Q3 Fiscal 2024

Updates and highlights



Q3 Fiscal 2024 Financial Highlights

(unaudited)

7% Revenue growth to $5.3 billion

8% Employer Services revenue growth

5% PEO Services revenue growth

14% Adj. Diluted EPS[1] growth to $2.88 per share

12% Adjusted EBIT[1] growth

29.3% Adjusted EBIT margin[1]

Recent business highlights

- **Record Q3 new business bookings volume with steady demand**
- **Continued investments in GenAI to enhance client experience**
- **Reached new all-time high client satisfaction levels for a Q3**
- **Leaning into global scale to deliver greater value for clients**

Fiscal 2024 Financial Outlook

as of May 1, 2024

4 to 7%
ES new business bookings growth

6 to 7%
Consolidated revenue growth

10 to 12%
Adjusted diluted EPS[1] growth

Industry-leading scale and financial strength

1 million+
clients worldwide

41M+ workers paid
across 140 countries

1 in 6
US workers paid

AA credit rating
AA- S&P, Aa3 Moody's, AA- Fitch

$3.1 trillion
annual payroll/tax processed

49 consecutive years
of dividend increases

1. Adjusted EBIT, adjusted EBIT margin, and adjusted diluted earnings per share are all non-GAAP financial measures. Please refer to the Q3 fiscal 2024 earnings release available at investors.adp.com for a discussion of why ADP believes these measures are important and for a reconciliation of non-GAAP financial measures to their closest comparable GAAP financial measures.

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