjects at a meeting that are not on the agenda for the meeting, and additional matters may be discussed at a meeting without advance distribution of written materials, as appropriate.

3. Time Commitment and Board Service. Each Board member is expected to see that his or her other existing and planned future commitments do not materially interfere with the member's service on the Company's Board. Directors generally may not serve on the boards of more than five public companies, including the Company's Board.

4. Executive Sessions. The Board regularly convenes executive sessions among all Board members, and at every regular Board meeting, the independent directors meet separately.

If the Chair is not an independent director and no lead independent director has been appointed, the independent directors shall designate an independent director to serve as Presiding Director to chair the independent director sessions and to serve in that role until the next independent director session. In that case, the Presiding Director shall also have the authority to call additional independent director sessions as appropriate, may advise the Board Chair with respect to agendas and information to be provided to the Board and shall perform such other duties as the Board may from time to time delegate to assist the Board in fulfilling its responsibilities. If the lead independent director has been appointed, the lead independent director shall preside at executive sessions of independent directors.

5. Attendance at Annual Meeting of Stockholders. The Board encourages its members to attend the Company's annual meeting of stockholders.

6. Corporate Communications and Stockholder Engagement. The Board believes that management (meaning for these purposes the Chief Executive Officer, Chair of the Executive Committee and certain employees who have been designated by these individuals as spokespersons) and the Board Chair generally speak for the Company. Individual Board members may, from time to time, meet or otherwise communicate with various constituencies that are involved with the Company, including stockholders, on issues where Board-level involvement is appropriate. In addition, the Board oversees the Company's stockholder engagement efforts, with assistance from the Nominating and Governance Committee and the CODC, which oversees stockholder engagement on the subject of executive compensation.

7. Ethics and Conflicts of Interest. The Board expects its members, as well as the Company's officers and employees, to act ethically at all times, to adhere to any applicable code of ethics, and to disclose any conflicts of interest in accordance with applicable Company procedures.

8. Access to Information and Employees. The Board has complete, unfettered access to any information about the Company that it deems necessary or appropriate to carry out its duties, subject to reasonable efforts by each Board member to avoid disruption to the Company's business and operations. This includes, among other things, access to the Company's employees, documents and facilities. The Board welcomes the attendance of senior officers at portions of each Board meeting. The Board also encourages management to schedule managers to present at Board meetings who: (1) can provide additional insight into items being discussed because of personal involvement in these areas, or (2) have future potential and management believes should be given exposure to the Board.

9. Authority to Engage Advisers. The Board and its committees have the authority to retain (at the Company's expense) outside legal, accounting, investment banking, and other advisers as they determine necessary to carry out their duties.

## **E. BOARD COMMITTEES**

1. Number and Composition of Committees. The Board currently has four standing committees to assist it in discharging its responsibilities: Acquisition, Audit and Risk, Compensation and Organizational Development, and Nominating and Governance.

From time to time, the Board may form a new committee or (consistent with Nasdaq rules) disband a current committee depending upon the circumstances. Each standing committee consists solely of independent directors. In addition, directors who serve on the Audit and Risk Committee must meet additional, heightened independence criteria applicable to audit committee members under Nasdaq rules. Members of the CODC also must meet independence criteria applicable to compensation committee members under Nasdaq rules. Each standing committee operates under a written charter.

2. Appointment and Term of Service of Committee Members. The Nominating and Governance Committee makes recommendations to the Board about the composition and chairs of each committee. Based on the Nominating and Governance Committee's recommendation, the Board appoints committee members and committee chairs.

3. Committee Proceedings. The chair of each committee, and other Board or committee members, determine the frequency and length of the committee meetings and develop committee agendas. The agendas and meeting minutes of the committees are available to the full Board. All independent Board members are welcome to attend committee meetings. Each committee regularly reports to the Board on its activities.

#### **F. DIRECTOR ORIENTATION AND CONTINUING EDUCATION**

New directors receive orientation that includes written materials, briefings, and educational opportunities designed to permit them to become familiar with the Company and enable them to better perform their duties. In addition, the Board receives periodic updates on regulatory and other developments relevant to the Board from management and outside experts. Board members are also encouraged to attend outside director education programs.

#### **G. BOARD PERFORMANCE**

The Board has and maintains a process whereby the Board, its committees and its members are subject to evaluation and assessment on an annual basis. The Board, as well as the Acquisition, Audit and Risk, Compensation and Organizational Development, and Nominating and Governance Committees conduct annual evaluations to assess their performance. The Nominating and Governance Committee reviews each director's performance and qualifications annually when considering whether to nominate the director for re-election to the Board. The Nominating and Governance Committee is responsible for coordinating and overseeing the evaluation process.

#### **H. BOARD COMPENSATION**

The CODC annually reviews the Company's compensation program for non-employee directors and recommends changes to the Board as appropriate. Director compensation is set by the Board based on the recommendation of the CODC. Non-employee directors receive a combination of cash and equity compensation for service on the Board. Directors who are employees of the Company receive no additional compensation for serving on the Board.

## I. STOCK OWNERSHIP AND RETENTION REQUIREMENTS

The Board has adopted a mandatory stock ownership program for Board members, executive and senior vice presidents and the Chief Executive Officer. Subject to the terms and conditions of the program, each Board member is required to hold a minimum number of shares of the Company's common stock with an aggregate value equal to ten times the annual Board cash retainer. The Company's senior officers are required to hold a minimum number of shares of the Company's common stock with the aggregate value set forth beside their titles in the following table:

<b>Title</b>	<b>Aggregate value of common stock</b>
President and CEO	10 times base salary
Executive Chair of the Board	10 times base salary
Chief Financial Officer, General Managers of SBSEG and CG, and Chief Technology Officer	5 times base salary
Other Executive Vice Presidents	3 times base salary
Senior Vice Presidents	1.5 times base salary

Each Board member and senior officer has (a) five years from the date he or she is appointed to a position that is subject to the stock ownership program and (b) three years from the time an existing executive officer is promoted to a level with a higher multiple, in each case to acquire and hold the specified number of shares. For the purposes of this program, in addition to owned shares, the following shall be counted as shares when determining the number of shares owned by an individual: (i) unvested shares or stock units where vesting is solely contingent on future service, (ii) shares held in retirement accounts, (iii) shares held in trust and (iv) shares or stock units that have vested but receipt of which has been deferred.

Board members and senior officers must hold the minimum number of shares throughout their period of service to the Company. If a Board member does not meet the stock ownership requirement within the designated time frame, 50% of the Board member's annual cash retainer shall be paid in the form of Company stock until compliance is achieved. If a senior officer has not achieved the applicable stock ownership guideline prior to completion of the applicable compliance period, then such officer must retain 50% of the shares remaining after (a) the payment of any applicable exercise price for stock options and (b) taxes are withheld at the time of vesting of restricted stock units ("RSUs") or performance-based RSUs ("PSUs"), or exercise of options (referred to as "net shares"), until compliance is achieved. If a senior officer has not achieved the applicable stock ownership guideline following the completion of the applicable compliance period, then such officer must retain 100% of the net shares at the time of vesting of RSUs or PSUs, or exercise of options, until compliance is achieved.

The CODC monitors compliance with the stock ownership and retention requirements.

#### **J. STOCKHOLDER ADVISORY VOTE ON EXECUTIVE COMPENSATION**

Stockholders have the opportunity to vote annually on an advisory basis on whether they concur with the Company's compensation philosophy, policies and determinations for its named executive officers, as described in the "Compensation Discussion and Analysis" section of the Company's annual proxy statement, the compensation tables and other narrative compensation disclosures. The advisory vote on executive compensation is non-binding but will be considered by the CODC in determining annual compensation for executive officers in subsequent periods.

#### **K. MAJORITY VOTING AND DIRECTOR RESIGNATION POLICY**

The Company's Bylaws provide for majority voting in the uncontested election of directors. Accordingly, in uncontested elections, directors are elected by a majority of the votes cast, which means that the number of shares voted "for" a director must exceed the number of shares voted "against" that director.

The Board shall nominate for election or re-election as directors only candidates who have tendered or agreed to tender an irrevocable resignation that will be effective upon (i) the failure of the candidate to receive the required vote at an annual meeting at which he or she is nominated for election or re-election, and (ii) Board acceptance of the tendered resignation. The Board shall fill director vacancies and new directorships only with candidates who have agreed to tender the same form of resignation tendered by other directors in accordance with this guideline. A director who fails to receive the required number of votes for re-election in accordance with the Company's Bylaws and who has not already tendered the advance resignation described above is expected to tender, promptly following certification of the stockholder vote, his or her resignation from the Board, which resignation may be conditioned upon Board acceptance of the resignation.

The Nominating and Governance Committee will consider the tendered resignation of a director who fails to receive the required number of votes for re-election, as well as any other offer to resign that is conditioned upon Board acceptance, and recommend to the Board whether to accept or reject the resignation, or whether other action should be taken. The Nominating and Governance Committee in deciding what action to recommend, and the Board in deciding what action to take, may consider any factors they deem relevant. The director whose resignation is under consideration shall abstain from participating in any decision of the Nominating and Governance Committee or the Board regarding such resignation. If the Board does not accept the resignation, the director will continue to serve until his or her successor is elected and qualified. The Board will act on the Nominating and Governance Committee's recommendation and publicly disclose its decision and the rationale behind it within 90 days from the date of the certification of the election results.

#### **L. POLITICAL CONTRIBUTIONS**

The Board and the Nominating and Governance Committee annually review and approve the Company's Political Accountability Policy, and oversee and review an annual

report of the Company's Corporate Political Giving Committee and 21st Century Leadership Fund Political Action Committee ("PAC") political candidate contributions, lobbying allocations and trade association memberships.

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