# Q1 Fiscal 2025

Updates and highlights



## Q1 Fiscal 2025 Financial Highlights

(unaudited)

**7%** Revenue growth to $4.8 billion

**7%** Employer Services revenue growth

**7%** PEO Services revenue growth

**12%** Adj. Diluted EPS[1] growth to $2.33 per share

**13%** Adjusted EBIT[1] growth

**25.5%** Adjusted EBIT margin[1]

## Recent business highlights

- **Record Q1 new business bookings volume with a steady HCM demand**
- **New all-time high client satisfaction levels for Q1**
- **Introduced ADP Lyric HCM – global HCM platform**
- **Acquired WorkForce Software – a leading workforce management solutions provider**

## Fiscal 2025 Financial Outlook

as of October 30, 2024

**4 to 7%**
ES new business bookings growth

**6 to 7%**
Consolidated revenue growth

**7 to 9%**
Adjusted diluted EPS[1] growth

## Industry-leading scale and financial strength

- **1.1 million+** clients worldwide
- **42M+ 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 Q1 fiscal 2025 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.

This presentation is a supplement to our Q1 fiscal 2025 earnings release; it is intended to be read in conjunction with, not as a substitute for, or in isolation from, the earnings release. This document and other written or oral statements made from time to time by ADP may contain "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Statements that are not historical in nature and which may be identified by the use of words like "outlook," "expects," "assumes," "projects," "anticipates," "estimates," "we believe," "could," "is designed to" and other words of similar meaning, are forward-looking statements. These statements are based on management's expectations and assumptions and depend upon or refer to future events or conditions and are subject to risks and uncertainties that may cause actual results to differ materially from those expressed, including those set forth in our most recent Annual Report on Form 10-K filed with the SEC at www.sec.gov.

ADP, the ADP logo, and Always Designing for People are trademarks of ADP, Inc. Copyright © 2024 ADP, Inc. All rights reserved.