Q1 FISCAL 2026

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FINANCIAL HIGHLIGHTS

(unaudited)

7%
REVENUE GROWTH
to $5.2 billion

7%
ADJ. DILUTED EPS[1] GROWTH
to $2.49 per share

7% Employer Services revenue growth

7% PEO Services revenue growth

7% Adjusted EBIT[1] growth

25.5% Adjusted EBIT margin[1]

FISCAL 2026 FINANCIAL OUTLOOK

as of October 29, 2025

4 to 7%
ES new business bookings growth

5 to 6%
Consolidated revenue growth

8 to 10%
Adjusted diluted EPS[1] growth

BUSINESS HIGHLIGHTS

- ✓ Record new business bookings and client satisfaction for a Q1
- ✓ Progressed strategic priorities across RUN, WorkForce Now, and Lyric
- ✓ Advanced AI in-product and internal initiatives

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 Q1 fiscal 2026 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 2026 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.