

Q2 FISCAL 2026



Always Designing
for People®

FINANCIAL HIGHLIGHTS

(unaudited)

6%

REVENUE GROWTH
to \$5.4 billion

11%

ADJ. DILUTED EPS¹ GROWTH
to \$2.62 per share

6% Employer Services
revenue growth

10% Adjusted EBIT¹
growth

6% PEO Services
revenue growth

26.0% Adjusted EBIT
margin¹

FISCAL 2026 FINANCIAL OUTLOOK

as of January 28, 2026



4 to 7%

ES new business
bookings growth



~6%

Consolidated
revenue growth



9 to 10%

Adjusted diluted
EPS¹ growth

BUSINESS HIGHLIGHTS

- ✓ Solid and broad-based new business bookings growth
- ✓ Client satisfaction scores reached new all-time high
- ✓ Launched ADP WorkForce Suite across leading payroll and HCM platforms
- ✓ Named one of Fortune's Most Admired Companies™ for 20th straight year

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



51 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 Q2 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.

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