



Intuit Statement on Modern Slavery - Fiscal Year 2024

About this Statement

This Intuit Statement on Modern Slavery - Fiscal Year 2024 (“Statement”) is made by Intuit Limited, Intuit Canada ULC, and Intuit Australia Pty Limited¹ (“Intuit”, “we”, “our”).

This Statement is made by Intuit Limited in accordance with the requirements of United Kingdom Modern Slavery Act 2015, by Intuit Canada ULC in accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labor in Supply Chains Act, and Intuit Australia Pty Limited in accordance with the requirements of the Australian Modern Slavery Act 2018 (the “Modern Slavery Acts”). It specifies the efforts we’ve taken to prevent and reduce the risk that human slavery, human trafficking, forced labour, and child labour are taking place in our business and our supply chain, and covers our fiscal year 2024, which ended on July 31, 2024. In this Statement, we use the term ‘modern slavery’ to cover the defined terms relating to forced labour, child labour, human slavery and trafficking under the Modern Slavery Acts.

Company Overview

Intuit is the global financial technology platform that powers prosperity for the people and communities we serve. With approximately 100 million customers worldwide using products such as TurboTax, Credit Karma, QuickBooks, and Mailchimp, we believe that everyone should have the opportunity to prosper. We never stop working to find new, innovative ways to make that possible. As of July 31, 2024, Intuit had approximately 18,800 employees worldwide.

More information on our business can be found in our annual report on Form 10-K and Investor Relations website (<https://www.intuit.com/company/>).

Intuit Limited, Intuit Canada ULC, and Intuit Australia Pty Limited are subsidiaries of Intuit Inc., and provide Intuit’s software and services to consumers, self-employed, small and mid-market businesses, and accountants in their respective countries. As subsidiaries of Intuit Inc., they benefit from group-level arrangements and resources, specifically

¹Intuit Australia Pty Limited ABN 28 163 072 704 of Level 34, 1 O’Connell St, Sydney NSW 2000

complying with group policies and procedures. Intuit Inc is a company incorporated in the United States of America and headquartered in Mountain View, California.

Our Operating Values

At Intuit, our [operating values](#) are core to our culture and define how we operate. Our value of 'integrity without compromise' ensures we speak the truth and value trust above all else and we do the right thing, even when no one is looking. We strengthen the communities around us, and we strive to give everyone the opportunity to prosper. We are committed to addressing modern slavery in our business and supply chain, even if we believe the risk of modern slavery in our supply chains is low because of the nature of our business and supply chains.

Supply Chains

We work with a large and diverse set of suppliers managed by our local and global procurement specialists. In some cases, the suppliers of Intuit Limited, Intuit Canada ULC, and Intuit Australia Pty Limited are procured and managed by Intuit Inc. via sub-contracting or group contracting arrangements. Our primary suppliers deliver the following:

- Technology (e.g., software, hardware, support, cloud)
- Workplace services (e.g., facilities, food and drink, events)
- Sales and marketing services (e.g., advertising, designers)
- Professional services (e.g., IT, lawyers, accountants, consultants, customer support)
- People services (e.g., recruiters, training providers, benefits)
- Travel services (national and international)

Codes & Policies

Our workforce and suppliers are some of our most valued partners in ensuring ethical conduct. We require our employees and contingent workers (collectively, "Workforce") and our business partners, suppliers, contractors and agents (collectively, "Suppliers") to conduct themselves ethically, professionally and with the utmost integrity and transparency in all of their business dealings, including complying with all applicable laws, rules, and regulations. Consistent with our operating values, we have robust policies in place that seek to prevent and condemn modern slavery in our business and supply chains, including the following:

- **Code of Conduct & Ethics:** Our [Code of Conduct & Ethics](#) (the "Code") applies to our entire Workforce and sets out our core value, "integrity without compromise." The Code reinforces our commitment to a safe, ethical, and inclusive work

environment. It also provides important information about our company policies and further information about our values, and applicable laws and regulations. The Code is acknowledged by our Workforce as part of their on-boarding process, and employees acknowledge it annually thereafter. We adopt policies and procedures to ensure compliance with the Code and all applicable laws and regulations as a condition of working with us.

- **Supplier Code of Conduct:** Our [Supplier Code of Conduct](#) (“Supplier Code”) applies to all of our Suppliers. The Supplier Code requires Suppliers to respect and protect fundamental human rights across their value chain in accordance with international standards set forth by the United Nations Universal Declaration of Human Rights, which prohibits slavery, and the International Labor Organization’s Fundamental Convention on Discrimination (Employment and Occupation). Specifically, the Supplier Code provides that all work should be voluntarily performed and prohibits forced, bonded, or indentured labour and involuntary prison labour. The Supplier Code also prohibits the use of child labour by any means. Suppliers are required to provide a safe and hygienic workplace, one that is a freely chosen environment for workers and offer equal employment opportunities. All Suppliers must agree to abide by the Supplier Code and they acknowledge the Supplier Code as part of our supplier on-boarding process. We require our Suppliers to establish policies and procedures to ensure compliance with the Supplier Code and all applicable laws and regulations.
- **Global Human Rights Policy:** Our [Global Human Rights Policy](#) sets out how we will use voluntary labour only and that we oppose all forms of forced labour, child labour, prison labour, and human trafficking.
- **Reporting Concerns:** We encourage our Workforce and Suppliers to raise concerns through the reporting channel they are most comfortable using. We have internal channels and an externally-hosted [Intuit Integrity Line](#) for our Workforce and our Suppliers to report suspected conduct that may not align with our Code or Supplier Code. Both our Workforce and our Suppliers are also encouraged, and in some cases required, to report suspected discriminatory, unethical or illegal supplier activities either internally or to the Intuit Integrity Line. They can choose to identify themselves and let us know how to reach them for additional information, or they can remain anonymous.

We prohibit retaliation against anyone who reports a concern in good faith. In the event we become aware of a policy violation or behaviours related to modern slavery, our legal and/or People & Places organization would investigate the report and determine any necessary actions.

Our other policies support the Code, Supplier Code, and Global Human Rights Policy such as our policy on recruitment and use of contingent workers, and our purchasing policy which provides procedures for how to acquire goods, services, and intellectual

property so that all activities are conducted in accordance with applicable laws and regulations.

Due Diligence

As part of our actions to help prevent modern slavery we use risk-based due diligence and contractual measures with our Workforce and Suppliers:

- **Workforce:** We have robust recruitment processes for our Workforce, including common background screenings and age verification measures. We also require our Workforce to agree to and abide by our policies, procedures, and requirements, including the Code, as a condition of working with us.
- **Suppliers:** We use a third-party risk management solution to risk screen, assess, onboard, manage, and monitor our Suppliers. We also require our Suppliers to agree to comply with our Supplier Code, all applicable laws and regulations, and all applicable Intuit policies, procedures, and requirements.

We generally have the right to perform evaluations to ensure that our Suppliers, their subcontractors, and their next-tier suppliers are complying with our Supplier Code and with applicable laws and regulations. This includes the right to visit (and/or have external monitors visit) supplier facilities, with or without notice, to assess compliance with the Supplier Code and the law. We may take measures to ensure compliance and address suspected instances of non-compliance with the Supplier Code, including possible termination of relationships with Suppliers and notification to the relevant authorities.

- **Workforce & Suppliers:** Both groups are screened against government watch lists and some are subject to additional due diligence screening. In the event an issue is discovered during screening, appropriate action will be taken.

Risk Management

We use the following factors, among others, to analyze potential vulnerability to our business:

- *Country risk:* Suppliers may be in low-risk jurisdictions such as Canada, Australia, the UK, the EU, or the USA, but they may use overseas operations such as for low-cost manufacturing or outsourcing centres from jurisdictions considered high-risk.
- *Sector risk:* Suppliers may deliver goods and services (e.g., technology, promotional materials, food, or office supplies) whose components may originate from sectors more susceptible to modern slavery.

- *Business engagement risk:* Suppliers may have varying types of relationships, from project-specific and business unit specific engagements to long-term and company-wide dealings. In our operations, we identified and assessed the risk, and concluded that it is generally low. For example, we have robust recruitment and wages practices, we have processes to monitor implementation, and our Workforce is primarily skilled labour. Even though technology companies and their suppliers may be considered lower-risk than some other sectors, we are not complacent. We pursue and implement our policies rigorously and adopt appropriate measures to manage these risks.

With respect to our supply chain, identification and assessment of the risk may be more challenging, particularly where Suppliers use international third-party subcontractors in their supply chain, such as information technology hardware and promotional merchandise. Our People & Places, procurement and business teams monitor our relationships with Suppliers.

We have received no allegations of modern slavery in our business or our supply chain and therefore did not need to take any remediation measures.

Training

We conduct employee training on workplace safety and the Code. We supplement our training with information and guidance on our policies and procedures (e.g., Intuit Integrity Line and Purchasing) on our internal intranet which is available to our Workforce. We maintained the pathway training course on combating modern slavery with key individuals in our business, including Legal, Compliance, Sourcing, and Procurement.

Our Suppliers agree to communicate the principles in our Supplier Code to their employees and throughout their respective supply chains as appropriate. They are also expected to take proactive and appropriate steps to ensure the principles of the Supplier Code are adopted and applied by their suppliers, agents and contractors to the extent applicable.


Looking ahead

We continue to review our efforts to prevent and reduce the risk of modern slavery taking place in our business and our supply chain, as well as best practices, to understand how we can further develop our processes and policies described in this Statement.

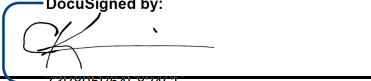
Application and Approval

We consulted with the relevant entities we own or control in preparation of this Statement. This Statement has been approved by the Board of Directors of Intuit Limited, Intuit Canada ULC, and Intuit Australia Pty Limited. We make reference to group policies and procedures in this Statement because these policies are applicable to all three entities and demonstrate the steps we are required to disclose under the Modern Slavery Acts, as applicable.

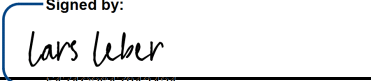
This approval is provided pursuant to the United Kingdom Modern Slavery Act 2015.

Signed by:

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Deborah Wickstead, Director of Intuit Limited
Date: January 21, 2025

This approval is provided pursuant to 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

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Chris Kallinis, Director of Intuit Canada ULC
Date: January 21, 2025

This approval is provided pursuant to section 14(2)(d)(ii) of the Australia Modern Slavery Act 2018.

Signed by:

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Lars Leber, Director of Intuit Australia Pty Limited
Date: January 21, 2025