FISCAL 2026

ADP
Always Designing for People®

FINANCIAL RESULTS

(unaudited)

7%
REVENUE GROWTH
to $21.9 billion

11%
ADJ. DILUTED EPS[1] GROWTH
to $11.12 per share

7% Employer Services revenue growth

7% PEO Services revenue growth

10% Adjusted EBIT[1] growth

26.8% Adjusted EBIT margin[1]

FISCAL 2027 FINANCIAL OUTLOOK

as of July 29, 2026

4 to 7%
ES new business bookings growth

5 to 6%
Consolidated revenue growth

9 to 11%
Adjusted diluted EPS[1] growth

HIGHLIGHTS

- 6% ES new business bookings growth to $2.2B
- Strong ES retention of 92.1%
- Record high client satisfaction
- Continued execution across all Strategic Priorities enhanced by AI capabilities
- Retirement Services annual revenue exceeded $1B

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

$3.5 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 Q4 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 Q4 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.