Integrity Without Compromise

Intuit's Code of Conduct & Ethics

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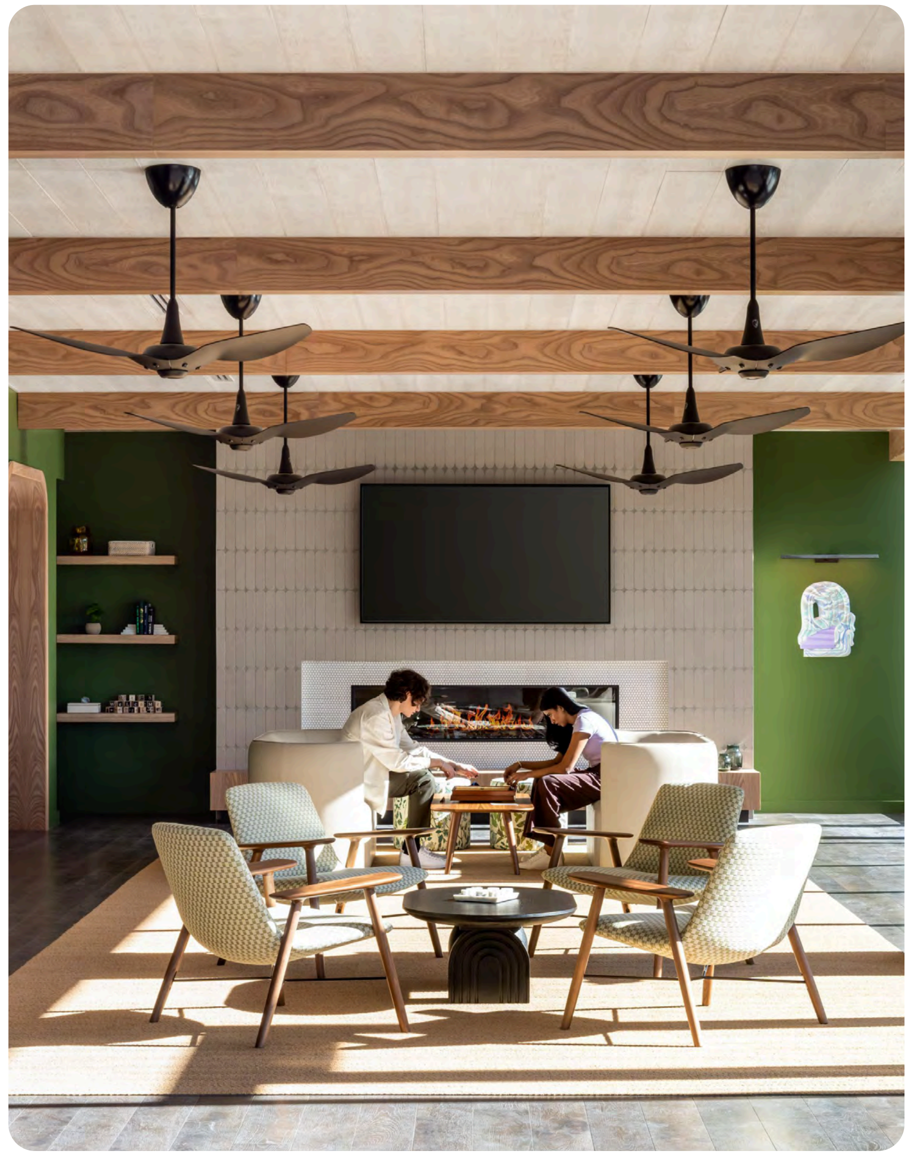


Intuit Inc. and its subsidiaries ("Intuit") are committed to fostering a safe, ethical, and inclusive environment where employees can do the best work of their lives and deliver on Intuit's mission to power prosperity through our AI-driven expert platform. We expect everyone at Intuit to act with integrity, follow the law and our policies, ask for help, and report concerns. Because no document can ever address every situation that may come up, when this Code of Conduct & Ethics, Intuit's Values, or our policies don't answer your question, ask for help, and use good judgment.

Be open, honest, and transparent in all you do for Intuit.

Introduction

01

A message from Sasan Goodarzi

Hello everyone.

Integrity Without Compromise is a core value at Intuit and the foundation for who we are and how we operate as a company. We value trust above all else and believe in doing the right thing, even when no one's watching. One of our biggest strengths as a company is our ability to continually reinvent ourselves, taking a day-one approach to fuel long-term success. That and speed of execution has never been more important than it is today, in the era of AI.

As our AI-driven expert platform brings together AI, trusted financial data, and human expertise into a financial system of intelligence that helps consumers, businesses, and accountants solve their biggest challenges and power prosperity, we have to be just as vigilant in how we protect our information, our workplace and culture, and each other. This drives how we make decisions and what we will and will not do. It's how we earn and keep the trust of our employees, customers, partners, and shareholders.

We ask every employee to embrace and live our value of Integrity Without Compromise. It doesn't matter whether you're a long-time senior leader or this is your first job out of college. Always do the right thing. Have the courage to speak up if you see something you disagree with. And no matter what, hold yourself and others accountable for acting with integrity every day and in everything we do.

Together, we all must do our part in ensuring Intuit has a safe, ethical, and inclusive work environment where everyone can make an impact, learn and grow, and feel connected.

Thank you.

Sasan Goodarzi, CEO, Intuit

Our Values

Our Values keep us grounded in the most important areas that define who we are and how we operate—internally and in the world. We believe that we are Stronger Together by championing diversity and inclusion across the company. We Care And Give Back to help our communities prosper. We show Integrity Without Compromise and have Courage to be bold and fearless in our thinking and actions. And we focus on Customer Obsession to ensure that we are delivering awesome products that drive amazing results.

These Values honor our history and how we started, and guide us in delivering on our mission of powering prosperity around the world. Our Values underpin a culture that attracts the world's top talent. We empower employees to bring their whole selves to work and to do the best work of their lives.

Integrity Without Compromise

We speak the truth and assume best intent.
We value trust above all else.
We do the right thing, even when no one is looking.

Courage

We are bold and fearless in how we think and act.
We relentlessly hold a high bar for performance.
We value speed, a bias for learning, and action.

Customer Obsession

We fall in love with our customers' problems.
We deliver unrivaled customer benefit to power their prosperity.
We sweat every detail of the experience to deliver excellence.

Stronger Together

We champion diversity, inclusion, and a respectful environment.
We thrive on diverse voices to challenge and inform decisions.
We deliver exceptional results so others can count on us.

We Care And Give Back

We are stewards of the future.
We strengthen the communities around us.
We strive to give everyone the opportunity to prosper.

Our expectations

All employees and contingent workers must follow Intuit's Code of Conduct & Ethics (this "Code") and all applicable laws and regulations. If laws or regulations are not as strict as this Code and Intuit's policies, follow this Code and Intuit's policies. You are accountable for your behavior at all times. Anyone who violates this Code, Intuit's policies, or applicable laws and regulations may be subject to corrective action, including termination.

If you are a people manager, we expect you to help your team understand what it means to act with integrity and you are required to report any concerns you see, are raised to you, or you otherwise learn about. Create an environment where employees and contingent workers feel comfortable asking questions about what it means to do the right thing for Intuit, our stakeholders (employees, customers, communities we serve, and shareholders), and other important third parties (for example, our partners and our customers' customers). Encourage reporting through any channel and ask your employees and contingent workers to be honest at all times. If you observe or learn of any behavior that is inconsistent with this Code, Intuit's Values, or our policies, it is your responsibility to appropriately respond and ensure it is reported.

If you see something, you must speak up and do something about it – even if it happens outside of your immediate team.

Whether or not you are a people manager, Intuit depends on you to ask questions and raise concerns if you see, hear, or learn about something that doesn't align with this Code, Intuit's Values, or our policies. We know it's not always easy to speak up and that it takes courage, but we cannot address these issues if we do not know about them.

If you are asked to help with an investigation or asked a question about an ethics issue, we expect you to cooperate and give complete, accurate information.

Learn more about ethics investigations at Intuit here.

Ethical decision-making at Intuit

We're a purpose-driven company and our Values define who we are and guide us in our work. As part of Intuit's value of Integrity Without Compromise, we're all responsible for making ethical choices in everything we do. Ethical decision-making includes considering how our decisions might affect our stakeholders - employees, customers, communities we serve, and shareholders - and our reputation.

The Code of Conduct & Ethics and our policies offer a framework for how employees can make ethical decisions, but these resources cannot address every possible situation. If an ethical choice isn't clear, ask yourself the following questions:

1. **Is what you are considering aligned to Intuit's Values, the Code, and our safe, ethical, and inclusive culture?**
2. **Does the decision make you feel good about yourself and the company?**
3. **Would you feel comfortable reading about this decision or action if it were reported in the media?**

Intuit depends on all of us to maintain high ethical standards and build trust in our company. If you have questions about what the right thing to do is in any situation, reach out for help.

Where to go with questions or for help

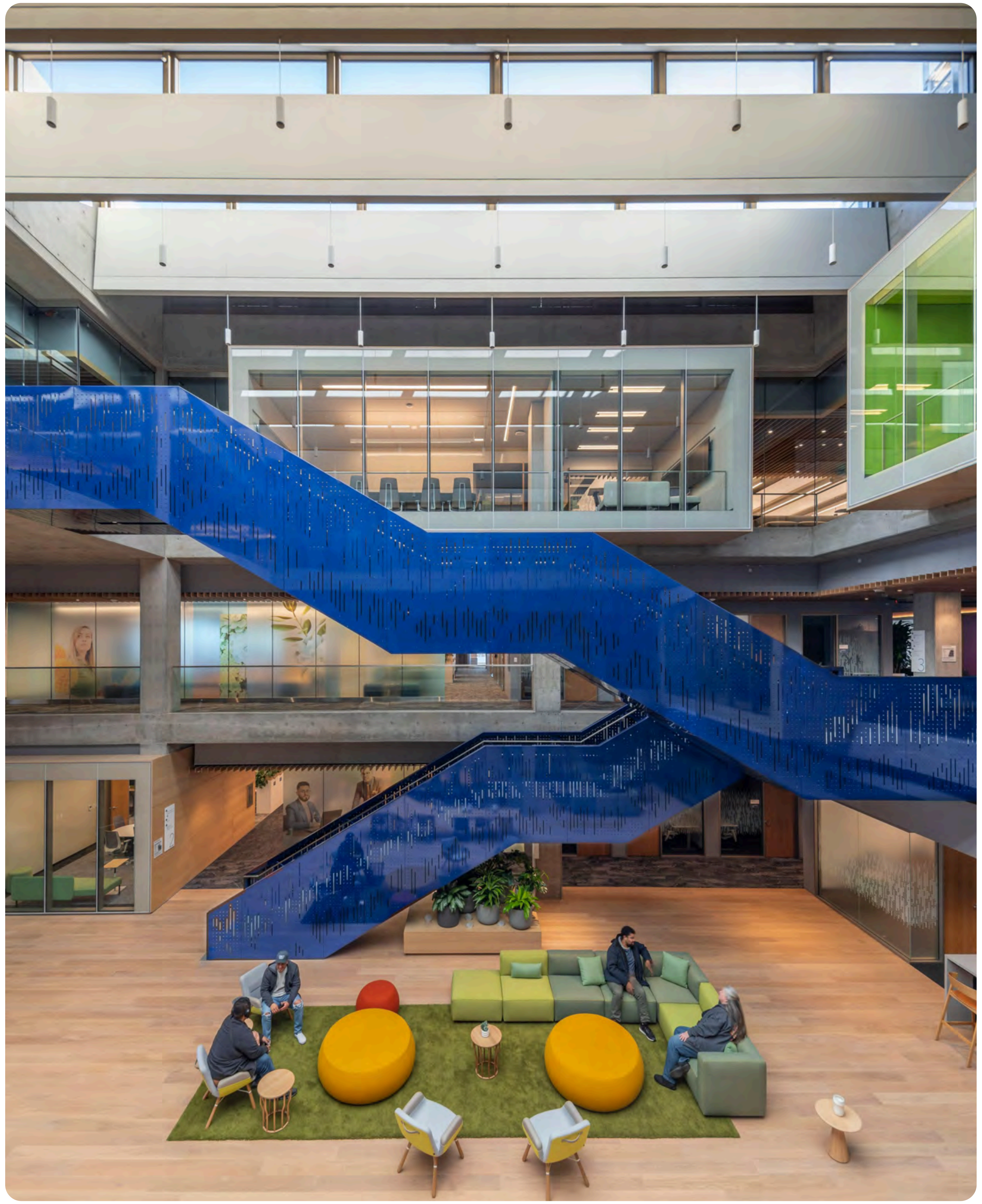
For help with questions about this Code or if you have questions about what the right thing to do is in a situation:

- Review our employee policies, which provide more detail and supplement this Code, and the Code of Conduct & Ethics Frequently Asked Questions
- Talk to your manager
- Contact HR Connect
- Reach out through Ask Ethics

Report concerns to any of these resources:

- Your manager or higher-level leaders
- HR Connect
- Ask Ethics
- The Integrity Line which is an external, third-party service that supports anonymous reporting, 24 hours a day, 365 days a year
- Your employer or the company that you are contracted with, if you are a contingent worker

While we encourage you to use our internal reporting channels, you may also report concerns to an appropriate regulatory or government authority in your location.



We foster a safe, ethical, and inclusive environment.

02

We do not retaliate

Intuit does not tolerate any form of retaliation or victimisation against anyone who raises an ethics question or concern in good faith. We want employees and contingent workers to raise concerns through whatever reporting channel they are most comfortable using.

Review our global equal employment opportunity and prohibition of harassment policies for more information.

We value diversity and inclusion

At Intuit, diversity and inclusion are part of our culture and who we are as a company. We believe that innovation thrives in an environment that includes a diverse range of people, perspectives, and experiences.

Intuit provides equal employment opportunities for all genders, races, ethnicities, and other protected categories. We prohibit discrimination based on any protected category, and all employees must follow our equal employment opportunity (non-discrimination) policies. We also provide employees with resources to ask for and receive reasonable workplace accommodations for disabilities and religious beliefs.

Always share different perspectives and points of view in a courteous and respectful way. Remember that not everyone may share your point of view.

Review our global equal employment opportunity policy for more information.

We expect employees to help prevent harassment

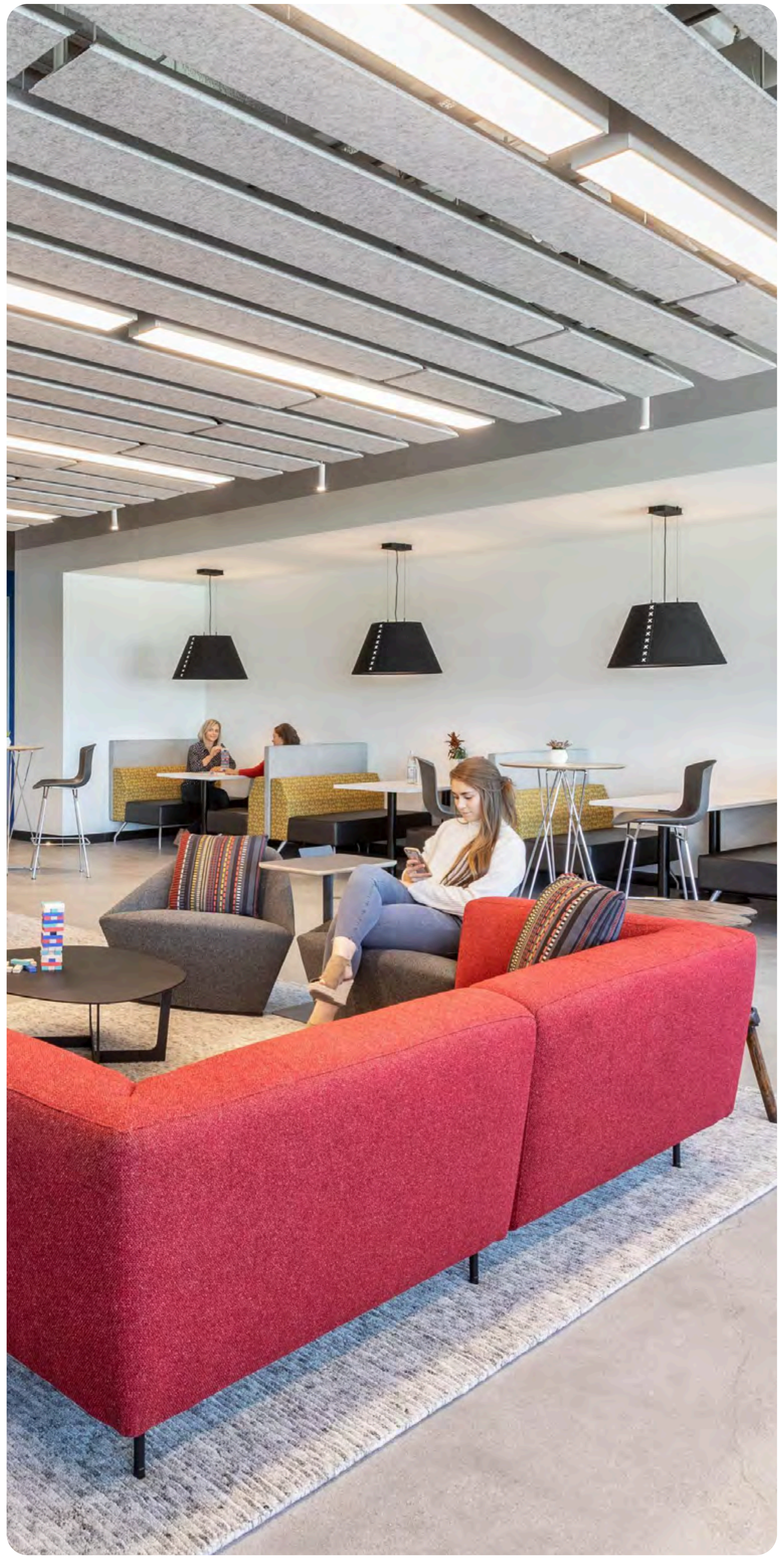
We expect all of our employees to act professionally, to use good judgment, and to treat each other with respect. We prohibit unwelcome and unwanted sexual or other conduct that could create an intimidating, hostile, or offensive work environment. We also prohibit such conduct when it is based on other characteristics protected by law or our prohibition of harassment policy.

Review our prohibition of harassment policies for more information.

The safety and security of our workforce comes first

The safety and well-being of our workforce is our top priority. Never put your own safety or the safety of others at risk. Intuit does not tolerate violence or threats of violence. In addition, if you are engaging in company business, attending a company event, or with other employees where alcohol is served, we expect you to always drink responsibly or choose not to consume alcohol. When you see someone who has had too much to drink, help them or immediately notify someone else who can help.

Review our global workplace violence mitigation and drug-free workplace policies for more information.



We avoid actual, potential, or perceived conflicts of interest

We never want you to be in a situation where your personal interests (financial, business, or professional) – or another company's interests – could come, or appear to come, before Intuit's. To avoid conflicts, do not:

- Make or be part of decisions on behalf of Intuit that could benefit or appear to benefit you, your family, close friends, someone you are in a personal relationship with, or an organization you're closely connected to
- Use Intuit's confidential information or intellectual property for your own or another person or company's benefit
- Pursue a business opportunity you learned about through Intuit without first disclosing it
- Accept a speaking fee or honorarium for events that are related to your work. You can decline it or ask that it be donated to a non-profit organization.

You must disclose all actual, potential, or perceived conflicts of interest to Ask Ethics. You must also disclose the following to Ask Ethics for review and approval, because they may create a conflict of interest:

- Joining (or, if you're new to Intuit, staying on) the board or advisory board of a for-profit company
- Working for, holding a position with, advising, investing in, or receiving any financial benefit from another company that does or might do business with Intuit, competes with Intuit's current or reasonably anticipated future business strategy, or is developing technology similar to what Intuit uses or could reasonably anticipate to use
- Making investments that could – or appear to – affect decisions you make for Intuit. (Exception: publicly traded stocks under 1% ownership, or passive investments in diversified funds like mutual funds or venture capital funds)

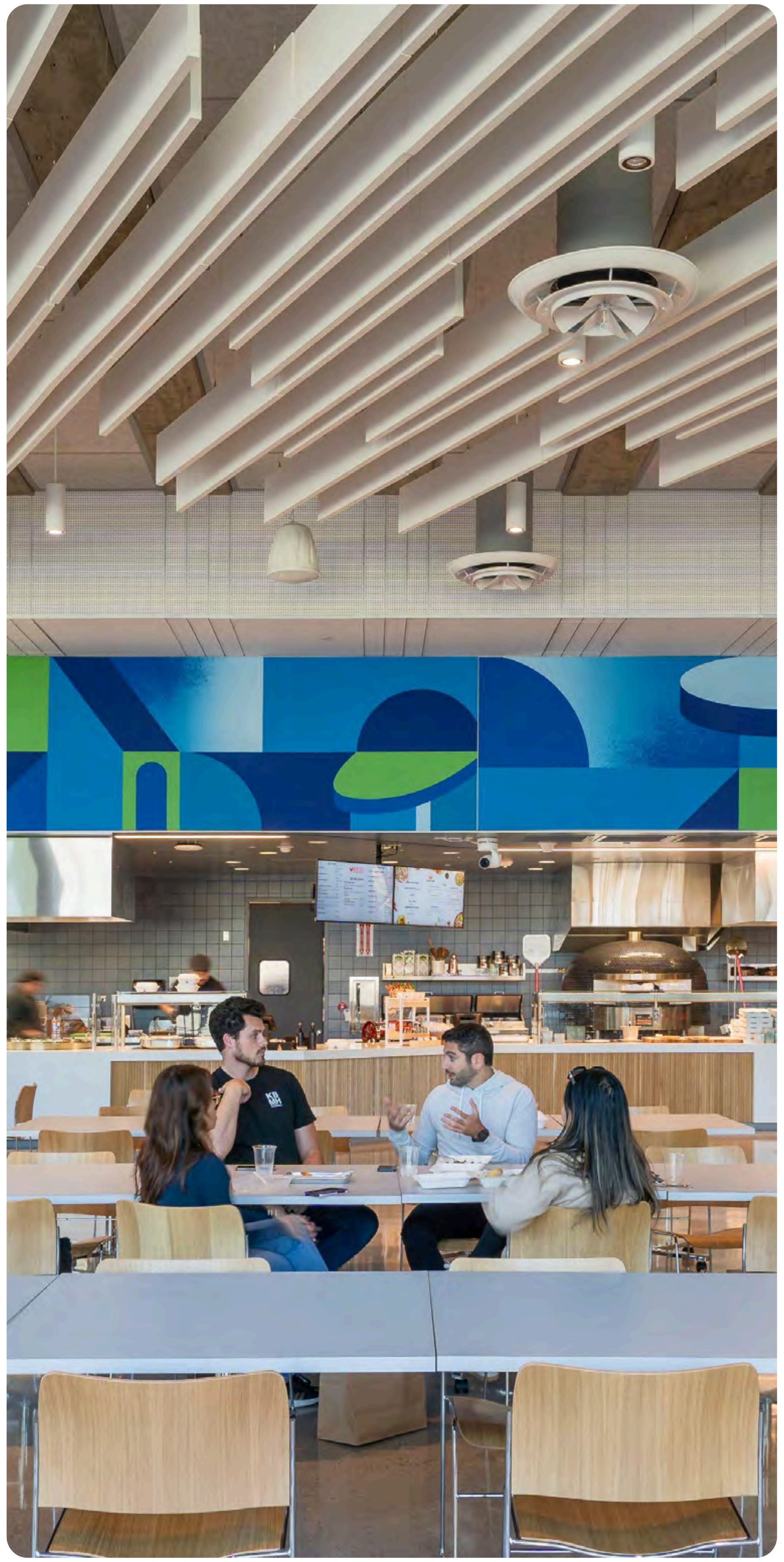
Serving on a nonprofit or industry association board generally does not create a conflict of interest, but always discuss with your manager. If either of you thinks there might be potential for a conflict of interest, contact Ask Ethics.

If you are involved in any situation that could present an actual, potential, or perceived conflict of interest, contact Ask Ethics for guidance.

Q&A

I'm interested in having work outside of Intuit. Is that okay?

It depends. Having outside work can create a conflict of interest, especially if the outside work relates to your role at Intuit or to Intuit's current or reasonably anticipated business strategy. You can find our outside work guidelines and more frequently asked questions about outside work in our outside work FAQs.



We give and receive gifts and entertainment responsibly

Gifts or entertainment must not be given or received by you, your family members, or anyone acting on Intuit's behalf, if it interferes or appears to interfere with the ability to make objective business decisions.

You may not provide or accept travel or accommodations in connection with gifts or entertainment.

Q&A

Can I provide or accept travel or accommodations, when offered as part of a gift or entertainment?

No. Travel and accommodations are not permitted in connection with gifts or entertainment, regardless of value.

Gifts

Gifts can come in many forms, for example, snack baskets, flowers, branded merchandise, or tickets to an event where the giver provides the tickets but will not attend.

Gifts must be:

- Given and received openly and directly, without an expectation of anything in return
- Unsolicited
- Not in the form of cash or a cash equivalent (for example, a gift or cash card)
- Less than Intuit's gift limits
- Not a regular occurrence
- Not given or accepted as part of or during a business negotiation and
- In compliance with all laws and the policies of both the giver and the recipient, as well as Intuit's Values

Additional guidance on gift giving between Intuit workers can be found in the guidelines for internal employee gifts within the global travel and expense policy.

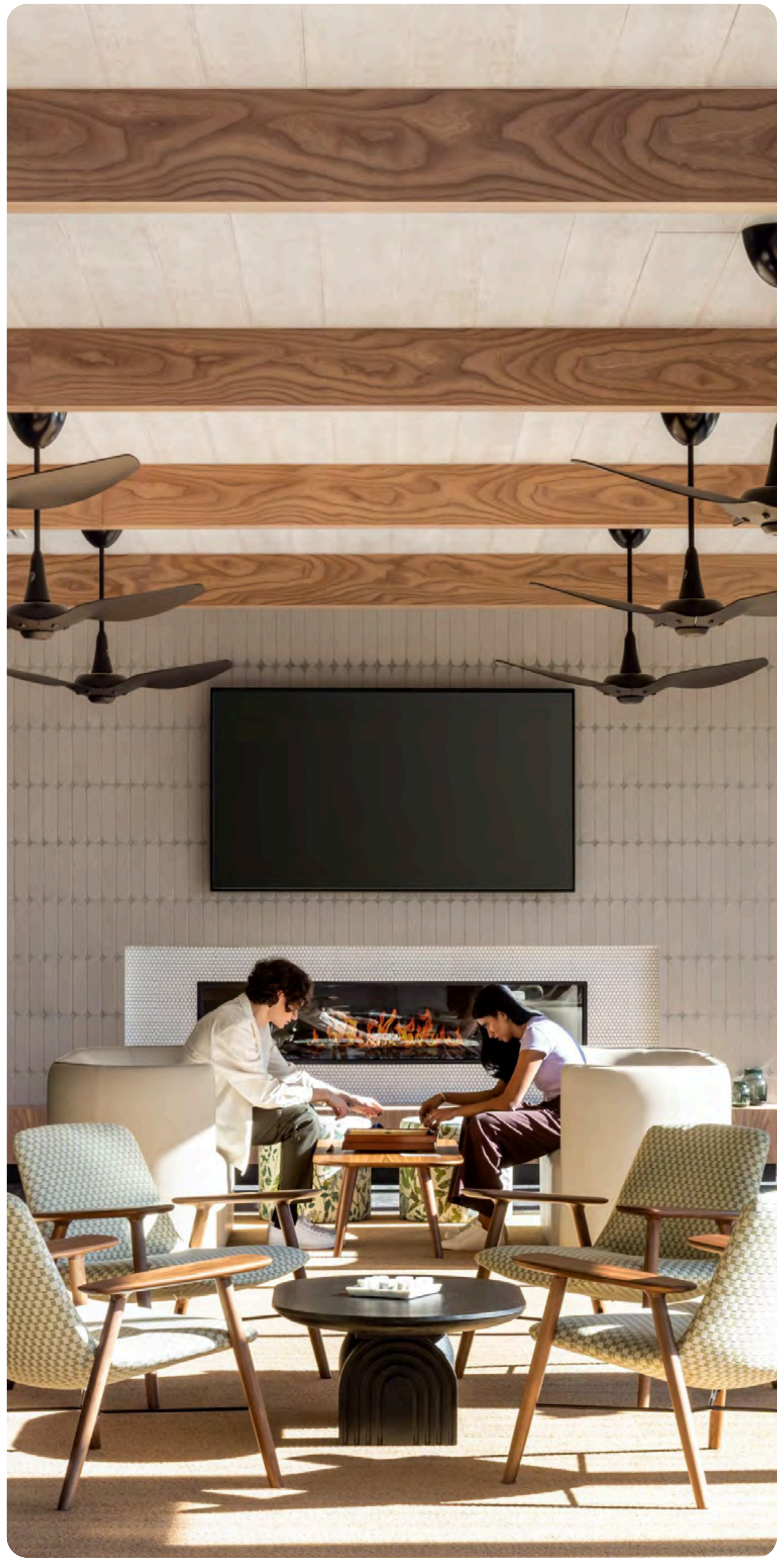
Entertainment

Building and cultivating strong business relationships with partners and other stakeholders is important to the work we do at Intuit. Some examples of entertainment include attendance at non-working meals or events where the giver and recipient attend together.

All entertainment provided or accepted must:

- Have a legitimate business purpose
- Be reasonable in value, using Intuit's gift limits as a guide
- Be provided and accepted openly and directly, unsolicited, and not as a regular occurrence, and
- Be consistent with all applicable laws and policies as well as Intuit's Values

If you have questions, need additional guidance, or are involved in any situation that could present an actual, potential, or perceived conflict of interest, contact Ask Ethics.



We follow the law and our policies.

03

We do not allow bribery or corruption

Never offer, give, request, or accept anything of value to improperly influence a decision, win or keep business, reward a favor, or gain any unfair advantage. This applies whether you're dealing with government officials, business partners, vendors, customers, or any other third party – and it applies to anyone acting on Intuit's behalf.

What counts as bribery? Bribery is offering, giving, requesting, or receiving something of value for an improper purpose. It can take many forms, including:

- Kickbacks – giving or receiving something of value in exchange for directing business, payments, or opportunities to someone else
- Facilitating payments – payments made to speed up routine government actions, even non-discretionary ones. These are prohibited at Intuit.

"Anything of value" is broader than you think. It includes cash, gift cards, job offers, internships, gifts, meals, travel, entertainment, promises, and guarantees – not just money.

"Government official" is also broader than you think. It includes government employees, employees of government-owned or controlled entities, public school employees, political candidates, party officials, and anyone acting on their behalf.

If your role involves interacting with government officials, contact Ask Ethics before offering anything of value or taking any action that could raise a concern.

All business transactions must be accurately recorded and supported by appropriate internal controls.

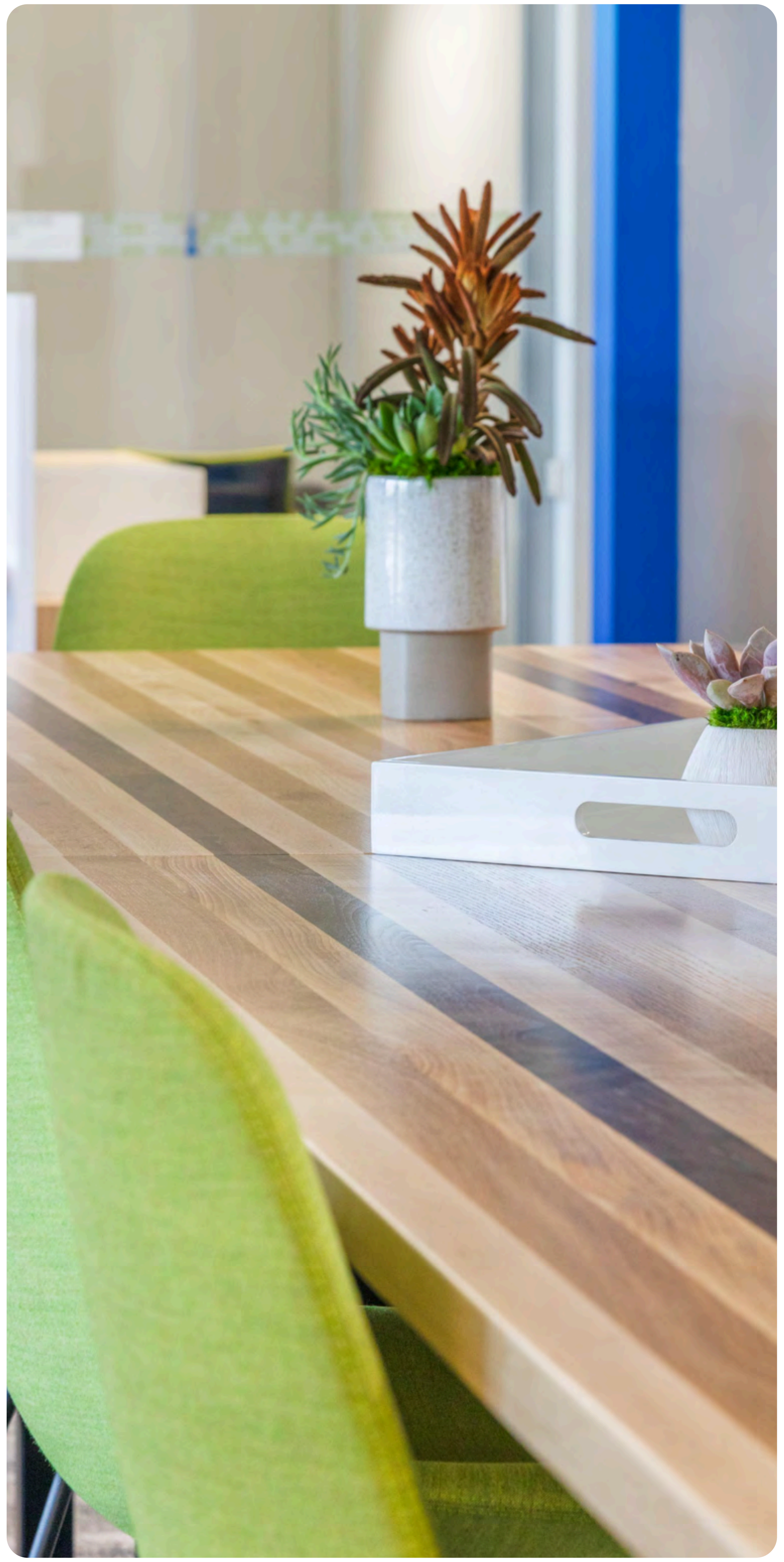
To ensure Intuit's funds are spent in a way that is aligned with our Values, charitable donations, sponsorships, or grants made on behalf of Intuit must be pre-approved, as outlined in the Corporate Charitable Giving Guidelines.

Review our global anti-bribery and anti-corruption policy and global corporate charitable giving guidelines for more information.

Q&A

I want to do a follow-me-home (or similar discussion) with a third-party who works for a government agency (like a teacher). Is that okay?

It depends. Always reach out to Ask Ethics for pre-approval before compensating any government or public employee. We want to make sure there is no appearance of impropriety.



We comply with laws related to political contributions, lobbying, and government contracts

While we encourage employees to be active participants in their communities, interacting with governments can be complex. In addition to laws governing gifts and hospitality to government officials, there are many laws restricting political contributions. Intuit's Global Corporate Affairs and Public Policy team must review and approve all political contributions made on behalf of the company. If you make personal political contributions, the law may require you to report Intuit as your employer, but you should not otherwise link or imply a connection of personal political donations or actions to Intuit. Personal political contributions will not be reimbursed by the company.

You may not attempt to influence politicians, policymakers, or government officials on laws, regulations, policy issues, or government actions on Intuit's behalf unless Global Corporate Affairs and Public Policy has asked you to do so. If you meet with a policymaker in your personal capacity, you may discuss your role at Intuit, public information about Intuit, and our Values. However, you must not state, suggest, or imply that you represent Intuit's policy positions unless Global Corporate Affairs and Public Policy has approved and briefed you in advance. If someone asks to discuss a policy issue involving Intuit, gather their contact information, let them know that Global Corporate Affairs and Public Policy will follow up, and refer the request to Ask Ethics.

Contracts, engagements, and sponsorships involving government agencies or state-owned entities are subject to additional rules and may create conflicts of interest. Before moving forward with any contract, engagement, or sponsorship involving a government agency or state-owned entity, you must contact Ask Ethics for guidance. This includes research partnerships, events, sponsorships, or similar activities.

Review our global political accountability policy and global anti-bribery and anti-corruption policy for more information.

We always act with integrity in financial and accounting practices and business records

All financial transactions must be properly authorized and accurately recorded in Intuit's books and records. Our financial records must comply with applicable laws, generally accepted accounting principles, and Intuit's corporate accounting principles.

Everyone at or acting on behalf of Intuit is also expected to:

- Never create false, incomplete, or misleading financial entries or records
- Never put Intuit funds into a personal, non-corporate, or other undisclosed or unreported account
- Provide accurate, complete, objective, and timely information to support Intuit's public disclosures and reports – including filings with government or regulatory agencies, or other public communications
- Act in good faith and never misrepresent material facts

We comply with global trade and sanctions laws

Intuit and anyone acting on our behalf must follow all applicable laws and regulations related to:

- Importing and exporting products, services, software, and technology
- Sanctions – which may restrict or prohibit doing business with certain countries, regions, individuals, or organizations

This means being mindful of who we do business with, where we do business, and what we export.

Review our global trade compliance policy for more information.

We do not allow or support money laundering or terrorist financing

We are committed to complying with all applicable laws and regulations related to anti-money laundering (AML) and counter terrorist financing. To ensure our products and services are used solely by consumers and legitimate businesses for lawful purposes, we have established policies, procedures, and controls. Our program is designed to protect Intuit, especially its AML-regulated offerings, from being misused for money laundering or terrorist activities.

Review our anti-money laundering & counter terrorist financing policy for more information.

We prohibit trading on insider information, including by family and other household members

Trading in Intuit's stock – or the stock of any vendor, partner, or other company – based on material nonpublic information is illegal and violates Intuit policy.

What is material nonpublic information about a company? It's any information that hasn't been publicly announced and that a reasonable investor would consider important when deciding whether to buy or sell stock. Never share this type of information with anyone outside Intuit, or with anyone inside Intuit who doesn't need to know it.

Trading windows matter. You cannot buy or sell Intuit stock outside of the trading windows set by Intuit management – whether you make the trade yourself or arrange for someone else to make it on your behalf. Even during an open trading window, you cannot trade if you have material nonpublic information.

When the trading window is closed, you also cannot sell or gift Intuit shares acquired through:

- The Employee Stock Purchase Plan (ESPP)
- RSU vesting
- Stock option exercises

Note: When the window is closed, you are allowed to acquire (but not sell) shares through the Employee Stock Purchase Plan (ESPP), RSU vesting, and stock option exercises.

These rules apply to more than just you. They also cover:

- Your spouse and dependents
- Anyone else living in your household (except household employees)
- Anyone whose investment decisions you make or influence – such as a parent or child who consults you before buying or selling stock
- Any entities or organizations that you or any of the above individuals manage or influence, such as an investment management company or brokerage firm

Review our global policy prohibiting insider trading for more information, including about transactions in Intuit stock that are never allowed. If you have questions about the materiality of specific types of information, talk with your manager or consult with Ask Ethics.

We protect customer and worker privacy, confidential information, and property

Your role is to ensure we remain a responsible steward of information, data, and property that comes within our control and you must:

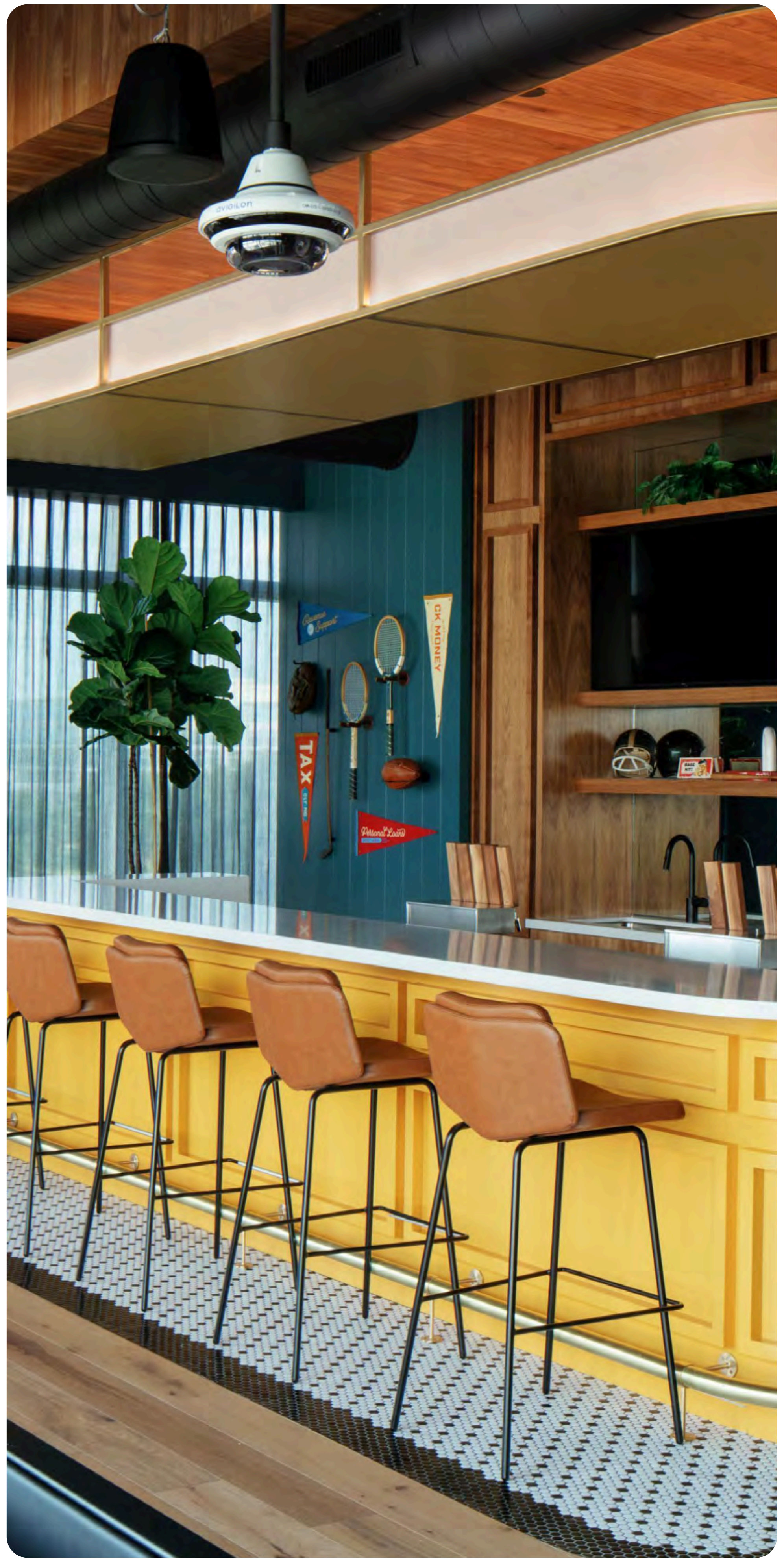
- Act responsibly and follow all applicable policies, supporting standards, and controls related to the collection, use and sharing, and storage or deletion of personal information
- Make customer-centered privacy decisions by leveraging principles of transparency and choice when evaluating how personal information powers your role, product, or service
- Timely complete your required compliance trainings and any supplemental training specific to your function or role
- Make sure Intuit has a contract or nondisclosure agreement in place with any third parties before sharing confidential or personal information, or trade secrets
- Treat confidential information from third parties with the same care that you treat Intuit's confidential information and trade secrets
- Keep confidential information, data, and property safe and secure at all times
- Protect Intuit's assets and use them only for the benefit of the company, its customers, and its shareholders
- Not allow or encourage inappropriate, dishonest, or illegal use of Intuit's property
- Comply with any agreements addressing Intuit's or a third party's confidential and proprietary information
- Use your resources on the Legal Privacy and Enterprise Security teams, or contact Ask Ethics, to help when questions arise

Review our global corporate privacy policy, global privacy statement, data classification and handling policy, and global confidential information policy for more information.

Q&A

How do I know what information is confidential?

As a general rule, if information is not publicly available, it's confidential and should not be shared outside of Intuit without approval. When you're not sure if information is confidential, review the confidential information policy, talk with your leaders, and reach out to Ask Ethics when needed.



We follow all antitrust and competition laws

We believe fair competition makes us better. It helps lower prices, improve quality, promote innovation, and support open markets.

Always compete fairly and act independently. Never agree or coordinate with an actual or potential competitor to:

- Fix prices, fees, wages, benefits, or other terms
- Divide customers, markets, territories, suppliers, employees, or opportunities
- Limit products, services, production, hiring, recruiting, or innovation
- Rig bids or coordinate responses to customers, vendors, suppliers, or partners
- Boycott or refuse to do business with another person or company
- Share competitively sensitive information, including pricing, costs, margins, strategy, customers, product plans, wages, hiring plans, or compensation information

Gather competitive information only from legitimate sources. Do not misrepresent your role, use improper means, or request, share, or use confidential competitor information. This includes information from a current or former employer.

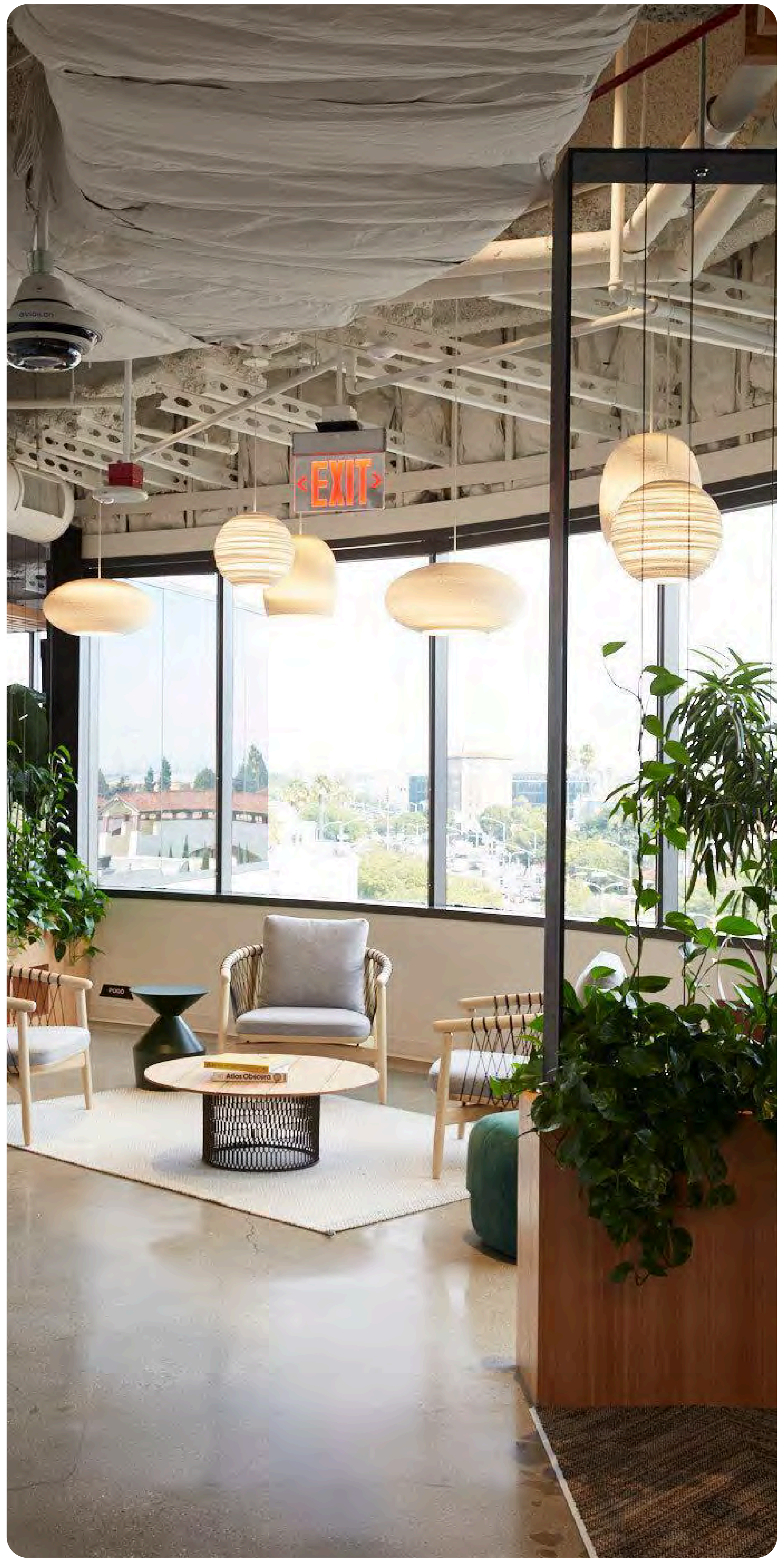
These rules apply in all settings, including trade associations, industry events, partnerships, integrations, benchmarking, and AI or machine learning collaborations.

Communicate carefully. Never make statements in emails, texts, social media, presentations, or anywhere else that inaccurately suggest we have few competitors, we want to harm our competitors, or we want to improperly exploit our success.

Review our global antitrust policy for more information.

We respect intellectual property and copyright laws

We only use copyrighted materials with appropriate rights and licenses. You must confirm that Intuit has the right to internally use copyrighted music, images, news, and content or other intellectual property that belongs to a third party before using it. Do not make copies, share, lend, resell, or transfer software to other employees, contingent workers, or to anyone outside of Intuit unless allowed by the software license agreement.



We act with integrity.

04

We speak honestly, transparently, and respectfully in public communications

Any external communications by Intuit employees or using Intuit's name can impact Intuit's brand, reputation, and the trust that current and future employees, partners, and shareholders have in the company. It is important that when we communicate externally about Intuit, we do so in a coordinated manner, always striving to give accurate, timely, and understandable disclosures.

We have designated spokespeople authorized to represent Intuit by publicly discussing our strategy, financial information, policy positions, and company news in external communications channels including traditional and social media and external events. Intuit employees should refer all inquiries from the media, social channels, shareholders, industry influencers or analysts, and financial analysts to Corporate Communications or Investor Relations.

Other external speaking or communications on Intuit's behalf or using Intuit's name require proper approvals, aligned to Intuit's employee external communications guidelines.

When your personal social media can be tied to Intuit, you represent the company and this Code and Intuit's policies still apply. When using social media that could impact customers, partners, or other employees, do not:

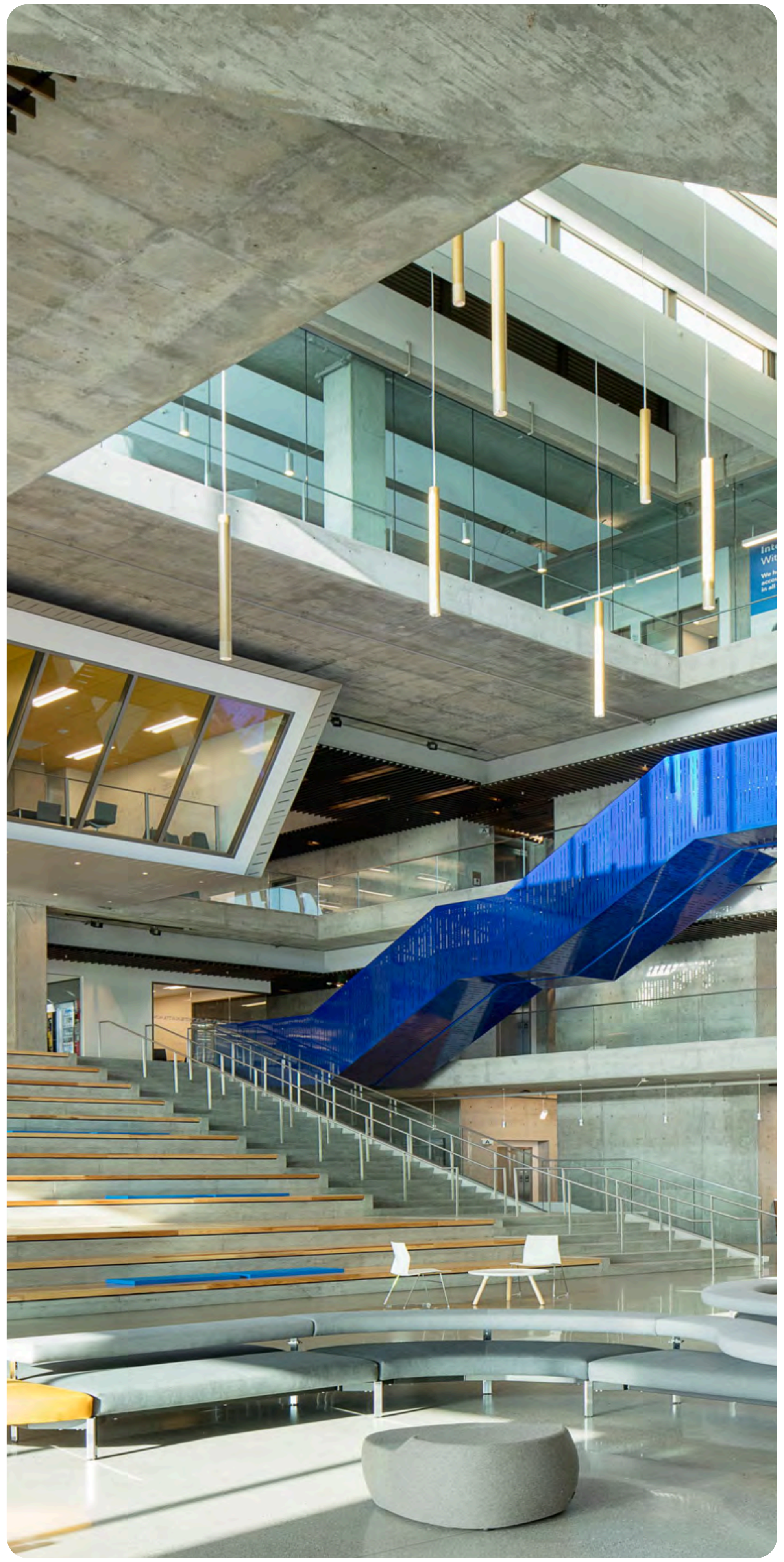
- Use hurtful or disrespectful language
- Share, post, or like content that may make others feel excluded, especially if it is linked to race, ethnicity, gender, sexual orientation, gender identity, age, religion or religious beliefs, different abilities, or other dimensions of diversity, or create a perception of an intimidating, hostile, or offensive work environment
- Endorse, promote, or sensationalize violence
- Share Intuit confidential information or any information that is confidential, private, or sensitive about former or current employees, partners, or customers

See our global social media communications policy and employee external communications guidelines or reach out to Ask Ethics for additional help or questions.

Q&A

Can I speak at an industry conference or write an article about the work I do here at Intuit?

Everyone is a brand steward at Intuit. When sharing information with an external audience, especially when it references Intuit or work we're doing here, we must ensure it aligns to this Code and our guidelines around external communications. Approvals are required in many circumstances.



We use artificial intelligence responsibly

AI - combined with human intelligence - is central to how we power prosperity for our customers. Intuit is committed to responsible AI development, governance, and risk management. All employees must follow Intuit's Responsible AI Principles and related guidelines, and only use Intuit-approved tools in ways consistent with our policies when developing or using AI. If you have questions or concerns about the ethical use of AI at Intuit, reach out to any resource listed in the "Where to go with questions or for help" section of this Code.

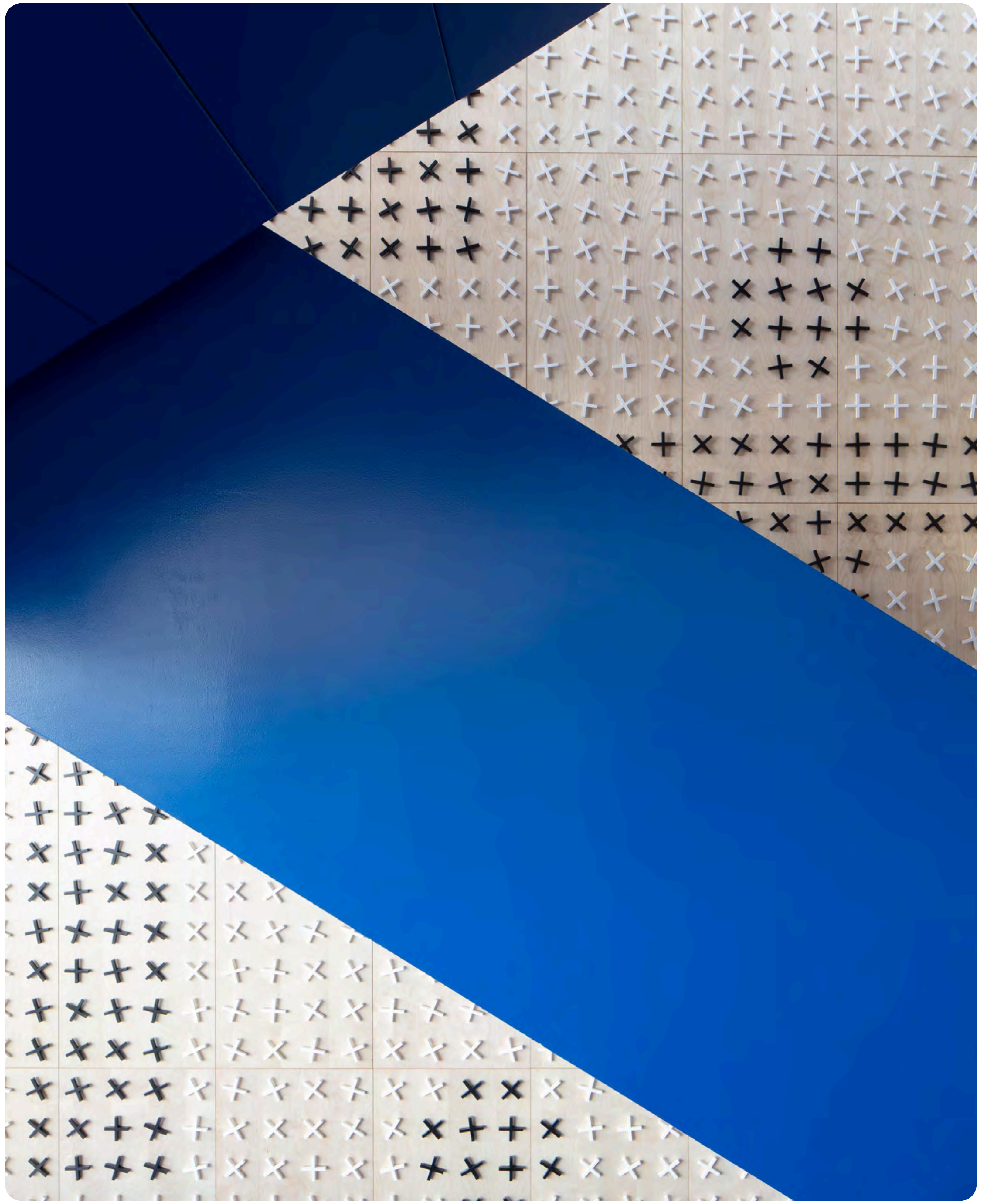
Review our Responsible AI Principles to learn more.

We respect human rights

At Intuit, respect for human rights is fundamental to delivering on our mission to power prosperity around the world, living our value of Integrity Without Compromise, and maintaining the trust of our stakeholders. We are committed to respecting internationally recognized human rights across our operations – a responsibility that begins with our employees and extends to our suppliers, customers, partners, and the communities where we operate.

We prohibit all forms of forced labor, child labor, human trafficking, and any form of involuntary or exploitative labor in our operations and value chain. We expect everyone at Intuit to be aware of these standards and to report concerns if something does not align with them or our Values.

For more information, review Intuit's Global Human Rights Statement and Supplier Code of Conduct.



For more information about the topics above, review our policies on Insight or contact any of the resources listed. Immediately reach out to one of the channels listed in this Code if you see or learn about any suspected misconduct, wrongdoing, inconsistencies, or violations of this Code, or if something doesn’t feel aligned with this Code or our Values. Our chief executive officer, chief financial officer, controller, and other Intuit employees with financial reporting responsibilities can also report concerns directly to the vice president of internal audit, the general counsel, or the chair of the audit and risk committee. Waivers or material changes to the Code of Conduct & Ethics require formal written approval by the Ethics Committee.

We also expect our business partners, suppliers, and others who work on Intuit's behalf or provide services to Intuit to act with integrity and follow the law, and to not engage in any conduct not aligned to our commitment to maintaining a safe, ethical, and inclusive work environment. For more information, review Intuit’s Supplier Code of Conduct.

Remember to always do the right thing, have the courage to ask questions and speak up, and know that the ethics team, your leaders, and HR are here to help.