INTUIT



turbotax creditkarma quickbooks mailchimp

Stakeholder Impact Report

FISCAL YEAR 2025

Contents

01 ABOUT INTUIT

Letter from Intuit CEO, Sasan Goodarzi

A vision and plan to deliver results

Intuit Operating System

02 EMPLOYEES

Talent acquisition

Talent development and retention

Total rewards

Engagement and listening

Stronger Together

Places

03 CUSTOMERS

Consumers

Small and mid-market businesses

Accountants

Supplier engagement

04 COMMUNITIES

Job and financial readiness

Job creation

We Care and Give Back

Sustainability

05 SHAREHOLDERS

Delivering value to shareholders

Corporate governance and oversight

Responsible AI

Responsible business practices

Global corporate affairs and public policy

Shareholder engagement

06 APPENDIX

About this report

Ratings, rankings, and recognition

Disclosure table

GRI, SASB, and UN SDG Index

TCFD framework disclosures

Forward-looking statements

On cover: Flowerhead Tea, based in Los Angeles, California

About Intuit

01

1.1 Letter from Intuit CEO, Sasan Goodarzi

1.2 A vision and plan to deliver results

1.3 Intuit Operating System



Letter from Intuit CEO, Sasan Goodarzi

We believe that artificial intelligence (AI) will disrupt every industry and redefine how people live and work, and its accelerating pace has created a massive opportunity for Intuit to transform our customers' financial lives. Intuit is leading this disruption by combining data, AI, and human intelligence to deliver on our mission and power prosperity for consumers, businesses, and accountants around the world.

The combination of AI and human intelligence is a force multiplier as Intuit operates with incredible scale and impact to serve all our stakeholders, including employees, customers, communities, and shareholders. Our investments in data, data services, AI, and human expertise are enabling Intuit to become the system of intelligence where customers have everything they need, in one place, to help fuel their financial success and help them prosper.

We hold ourselves accountable to delivering on our mission, living our values every day, and relentlessly executing our strategy to be a global AI-driven expert platform, all while operating ethically and responsibly.

This includes protecting customers' privacy and continuously working to provide secure, accurate, and reliable experiences that build deep trust with them. Our report reflects our commitment to deliver what matters to our customers and is a key way for us to transparently share the significant progress we've made for all of our stakeholders.

In FY25, we took a significant leap forward in delivering impactful innovations. This was enabled by our 18,000+ employees who reflect the diversity of the approximately 100 million customers who inspire us every day. We've created an inclusive culture that enables each of us to do our best work, attracts top talent around the world, and fosters employees' career growth through learning and development, mobility, and more. Employees consistently rate Intuit as a great place to work in the top 10% of our industry.

Our innovation is making a massive impact on customers' lives and the world where we live and work. We've delivered done-for-you experiences leveraging data, credit models, knowledge graphs, AI, and human intelligence with more than 13,000 AI-enabled experts to deliver confidence and accuracy. We've helped prepare more than 9.3 million students and learners for jobs and their financial futures in the last 5 years. Our Prosperity Hub program has surpassed $1 billion in economic impact since the program began. And in FY25, our financial performance was strong, with total revenue growing by 16%. We've achieved these results while also making progress toward our near- and long-term net-zero goals.

Every day, we bring a relentless focus on execution and a passion for solving the problems that matter most to our customers. With a massive opportunity ahead, there's no limit to the impact we'll make.

Sasan Goodarzi
Chairman and CEO, Intuit



Intuit is a global financial technology platform with a mission to power prosperity around the world.



Headquarters

Mountain View

California, USA

Founded in 1983

7 Countries[1]

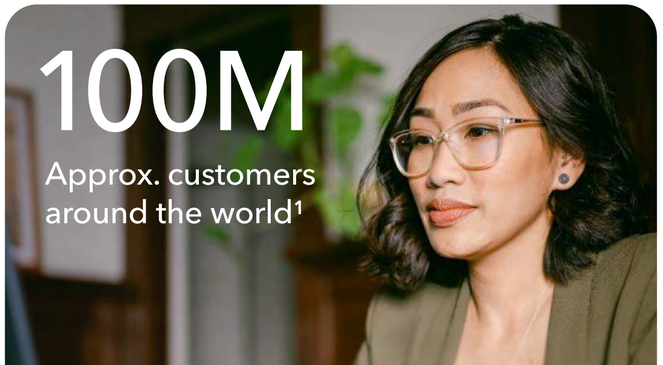


18,200 Global Employees[1]

$18.8B Revenue[1]

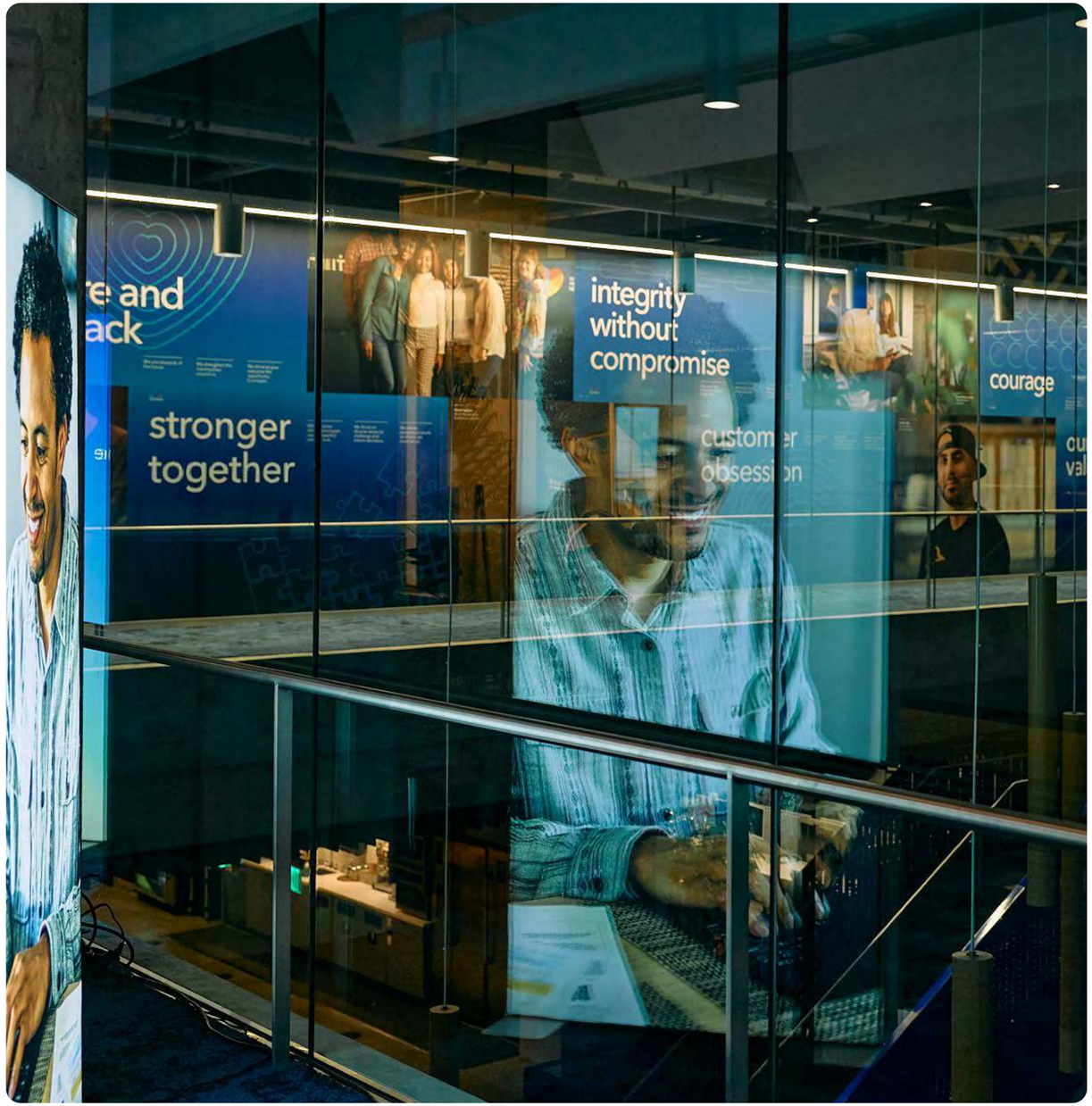
A purpose-driven mission

Our global team of over 18,000 employees is dedicated to our mission—powering prosperity around the world. We believe that everyone should have the opportunity to prosper, and we continuously innovate with that goal in mind.



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[1] As of July 31, 2025



Values that define who we are

Driven to achieve our shared purpose, we're aligned with values that guide us in everything we do.

1 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.

2 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.

3 CUSTOMER OBSESSION

We fall in love with our customers' problems.

We deliver unrivaled customer benefits to power their prosperity.

We sweat every detail of the experience to deliver excellence.

4 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.

5 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.

2030 Bold Goals that stretch us to reach higher

Our success is intrinsically linked to the success of our customers and the communities we serve. To amplify our impact, we've established Bold Goals, which we aim to achieve by 2030.

- **Prosperity:** double the household savings rate and improve business success rate[2] >20 points versus industry[3]
- **Reputation:** be a best-in-class, most trusted company[4]
- **Growth:** accelerate revenue growth to 20%

True North Goals for our stakeholders drive accountability

As a global company, we measure our success against how we deliver for our stakeholders. To accelerate our impact, we set objectives and goals for each of our four stakeholder groups. Among these goals, we call the most critical outcomes our True North Goals. Delivering against them is one way we hold ourselves accountable to our mission.

The stakeholders, objectives, and goals are summarized below. Additional programs, metrics, and impacts for each stakeholder group are included in subsequent sections of this report.

[2] FY25 data as of July 2025. US average household savings rate is 4.2% based on Personal Savings rate published by the Bureau of Economic Analysis from August 2024–July 2025.
[3] Based on Dun & Bradstreet analysis of 5-year survival rates for US businesses opened between 2015-2019, including businesses that have used QuickBooks at some point during those 5 years. Using QuickBooks does not guarantee any future success.
[4] Achieve a Trust Score 50+ as measured by Morning Consult's annual Most Trusted Brands in the US.

Employees: empower the world's top talent to do the best work of their lives
Employees are our first True North stakeholder because they're critical to delivering for our customers, communities, and shareholders. Our holistic approach to talent acquisition, talent development, total rewards, and engagement and listening aims to retain and inspire our innovative workforce.

Customers: delight customers by solving the problems that matter most
Our Customer Obsession value is a driving force for this True North stakeholder. We come to work every day with a maniacal focus on the customer—finding ways to help consumers, businesses, and accountants prosper.

Communities: make a difference in the communities we serve
Our belief that everyone deserves to prosper and our passion to make an impact on the world around us embody our We Care and Give Back value. For example, our expertise makes us uniquely positioned to help everyone have the financial literacy skills to prosper and succeed.

Shareholders: drive long-term growth, increase shareholder value
To deliver for our shareholders in both the short and long term, we've set measurable business performance goals. We execute our strategy by following good corporate governance and responsible business practices—all rooted in our value of Integrity Without Compromise.

Our strategy to be the AI-driven expert platform

The era of AI is igniting global innovations at an incredible pace and will fundamentally transform every part of our work and personal lives. We made an early bet on AI, declaring our AI-driven expert platform strategy in 2019. We have transformed the company from a tax and accounting platform to an AI-driven expert platform. We have a significant competitive advantage with our scale of data, data services, AI capabilities, ecosystem of applications, and our large network of AI-enabled human experts to become the all-in-one platform for consumers, businesses, and accountants. We're disrupting the categories we operate in to drive better money outcomes for our customers.

We leverage AI and human intelligence to provide our customers with done-for-you experiences that automate tasks, identify actionable insights to drive important decisions, and manage end-to-end workflows or entire processes to eliminate work, while ensuring the customer remains in control. When customers need additional help or want help to complete the work on their behalf, we connect them with the best human expert from our network of thousands of AI-enabled financial, tax, and bookkeeping experts who can complete a specific task, address specialized questions, or manage the entire workload. Our strategy, combined with our Big Bets that focus on the largest customer problems and growth opportunities, positions us for durable growth.

Big Bets that drive focus and prioritize resources

To execute our global AI-driven expert platform strategy, we've reallocated an ever-increasing part of our investments to focus on three Big Bets. They solve the problems that matter most to our customers and represent our most significant strategic initiatives and long-term goals:

- **Deliver done-for-you experiences.** We will address our customers' biggest pain points through a virtual team of AI agents and AI-enabled human experts that deliver done-for-you experiences, with customers always in control.
- **Accelerate money benefits.** We will become the all-in-one platform for customers where they manage their critical workflows, decisions, and money.
- **Fuel success for mid-market businesses.** We will become the all-in-one platform for mid-market customers, fueling their success by offering a better experience, price, and lower total cost of ownership.

Intuit's framework brings together all aspects of the business into a cohesive view so our global workforce is clear on what matters most in order to execute for our stakeholders.

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 business success rate >20 pts vs. industry	**Reputation** Best-in-class of Most Reputable Companies	**Growth** Accelerating revenue growth to 20%		
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	**Deliver done-for-you experiences**	**Accelerate money benefits**	**Fuel success for mid-market businesses**		
METRICS	**Customers**	**ARPC**	**Revenue**		

Intuit Operating System

The comprehensive system that acts as our compass, consistently guiding us forward with speed and agility.

Established in 2019, the Intuit Operating System (IOS) is our framework for aligning the entire company toward shared goals and objectives for short- and long-term growth. More than just a set of procedures, it defines the processes and systems that drive our collective accountability, ensuring that every team and individual moves with velocity and understands their role in achieving our overarching mission.

Set expectations and strategy

The IOS integrates collaborative planning and continuous development from long-term vision to daily execution. We set an ambitious 6-year strategic agenda for the company, crafted through cross-functional collaboration. Senior leadership then defines 1- and 3-year strategies with specific goals, allocates resources based on prioritization, and develops financial plans based on market dynamics and internal capabilities. We have quarterly organization and talent reviews that foster our culture, develop talent, and refine leadership succession plans. This integrated approach of long-term vision, near-term planning, continuous talent development, and nurturing our leadership pipeline, builds a resilient, high-performing organization.

Deliver and transform to help customers succeed

We diligently review our performance against our Big Bets, which represent our most significant strategic initiatives and long-term goals. We conduct thorough reviews of our input goals to measure our achievement toward our customer and business objectives. We also review the broader business landscape and the surrounding ecosystem to identify opportunities, challenges, and shifts that may impact our strategic direction, product roadmaps, and operational plans.

Align and inspire the workforce

To foster a strong culture and alignment, Intuit holds all-company meetings to provide all employees the opportunity to get business updates and hear from our customers. We hold an annual leadership conference for VPs and above to align on company strategy and build durable leadership capabilities across the organization. In addition, our CEO visits Intuit sites around the world, including meeting with local customers, to gain firsthand insights and connect with employees and customers. To ensure consistent communication and share key insights, the CEO also holds multiple leadership (director and above) forums annually. Read more about our operating mechanisms here.

Employees

02

2.1 Talent acquisition

2.2 Talent development and retention

2.3 Total rewards

2.4 Engagement and listening

2.5 Stronger Together

2.6 Places



Talent acquisition

We follow a strategic process to build a hiring plan, assess candidates, and build a best-in-class global team.

Planning for a best-in-class workforce

Our mission is to power prosperity around the world. To do this we need the best talent. Our process is rooted in cross-functional alignment to ensure we're building capacity in the right places at the right time, attracting the right people to do the job, and then empowering them to do the best work of their lives

It all begins with a talent and hiring plan. Our People & Places team, which includes HR business partners and talent acquisition, business leaders, and finance work together to align our talent strategy with talent plans, ensuring we're clear on the skills and experience needed, and when, where, and how we will hire.

Finding and recruiting top talent

To meet our current and future hiring needs, we prioritize the development and cultivation of talent pipelines from a broad pool of talent. We also actively engage with past applications, referrals, university relationships, and other recruiting channels. This comprehensive approach creates a dynamic hiring environment, enabling us to operate with speed and agility while leveraging all available talent pools. These efforts further strengthen our position as an employer of choice, expanding awareness of Intuit's brand and connecting us to exceptional talent across industries and geographies.

Once candidates move from our pipelines into the recruiting process, we use a structured interview and assessment model designed to ensure fairness, consistency, and rigor for all in every hiring decision.

For each role, the hiring manager and team align on the specific skills, values, and craft demonstrations that will be used to evaluate candidates. This structured approach helps ensure that all candidates are assessed on the same criteria, creating a level playing field and reducing the potential influence of unconscious bias.

Integral to this structured process is our use of hiring panels that bring multiple perspectives to every evaluation. Our commitment to diversity and inclusion for all is reflected in how we strive to include panel members with a variety of backgrounds, perspectives, and experiences. This not only strengthens the fairness of the process, but also helps us broaden our talent pool and bring forward perspectives that reflect the diversity of our customer base. Through this model, Intuit is able to make thoughtful hiring decisions that prioritize both craft expertise and alignment with our values.

Intuit is proud to be an equal opportunity employer. We make employment decisions without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, veteran status, disability status, pregnancy, or any other basis protected by federal, state, or local law. We don't set quotas or make employment decisions based on an individual's identity. We also consider qualified applicants irrespective of criminal histories, consistent with legal requirements.



Building the next generation of talent

Attracting and developing early-career talent is a vital part of our strategy to build a strong pipeline of future leaders and innovators. Through our university recruiting program, we connect with students at top colleges and universities around the world and actively invest in their growth. These programs give students meaningful opportunities to apply their skills in real-world settings, while helping us identify exceptional candidates for long-term careers at Intuit.

We focus on hiring talented students across a wide range of disciplines, including engineering, product management, experience design, data science and analytics, marketing, sales, human resources, business analytics, and IT. We seek individuals who possess a growth mindset and a builder's attitude, and who are actively developing their AI fluency and skills.

By intentionally casting a wide net, we ensure we're reaching top talent from every corner of the talent pool and cultivate a workforce that reflects the diversity of the customers we serve.

Each year, we welcome interns and co-ops who bring various perspectives, lived experiences, and bold new ideas to our teams. Participants are able to apply their academic learnings to real-world problems and work alongside professionals who help take their career to the next level. Learn more about these opportunities here.

Celebrating another apprenticeship class

At Intuit, talent and potential matter. That's why we're proud to offer the Intuit Career Pathways Program—a paid, 10-month software development apprenticeship designed specifically for people who don't have a four-year college degree or prior technical experience.

The program opens the door to a career in technology for people from a wide range of backgrounds—no matter their personal journey, cultural background, or socio-economic status. Apprentices gain hands-on experience, grow technical skills, and build lasting connections through carefully matched mentorships with Intuit engineers. It's about providing talented people with the resources and experiences that help them grow and succeed.

In FY25, 8 of 12 apprentices converted to full-time employees at the end of the program. For those who join Intuit full-time, we provide continued support through a dedicated transition program, including mentorship and skill building, to ensure a successful start on an engineering team. Apprentices who complete the program are thriving —demonstrating high performance, commitment to their careers, and meaningful improvements in income and financial stability as they move into full-time engineering roles.

In June 2025, we held our fourth commencement, honoring the apprentices who successfully completed the program. Managers, mentors, team members, program partners, and the apprentices' friends and families gathered to celebrate this significant achievement.

"The Intuit Apprenticeship Program didn't just open the door to tech for me — it made me feel like I belonged from day one. I gained not just technical experience, but also the confidence and support to thrive. This program has redefined what's possible for my future, and I'm proud to grow my career at a company that truly invests in its people."

ANNY PATINO
ASSOCIATE SOFTWARE ENGINEER, FINTECH QUALITY TEAM



Apprenticeship program graduates

Talent development and retention

We invest in our people, build high-performing teams, and create opportunities for every employee to learn, grow, and make an impact.

A commitment to building manager capability

At Intuit, we know that great managers are the foundation of great teams—and great teams are how we innovate, deliver for customers, and make Intuit the best place to grow a career. That's why in FY25, we deepened our investment in people leaders through the Manager Foundations program, designed to develop the essential skills managers need to build high-performing teams. The program focuses on four core capabilities: setting clear goals; prioritizing for impact; removing barriers to unlock speed; and giving ongoing, actionable feedback.

Through scenario-based workshops and peer learning, managers gain not only practical tools but also the confidence to apply them in real time. In FY25, 91% of all Intuit managers completed the program across in-person and virtual sessions, with 96% reporting confidence in using their new skills. We measured manager capability in the Manager Score of our employee survey and saw strong results, along with comments sharing appreciation for the support and guidance they receive from managers on feedback, growth opportunities, removing barriers, and prioritization.

We know that leadership capability is built over time, not in a single workshop. We continued reinforcing these skills throughout the year, while offering added support for new managers and teams with lower manager scores. Looking ahead, we're evolving Manager Foundations for FY26 to meet the needs of different leadership levels. When we build the best managers in the industry, we deliver for our customers and strengthen Intuit's culture as the place where people do the best work of their lives.

Goal setting and performance feedback that drives growth

Performance feedback and ratings are a cornerstone of how we build a high-performance culture where every employee can make an impact, learn, and grow. Our process includes goal-setting workshops and monthly check-ins, as well as a mid-year trending rating and year-end review, designed to provide clarity on progress toward goals, offer feedback, and recognize employees' contributions and impact.

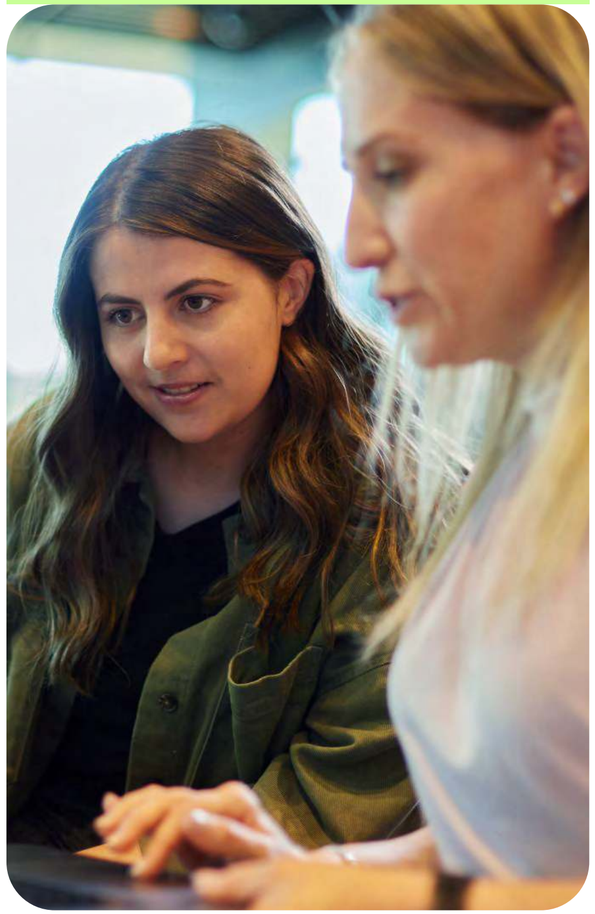
At mid-year, employees meet with their managers to review a trending performance rating, discuss accomplishments from the first half of the year, and identify key opportunities to accelerate or improve their performance. These conversations ensure all employees have a clear understanding of how they're performing and what's needed to meet or exceed expectations in the second half of the year.

The year-end review provides the opportunity to reflect on overall performance, impact, and career growth. Employees and managers complete a summary of their year and gather feedback from stakeholders to capture progress and outcomes. Managers assign final performance ratings and share compensation decisions, while also providing coaching to support future development.

Together, these performance moments help employees stay aligned to their goals, receive actionable feedback, and build momentum in their careers—reinforcing our commitment to a culture of growth and high performance.

96%

of managers reported confidence in using the skills they learned during the FY25 Manager Foundations program



The power of internal mobility to grow talent

A critical component to Intuit's success is to grow our people from within. Years ago, we set out to make internal mobility not just possible, but foundational to how we work. We've focused on building awareness, equipping managers with tools to make mobility part of career conversations, and holding leaders accountable for accelerating opportunities across teams. Today, internal mobility is one of our greatest strengths—a differentiator that fuels innovation and creates an opportunity for employees to have multiple careers at Intuit.

This strategy benefits both our employees and our business. Employees who make an internal move are more engaged, feel a stronger sense of belonging, and are three times as likely to be promoted compared to those who don't. To make internal mobility easier for our employees, we've launched an updated internal career site with personalized role alerts. We've also upleveled rotational programs to help top talent gain fresh experience and built internal talent pools to connect people with opportunities quickly. In FY25, nearly 28% of our open roles were filled by internal candidates—proof that mobility is happening at scale and creating meaningful growth for our people. Our selection process applies a uniform standard for both our internal and external applications, ensuring we provide open opportunity on every role and select the most suitable candidate for the position.

Mobility at Intuit is more than filling open roles—it's a signal of our culture. It reflects our belief that the next big challenge for employees doesn't need to be somewhere else; it can be right here. By encouraging people to step into new roles and build fresh perspectives, we strengthen our leadership bench, fuel innovation across the Intuit platform, and keep learning curves challenging. That's why Intuit employees don't just stay here—they grow here.

Learning for every career journey

We're committed to fostering a culture of continuous learning where every employee can pursue their goals and career aspirations. Because each career journey is unique, we provide a broad range of opportunities to expand knowledge, build new skills, and grow professionally. Our learning ecosystem includes mentorship programs, tuition assistance, and on-the-job experiences that help employees stretch into new roles.

We also invest in modern learning platforms to make development more accessible and personalized. Through our Degreed learning platform, employees can explore tailored recommendations, track their progress, and engage in content aligned to their interests and career goals. In FY25, 97% of full-time employees[5] accessed Degreed twice or more to engage in learning and development opportunities. By empowering employees to own their learning journeys, we ensure they're building the skills they need today and preparing for the opportunities ahead.

Building AI expertise

AI is transforming the way we work, and we're deeply invested in ensuring our employees have the skills to use it effectively and responsibly. In March 2025, we launched AI Central, a one-stop intranet hub offering guided learning pathways and connections to AI-focused communities. The platform equips all employees with practical AI skills, while also reinforcing responsible and ethical use.

To track adoption and refine training, we developed an AI Utilization Dashboard that provides insights into AI usage trends across teams, roles, and locations. Planned enhancements will link this data directly to business outcomes, helping leaders measure impact, identify skill gaps, and allocate resources more effectively.

We also provide a range of hands-on learning opportunities—from mandatory modules and curated learning pathways to webinars, workshops, and design support. In FY25, we hosted our first AI Learning Sprint, where nearly 2,200 employees participated in interactive sessions and keynotes with thought leaders. The sprint built confidence and excitement across functions, accelerating adoption and innovation.

Our focus on AI enablement ensures employees are not only trained in the fundamentals, but also empowered to apply AI in ways that unlock time, creativity, and impact—and the results are already clear. In our technology organization, our developers are coding 40% faster on average with AI assistance. This allows us to bring more innovation at an ever-greater pace to market. In our customer success organization, AI is at the core of everything we do, from how we train and schedule our agents, to how we route calls. In our marketing organization, approximately 90% of our marketers are using AI to improve their ability to reach specific audiences and drive more optimal outcomes from marketing campaigns.



[5] Data excludes Credit Karma, which maintains separate record-keeping systems.

Global Engineering Days

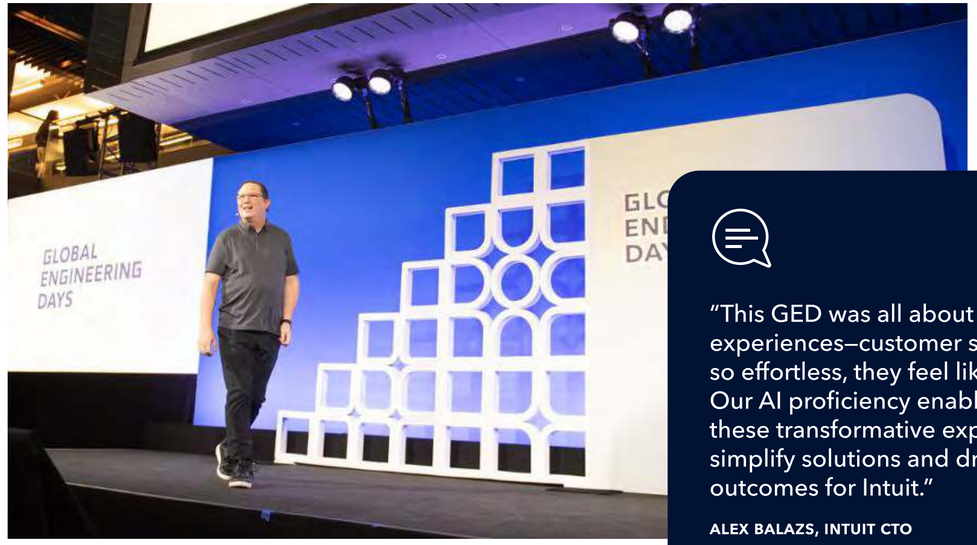
Innovation thrives when people are given the freedom to lead, experiment, and bring bold ideas to life. This philosophy is at the heart of our employee True North Goal: empowering the world's top talent to do the best work of their lives. Twice a year, this commitment takes shape in Global Engineering Days (GED)—a weeklong code-a-thon that has become one of the most anticipated moments for our technologists around the globe.

GED invites engineers, designers, and product managers to step away from their daily routines and dedicate a week to imagining, prototyping, and testing new solutions. Teams form around ideas that matter most—solving customer pain points, exploring new ways to grow, or simplifying work for colleagues. By design, the event emphasizes autonomy, excellence, and purpose: employees choose the problems they want to tackle, push their craft to new levels, and work on solutions that create meaningful impact.

Our April 2025 GED spanned 13 locations, from San Diego to Toronto to Tel Aviv to Bangalore. Nearly 8,500 employees participated, forming over 900 teams and then delivering more than 2,800 projects in a single week. Closing-day "gallery walks" showcased this creativity, with prototypes ranging from customer-facing innovations to tools that make life easier for employees. Many of Intuit's most transformative ideas—including product features now central to our platform—began as GED projects, proving how time invested in innovation sparks long-term value for our business and for the people we serve.

The April 2025 event also highlighted the impact of our long-term investment in AI and data capabilities. Roughly half of all projects incorporated generative AI, with particular focus on AI agents that anticipate user needs and take action on their behalf. Teams created solutions that streamlined QuickBooks onboarding, automated routine tasks for tax professionals, and guided customers through financial decisions such as credit card or auto insurance selection. Internal innovations also gained momentum, from enabling non-technical designers to transform Figma designs into code through "vibe coding," to experimenting with SkipitAI, an AI agent designed to attend meetings for employees. Several teams even piloted conversational AI avatars to create natural, voice-driven interactions with customers.

With the perpetual introduction of new AI-powered development tools, our technologists constantly find new ways to innovate and deliver solutions that help our customers prosper—keeping the GED spirit alive every day.



"This GED was all about done-for-you experiences—customer solutions that are so effortless, they feel like they're magic. Our AI proficiency enables us to build these transformative experiences that simplify solutions and drive business outcomes for Intuit."

ALEX BALAZS, INTUIT CTO



Total rewards

Intuit's industry-leading benefits and comprehensive compensation package create a rewards program that helps our employees thrive at work and in their everyday lives.

Comprehensive compensation

Our compensation packages are designed to be competitive in the market and reflect our pay-for-performance philosophy. This includes base pay, a range of incentive programs that vary by role, and stock-based awards for many employees in the form of restricted stock units. Incentive compensation is closely tied to company performance, rewarding those who deliver exceptional results. By making stock-based awards broadly available, we enable our employees to share in Intuit's success and nurture a shareholder mindset across our global workforce.

Commitment to fair pay

We have a strong culture of transparency, which includes our ongoing focus on fair pay. Our goal is to provide fair pay to all our employees by eliminating unexplainable differences, including among genders and race/ethnicities. FY25 marked our ninth year working with an independent, outside company to help us identify and address unexplained, statistically significant differences in employee pay globally. Our review led us to recommend pay adjustments for employees of all races/ethnicities and all genders, as appropriate.

Providing best-in-class benefits

At Intuit, we believe that taking care of our employees and their families means offering more than just competitive pay. We support employees and their families in every dimension of life, recognizing that true prosperity comes when people can thrive both at work and in life. Our benefits are designed to meet a wide range of needs—from health and wellness to financial security, family support, and time to recharge—so employees can feel confident and cared for at every stage of life.[6]

- **Health and wellness coverage:** Employees and their families have access to robust medical, dental, and vision plans that are carefully designed to ensure coverage is comprehensive and affordable. We also offer access to mental health coaching and counseling, fitness programs, and other wellness resources. Our annual Wellbeing for Life reimbursement can be used for a wide range of expenses that support physical, emotional, or financial wellbeing, as well as family needs.
- **Financial benefits for today and tomorrow:** Employees have access to free financial counseling, employee stock purchase plans, and tuition reimbursement. To help employees prepare for retirement, Intuit offers a retirement plan with company matching contributions in all countries (amount varies).
- **Insurance and income protection:** We provide coverage and resources that offer peace of mind when it matters most, including life insurance, disability coverage, and supplemental insurance options.
- **Time away:** Our time off programs include company holidays, vacation, sick time, a birthday day off, bereavement, and five "recharge days," when the whole company unplugs and takes well-deserved time off. We offer multiple paid and unpaid leave options, including: parental leave, medical leave, military leave, and personal leave for additional hardships not covered by other leaves.
- **Support for life and family:** To help employees balance work and personal responsibilities, we offer wellbeing programs, flexible leave options, and back-up care support that can be used for childcare and elder care, as well as the cost of camps and tutoring. We offer benefits to help plan, start, grow, and nurture employees' families through our family forming and fertility benefits and adoption and surrogacy assistance. When welcoming a child, all new parents are given 16 weeks of paid parental leave that exceeds national, state, and industry standards; and birth parents may be given more time for recovery from pregnancy and labor. We also offer 4 weeks of paid caregiver leave for employees who are caring for a seriously ill family member, as well as paid bereavement.

[6] Some benefits may not be available to SelectTime and seasonal employees.

Supporting mental health and wellbeing

At Intuit, our employees' mental health and wellbeing are a key priority. We believe that caring for their mental health empowers them to be their best, both personally and professionally.

We encourage a culture of openness about mental health, and we build awareness through employee communications and recognition of Mental Health Awareness Month in May and World Mental Health Day in October. Communications are shared with employees through various channels and include self-care tips, how to use our benefits, and more.

Every employee and their family members receive up to 12 free counseling and 12 free coaching sessions each year, removing barriers to accessing high-quality mental health care. In addition to free mental health support and region-specific benefits described on our website, Intuit employees also have access to training, career progression opportunities, supportive leave policies, and paid time off, all of which contribute to our employees' mental health.

Within our teams, managers have access to mental health training and resources through the Manager Hub available on our mental health benefit platform. The Manager Hub offers 24/7 support to managers as they work with employees, provides in-the-moment resources and counseling or coaching for difficult conversations, and helps managers identify and offer support for employees who are facing mental health challenges.

In addition, a number of employees have completed the Mental Health First Aid (MHFA) program—an external training offered by MHFA England that equips participants with the knowledge and skills to recognize, understand, and respond to signs of mental health challenges. Most of these trained mental health first aiders are active members of Enable, our employee resource group focused on disabilities (open to all), further extending our culture of empathy and support across the company.

We have a global mental health and wellbeing team that rigorously monitors our mental health programs and vendors, deploying support in the event of a critical incident, and creating new campaigns and resources to support the mental health of our employees and their families.

Employee recognition programs

Intuit puts its values at the forefront by using a global recognition program called Spotlight awards. Employees and managers can acknowledge individual contributions to the company with a consistent and centralized process that offers both monetary and non-monetary rewards in alignment with Intuit's values. Spotlight awards are an opportunity to recognize our employees when they prioritize and embody our shared values.



Sound bath event at the San Francisco office

Engagement and listening

Through regular forums, surveys, and leadership touchpoints, we create a consistent rhythm that drives alignment, transparency, and shared ownership of results.

Connecting employees to our strategy

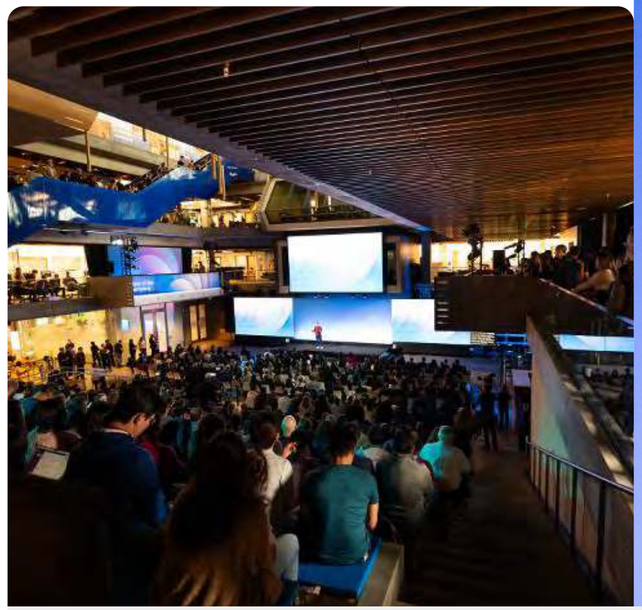
We know that our people do their best work when they're deeply connected to our mission, understand our strategy, and are clear about how their individual contributions help us deliver unparalleled benefits for our customers. To achieve this, we've built a consistent operating rhythm that ensures engagement at every level—from new employees to senior executives.

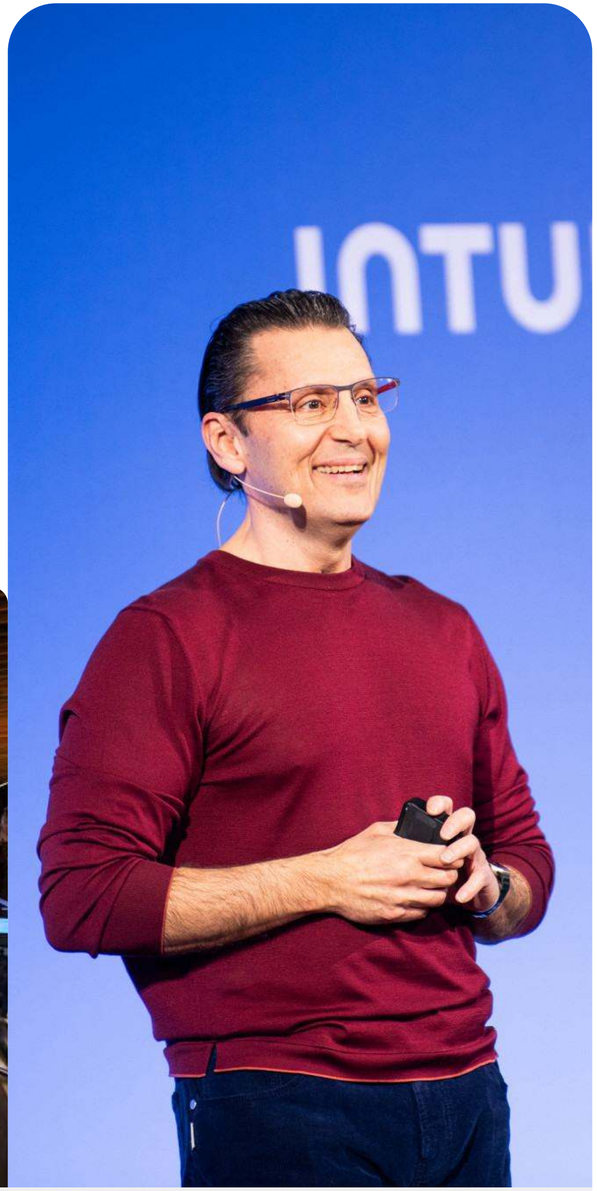
Our CEO, Sasan Goodarzi, sets the tone for company-wide alignment through regular State of the Company (SOC) meetings. In FY25, he hosted three immersive events that brought employees together to hear directly about company performance, progress on our strategy, and stories of customer impact. These events feature panel discussions, awards, and live Q&A, with employees submitting questions. Engagement continues on our Slack channels, where employees connect, share feedback, and participate in fun challenges leading up to the event. In addition to our all-employee SOCs, we also host dedicated SOCs twice a year for our network of 13,000 virtual experts, reinforcing their critical role in powering prosperity for our customers.

For senior leaders, we provide opportunities to deepen their knowledge and build the leadership skills needed to cascade our strategy across the company. The Intuit Leadership Conference, held annually for vice presidents and above, is an immersive two-day offsite experience. Leaders step away from their daily work to focus on Intuit's strategy in the context of the business landscape, strengthen durable leadership capabilities, and engage in leadership lessons and leader-teacher presentations.

At the director level and above, the One Intuit Forum creates a regular touchpoint for alignment and transparency. Hosted by the CEO eight times a year, these virtual meetings share company performance data, highlight situational topics, and provide strategy updates for leaders to cascade to their teams. Performance dashboards and CEO insights ensure every leader is equipped to translate strategy into action for their organization.

Together, these operating mechanisms ensure that every employee has visibility into where the company is headed, and every leader has the tools to connect their teams to the bigger picture. With multiple events to engage our employees and leaders, we provide a throughline of communication that makes strategy real at every level of Intuit. This rhythm not only drives alignment, but also strengthens our culture of transparency, inclusion, and shared ownership of results.

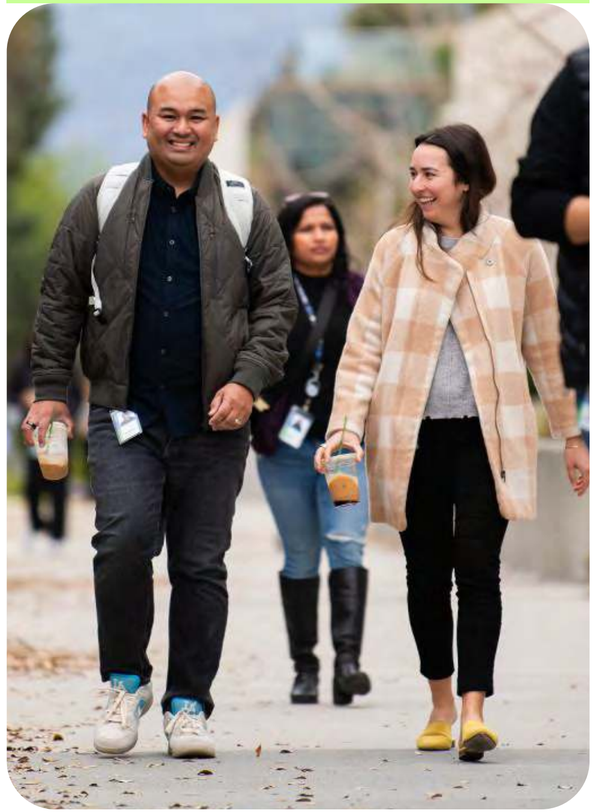




FY25 SOC meeting

Top 10%

Employees consistently rate Intuit as a great place to work in the top 10% of our industry



Tracking progress and opportunities through Pulse

One of the metrics for our True North Goals for employees is employee engagement, which we measure through our Pulse survey so we can understand employee sentiment and continue to strengthen our culture. We conducted two Pulse surveys in FY25, which both had a consistent Engagement score of 77. We were proud to once again have a best-in-class response rate of 81%. We had many highlights in our scores—including Bold Innovation, which was our highest-scoring item, and a high Manager Score, which reflects the investments we're making in building manager capabilities.

We believe that leadership is the most important lever to building engaged, high-performing teams. Leaders at all levels across the company review their Pulse results in depth to diagnose and address the most important opportunities. We hold our leaders accountable to lead with clarity, empower decision-making, and unleash the full potential of their teams.

In addition to Pulse surveys, we use an "always- on" survey to collect employee sentiment though our intranet. We ask employees to respond to new questions each month to continuously improve and enhance our culture.



Friends and Family Fest at the Atlanta office. Image courtesy of Bauman Photographers.

Friends and Family Fest

Our inclusive culture is one of our greatest strengths, and in FY25 we expanded how we celebrate it through the global Friends and Family Festival, a joyful event that invited employees to share the magic of Intuit with the people who matter most to them.

The festival was designed to strengthen pride and belonging by opening our doors to employees' loved ones, showcasing our workplace, and celebrating the mission that inspires us every day. More than 10,000 employees and their guests across 14 sites joined in. Together, we created moments of delight, connection, and fun that reflected the heart of our Intuit community.

Highlights included everything from puppy adoptions in San Diego and a petting zoo in Plano, to mini-golf in Mountain View, face painting in Sydney, and tarot readings and candy buffets in Los Angeles and New York. Each location featured unique experiences, with a total of 100+ local small businesses invited to provide food, entertainment, and creative activations.

The Friends and Family Festival is a clear example of how we live our values—Stronger Together and We Care and Give Back—by celebrating not only the work we do, but also the people and communities that make it possible.

Stronger Together

Our Stronger Together value reminds us that innovation and impact come from embracing diverse backgrounds, perspectives, and experiences, and creating a culture where everyone belongs. By rooting inclusion in our everyday actions, we build trust, strengthen connection, and unlock the best outcomes for our employees, customers, and communities.

Rooted in our values

Today, we serve approximately 100 million customers around the world, and we believe the best way to solve their toughest problems and deliver exceptional results for them is by having a workforce that understands and reflects their diverse experiences. That's what Stronger Together is all about.

At Intuit, inclusion isn't a program or initiative; it's how we show up every day, in big and small ways, by inviting all voices into the conversation, listening with respect, and making objective decisions grounded in fairness and consistency.

We know when people feel safe to be their authentic selves, they feel like they belong and can do the best work of their lives. And when we deliver on that promise, we attract and keep the very best people and deliver better outcomes for the people who love our products around the world.

We live these qualities in tangible ways. We celebrate cultural heritage months, cultivate talent partnerships with a wide variety of professional associations, create programs that provide opportunities to a broad range of communities, and celebrate and support our diverse customers.









We celebrate diversity throughout the year to honor the contributions and insights of a wide range of communities. We recognize the value of these celebrations as opportunities to learn, grow, and promote inclusion for all.

Employee resource groups: building belonging together

Our employee resource groups (ERGs) are a vital part of building a workforce that reflects the diversity of our customers and fostering an inclusive workplace where everyone can bring their authentic self and feel a sense of belonging. These employee-driven, volunteer-led communities create spaces for connection, learning, and celebration across our global workforce and are open to all employees who choose to join. All members of an ERG are eligible for leadership roles within the ERG. Today, 29% of Intuit employees participate in at least one ERG, with many choosing to join multiple groups—whether to connect through shared identity or experience, or to show up as an ally.

Our 14 global ERGs help create a sense of community that not only enriches Intuit's culture but also fuels collaboration, innovation, and stronger outcomes for our customers and communities. ERGs lead signature events, cultural heritage month celebrations, holiday and religious observances, learning opportunities, and meaningful engagement activities that bring our Stronger Together value to life.

29%

of Intuit employees participate in at least one ERG

We also have the Intuit Interfaith Council, which strengthens interfaith communication, supports our Muslim, Jewish, and Christian networks, and provides space for other worldview-based groups to connect. Together, our ERGs and the Interfaith Council exemplify how Intuit employees live our values—building trust, connection, and belonging every day.

Global ERG Leader Summit: shaping our future together

In May 2025, Intuit hosted a Global ERG Leadership Summit, bringing together ERG leaders and executive sponsors to connect, learn, and plan for the year ahead. As ambassadors of our Stronger Together value, these leaders help foster belonging, celebrate diverse voices, and shape Intuit's culture. The two-day summit deepened alignment on our diversity and inclusion vision, introduced new support and governance models to sustain ERG leadership, and reinforced executive commitment to investing in these employee-driven communities. Additionally, CEO Sasan Goodarzi attended in-person to share his perspectives and reinforce Intuit's commitment to its Stronger Together value. Participants left energized and inspired, ready to amplify their impact across the company and strengthen Intuit's culture of inclusion for all.

Our ERGs include:

- Asian and Pacific Islander Network
- Namaste — Global Indian Network
- CIRCLE — Indigenous Peoples Network
- LGBTQIA+ Network
- Disability Network
- Next Generation Network
- Latinx Network
- 50+ Network
- Black Culture Network
- Christian Network
- Iman — Muslim Network
- Veteran Network
- Jewish Network
- WE — Women Everywhere Network

Places

We continue to optimize our hybrid work model to enable employees to do their best work, and to evolve our workplaces into centers that magnify our mission and culture.

Accelerating hybrid work

Intuit has embraced hybrid work that brings the best of in-person collaboration together with the flexibility of virtual work. Recognizing that meaningful in-person interactions are integral to fostering connectedness and belonging and strengthening Intuit's culture, we updated our hybrid onsite expectation from 2 to 3 days per week this year.

As part of our hybrid approach to work, teams continue to decide when and how to come together in-person to drive innovation and productivity, and we've evolved our workplaces to support them. This year, we expanded our desk booking solutions in high-traffic locations, making it easier for employees to secure space, release it when not in use, and locate teams quickly.

Creating spaces that reflect our culture

Creating spaces that magnify our culture has been another priority for the Places team. We launched a refreshed workplace design playbook to ensure our offices reflect Intuit's mission, energize collaboration, and foster a sense of belonging. Our new San Francisco office exemplifies this approach, with spaces that bring people together for meaningful interactions, support connection to our culture and customers, and provide a seamless hybrid experience. The overwhelmingly positive feedback from employees has established the San Francisco office as a blueprint for future sites, shaping our FY26 design guidelines and informing new site development around the globe.







The new San Francisco office

Environmental health and safety

We promote a healthy and safe environment by engaging employees at all levels, preventing injuries and illnesses, ensuring compliance with global regulatory requirements, and fostering a culture of continuous learning and improvement. Our approach emphasizes prevention, preparedness, and accountability to keep safety at the center of our workplace experience, as identified by the following priorities and initiatives:

Safety culture: We foster a healthy and safe culture by engaging workers at all staff levels. We maintain systems to record and monitor workplace incidents, near misses, and corrective actions. This enables us to identify trends, improve prevention strategies, and maintain transparency in how we manage workplace health and safety.

Preventing injuries and illnesses: We're dedicated to pursuing prevention and resolution of unsafe conditions to prevent injuries and illnesses across all sites. Intuit maintains a formal Injury and Illness Prevention Program (IIPP), which applies to all of our sites globally. The program outlines our policy commitment to occupational health and safety and provides core guidelines for hazard identification, risk assessment, and control measures. The IIPP is managed by our Global Safety and Security team, with senior leaders, site-level administrators, and managers accountable for implementation and compliance. Employees are empowered and expected to follow safe work practices, report hazards, and participate in ongoing safety training and improvement efforts.

Regulatory compliance: To ensure accountability, our Environmental Health & Safety (EH&S) programs are reviewed annually, aligned with federal and state regulations. We've developed and implemented a comprehensive set of EH&S programs tailored to the unique operational and environmental challenges of our industry. While we do not hold EH&S ISO certifications, our internal standards and ongoing initiatives are focused on achieving and maintaining high levels of safety, health, and environmental performance, and we continue to evaluate opportunities for external validation in the future.

Learning and continuous improvement: We promote training, development, and continuous improvement for our Emergency Response Team members, as well as training for our employees. To strengthen accountability, all Intuit sites perform periodic audits and inspections to identify and eliminate unsafe conditions and work practices. These inspections follow established audit procedures, and findings are documented, tracked, and resolved through corrective action plans. This structured approach helps ensure that identified risks are reduced or eliminated in a timely manner, reinforcing our focus on prevention and continuous improvement.

Environmental sustainability: We're committed to environmental stewardship throughout our operations, from the responsible management of hazardous materials at our sites to ensuring our products and supply chain are environmentally conscious.



By embedding these practices into our daily operations, Intuit continues to build a safe, resilient, and supportive workplace for our people—one that meets regulatory requirements while advancing our duty of care.

Read more about our campus sustainability efforts here.

Customers

03

3.1 Consumers

3.2 Small and mid-market businesses

3.3 Accountants

3.4 Supplier engagement



Consumers

Helping people make smarter money decisions is core to how we power prosperity. Through intuitive products, AI-powered expertise, and community-based support, we give consumers the confidence and tools they need to improve their financial wellbeing.

Fueling consumers' success

Intuit's all-in-one consumer platform, which includes TurboTax and Credit Karma, helps people year-round with their finances, from credit building to wealth building. By providing a seamless and connected customer experience across TurboTax and Credit Karma, Intuit is helping customers achieve their financial goals.

That commitment is reflected in the millions of people who have filed their taxes for free each year. We're proud of the fact that we've provided more than 140 million free tax returns over the last 12 years—more than all other tax prep software companies combined. TurboTax Free Edition is available to those with simple federal and state returns (Simple Form 1040 only, with limited schedules), covering approximately 37% of filers. We also offer free federal and state tax preparation to active duty and reservists of an enlisted rank (E-1 through E-9) with a W-2 from DFAS.

Free tax filing at Community Tax Day

In March 2025, Intuit hosted a Community Tax Day at Intuit Dome—a free, in-person event designed to bring vital tax services directly to LA community residents earning $85,000 or less. In partnership with Tax-Aid and the Foundation for California Community Colleges, the event connected approximately 100 individuals with certified tax experts to file returns at no cost, helping local residents navigate their filings with confidence. Guests also could attend a robust community resource fair featuring local partners and free food from local vendors. Powered by Intuit employee volunteers and supported by credentialed tax experts from Intuit and Tax-Aid, the event showcased how Intuit is bringing expertise and trusted financial support to those who need it most.



Community Tax Day at Intuit Dome

Small and mid-market businesses

At Intuit, we're committed to helping small and mid-market businesses thrive—because when they succeed, our communities grow stronger. Through our platform, partnerships, and programs, we're expanding opportunities that fuel their financial success.

Fueling businesses' success

Intuit's all-in-one business platform, which includes QuickBooks, Mailchimp, Intuit Enterprise Suite, and Intuit Accountant Suite, helps small and mid-market customers confidently run and grow their business from lead to cash. Powered by AI and human intelligence, Intuit is the system of intelligence for businesses that delivers insights, makes predictions and takes actions on customers' behalf, all in one place.

Supporting our nonprofit customers

Both QuickBooks and Mailchimp offer support to nonprofit customers to help them thrive. And for these customers, every dollar matters because tools that help streamline operations and reduce administrative burden allow them to focus more on advancing their missions and creating greater impact in their communities.

Nonprofits can use Mailchimp to drive awareness and stay connected to donors and members, using personalized email and SMS campaigns to send targeted, meaningful messages while receiving a 15% discount (for verified nonprofit organizations and charities). And QuickBooks gives nonprofits, charities, and public libraries the tools they need to track their budgets, manage donations, and get their finances in order for tax purposes. We partner with TechSoup to offer these organizations discounts on our QuickBooks products.

"For nonprofits like Oakville Hospital Foundation, personalized donor engagement isn't just nice to have—it's essential for driving real fundraising impact."

GEORGE ARABIAN, CEO AT NVISION

Read more about how Mailchimp helped this nonprofit customer drive donor engagement here.

$198M

In FY25, we donated $198M in product and in-kind donations.

Launching Intuit QuickBooks and Mailchimp Small Business Hero Program

This year, Intuit expanded the reach and impact of our Small Business Hero initiative. During our fourth annual Intuit Quickbooks and Mailchimp Small Business Hero Day in May 2025, we honored three exceptional small businesses, each of which received a $20,000 grant and was celebrated at a ceremony hosted by WNBA legend, Lisa Leslie, at Intuit Dome in Inglewood, California. Building on the prior success of the program, we expanded into a new year round initiative that spotlights three community-driven entrepreneurs each quarter, providing not only grants, but access to QuickBooks and Mailchimp tools to amplify their stories and growth. These businesses embody the qualities we support through our products—courage, perseverance, and community impact—reinforcing our commitment to empower small business customers.



Quickbooks and Mailchimp Small Business Hero Day

Expanding our award-winning IDEAS program

Launched in 2023, the Intuit IDEAS program—short for Invest, Develop, Empower, Accelerate, and Scale—is our award-winning small business accelerator designed to help entrepreneurs grow their businesses and build long-term financial resilience. The program combines access to Intuit's financial tools and human expertise, executive coaching, business counseling, and cash grants.

In FY25, we supported nearly 100 small businesses from Los Angeles, Atlanta, and Philadelphia, scaling from the pilot program that supported 26 small businesses in just the Los Angeles area the previous year. The program's impact was recognized with a "Highly Commended" honor at the World 50 Impact Awards for inclusive leadership and business success. Looking ahead to FY26, we plan to continue expanding IDEAS to 9 cities to reach more communities and entrepreneurs that have historically lacked access to resources. Intuit IDEAS will support an additional 250 small business owners in Charlotte, Chicago, Dallas/Fort Worth, New Orleans, New York City, and San Diego, including a cohort of military veteran-owned and military spouse-owned small businesses nationwide.

To help these businesses boost their resilience, FY25 IDEAS program participants also joined workshops devoted to corporate sustainability, best practices, and local sustainability resources, in addition to receiving powerful tools. These included one year of free carbon accounting software and dedicated sustainability consulting. Read more about our sustainability efforts with small businesses here.



Image courtesy of Karim Saafir

Free AI workshops delight businesses across the country

In FY25, Intuit deepened its commitment to small business success by launching the "Intuit More with AI Tour," a national roadshow in partnership with the Initiative for a Competitive Inner City (ICIC). This six-city tour was designed to empower small and mid-market businesses by demystifying AI and advocating for policies that promote equitable adoption of AI tools. Through free, half-day events, attendees gained practical insights into responsible AI use, hands-on experience with a variety of AI-powered tools, and actionable strategies to drive growth. Informed by ICIC-led research, including nationwide surveys and focus groups with small business owners, the tour curriculum directly addressed the barriers and opportunities these businesses face in adopting AI. The Intuit More with AI Tour is an extension of Intuit's ongoing efforts to support small and mid-market businesses in adopting new technologies and navigating the evolving digital landscape.



Intuit's AI-driven expert platform and products are built in keeping with the company's commitment to data privacy, security, and responsible AI governance. Intuit safeguards customer data and protects privacy using industry-leading technology and practices. It also adheres to responsible AI principles that guide how the company operates and scales its AI-driven expert platform with its customers' best interests in mind. Read more in the Responsible AI and Responsible business practices sections of this report.



A panel discussion with the Cherie Blair Foundation and Intuit

Mini-grants support energy efficiency upgrades for businesses across the US

Improving energy efficiency isn't just good for the planet—it's also a smart way for businesses to save money and operate more efficiently. That's why Intuit partnered with the California Green Business Network (CAGBN) and the Green Business Engagement National Network (GBENN) to offer mini-grants up to $1,000 that help small businesses invest in energy-efficient and sustainable upgrades.

Through these partnerships, certified green businesses across participating regions can apply for funding to support projects such as installing heat pump water heaters, replacing gas-powered appliances with electric alternatives, upgrading to high-efficiency HVAC systems, or investing in sustainable transportation and waste reduction initiatives. In FY25, we granted funds to 181 businesses in California, Arizona, Illinois, Oregon, and Nevada for projects that reduced 211.3 metric tons of carbon dioxide equivalent emissions (MT CO_2e).

Digital inclusion for women entrepreneurs

In FY24, Intuit and the Cherie Blair Foundation for Women conducted important research highlighting the barriers women entrepreneurs face in accessing and using technology to grow their businesses. Building on this foundation in FY25, we deepened our partnership to expand the reach and impact of this work globally. Together, we delivered our most significant research report to date, with responses from nearly 3,000 women entrepreneurs across 96 countries. The findings are already filling a crucial evidence gap on women entrepreneurs' digital needs, gaining traction across sectors, and driving real-world dialogue. Through research, storytelling, and targeted awareness raising, this partnership is uniquely positioned to advance women's inclusion in the digital economy, while laying the groundwork to scale solutions for long-term change.



Read the Cherie Blair Foundation's annual Impact Report here.

Accountants

Intuit empowers accounting professionals with innovative tools, training, and dedicated resources that help them better serve their clients, grow their practices, and stay ahead in an ever-changing financial landscape.

Supporting accountants through free education

The financial services industry faces a talent crisis, with a steady fall in Certified Public Accountancy graduates over the past decade. According to our 2025 Intuit QuickBooks Accountant Technology Survey, eight in ten accountants report difficulty in hiring skilled professionals at their firm. 42% said securing junior level candidates with more than one year of experience proves especially challenging. Just 28% say their firm's training programs fully equip employees with the technology skills needed to meet today's demand.

At Intuit, we see a different future. AI and human intelligence together are core to our strategy. And financial experts remain critical to consumers' and businesses' success. Intuit Academy provides educational resources to build a new generation of AI-skilled accountants and bookkeepers. As part of this, we aim to reach underserved communities with the most to gain by taking advantage of the free curriculum. We use AI to build curriculum and content, and to increase the ways students can learn, suiting their schedules and learning styles. Visit our website to learn more and enroll.



Supplier engagement

Our supply chain reflects the millions of small businesses we serve every day. By expanding opportunities, ensuring timely access to capital, and encouraging responsible purchasing, we're building long-term supplier relationships that deliver prosperity across communities.

Creating shared value through small business partnerships

In FY25, we deepened our commitment to small business suppliers by advocating for faster access to capital and helping shape stronger, more sustainable partnerships across our network. Our goal remains consistent: to build a resilient and innovative supply chain that delivers shared economic value.

At Intuit, bringing small business suppliers into our value chain helps reflect the dynamic customers we serve and creates a ripple effect of prosperity in the communities where they operate. Our suppliers represent a wide range of industries—from corporate services and marketing to technology and engineering—and their innovation and flexibility continue to play a critical role in how we operate, serve customers, grow, and scale.

In FY25, we spent $417 million with small business suppliers, creating an estimated $644 million in economic impact for supplier communities in the US. 72% of these suppliers were also Intuit customers, underscoring the powerful flywheel effect across our partner ecosystem. Over the past four years, Intuit has invested $1.3 billion in direct spend with small business suppliers.

"Our small business suppliers are not only valued partners—they're often our customers too. When we invest in their success, we're strengthening the communities we serve and creating meaningful, shared growth for all."

KELLY MATHIS, DIRECTOR OF PROCUREMENT



The Global Sourcing and Procurement team at our San Diego campus

Recognition and leadership

For the second consecutive year, Intuit was honored with two Amazon Business customer awards for our supplier engagement efforts. This recognition reflects our continued focus on building strong supplier relationships, driving economic impact, and setting a high standard for operational excellence. It also speaks to how we empower employees to make purchasing decisions that align with our values—using the Amazon Business platform to support small and Climate Pledge Friendly businesses in their day-to-day work.

We were also honored to receive the 2025 AP Innovation Award by Ardent Partners, recognizing our Accounts Payable team for using bold, AI-driven strategies to unlock operational efficiency in how we ingest, process, and pay invoices promptly.

"We were seriously considering letting go of employees to cut costs. But after landing a contract with Intuit and thanks to their prompt payment terms, we were able to maintain our team and keep operations steady."

CIMONE KEY, CK CREATIVE AGENCY

Introducing the UK Fair Pay Playbook

Prompt pay continues to be one of the most effective ways we help small businesses maintain healthy cash flow and strengthen their operations. In FY25, we continued prompt payment terms with small business suppliers and reinforced our commitment through the UK Fair Pay Playbook. This guide is designed to help companies adopt timely payment practices in alignment with the UK Fair Payment Code, which encourages businesses to pay suppliers within 30 days to promote healthy supply chain practices.

Communities

04

4.1 Job and financial readiness

4.2 Job creation

4.3 We Care and Give Back

4.4 Sustainability



Job and financial readiness

A cornerstone of our work to help communities succeed in an evolving economy is preparing students to be ready for jobs and their financial futures. By pairing classroom learning with real-world experiences, we're supporting learners of all ages to build financial literacy, entrepreneurial knowledge, and the confidence to achieve personal and professional success.

9.3M+

people better prepared for jobs (cumulative since FY20) through our innovative education programs, substantially exceeding our FY25 goal of 6.2M people.

Our long-standing commitment to students

For years, Intuit has been committed to preparing people for the jobs of tomorrow. Job readiness has been a cornerstone of our corporate responsibility strategy, rooted in our mission to power prosperity around the world. Each year, we measure our progress through our True North Goals, which hold us accountable for preparing communities with the skills and confidence they need to thrive in an evolving financial and technical landscape. We focus on equipping students of every background with the financial and entrepreneurial skills that employers seek.

Our past commitments included initiatives like the Prosperity Hub School District Program, which delivered free financial education and teacher development in underserved communities. Over time, we've expanded our programs. These include innovative, hands-on learning experiences within Intuit for Education, like the Intuit Food Truck Program, alongside a free platform featuring more than 225 hours of interactive curriculum that brings personal and entrepreneurial finance to life for high school and higher education students and educators.

Through these efforts, we've helped prepare more than 9.3 million students and learners for jobs and their financial futures since FY20, surpassing our FY25 goal of 6.2 million students and learners. Together, these programs are helping students build financial confidence and practical skills they'll carry long after the classroom, so they can learn, grow, and prosper.

Intuit for Education

Financial literacy isn't just a classroom subject–it's a life skill that shapes a person's ability to prosper personally and professionally. Yet too many students enter adulthood without the knowledge or confidence to make informed financial decisions. While momentum around financial education grows with 60% of US states guaranteeing a personal finance course for high schoolers, we continue to see that 70% of students are stressed about their finances. Leveraging Intuit's more than 40 years of experience helping customers become financially confident, Intuit for Education is now doing the same for the next generation.

Intuit for Education is a free, interactive platform that gives students hands-on learning experiences powered by the same tools used by millions of people and businesses every day. With more than 225 hours of flexible curriculum in personal and entrepreneurial finance, the platform helps learners of all ages build critical financial skills, such as budgeting, saving, credit management, taxes, and investing. Interactive simulations are powered by real-world tools, including TurboTax, QuickBooks, Credit Karma, and Mailchimp. Educators are supported by having access to free professional development, lesson plans, and classroom presentations that give them confidence and make teaching financial education easy.

In FY25, we built on this foundation with several exciting milestones:

- Expanding to higher education. For the first time, Intuit for Education now serves colleges and universities nationwide. The program delivers tailored resources through First-Year Experience and financial wellness programs, and specialized workshops for student athletes navigating the financial complexities of name, image, and likeness (NIL) income. This expansion marks a pivotal step toward Intuit's goal to empower 50 million students with financial confidence by 2030.

- Bringing financial literacy to the Super Bowl stage. In February 2025, we teamed up with the NFL's Inspire Change initiative and the New Orleans Saints during Super Bowl LIX week to host a Financial Literacy Forum for high school students. At the kickoff event, students and teachers from New Orleans's high schools engaged with Intuit for Education's interactive curriculum and were inspired by hearing from college and professional athletes—connecting financial literacy to their aspirations and challenges. Similar events were held around the country throughout the spring.

- Hosting our first Virtual Educator Conference. Educators across the country are being called upon to teach financial literacy—often with little guidance, training, or ready-to-use resources. In June 2025, we hosted Intuit for Education's first educator conference, Navigating Financial Education Together. Built from direct feedback from teachers, the conference offered hands-on workshops, breakout sessions, and a showcase of Intuit's tools in action. Nearly 800 educators from around the world joined, leaving with greater confidence—83% reported feeling more prepared to teach financial literacy and 80% felt more capable using Intuit for Education in their classrooms.

Across these efforts, our focus remains clear: to close the gap in financial education by giving students the tools to succeed and by giving educators the support they've asked for. Intuit for Education isn't just a curriculum—it's a movement to ensure that every student, no matter their background, can step into adulthood with the skills and confidence to prosper.



Financial Literacy Forum at Super Bowl LIX week

Intuit Hour of Finance Challenge

Each April during Financial Literacy Month, Intuit challenges all schools to spend at least an hour teaching financial literacy. To help make that easy for educators, we bring financial education to life through the Intuit Hour of Finance Challenge—a gamified, one-hour experience that helps middle and high school students build real-world financial skills. Using Prosperity Quest, Intuit's interactive online game, students practice budgeting, saving, and financial decision making in fun, engaging ways while competing for state and national recognition.

In FY25, the challenge reached new heights, with more than 800 educators and nearly 40,000 students at 700 schools and organizations across all 50 states participating. The month ended by honoring three high schools and three middle schools whose students led the nation in engagement, enthusiasm, and impact, and developed essential financial literacy skills through interactive activities with real-world product simulations. We also recognized 50 state-level winners for their performance in the challenge and for continuing the conversation around financial literacy in their communities.

The Hour of Finance Challenge has proven to be more than a competition. It inspires students to see financial literacy as a gateway to success, while helping educators spark meaningful classroom conversations that last well beyond Financial Literacy Month.

Intuit Food Truck Program

The Intuit Food Truck Program has been called an "internship on wheels," where students gain technical and financial experience running every aspect of a small business. From culinary arts and customer service to marketing, accounting, sustainable business practices, and entrepreneurship, students work together to operate fully equipped food trucks while using Intuit tools to support real-world learning.

Building on the success of last year, the program has expanded to eight school districts nationwide, with more planned in FY26. To date, it has engaged more than 9,700 students, giving them practical, transferable skills that prepare them for future careers. The food trucks in Dallas and San Diego school districts have traveled to Intuit corporate offices during company events, creating revenue opportunities for the students' business, sharing their expertise with employees, and showcasing our culture of serving communities in action. At our annual Teacher Summit, Educators also benefited from new professional development opportunities, including training in storytelling, QuickBooks, and Mailchimp.

This year, building on our existing sustainability curriculum modules, we strengthened the program by more deeply integrating sustainability into both learning and practice. At the Denver and Nashville launches, Intuit produced sustainably designed events that reduced waste and highlighted eco-conscious practices. Building on these efforts, nearly half of our student-led food trucks today are equipped with solar panels—reducing reliance on traditional energy sources and providing students with a clear demonstration of how renewable energy can power small businesses. These solar-powered trucks not only show Intuit's commitment to environmental responsibility, but they also serve as powerful teaching tools. By experiencing firsthand how clean energy supports day-to-day operations, students gain practical skills in running businesses that reflect the future of sustainable entrepreneurship.

The Food Truck Program continues to grow as a bridge between education, entrepreneurship, and community impact—empowering students with the confidence, skills, and awareness they need to thrive in the workforce and become the next generation of entrepreneurs.



Student-run food truck at Maywood Academy High School

Job creation

Expanding access to good jobs is one of the most direct ways to power prosperity. Through initiatives like our Prosperity Hub program, we focus on creating employment in our Prosperity Hubs and other underserved communities throughout the US, while building pathways to long-term economic opportunity.

Prosperity Hub program

Talent is equally distributed, but opportunity is not. That's why we created the Prosperity Hub program—to bring new jobs, skills, and opportunities to communities that need them most. Through the program, we maximize economic impact by creating both virtual and on-site jobs in underserved areas.

Prosperity Hubs are more than job centers. They're catalysts for prosperity, serving as anchors of stability in underserved communities, and opening doors to meaningful career growth in tax, bookkeeping, and customer success. Across the US, Canada, and the UK, we've combined in-person and virtual roles to reach more people where they live, while also offering financial education, small business support, and skill-building opportunities that extend prosperity beyond the workplace.

FY25 was a big year for our Prosperity Hub program. We surpassed $1 billion in economic impact since its inception in 2016. In FY25, our program supported over 19,000 seasonal and year-round jobs in underserved communities, generating $224 million in economic impact, exceeding our goal of 18,000 jobs and $190 million in economic impact.

A critical driver of this expansion has been new partnerships with educational institutions. In FY25, we launched two university programs in collaboration with Arizona State University (ASU) and Marshall University. At ASU, in partnership with Education at Work, students participated in flexible, part-time roles supporting TurboTax that included tuition assistance and hands-on experience. At Marshall University, our partnership with Foundever created an on-campus Prosperity Hub to provide career opportunities for students, while strengthening the local economy in West Virginia.

Together, these partnerships signal the next chapter for Prosperity Hubs, as they evolve into vibrant community magnets that extend opportunity, education, and economic impact.

Building career skills at the Intuit Academy

We use our expertise and knowledge to empower others with the skills they need to succeed in the workforce. Intuit Academy, our redesigned digital learning platform, brings this commitment to life by offering free, personalized learning journeys that prepare people of any age that are interested in a career in tax and bookkeeping. With access to more than 100 career-readiness mini-courses, expert blogs, and in-depth resources, learners can chart their own path, build confidence, and gain practical knowledge aligned to their goals. By equipping more people with the tools to thrive, Intuit Academy expands access to opportunity and helps create the next generation of experts who can fuel prosperity for themselves, their families, and their communities. In FY25, there were over 315,000 Intuit Academy program enrollments.



19,000

approximate jobs supported in underserved communities in FY25

We Care and Give Back

Every year, our employees bring Intuit's values to life by volunteering their time, sharing their skills, and giving generously to causes they care about. Together with company support, these efforts multiply into meaningful impact—from fighting hunger to helping communities recover after disaster.

Benefits that benefit others

We believe prosperity grows when people come together in support of others. Guided by our We Care and Give Back value, we create meaningful opportunities for employees to champion the causes closest to their hearts and strengthen their communities. Each employee receives up to 40 hours of paid time per year to volunteer with organizations of their choice. We also amplify their generosity by matching up to $5,000[7] in personal donations per employee per year, and providing up to $5,000[7] in grants to cover annual nonprofit board dues for those who serve on boards.

[7] Or in-country equivalent

These programs allow employees to contribute in ways that reflect what matters most to them—through efforts like serving meals locally, mentoring students, providing resources to those in need, and many more. In FY25, Intuit employees gave back to thousands of nonprofits worldwide, contributing more than 22,000 hours of volunteer service and over $9 million in donations, including company match.

$9M+

in employee donations, including company match



Chris Hardy, Compliance Representative, used his hours to volunteer at Nighthawk Ranch, which provides a safe, healing environment for 10-18 year olds recovering from cancer, with the goal of increasing self-esteem and hope for the future.



Having been involved with Dreamtime Animal Sanctuary since 2022, Erin Phillips, Product Manager, used her hours to help farm animals find peace and healing.



Supporting The Other Ones Foundation, Jake Gorham, Account Manager, helped to build new front porches for local residents who were previously unhoused.

22,000+

hours of volunteer service

Supporting our LA community following disaster

Natural disasters and humanitarian crises affect communities across the globe, often without warning. When they do, Intuit and its employees step up to help. Through our We Care and Give Back program, employees rally to support recovery efforts, using matching gifts to provide food, shelter, medical supplies, and critical aid. Our culture of care comes to life in these moments, when generosity and action help those most in need rebuild their lives.

Our response to the devastating wildfires in Los Angeles and surrounding areas in early 2025 demonstrates this commitment in action. As fires displaced residents and destroyed neighborhoods, Intuit and its employees mobilized quickly to provide support. Employees were given the opportunity to donate to trusted relief organizations working on the ground to deliver immediate aid, and Intuit matched donations 2:1. The campaign generated over $280,000 in donations to the American Red Cross, California Community Foundation, Los Angeles Fire Department Foundation, and California Fire Foundation.

Intuit also sponsored FireAid, a benefit concert at Intuit Dome and the Kia Forum, bringing together some of the top names in music and entertainment. The sold-out event raised an estimated $100 million to help communities recover and strengthen fire prevention efforts across Southern California.
To support and honor those most affected, Intuit gave its sponsor tickets to our employees and their families who had been directly impacted by the fires, as well as to our community partners at the Los Angeles Fire Department Foundation and the California Community Foundation. For many, the concert was not only a night of world-class music, but also a moment of hope and connection after a time of profound loss.





FireAid at Intuit Dome. Images courtesy of @jakewestphoto.

Sustainability

Sustainability is core to powering prosperity—not just for our business, but for people, communities, and the planet. Guided by science-based targets and a commitment to net-zero emissions, we're working across our operations, supply chain, and beyond to deliver meaningful climate action.

Our comprehensive sustainability strategy

Intuit's comprehensive sustainability strategy looks both inward at our operational footprint and outward beyond our value chain, into the communities we serve and work in or live in. Through this strategy, we aim to generate positive impacts for the planet and all who call it home.

For decades, Intuit has taken bold steps to protect the environment. Operationally, Intuit is on a path to decarbonize its entire global business activities, campuses, and supply chain as quickly as possible. In 2023, we declared a set of science-based targets to chart a course for our net-zero future, sooner than the Paris Agreement's recommendations to limit global warming to 1.5 degrees Celsius and achieve total net-zero global emissions before 2050. Our aim is to reach net-zero GHG emissions across our value chain ahead of schedule, by FY40, and we've publicly validated the methodology for our goal with the Science Based Targets Initiative (SBTi).

Our science-based targets, which include:

NEAR-TERM TARGETS

- Reduce absolute scope 1 and scope 2 GHG emissions by 42% by FY30 (from an FY22 base year)
- 80% of our suppliers, measured by emissions covering purchased goods and services, will have science-based targets by FY27

LONG-TERM TARGETS

- Reduce absolute scope 1 and scope 2 GHG emissions by 90% by FY40 (from an FY22 base year)
- Reduce scope 3 GHG emissions by 97% per million of USD value added (gross profit) by FY40 (from an FY22 base year)

FY25 SUSTAINABILITY DATA

4,097 **MT CO_2e**
scope 1 and scope 2 emissions

12.5%
reduction from FY22 base year

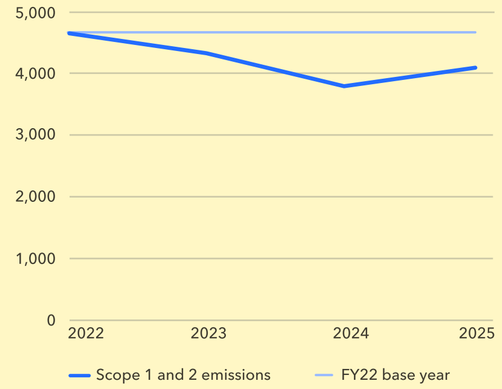
40 **MT CO_2e per $1M revenue**
scope 3 location-based emissions

15.0%
reduction from FY22 base year

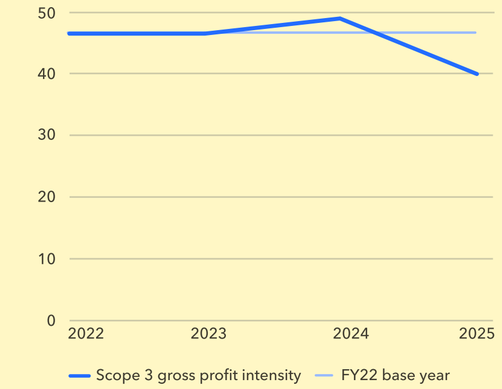
100%
renewable energy used in operations

EMISSIONS REDUCTION PROGRESS

Scope 1 and 2 emissions



Scope 3 emissions gross profit intensity



Scope 1 and 2 emissions

Our scope 1 and scope 2 emissions are derived from sources directly under our control, like the natural gas used for heating in our buildings and the electricity purchased to power our offices. These emissions are tied closely to the way our global workplaces operate, making our real estate portfolio an important focus area for reducing our climate impact.

As of July 2025, we've reduced our scope 1 and scope 2 market-based emissions by 12.5% from an FY22 baseline, resulting in a total of 4,097 MT CO_2e for FY25. While our emissions remain below our FY22 baseline, we did see an increase compared to FY24. This underscores both the progress we've made and the continued importance of reducing emissions from our direct operations, taking our hybrid in-office culture into account. We're committed to our science-based targets, including our near-term FY30 reduction target and our FY40 net-zero goal. We recognize that the path forward requires persistence and innovation, and we remain focused on building on the progress we've made to ensure we stay on track with our commitments.

We're taking steps to strengthen our operational roadmap such as improving energy efficiency across our campuses and advancing other workplace initiatives that help us further decarbonize our facilities. Our Sustainability and Workplace teams are working together across our global offices to identify and implement projects that drive efficiency and decarbonization. In FY25, these efforts included retrofitting facilities with LED lighting and upgrading HVAC systems. We've also continued to monitor and audit building energy performance to identify future potential decarbonization projects.

We maintain 0 MT CO_2e scope 2 market-based emissions and 100% of our operations are powered by renewable energy through a mix of on-site solar installations, certified renewable energy credits, and a long-term power purchase agreement, which provides a steady supply of clean electricity and strengthens our path toward decarbonization.

In addition to reporting progress here, we continue to disclose annually to CDP (formerly the Carbon Disclosure Project), reflecting stakeholder expectations and industry best practices. For additional metrics and historical performance, please see the appendix of this report.

Campus sustainability

We're committed to making our workplaces sustainable, supporting our employees while helping us achieve our climate goals. To reduce reliance on individual car travel, we offer commuting options across our global sites like shuttles from major areas and commuter benefits to incentivize the use of public transportation. Employees who choose to drive to the office can charge electric vehicles at several Intuit locations so they can commute with lower emissions.

Our campuses are also designed with sustainability in mind. Cafés feature menus that prioritize plant-forward and locally sourced options, while buildings incorporate energy- and water-related sustainability features, such as solar panels and reclaimed water systems. Ongoing waste diversion and reduction are part of daily operations, with reusable cutlery, food waste mitigation programs, and recycling readily available at all sites.

Many of our buildings are certified in alignment with the latest sustainability standards, including Leadership in Energy and Environmental Design (LEED) and WELL Building certifications, reinforcing our commitment to creating spaces that help both our employees and the planet thrive.

Scope 3 emissions and supplier sustainability

Our scope 3 emissions—those that occur outside our direct operations—make up the largest share of our overall carbon footprint. In FY25, our total scope 3 emissions were 750,389 MT CO_2e. While this is an increase in absolute emissions from FY24, our gross profit emissions intensity decreased by 15.0% compared to our FY22 baseline (and decreased compared to FY24). While we're encouraged by our progress, we know continued effort and collaboration with suppliers will be critical to reach our FY40 targets. Because most of these emissions come from purchased goods and services, we'll continue to focus on working with those suppliers to set and meet ambitious targets.

This is why our primary focus is on helping suppliers join us in our net-zero journey. In FY25, we expanded our Supplier Emissions Reduction Program (SERP) to nearly 100 suppliers, offering tailored support to measure their emissions, set reduction targets, and create roadmaps for meaningful climate action. Through this program, we've strengthened partnerships beyond business results and helped suppliers embed sustainability into their operations.

By the end of FY25, 59.7% of our suppliers of purchased goods and services, measured by emissions, were committed to science-based targets, against our goal of 60%, and advancing from 41.4% in FY24.

We recognize that AI and its demands on computing power may continue to influence our footprint. To prepare, we're working closely with cloud providers to better understand their climate strategies and future climate action plans, including increasing the use of renewable energy sources and how we can partner to reduce emissions.

To accelerate action further, we launched the Intuit Supplier Climate Action Accelerator in FY25, with more than 25 participants, many of whom are also our customers. The program focuses on small businesses, which are often disproportionately impacted by climate change and may lack resources to begin their climate action journey. We provide participants with funding, software, and third-party expert guidance to help them measure their GHG emissions and set science-based targets. Participants can use these new capabilities to build climate credentials that resonate with customers, partners, and prospective employees. We also support opportunities to showcase their leadership, such as at San Francisco Climate Week, to help amplify their impact.

Supplier sustainability efforts recognized

We engage in this work because it's important to our overall business strategy, and we appreciate opportunities to have such work externally elevated. In 2025, Intuit was proud to have been among the companies shortlisted for two categories of awards presented by Sustainability Leaders' World Sustainability Awards. These included the Scope 3 Reduction Award for our collaborative approach to a sustainable supply chain, and the External Collaboration Award for our work alongside RyeStrategy for the Intuit Supplier Climate Action Accelerator.

Additionally, for the second consecutive year, Intuit was honored with the Amazon Business Sustainability Award. This recognition reflects our ongoing commitment to environmentally responsible sourcing, including $706,000 spent with Climate Pledge Friendly sellers on the Amazon Business product catalog in FY25. This effort supports our broader climate goals by prioritizing low-impact products and embedding sustainability into everyday procurement decisions.

To learn more about small business supplier sustainability efforts, visit our website.

Assessing climate resilience through scenario planning

In FY25, Intuit completed a scenario planning exercise to assess the resilience of our business and sustainability strategies against potential future climate pathways. This exercise engaged cross-functional stakeholders from accounting, business continuity, compliance, enterprise risk, investor relations, legal, procurement, product, sustainability, and workplace teams to foster forward-looking, climate-informed decision-making.

We developed two long-term scenarios to explore potential risks and opportunities, asking stakeholders to consider a variety of prompts related to their area of expertise for each scenario. The "Green Road" (low-warming) scenario proposes a more sustainable future prioritizing human well-being and lower resource consumption, with proactive societal coordination to address climate change. The "Rocky Road" (high–warming) scenario proposes worsening climate change, with little to no global coordination, reflecting a future characterized by intensive resource consumption.

The analysis confirmed that Intuit's current strategy demonstrates resilience across both scenarios with a low overall risk rating. The exercise was useful in reinforcing dimensions of our strategy. The Green Road analysis identified transition risks—notably the potential of increased operating costs from rising carbon pricing affecting our Scope 3 emissions. This reinforces the need to accelerate our supplier engagement and decarbonization efforts.

The Rocky Road analysis identified physical risks that may be impacted by potential operational and supply chain disruptions due to the increased severity of extreme weather events. This outcome validated our ongoing investments in climate-resilient business continuity planning.

Both scenarios helped us identify potential opportunities to further enhance the resiliency of our business and support our customers as they adapt to a changing climate. The insights from this exercise inform our climate risk management processes and strategic planning cycles, helping us prepare for a diverse range of climate futures. We are committed to refining this analysis as our business, climate science and climate policy evolve.

Engaging our employees

This year, we focused on strengthening employee engagement by helping our global workforce to connect with sustainability in meaningful ways. We introduced new programs to help employees contribute to our climate goals and to become more deeply involved and invested in our sustainability initiatives. Building a culture of sustainability—from embedding environmental stewardship into our onboarding experiences to developing evergreen resources for employees to take their own action—keeps sustainability top of mind year-round.

In FY25, we welcomed new hires in North America with a gift that reflected our values: a donation made on their behalf to The Farmlink Project. This youth-led nonprofit redirects surplus food from farms to food banks, addressing food insecurity while reducing waste and emissions. Each new hire's gift helped enable nearly 2,000 meals, avoid 5,400 pounds of CO_2e, and save 84,000 gallons of water. Since the start of our partnership with Farmlink in 2023, Intuit's support has helped rescue nearly 13 million pounds of food, providing more than 10.7 million meals for underserved communities in Los Angeles while preventing over 13,000 tons of emissions.

To inspire our employees to incorporate sustainable practices into their teams, projects, communities, and office culture, we launched the Employee Sustainability Handbook this year. The handbook offers practical tips and resources on topics like commuting, energy efficiency, waste reduction, sustainable food choices, and responsible procurement, as well as in-depth overviews of the many sustainability-centric perks available to the Intuit community. The handbook helps employees learn how their daily choices—from what they eat to how they travel to how they plan events—directly connect to Intuit's net-zero goals and broader sustainability efforts, building a global workforce of environmentally-aware and active employees.

Celebrating Earth Week

Each year, Intuit celebrates Earth Day at our global sites during a weeklong program. The FY25 Earth Week festivities, themed "One Planet, One Intuit" featured in-person and virtual opportunities for employees to engage with sustainability topics, learn about Intuit's climate strategy, and support the missions of local environmental organizations in the communities where we live and work.

Across most of our sites, employees participated in sustainability-themed volunteer events to support environmental organizations making positive change in their region. Additionally, our global workforce came together to support The Farmlink Project in a virtual volunteer session. Together, these efforts generated more than 600 hours of service, supporting several environmental organizations. Employees also connected with sustainable QuickBooks and Mailchimp customers during a Sustainable Small Business Pop-Up, learning how these entrepreneurs embed sustainability into their businesses to drive meaningful impact. Local activations—from farmers markets to electronic waste collection drives and DIY workshops—gave employees additional opportunities to experience sustainability in action across Intuit campuses with their peers.

In honor of Earth Day, Intuit donated $100,000 to environmentally-focused nonprofits, with funding directed by employee selection. More than 1,200 employees across Intuit and Credit Karma cast their votes to select 20 organizations near our global offices to receive grants, including one global nonprofit representing our remote workforce. From restoring ecosystems and protecting waterways to advancing renewable energy and conservation, these grants reflect our commitment to supporting local action while empowering employees to shape how we give back.

Beyond the value chain – supporting our communities

Climate change affects all of us, but its impacts aren't felt equally. Underserved communities often face the greatest risks, as existing socioeconomic and environmental challenges are intensified and exacerbated by changing climate. At Intuit, we recognize the importance of addressing these inequities and are committed to supporting initiatives that reduce emissions while delivering meaningful socioeconomic benefits for the communities we serve.

Through partnerships with mission-driven organizations, our community climate work extends beyond our operations to create positive ripple effects in renewable energy access, food security, and clean technology career pathways. These initiatives help build resilience where it's needed most, strengthening both people and the planet as we work together toward a more sustainable future.

Empowering students through GRID's Solar Futures Program

Intuit partnered with GRID Alternatives to expand access to clean energy education and create pathways into the green economy for high school students in underserved communities. Through the Solar Futures Program, students from four schools in the Centinela Valley Union High School District in Los Angeles County participated in hands-on training and classroom learning covering solar fundamentals, workforce readiness, and financial literacy topics, such as budgeting. Each student received certifications in OSHA 10, CPR, and solar basics, along with stipends that recognized their achievements.

Over the course of the 2024–2025 school year, 40 students completed the program, reporting higher confidence, stronger teamwork and problem-solving skills, and an increased interest in pursuing careers in renewable energy. The curriculum enabled students to connect what they learned to real-world issues, such as how solar can support disaster resiliency in healthcare settings or reduce emissions in public transit, and several students expressed an interest in green career pathways.

We were also thrilled to host participating students at our Financial Literacy Forum at Intuit Dome, where they engaged with Intuit leaders and community partners. Together with GRID, we're fostering both environmental and economic opportunity, preparing students for meaningful careers while supporting a more sustainable future.

Expanding renewable energy access

Through the Coalfield Solar Fund, created in partnership with Secure Solar Futures and the National Energy Education Development (NEED) Project, Intuit is helping advance renewable energy in coalfield communities while creating hands-on learning and career opportunities for students. The Fund provides grants for schools to install solar systems on their campuses, supported by education and workforce development programming. In FY25, two of the inaugural grant recipients completed their solar panel installations, and Roanoke Public Schools in Virginia was awarded a grant to join the program. In total, the districts and community colleges that go solar as a result of the Coalfield Solar Fund are projected to create 7.6 MW of solar capacity, avoiding 255,852 MT CO_2e over the lifetime of the systems while lowering energy costs for schools and expanding access to clean energy in historically underserved regions.

Our partnership with Clearloop, a Silicon Ranch company, continues to demonstrate how our investments make a lasting impact in Tennessee communities. Our support of their White Pine and Jackson solar projects have prevented over 8 million pounds of carbon emissions, funded scholarships for local students, and expanded clean energy education, helping accelerate access to renewable energy while empowering the next generation. Together with Clearloop, we've shown how clean energy solutions can deliver meaningful economic and environmental benefits. And the momentum continues—Intuit's contribution to our next project with Clearloop in Arcadia, Louisiana, will produce enough clean energy to power approximately 40 homes for the next 40 years and prevent over 20 million pounds of carbon emissions over its lifetime.

Reforestation

We're deeply committed to environmental stewardship, actively engaging in reforestation initiatives that not only restore vital ecosystems but also empower local communities. Our multi-year collaborations with nonprofit partner TreePeople in Los Angeles are critical to creating the prosperous, sustainable future we hope to enact.

In FY25, we supported the planting of 74 trees, focusing on public spaces to enhance urban environments with critical benefits like shade, improved air quality, and stormwater capture.

We also facilitated the distribution of over 1,000 fruit trees to residents, directly addressing food insecurity and increasing residential tree canopy for energy savings. Ongoing maintenance to these young trees helps trees live longer, grow stronger, and continue to provide essential environmental benefits like clean air and habitat for wildlife. Through our donation, TreePeople provided care to over 4,500 trees. Beyond planting and maintenance, we introduced 147 students at the TreePeople Environmental Youth Summit to financial literacy concepts via Intuit for Education. Local Intuit employee volunteers played a critical role in this effort, spending time removing invasive species with TreePeople on Earth Day.



GRID Alternatives Solar Futures Program participants

Shareholders

05

5.1 Delivering value to shareholders

5.2 Corporate governance and oversight

5.3 Responsible AI

5.4 Responsible business practices

5.5 Global corporate affairs and public policy

5.6 Shareholder engagement



Delivering value to shareholders

In FY25, Intuit achieved strong financial results, underscoring the power of our AI-driven expert platform. Our focus on our Big Bets is setting the stage for sustained future growth.

We generated:

- Total shareholder return of 22.1% in FY25
- Annualized three-year total shareholder return of 20.6%
- Annualized five-year total shareholder return of 21.5% (approximately top quartile of S&P 500 constituents)

For comparison, the S&P 500 index had annualized returns of 17.1% over the three-year period and 15.9% over the five-year period.



TOTAL REVENUE

$18.8B

up 16% from FY24

Global Business Solutions Group up 16% from FY24

with **Online Ecosystem up 20%** from FY24

Consumer Group up 10% form FY24

Credit Karma up 32% from FY24

COMBINED PLATFORM REVENUE

$14.9B

up 19% from FY24

includes Global Business Solutions Group Online Ecosystem, TurboTax Online and Credit Karma

REPURCHASED

$2.8B

of shares and increased dividend **16%** to **$4.16** per share

GAAP OPERATING INCOME

$4.9B

up 36% from FY24

NON-GAAP OPERATING INCOME

$7.6B

up 18% from FY24

GAAP DILUTED EPS

$13.67

up 31% from $10.43 in FY24

NON-GAAP DILUTED EPS

$20.15

up 19% from $16.94 in FY24

Corporate governance and oversight

At Intuit, we're dedicated to upholding the highest standards of governance—it's how our values of integrity and courage come to life every day.

Our commitment to governance is an integral part of our operational framework and influences business decisions at every level of the organization. Publicly available policies and practices covering board independence and practices, accountability, shareholder engagement, ethical practices, and transparency reinforce that commitment.

Our board and board committees oversee our strategy

Our board of directors is highly engaged with management on the evolution of Intuit's responsible business practices, workforce development, community, and sustainability strategies. They also focus on evolving our True North goals and reporting practices, and oversee the assessment of related risks as part of the development of our overall long-term strategy. Given our cross-functional approach, we allocate our oversight responsibility across the board's committees based on their areas of expertise.

Executives and cross-functional teams are focused on outcomes

To deliver on our mission of powering prosperity around the world, we've established company-wide True North Goals and Big Bets to drive future growth. Our executives are dedicated to achieving these results quickly, ensuring that employee goals and milestones across all teams align with these objectives. A cross-functional working group, along with core and mission-based teams, collaborates to connect our governance, workforce development, community, and sustainability strategies with our True North Goals. This working group, comprising leaders from our Accounting, Communications, Corporate Responsibility, Global Public Affairs and Public Policy, Investor Relations, Legal, People & Places, and Procurement teams, receives direction from the executive team and disseminates strategic plans and objectives to various teams for ongoing implementation.

Variable compensation is tied to achievement of True North Goals

As part of our annual financial planning process, management establishes goals to deliver results for each of our four key True North stakeholders: employees, customers, communities, and shareholders. These metrics also contribute to our progress toward our Bold Goals. In FY25, they included measurable company-wide workforce engagement, job creation, job and financial readiness, and sustainability goals. Performance against these goals is a factor in determining the payouts under our company-wide annual cash bonus program. After determining the baseline funding amount based on our financial performance, our Compensation and Organizational Development Committee has discretion to make upward or downward adjustments of up to 30 percentage points based on our performance against our True North Goals.

BOARD COMMITTEE RESPONSIBILITIES

Compensation and Organizational Development Committee

This committee oversees our workforce development efforts, including fair pay, and considers our True North Goals as a factor in making executive compensation decisions.

Nominating and Governance Committee

This committee oversees our corporate responsibility risks and practices, and discusses with management periodic reports on the company's progress on sustainability, job creation, and job and financial readiness matters, as well as related communications with shareholders and other stakeholders.

Audit and Risk Committee

This committee oversees our cybersecurity, privacy, and anti-fraud risks and practices, as well as our sustainability, community, and governance disclosure practices. It also oversees our enterprise risk management program and our ethics and compliance programs, including our Code of Conduct and Ethics, the Board Code of Ethics, and Responsible AI.

Responsible AI

At Intuit, we understand the tremendous potential AI has to help solve our customers' most pressing needs. Our AI-powered platform can help consumers make smart money decisions and help businesses run and grow.

We've been on an AI journey for over a decade, and we're committed to being transparent about our approach in this rapidly evolving area. That's why we published our responsible AI principles, which guide how we operate and scale our AI-driven expert platform with velocity and in a responsible manner. These principles are operationalized through our multilayered governance framework, which helps us proactively identify and mitigate potential negative or unintended impacts that could result from our use of AI.

Our Responsible AI team

Our multidisciplinary and cross-functional Responsible AI team includes people with expertise in data privacy, AI, data science, engineering, product management, legal, compliance, security, ethics, and public policy. Together, this group operationalizes our responsible AI governance framework and risk management program. We also engage with external stakeholders, such as government, standards-setting organizations, and others, to share learnings and promote responsible AI practices.

Our AI Governance program

We designed our AI Governance program to help identify risk and prevent potential harm to our customers, employees, and communities we serve from our use of AI. We comply with the law and are aligning our program with the voluntary NIST AI Risk Management Framework. We stay up to date with advancements in this space and are continuously adapting our program to assess emerging industry standards, best practices, and evolving legal requirements. Our Responsible AI team coordinates with other risk management teams (for example, incident management, security, privacy, regulatory compliance, enterprise risk management, third-party risk management, etc.) to align and complement our AI Governance program with other risk management frameworks to help ensure we have harmonized controls across our risk functions.

Our holistic approach to responsible AI governance includes:

- **Training and awareness:** All Intuit employees are responsible for working in accordance with our values and responsible AI principles. We raise employee awareness of responsible AI practices and our internal review process through activities such as training, internal forums, and internal communications resources.
- **Executive-level oversight:** To provide oversight and help ensure that our teams are delivering AI experiences in line with Intuit's principles and values, we have an AI Governance Committee. The committee includes senior executives with multidisciplinary backgrounds who lead our data, legal, technology, communications, cybersecurity, and People & Places teams. AI Governance Committee participants also include leaders, subject matter experts, and working teams across different disciplines, including data science, engineering, ethics, information security, legal, privacy, procurement, product management, and public policy. The Audit and Risk Committee of our board of directors oversees our Responsible AI program as part of its oversight of our overall compliance program.
- **Risk-based review and testing:** Prior to releasing AI-driven experiences to our customers, our review process is designed to identify AI use cases that require heightened review based on the level of risk. Use cases with the potential for risk of harm to individuals' fundamental rights would undergo a higher level of review by cross-functional stakeholders.
- **Transparency:** We prioritize transparency and tailor our approach based on the specific use case of our AI and its potential effects on our customers. We describe how AI is supporting and benefiting our customers throughout our product pages.
- **Monitoring and feedback:** We monitor our AI to help ensure Intuit experiences operate as intended. We also offer mechanisms for users to provide feedback about our AI features to help our teams assess and address potential issues.

Intuit's platform and products are built with our strong commitment to data privacy, security, and responsible AI governance. We implement technical and organizational safeguards to help protect customer data and protect privacy using industry-leading technology and practices.

Responsible business practices

In the era of AI, it's more important than ever to ensure responsible business practices. Fundamental to our mission of powering prosperity around the world are our Code of Conduct and Ethics; our responsible AI principles and governance; anti-bribery and anticorruption, antitrust, and global trade compliance; our global human rights policy; our commitment to building world-class cybersecurity and data protection capabilities; and our commitment to delivering responsible, transparent, and customer-backed products.

Enterprise risk management

Our Enterprise Risk Management (ERM) program is intended to review and address Intuit's critical enterprise risks, including strategic, technology, financial, compliance, and operational risks. Intuit's Chief Compliance Officer, who reports to our General Counsel, facilitates the ERM program. As part of our ERM process, management annually identifies, assesses, prioritizes, and develops mitigation plans for Intuit's top risks over short- and longer-term time horizons. These plans are reviewed quarterly with the Audit and Risk Committee, and the ERM program is reviewed annually with the full board. From time to time, the board, its committees, or management consult with third-party advisors on particular risks.

Privacy and security

Responsible use of the data entrusted to us is at the core of everything we do. All employees are accountable for upholding our data stewardship principles, which are consistent with our company values, especially Integrity Without Compromise.

The privacy of our customers, their customers, and of our employees is one of our highest priorities. These individuals place a deep trust in Intuit because we hold some of their most sensitive data, and use it to create products and services that power their prosperity. We drive all our innovative data uses with privacy and data protection in mind. Without explicit permission, we don't sell, publish, or share data entrusted to us by a customer that identifies the customer or any person. We give customers choices about our use of data that identifies them, and we provide open and clear explanations about how we use that data. We also require our employees to complete training annually and give targeted training throughout the year on how to keep data safe and secure, and we offer resources to our customers to help them learn how to better protect their own and their customers' data.

We're transparent about our data practices, and we process personal data in alignment with our Global Privacy Statement and applicable law. Customers can learn about our program and their privacy choices at Intuit's Privacy and Security Center.

Ethics and compliance

Intuit's value of Integrity Without Compromise is reflected in our Code of Conduct and Ethics. Intuit is committed to fostering a safe, ethical, and inclusive environment for employees to do their best work and do the right thing, even when no one is looking. Intuit's Global Anti-Bribery and Anti-Corruption Policy and Antitrust Policy, along with our Supplier Code of Conduct, also help us comply with applicable laws in all jurisdictions, which prohibit commercial and public bribery and corruption, hold external parties accountable, and require accurate recordkeeping. Additionally, Intuit has implemented guidelines and controls to monitor these external parties, as well as corporate charitable giving.

All Intuit employees are required to complete online enterprise compliance training courses upon onboarding and annually, including our Code of Conduct and Ethics training that incorporates topics on confidential information and compliance with our Global Anti-Bribery and Anti-Corruption Policy and Antitrust Policy. Intuit also provides live and virtual risk-based, anti-bribery, and anti-corruption, sanctions, and antitrust compliance for specific roles, in addition to other role-targeted training across the company.

Global corporate affairs and public policy

Intuit's Global Corporate Affairs and Public Policy team brings the voice of our customers to policymakers and regularly evaluates the public policies most important to our customers, employees, and the communities we serve. Our strategic advocacy is grounded in Intuit's values, our Code of Conduct and Ethics, and our mission of powering prosperity around the world.

We work across the political spectrum with policymakers, and we partner with trade associations and nongovernmental organizations to foster constructive conversations, share our learnings, and advance public policy. Intuit regularly evaluates its priorities and the public policies most important to our ability to serve our customers, as well as to ensure business continuity.

Some of the major policy areas where we engage include:

- Powering prosperity via technology
- Responsible AI
- Financial services innovation
- Small business empowerment
- Taxpayer empowerment
- Our workforce and immigration

Learn more about our political accountability and public policy advocacy here. In the interest of transparency, the site shares aggregated dues related to lobbying and our political contributions.

Intuit launches UK Small Business Growth Council

In FY25, Intuit launched the new Small Business Growth Council in the UK to provide a direct channel for entrepreneurs to engage with policymakers. Given that small and medium-sized enterprises (SMEs) constitute over 99% of all UK businesses, this initiative is crucial for ensuring their voices are heard in policy discussions.

The inaugural council is composed of 18 small business owners from various sectors and regions. Their primary role is to offer authentic perspectives that will help shape policy recommendations. The council will focus its advocacy on three key areas: driving digital adoption, simplifying business administration, and democratizing access to AI.

By advocating for policies that promote digital tools, the council aims to help more SMEs achieve the higher revenues associated with digital connectivity. Furthermore, they'll work to reduce administrative burdens and red tape, which can inhibit growth. The council will also address equitable access to AI, ensuring that small businesses have the necessary tools and skills to leverage this technology for innovation. These efforts are expected to unlock significant economic contributions and help UK SMEs achieve sustainable growth, reinforcing their substantial impact on the national economy.



UK Small Business Growth Council launch event

US Small Business Council advocates for payments modernization

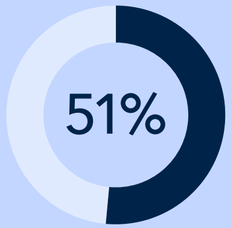
Following National Small Business Week, 20 members of the Intuit Small Business Council traveled to Washington, DC, to advocate for modernizing the US payments system. Accompanied by Intuit executives, the council met with policymakers to highlight the significant challenges that small businesses face in making payments and getting paid.

During the visit, Intuit hosted an event where a council member spoke directly about the need for payments modernization. The council also held 40 meetings on Capitol Hill, engaging with key legislators, including the House Small Business Committee Chair. Press coverage amplified the council's message on the national stage.

Shareholder engagement

Intuit regularly engages with shareholders to receive feedback on our corporate governance, workforce development, and community and sustainability practices.

We invited stockholders representing approximately



of shares outstanding

Since our 2025 Annual Meeting, we invited the holders of approximately 51%[8] of our shares to meet with us to discuss, among other things, our corporate governance and executive compensation practices.

[8] As of October 31, 2025

Shareholder engagement informs meaningful action

In FY25 we held discussions with many of our largest shareholders during scheduled events, including our 2025 Annual Meeting of Shareholders, our annual Investor Day, and private meetings held frequently throughout the year. We bring feedback from these engagements to our board and executives for their consideration.

In general, feedback from our shareholders regarding our corporate governance, executive compensation, workforce development, and community and sustainability practices is positive. The board carefully considers feedback from shareholders and has incorporated it where appropriate. Some examples over the last several years include:

- Publicly disclosing responsible AI governance structure and practices that guide how we operate and scale our AI-driven expert platform.
- Providing more robust disclosures about the key skills and expertise of our board members.
- Expanding our disclosures to include our sustainability strategies and goals, and our progress on them, including setting and disclosing science-based net-zero emissions targets.
- Making our EEO-1 reports publicly available on our Investor Relations website.



Investor Day

Intuit hosts an annual Investor Day at our headquarters in Mountain View, California each September. This in-person and virtual event provides shareholders the opportunity to hear directly from our management team about Intuit's performance, including our short- and long-term growth strategies, platform innovations, and financial principles. The event includes immersive platform demonstrations and a Q&A session where those who attend in person can ask questions. Investor Day materials are available on our Investor Relations website.

Appendix

06

6.1 About this report

6.2 Ratings, rankings, and recognition

6.3 Disclosure table

6.4 GRI, SASB, and UN SDG Index

6.5 TCFD framework disclosures

6.6 Forward-looking statements



About this report

Non-financial disclosures have gained importance and evolved over the years—this Stakeholder Impact Report aims to reflect that evolution.

While Intuit has adopted sound environmental, social, and governance initiatives since our founding and has embedded them in our values, the company's reporting journey began in 2018 with the publication of the company's first Corporate Social Responsibility (CSR) report. Since then, not only has the CSR field evolved along with the relevant frameworks and standards, but so has Intuit's business and our approach to transparently disclosing the impact we have on all our stakeholders: employees, customers, communities, and shareholders.

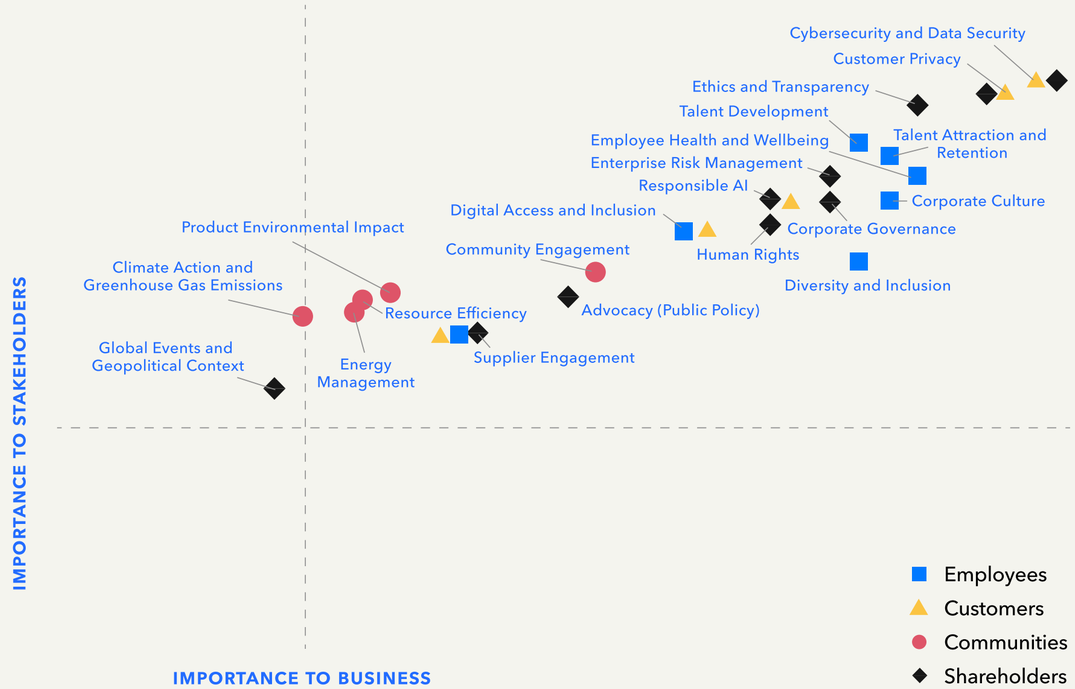
The activities, performance, and data detailed in the report relate to the worldwide operations of Intuit Inc. unless otherwise stated. The report covers the company's activities for FY25 ending July 31, 2025. We've also included relevant examples of impact that occurred in the calendar year 2025. In addition to our annual participation in CDP reporting and our Stakeholder Impact Report, environmental, social, and governance disclosures are included in our annual reports on our Form 10-K and proxy statement. More information about the company's strategies can be found on the Investor Relations website.

Questions about topics included in the report can be addressed to investor_relations@intuit.com.

This report has been produced with reference to the Global Reporting Initiative (GRI) Universal Standards 2021. Intuit chose to report against the GRI Standards because they focus on topics that are material to our business and our impact on key stakeholders. This report also references the International Financial Reporting Standards (IFRS) Foundation's Sustainability Accounting Standards Board (SASB) Standards for the Software & IT Services industry. We chose the SASB Standards, a framework designed by the investment community, to provide investors, analysts, and other stakeholders with access to additional information about our sustainability-related risks, impacts, and opportunities. Both the GRI and SASB Standards are dedicated to improving the effectiveness and comparability of corporate disclosure. Intuit has adopted the Taskforce for Climate-Related Financial Disclosures (TCFD) framework and our disclosures are included in this year's report. Finally, we considered industry best practices, benchmarking, and rating indicators such as Morgan Stanley Capital Investments (MSCI), Institutional Shareholder Services (ISS), and Sustainalytics.

Stakeholder prioritization exercise

Understanding what matters most to our stakeholders informs how we structure this report and the topics we include. To identify and prioritize those topics, we conduct a stakeholder prioritization exercise. Holistic stakeholder engagement is foundational to understanding what matters most to investors, customers, partners, suppliers, community organizations, and Intuit employees and leaders. In FY24, we worked with a third-party partner to survey more than 1,000 stakeholders across all categories to evaluate 21 commonly understood topics such as workforce development, supply chain, social impact, sustainability, and governance. The exercise helped us to determine what's most important to our key stakeholders. The results, summarized in the chart, continued to inform Intuit's stakeholder impact initiatives and disclosures in FY25. Intuit is committed to engage stakeholders in this important process biannually and plans to conduct a new exercise in FY26.



Ratings, rankings, and recognition

At Intuit, we hold ourselves to a high standard across every dimension of our business—human capital, supply chain, social impact, sustainability, and governance.

We aspire to be among the best, with ratings that reflect performance in the top quartile as measured by leading evaluators. The recognition we've earned underscores the impact of our efforts and reinforces our commitment to continuous improvement. We're proud to share the rankings, ratings, and honors we've received:

- CDP - Climate Change Score B
- ISS - Corporate Rating C+
- MCSI - Corporate Rating AAA
- S&P Global Corporate Sustainability Assessment - CSA Score 45
- Sustainalytics - Low Risk Rating, 13.4
- America's Best Companies (Forbes)
- America's Greatest Workplaces for Parents and Families (Newsweek)
- America's Most Responsible Companies (Newsweek)
- America's Best Employers for Women (Forbes)
- Best-Managed Companies (Wall Street Journal)
- Best Place to Work for Disability Inclusion (Disability:IN)
- 100 Companies that Care (People)



- Equality 100 Award for LGBTQ+ Workplace Inclusion (Human Rights Campaign Foundation)
- Most Trusted Companies in America (Forbes)
- World's Best Companies (TIME)
- Top Faith-Friendly Workplace (Religious Freedom & Business Foundation)
- World's Most Sustainable Companies (TIME)
- 100 Best Companies to Work For (Fortune)

Disclosure table

The following table provides a comprehensive view of Intuit's key metrics. These data points help us measure progress toward our True North Goals, ensure transparency with stakeholders, and align with expectations set by leading reporting frameworks and rating agencies. Most metrics span the prior three years, unless they represent disclosures that were newly introduced within the last two years.

Environment

SBTi goal progress	**FY 2025**	**FY 2024**	**FY 2023**
Scope 1+2 market-based GHG change compared to FY22 baseline	-12.5%	-18.8%	–
Scope 3 gross profit emissions intensity change compared to FY22 baseline	-15.0%	4.0%[9]	–
Scope 3 suppliers with SBTi targets[10]	59.7%	41.4%	29%
Greenhouse gas emissions (MT CO_2e)			
Scope 1	4,097	3,800	4,340
Scope 2 market-based	0	0	0
Scope 2 location-based	16,956	18,152	15,874
Scope 1+2 market-based GHG emissions intensity (MT CO_2e/$1M revenue)	0.00000022	0.00000023	0.0000003
Scope 3 total[11]	750,389	655,148	496,618
Category 1: purchased goods and services	640,404	535,254	386,175
Category 2: capital goods	9,883	35,603	27,510
Category 3: fuel and energy-related activities	6,612	9,162	8,270
Category 4: upstream transportation and distribution	5,211	6,966	8,928
Category 5: waste generated in operations	1,235	1,083	1,057
Category 6: business travel	66,615	47,445	46,351
Category 7: employee commuting	20,424	19,541	18,023
Category 8: upstream leased assets	5	94	304

[9] Updated to correct our prior intensity calculation. The previously reported figure used Scope 3 market-based values as a basis; the corrected figure reflects location-based values, consistent with Intuit's stated goal and accounting approach.
[10] Measured by emissions
[11] Location-based emissions

Environment

Energy	FY 2025	FY 2024	FY 2023
Renewable energy used for operations	100%	100%	100%
Total energy used for operations (MWh)	67,926	68,730	65,841
Total non-renewable energy consumption (MWh)	13,768	14,751	17,622
Total renewable energy consumption (MWh)	54,158	53,979	48,219
Waste			
Total waste generated (MT)	1,499	1,045	843
Total waste composted (MT)	463	242	143
Total waste recycled (MT)	744	592	539
Total waste other (MT)	291	211	161
Total waste diverted from disposal	80.6%	79.8%	81%
Water			
Total water withdrawal (kGal)	40,436	39,880	40,926
Beyond value chain mitigation			
Program impact (cumulative MT CO_2e)	591,922	584,687[12]	397,980

[12] FY24 cumulative impact has been correct to account for differences in projected emissions impact from solar projects versus actual impact from constructed projects.

Social - community

Financial literacy	FY 2025	FY 2024	FY 2023
Individuals better prepared for jobs (cumulative)	9,383,944	4,743,574	2,549,752
Job creation			
Seasonal and year-round jobs created in underserved communities	19,125	18,198	18,217
Economic impact of jobs created	$224,000,000	$202,000,000	$195,000,000
We Care and Give Back (WCGB)			
Nonprofits/NGOs supported through our WCGB Program	3,554	3,661	4,466
Employee volunteer hours	22,329	44,169	42,340
Employee donation, plus Intuit match	$9,002,696	$8,109,343	$6,800,000
Charitable giving			
Total cash giving	$9,965,898	$7,587,646	$10,000,000
Total value of product/in-kind giving	$197,955,516	$96,796,065	$116,500,000

Social - employees

Headcount	FY 2025	FY 2024	FY 2023
Employee headcount	18,200	18,800	18,200
Seasonal employee headcount	12,300	10,800	9,400
New employee hires[13,14]	2,709	2,155	–
Open positions filled by internal candidates[13]	27.9%	27.6%	–
Employee engagement			
Pulse survey overall score	77	82	83
Pulse survey response rate	81%	84%	85%
Full-time employees participating in at least one ERG	29%	27%	23%
Training & development			
Average training hours per employee (# hours/year)[14]	14.8	–	–
Employee health and safety			
Recordable work-related injuries	10	2	–
High-consequence work-related injuries (excluding fatalities)	5	0	–
Fatalities as a result of work-related injury	0	0	–

[13] Data excludes Credit Karma which maintains separate record-keeping systems
[14] Data excludes internal transfers

Social - employees

Employee ethnicity (US)[13]

Overall	FY 2025	FY 2024	FY 2023
Asian	36.7%	34.7%	34.2%
Black	6.4%	6.5%	6.3%
Hispanic	8.9%	9.4%	9.3%
Native American, Alaskan Native, or Hawaiian Native	0.6%	0.7%	0.7%
White	37.9%	39.7%	40.9%
Two or more races	3.0%	3.0%	3.0%
Undisclosed	6.5%	6.1%	5.6%
Director & above			
Asian	29.1%	27.0%	26.3%
Black	4.2%	4.8%	4.1%
Hispanic	3.5%	4.2%	3.9%
Native American, Alaskan Native, or Hawaiian Native	0.4%	0.4%	0.2%
White	52.7%	53.6%	56.8%
Two or more races	2.4%	2.5%	2.1%
Undisclosed	7.7%	7.6%	6.6%

Social - employees

Employee ethnicity (US)[15]

Non-technical	FY 2025	FY 2024	FY 2023
Asian	16.6%	14.2%	13.5%
Black	9.4%	9.2%	9.0%
Hispanic	12.1%	12.9%	13.0%
Native American, Alaskan Native, or Hawaiian Native	0.7%	0.9%	1.1%
White	51.8%	54.4%	55.6%
Two or more races	3.6%	3.6%	3.4%
Undisclosed	5.7%	4.9%	4.4%
Technical			
Asian	53.4%	50.1%	49.4%
Black	4.0%	4.4%	4.2%
Hispanic	6.3%	6.7%	6.7%
Native American, Alaskan Native, or Hawaiian Native	0.4%	0.5%	0.4%
White	26.3%	28.7%	30.1%
Two or more races	2.5%	2.6%	2.8%
Undisclosed	7.2%	7.0%	6.5%

[15] Data excludes Credit Karma, which maintains separate record-keeping systems

Social - employees

Employee gender (global)

Overall[15]	FY 2025	FY 2024	FY 2023
Men	56.4%	56.5%	56.3%
Women	42.7%	42.6%	42.9%
Undisclosed	0.9%	0.8%	0.8%
Director and above[15]			
Men	62.1%	61.4%	59.5%
Women	36.8%	37.5%	39.7%
Undisclosed	1.1%	1.1%	0.8%
Non-technical[15]			
Men	42.7%	42.3%	41.8%
Women	56.4%	57.0%	57.5%
Undisclosed	0.9%	0.8%	0.7%
Technical[15]			
Men	65.3%	65.0%	65.1%
Women	33.8%	34.1%	34.1%
Undisclosed	0.9%	0.9%	0.8%
CEO staff			
Men	60%	50%	50%
Women	40%	50%	50%
Undisclosed	0%	0%	0%

Social - suppliers

Supplier programs	FY 2025	FY 2024	FY 2023
US suppliers who are also customers	–	–	25%
All suppliers who are also customers	72%	62%	–
Spend with suppliers that earned the Amazon Climate Pledge Friendly badge	$706,000	$714,000	$784,000
Spend with small businesses (direct)	$417,000,000	$296,000,000	$281,000,000
Value of economic impact through partnerships with small businesses[16]	$643,695,126	$530,681,314	$480,435,183

[16] US suppliers only

Governance

Business profile	FY 2025	FY 2024	FY 2023
Annual revenue	$18,831,000,000	$16,285,000,000	$14,368,000,000
Countries of operation[17]	7	8	10
Customers across all Intuit products	approximately 100 million	approximately 100 million	100 million
Value of investment in R&D (reinvestment into company products and services)	$2,928,000,000	$2,754,000,000	$2,539,000,000
Years in operation	42	41	40
Board demographics			
Men	69.2%	69.2%	63.6%
Women	30.8%	30.8%	36.4%
Undisclosed	0%	0%	0%
Race/ethnicity breakdown (% diverse)[18]	46.2%	46.2%	45.5%
Ratings			
ISS ESG Corporate Rating	C+	C	C+
MSCI Grade	AAA	AAA	AAA
S&P CSA Score	45	45	42
Sustainalytics ESG Risk Score	13.4	17.9	16.2
CDP Climate Change Score	B	B	B

[17] Countries with Intuit employees
[18] As self-identified

GRI, SASB, and UN SDG index

Disclosures in reference to SASB, GRI, or work that aligns to the United Nations Sustainable Development Goals (SDGs) are included below, indicating where to find additional information throughout this report and in our other public disclosures.

General disclosures

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Organizational details	Intuit Fiscal 2025 Form 10-K, Item 1: Business FY25 Stakeholder Impact Report - About Intuit Intuit Inc. 2700 Coast Avenue Mountain View, California 94043	2-1	–	–
Entities included in the organization's sustainability reporting	Intuit Fiscal 2025 Form 10-K, Item 1: Business	2-2	–	–
Reporting period, frequency and contact point	We report annually on the prior fiscal year covering August 1, 2024 - July 31, 2025. Please contact investor_relations@intuit.com for questions.	2-3	–	–
Restatements of information	FY25 Disclosure Table	2-4	–	–
External assurance	Intuit employs a rigorous internal review process for all subject matter and data presented in this Stakeholder Impact Report. Additionally, we work with a third party to assure our emissions data, included in this report's Disclosure Table.	2-5	–	–
Activities, value chain and other business relationships	Intuit Fiscal 2025 Form 10-K, Item 1: Business	2-6	–	–
Employees	As of July 31, 2025, we had approximately 18,200 employees in seven countries. During fiscal 2025, we employed on average approximately 12,300 seasonal employees from January to April primarily to support our Consumer segment customers during the peak of tax season.	2-7	–	–
Governance structure and composition	Intuit 2025 Proxy Statement, pgs. 9-19 Corporate Governance	2-9	–	–

General disclosures

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Nomination and selection of the highest governance body	Intuit 2025 Proxy Statement, pgs. 15-16	2-10	–	–
Chair of the highest governance body	Intuit 2025 Proxy Statement, pgs. 13-14	2-11	–	–
Role of the highest governance body in overseeing the management of impacts	Intuit 2025 Proxy Statement, pgs. 12-13 FY25 Stakeholder Impact Report - Shareholders: Corporate governance and oversight	2-12	–	–
Delegation of responsibility for managing impacts	Intuit 2025 Proxy Statement, pg. 12 FY25 Stakeholder Impact Report - Shareholders: Corporate governance and oversight	2-13	–	–
Role of the highest governance body in sustainability reporting	Intuit 2025 Proxy Statement, pg. 12 FY25 Stakeholder Impact Report - Shareholders: Corporate governance and oversight	2-14	–	–
Conflicts of interest	Board Code of Ethics Intuit 2025 Proxy Statement, pgs. 9, 15-16, 20	2-15	–	–
Communication of critical concerns	Intuit Integrity Line	2-16	–	–
Collective knowledge of the highest governance body	Intuit 2025 Proxy Statement, pgs. 24-30 Leadership Profiles	2-17	–	–
Evaluation of the performance of the highest governance body	Intuit 2025 Proxy Statement, pg. 15, 19	2-18	–	–
Remuneration policies	Intuit 2025 Proxy Statement, pg. 31-75	2-19	–	–
Process to determine remuneration	Intuit 2025 Proxy Statement, pg. 31-75	2-20	–	–
Annual total compensation ratio	Intuit 2025 Proxy Statement, pg. 71	2-21	–	–

General disclosures

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Statement on sustainable development strategy	Intuit 2025 Proxy Statement, pg. 23	2-22	–	–
Policy commitments	Our responsible business practices and policies are available on our Investor Relations website here.	2-23	–	–
Embedding policy commitments	Code of Conduct & Ethics	2-24	–	–
Processes to remediate negative impacts	Code of Conduct & Ethics	2-25	–	–
Mechanisms for seeking advice and raising concerns	Code of Conduct & Ethics	2-26	–	–
Compliance with laws and regulations	Intuit Fiscal 2025 Form 10-K, Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations, Legal Contingencies	2-27	–	–
Membership associations	Intuit Political Accountability	2-28	–	–
Approach to stakeholder engagement	FY25 Stakeholder Impact Report - Appendix: Stakeholder prioritization exercise Intuit 2025 Proxy Statement, pgs. 20-22	2-29	–	–

Priority Topics

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Prioritization exercise	FY25 Stakeholder Impact Report - Appendix: Stakeholder prioritization exercise	3-1	–	–

Economic performance

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Direct economic value generated and distributed	10-K Financial Statement and Supplementary Data	201-1	–	–
Financial implications and other risks and opportunities due to climate change	FY25 Stakeholder Impact Report - TCFD Framework Disclosures 2025 CDP Submission	201-2	–	–
Monetary losses	Any material monetary losses are disclosed in our SEC Filings.	–	TC-SI-520a.1 TC-SI-220a.3	–

Indirect economic impacts

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Infrastructure investments and services supported	FY25 Stakeholder Impact Report - Communities	203-1	–	SDG-8
Significant indirect economic impacts	FY25 Stakeholder Impact Report - Customers: Small and mid-market businesses FY25 Stakeholder Impact Report - Communities	203-2	–	SDG-4 SDG-8

Anti-corruption

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Operations assessed for risks related to corruption	Code of Conduct & Ethics, pg. 13 FY25 Stakeholder Impact Report - Shareholders: Ethics and compliance	205-1	–	–
Communication and training about anti-corruption policies and procedures	Code of Conduct & Ethics, pg. 13 FY25 Stakeholder Impact Report - Shareholders: Ethics and compliance	205-2	–	–

Energy

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Energy and renewable energy management and data	FY25 Disclosure Table 2025 CDP Submission FY25 Stakeholder Impact Report - Communities: Sustainability	302	TC-SI-130a.1	SDG-7
Environmental impact of data centers	This factor is not applicable to Intuit as we do not own any data centers.	–	TC-SI-130a.1	–

Water

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Water management and data	Water use at Intuit occurs at its office buildings. Intuit's water stewardship strategy includes implementing and scaling the following efforts: xeriscaping, reclaimed water usage, smart irrigation, low-flow fixtures, domestic metering, water leak detection and water evaporation credits on cooling towers. FY25 Disclosure Table	303	TC-SI-130a.2	–

Emissions

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Emissions management and data	FY25 Stakeholder Impact Report - Communities: Sustainability FY25 Disclosure Table	305	–	SDG-13

Waste

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Waste generation and significant waste-related impacts	Intuit is not a major producer of solid waste. Still, diverting and reducing waste is an important part of Intuit's sustainability journey.	306-1	–	–
Management of significant waste-related impacts	Intuit is committed to driving toward a future goal of zero waste throughout its operations. Intuit routinely performs waste audits to seek solutions to reducing waste at the source, including packaging and food waste. Year round employee engagement activities reinforce these practices throughout its global offices.	306-2	–	–
Waste metrics	FY25 Disclosure Table	306-3, 4, 5	–	–

Employees

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Benefits	Intuit Benefits FY25 Stakeholder Impact Report - Employees: Total rewards	401-2	–	–
Parental leave	Intuit Benefits	401-3	–	–
Employee engagement	FY25 Stakeholder Impact Report - Employees: Engagement and listening FY25 Disclosure Table	–	TC-SI-330a.2	–
Talent development and retention	FY25 Stakeholder Impact Report - Employees: Talent development and retention	404	–	–
Ratio of basic salary and remuneration of women to men	In FY25, we compared the average pay of women and men across the globe and found that women earn 99 cents on the dollar as compared to men. In the US, we also compared the average pay of employees of every race/ethnicity to employees of every other race/ethnicity, and found that employees of every group earn at least 99 cents on the dollar as compared to every other group. When reviewing the comparisons, we account for factors like job family, job level, experience, and location.	405-2	–	SDG-5, SDG-8

Occupational health and safety

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Occupational health and safety management system	FY25 Stakeholder Impact Report - Employees: Environmental health and safety	403-1	–	SDG-8
Hazard identification, risk assessment, and incident investigation	FY25 Stakeholder Impact Report - Employees: Environmental health and safety	403-2	–	SDG-8
Occupational health services	FY25 Stakeholder Impact Report - Employees: Environmental health and safety	403-3	–	SDG-8
Promotion of worker health	Intuit Benefits	403-6	–	SDG-8
Work-related injuries	FY25 Disclosure Table	403-9	–	–

Local communities

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Local community engagement	FY25 Stakeholder Impact Report - Communities	413-1	–	SDG-1, SDG-4, SDG-8

Suppliers

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Supplier environmental assessment	Intuit Supplier Programs FY25 Stakeholder Impact Report - Communities: Sustainability	308-2	–	SDG-13
Supplier social assessment	Intuit Supplier Code of Conduct FY25 Stakeholder Impact Report - Customers: Supplier engagement	414-1	–	SDG-8

Public policy

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Political contributions	Political Accountability FY25 Stakeholder Impact Report - Shareholders: Global corporate affairs and public policy	415-1	–	–

Customer privacy

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Commitment to customer privacy	Customers and past customers of Intuit products can download or delete personal data and manage marketing communication preferences as outlined in our Intuit Privacy Policy. FY25 Stakeholder Impact Report - Shareholders: Privacy and security	418	TC-SI-220a.1	–
Number of users whose information is used for secondary purposes	Customer data is used only for the stated purposes in our privacy policies that are provided to all customers.	–	TC-SI-220a.2	–
Law enforcement request management	Intuit provides government agencies and authorities (including law enforcement) with access to or information about user accounts in response to valid, legal process (including, but not limited to, subpoenas). In order to demonstrate our commitment to privacy and our efforts to be as transparent as possible, Mailchimp publishes annual transparency reports (available here) to document the number and type of legal requests we receive. Mailchimp uses certain guidelines when responding to requests for information, whether from a government or non-government entity, and you may find more information here.	–	TC-SI-220a.4	–
Data breaches	Any material data breaches are disclosed in our SEC Filings.	–	TC-SI-230a.1	–
Data security risks identification	Intuit Fiscal 2025 Form 10-K, Item 1C: Cybersecurity FY25 Stakeholder Impact Report - Shareholders: Privacy and security	–	TC-SI-230a.2	–

Managing systemic risks from technology disruptions

Metric	FY25 disclosure	GRI disclosure	SASB code	UN SDG
Performance issues	Any material performance issues are disclosed in our SEC Filings.	–	TC-SI-550a.1	–
Business continuity risks related to disruptions of operations	Intuit Fiscal 2025 Form 10-K, Item 1A: Risk Factors	–	TC-SI-550a.2	–

TCFD framework disclosures

The TCFD framework guides our climate-related financial disclosures related to the management of climate-related risks, opportunities, and their strategic implications for our business.

While the TCFD disbanded to make way for emerging climate-related standards and regulations that will follow to advance its objectives, we continue to align to this framework as evidence of our continued commitment and transparency for the benefit of our stakeholders and to satisfy climate-related financial risk disclosure requirements.

For further information, please refer to our 2025 CDP survey response.

Governance

TCFD recommendations	Intuit response
a) Describe the board's oversight of climate related risks and opportunities.	The Nominating and Governance Committee of our Board of Directors oversees and reviews Intuit's enterprise-wide risks and practices relating to environmental matters, including climate change. The Committee also discusses progress on those matters with management throughout the year. As part of its company-wide strategy, Intuit has set and declared measurable True North Goals to help achieve outcomes in various areas including progress on climate. Intuit operationalizes its True North Goals as a mechanism for assessing its performance as a company and incorporates progress against those goals as a factor in making compensation decisions.
b) Describe management's role in assessing and managing climate related risks and opportunities.	Intuit's Head of Global Sustainability oversees dedicated and cross-functional teams that support the assessment and management of climate-related risks, opportunities, and impacts. Intuit's Sustainability and Corporate Responsibility functions are overseen at the executive level by Intuit's Chief Marketing Officer. Intuit's ESG Strategy and Reporting function manages the development and integrity of climate-related disclosures, which is overseen at the executive level by Intuit's Executive Vice President, Chief Financial Officer. Our Executive Leadership Team is ultimately accountable for the achievement of Intuit's True North Goals, which include climate-related performance objectives that are tied to executive compensation.

Strategy

TCFD recommendations	Intuit response
a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	Intuit defines time horizons for the consideration of climate-related risks and opportunities as follows: • Short-term: 0-3 years, in alignment to our short-term financial and strategic planning cycle. • Medium-term: 3-10 years, in alignment to our medium-term strategic planning cycle and validated science-based targets. • Long-term: 10-30 years, in alignment to our long-term strategic planning cycle and validated science-based net-zero targets. Climate-related risks and opportunities exist, but none with the potential to have a substantive effect on our organization as defined in Intuit's ERM processes. We assessed categories of climate risk including acute physical, chronic physical, policy, market, reputation, and liability.

Strategy

TCFD recommendations	Intuit response
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	In the most recent climate risk assessment Intuit completed, there were no risks identified to have a substantive effect in the reporting year or anticipated to have an effect in the future. We will continue to conduct assessments every two years to evaluate any changes to the business.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We set science-based net-zero targets validated by SBTi in FY23 and are in the process of putting together a robust climate transition plan. Additionally, in FY25, Intuit completed a scenario planning exercise to assess the resilience of our business and sustainability strategies against a range of plausible future climate pathways. We developed two long-term scenarios – the first considering a low-warming potential climate future and the other considering a high-warming potential climate future – to explore potential risks and opportunities, with the involvement of various internal stakeholders representing key functions. The analysis confirmed that Intuit's current strategy demonstrates resilience across both scenarios with a low overall risk rating.

Risk Management

TCFD recommendations	Intuit response
a) Describe the organization's processes for identifying and assessing climate related risks.	Intuit has a specific environmental risk management process for identifying, assessing, and managing environmental risks, focused on our direct operations and upstream value chain. Occurring at least every two years, the process involves desk-based research and partnership with an external consulting firm to conduct a qualitative climate risk assessment and quantitative analysis of the financial impacts of the physical risks identified for Intuit assets.
b) Describe the organization's processes for managing climate-related risks	Intuit's public commitment to achieving science-based net-zero emissions covers the entire organization's operations and supply chain and is in line with the Paris Agreement. Please refer to the Sustainability section of this report on pages for a record of our actions in the reporting year to manage climate-related risks, opportunities, and impacts in line with our commitment.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Intuit's application of the definition of substantive risk or opportunity for climate-related matters follows the company's enterprise risk management (ERM) matrix scoring that assigns scores to likelihood and severity while taking into consideration the time horizon. These metrics and their thresholds are reviewed annually during the ERM process by our Enterprise Risk Team, who informs the Nominating and Governance Committee and Audit Committee of our Board of key findings of the exercise.

Metrics and targets

TCFD recommendations	Intuit response
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Intuit discloses environmental metrics used to assess the impacts, risks, and opportunities associated with our business in the Disclosure table of this report.
b) Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks	Intuit discloses our greenhouse gas (GHG) emissions inventory in the Disclosure table of this report, which includes scope 1, scope 2, and relevant categories of scope 3 GHG emissions. Our greenhouse gas (GHG) emissions data is assured by an external provider.
c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	Intuit commits to reach net-zero greenhouse gas emissions across the value chain by FY2040, with science-based targets validated by the Science Based Targets Initiative (SBTi). **Near-term targets:** • Reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2022 base year. • Achieve 80% of Intuit suppliers by emissions covering purchased goods and services will have science-based targets by FY2027. **Long-term targets:** • Reduce absolute scope 1 and 2 GHG emissions 90% by FY2040 from a FY2022 base year. • Reduce scope 3 GHG emissions 97% per million USD value added within the same timeframe.

Forward-looking statements

All statements made in this document, other than statements of historical or current facts, are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking and other statements in this document address our progress, plans, and goals, including matters relating to sustainability, job creation, job readiness, and operational efficiencies from our AI use and automation. The fact that we included such information does not indicate that these contents are necessarily material to investors or required to be disclosed in our filings with the Securities and Exchange Commission.

We use words such as anticipates, believes, expects, future, potential, intends, design, will, may, can, should, and similar expressions to identify forward-looking statements. Forward-looking statements reflect management's current expectations and are inherently uncertain. Actual results could differ materially for a variety of reasons.

Risks and uncertainties that could cause our actual results to differ significantly from management's expectations are described in our Annual Report on Form 10-K for the fiscal year ended July 31, 2025. Except as may be required by law, the company undertakes no obligation to update any forward-looking or other statements. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.





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