

FISCAL 2025



Always Designing
for People®

FINANCIAL HIGHLIGHTS

(unaudited)

7%

REVENUE GROWTH
to \$20.6 billion

9%

ADJ. DILUTED EPS¹ GROWTH
to \$10.01 per share

7% Employer Services
revenue growth

9% Adjusted EBIT¹
growth

7% PEO Services
revenue growth

26.0% Adjusted EBIT
margin¹

FISCAL 2026 FINANCIAL OUTLOOK

as of July 30, 2025



4 to 7%

ES new business
bookings growth



5 to 6%

Consolidated
revenue growth



8 to 10%

Adjusted diluted
EPS¹ growth

BUSINESS HIGHLIGHTS

- ✓ Grew ES new business bookings to \$2.1B in FY25
- ✓ Reached new all-time high client satisfaction levels for FY25
- ✓ Continued execution across all Strategic Priorities

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



\$3.3 trillion
annual payroll/tax processed



50 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 Q4 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.

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