

Commitment to Pay Equity

At Intuitive, we encourage our employees to strive to pursue and achieve the highest standards of performance for themselves, their colleagues, patients, customers, and shareholders. Our policy is to employ, retain, promote, and otherwise treat all employees based on merit, qualifications, and competence, regardless of an employee's gender, race/ethnicity or any other protected characteristic. Fair and equitable pay is integral to our commitment to our employees, and our executive team and our Board of Directors strongly support this commitment.

Pay for Role

Our compensation programs set pay targets by job family and job level. Pay targets are set using market pay data derived from multiple nationally and globally recognized market surveys. This helps to ensure consistency of compensation among employees who occupy jobs of similar scope and complexity. Individual pay decisions are based on factors such as job performance, experience, skills and abilities, and scope and internal value of the job. The design of our compensation programs aims to minimize disparate treatment based on gender, race/ethnicity or any other protected characteristics.

Pay for Performance

We have robust global performance review processes for reviewing employees' performance and pay. We provide managers with data on where an employee's pay is relative to the job-specific market-aligned range for peers, as well as training on making compensation recommendations, which take into consideration the job-specific market-based salary range, individual performance, as well as experience in the role. An employee's compensation may be lower or higher in the salary range applicable to a particular job based on a number of factors, including the employee's experience and performance, and the time the employee has been in the role.

Governance and Controls

We routinely review hiring, promotion and pay decisions for our employee population. At the senior executive level, pay decisions are reviewed and approved by the Compensation Committee of the Board.

We regularly review pay for internal equity and to ensure our compensation structure is appropriate, including with regard to race/ethnicity and gender. We also engage outside counsel to ensure compliance with pay equity laws. When we identify any potential differences in pay for whatever reason, we work to research those differences and act where appropriate. Employees are encouraged to share any pay equity concerns with management, their Human Resources Business Partner, or confidentially through our reporting hotline, including anonymously. Intuitive has a non-retaliation policy for raising any workplace concerns, including around pay.

Inclusive and Diverse Culture

Ensuring pay equity among our employees is also a part of our commitment to foster an inclusive and diverse culture. We are committed to not only increasing diversity in our hiring at all levels, but also fostering an inclusive environment where all employees, regardless of gender, race/ethnicity, or any other protected characteristic can develop and thrive.

Our inclusion and diversity initiatives include the following:

- Inclusion & Diversity Council: We have an Inclusion & Diversity Council, comprised of our CEO and select senior leaders, that oversees and champions our inclusion and diversity programs.
- Inclusion & Diversity Team: Led by our Vice President, Global Inclusion and Diversity, this team works with our businesses across regions to develop our inclusion and diversity strategy, promote recruitment of diverse talent, shape training and education opportunities, and manage our diversity sponsorships and alliances.
- Employee Resource Groups: We engage our global team members in corporate employee resources groups (ERGs) for underrepresented communities including women, minority races/ethnicities, veterans, people with disabilities and LGBTQ+. These ERGs focus on supporting the professional development of our diverse employees and host events to cultivate an inclusive culture, as well as to promote the Company to diverse candidates.
- Diverse Leadership: Two out of six of our executive officers are women. Four out of eleven of our Board members are women, and one out of three of our board committees is chaired by a woman. Three out of eleven of our Board members self-identify as members from underrepresented communities.
- Progressive Workforce Policies: We offer a spectrum of benefits to our global employees that promote balance between work and significant life events, including mental health and wellbeing support, discounts for childcare and backup childcare for our employees in the United States. Benefits vary on a country by country basis and are reviewed annually.

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