

INTUIT INC. (INTU)

2025 DEF 14A · filed 2025-11-26 · CIK 0000896878

Headline facts

CEO TOTAL PAY

\$36,845,552

Sasan K. Goodarzi · 2025 · ' 1% YoY

CEO PAY RATIO CD&A

152 to 1

Median employee: \$242,190

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

4 peers auto-selected from INTU's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
CRM Salesforce, Inc.	\$49,379,252	296 to 1	\$166,753	Compensation Committee
NFLX NETFLIX INC	\$53,905,972	255 to 1	\$53,905,972	Compensation Committee
UBER Uber Technologies, Inc	—	360 to 1	\$98,826	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Sasan K. Goodarzi President and Chief Executive Officer	\$1,300,000	\$24,285,384	\$2,600,000	\$10,000	\$36,845,552
Sandeep S. Aujla Executive Vice President and Chief Financial Officer	\$800,000	\$11,007,870	\$960,000	\$11,300	\$16,404,269
Marianna Tessel Executive Vice President and General Manager, Small Business Group	\$800,000	\$11,007,870	\$960,000	\$10,000	\$16,402,969
Mark Notarainni Executive Vice President and General Manager, Consumer Group	\$770,000	\$10,876,158	\$924,000	\$10,000	\$16,205,257
Alex G. Balazs Executive Vice President and Chief Technology Officer	\$770,000	\$10,500,893	\$924,000	\$10,000	\$15,704,938

CEO pay mix (latest year)

Base salary	4%
Cash incentive	7%
Equity	89%
Other	0%
At-risk	96%

Every fact above, traced back to filing text

Generated 2026-08-02 04:17:30Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 152 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“CEO Pay Ratio Mr. Goodarzi’s annual total compensation for fiscal 2025 was \$36,845,552, as reported in the Fiscal Year 2025 Summary Compensation Table of this proxy statement. The fiscal 2025 annual total compensation for our median employee was \$242,190 as determined under Item 402(u) of Regulation S-K. The ratio of our CEO’s annualized total compensation to our median employee’s annual total compensation for fiscal 2025 was 152 to 1. In fiscal 2023, we identified our median employee from all full-time, part-time, and seasonal workers (other than the CEO) in the U.S., Canada, India, and the U...”

Median employee compensation = \$242,190

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“1.319 million shares issuable upon exercise of options and 9.573 million shares issuable upon vesting of RSU and PSU awards. CEO Pay Ratio Mr. Goodarzi’s annual total compensation for fiscal 2025 was \$36,845,552, as reported in the Fiscal Year 2025 Summary Compensation Table of this proxy statement. The fiscal 2025 annual total compensation for our median employee was \$242,190 as determined under Item 402(u) of Regulation S-K. The ratio of our CEO’s annualized total compensation to our median employee’s annual total compensation for fiscal 2025 was 152 to 1. In fiscal 2023, we identified our m...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee recognized Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy that complies with Nasdaq listing standards and applies to our executive officers (as defined in applicable SEC rules)”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our insider trading policy prohibits officers and all other employees from pledging shares, trading put or call options, and engaging in short sales or hedging transactions involving Intuit’s securities.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our insider trading policy prohibits officers and all other employees from pledging shares, trading put or call options, and engaging in short sales or hedging transactions involving Intuit’s securities.”