Q3 FISCAL 2025

Always Designing for People®

FINANCIAL HIGHLIGHTS

(unaudited)

6%
REVENUE GROWTH
to $5.6 billion

6%
ADJ. DILUTED EPS[1] GROWTH
to $3.06 per share

5% Employer Services revenue growth

7% PEO Services revenue growth

6% Adjusted EBIT[1] growth

29.3% Adjusted EBIT margin[1]

FISCAL 2025 FINANCIAL OUTLOOK

as of April 30, 2025

4 to 7%
ES new business bookings growth

6 to 7%
Consolidated revenue growth

8 to 9%
Adjusted diluted EPS[1] growth

BUSINESS HIGHLIGHTS

- ✓ Solid new business bookings growth
- ✓ Record high client satisfaction for a Q3
- ✓ Strong momentum for ADP Lyric HCM and WorkForce Software solutions
- ✓ Strengthened global payroll capabilities with acquisition of PEI in Mexico

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

$3.1 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 Q3 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.

This presentation is a supplement to our Q3 fiscal 2025 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.

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