

Q3 FISCAL 2026



Always Designing
for People®

FINANCIAL RESULTS

(unaudited)

7%

REVENUE GROWTH
to \$5.9 billion

7% Employer Services
revenue growth

7% PEO Services
revenue growth

10%

ADJ. DILUTED EPS¹ GROWTH
to \$3.37 per share

10% Adjusted EBIT¹
growth

30.2% Adjusted EBIT
margin¹

FISCAL 2026 FINANCIAL OUTLOOK

as of April 29, 2026



4 to 7%

ES new business
bookings growth



6 to 7%

Consolidated
revenue growth



10 to 11%

Adjusted diluted
EPS¹ growth

HIGHLIGHTS

- ✓ Raising fiscal 2026 guidance
- ✓ Solid Employer Services new business bookings growth
- ✓ Employer Services retention marked a new all-time high for a Q3
- ✓ Company-wide client satisfaction reached a Q3 record

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
payroll/tax processed
annually in U.S.



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 Q3 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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