

# Paychex at a Glance

## Redefining HR in a Digital World



HR | Payroll | Benefits | Insurance

As the future of work continues to evolve, Paychex leads the way by making complex HR, payroll, and benefits brilliantly simple. Our unique combination of digital HR technology and advisory solutions meets the changing needs of employers and their employees. You can see the results in our growth as an HR leader and the positive returns we deliver to our shareholders.

### Paychex Facts

- Founded in 1971 by B. Thomas Golisano
- \$5.0 billion in revenue
- ~740,000 business clients in the U.S. and Europe
- 126,000+ customers with Paychex for 10+ years
- Paying 12 million workers — one in 12 U.S. private sector employees
- Over 16,000 Paychex employees
- ~700 dedicated HR professionals — the most in the HR outsourcing industry
- A top HR outsourcer — serving 2.2M worksite employees through our HR outsourcing solutions
- Fiscal year — June 1 through May 31
- Headquarters — 911 Panorama Trail S., Rochester, New York 14625
- President and CEO — John B. Gibson
- \$1.2B – dividends paid
- 48% – return on equity
- #1 401(k) Recordkeeper<sup>1</sup>
- Billions in tax credits secured for tens of thousands of clients

### Total Revenue (Billions)\*

2019	2020	2021	2022	2023
\$3.8	\$4.0	\$4.1	\$4.6	\$5.0

### Operating Income (Billions) \*

2019	2020	2021	2022	2023
\$1.4	\$1.5	\$1.5 <sup>2</sup>	\$1.8	\$2.0

\*For the fiscal year ended May 31

<sup>1</sup> Largest recordkeeper in the U.S. by number of plans as ranked by PLANSPONSOR magazine, 2023

<sup>2</sup> Operating income for fiscal 2021 is reflected as Adjusted Operating Income, excluding certain one-time costs for acceleration of cost-savings initiatives. Refer to the Annual Report on Form 10-K for fiscal 2021 for further discussion.

Insurance sold and serviced by Paychex Insurance Agency, Inc., 225 Kenneth Dr. Rochester, NY 14623. CA License #0C28207.

Professional employer organization (PEO) services provided by Paychex Business Solutions, LLC (Florida employee leasing license GL7), Oasis Outsourcing, LLC (Florida employee leasing license GL42), and their affiliates, which are licensed or registered to provide PEO services where required by law.

## What Makes Us Different

Our unique blend of digital HR technology and advisory solutions enables clients' employees and administrators to be more productive, efficient, and engaged.

## Paychex Flex®

Paychex Flex is our proprietary human capital management (HCM) software application that provides an integrated suite of solutions for payroll, recruiting, onboarding, HR, time and attendance, and benefits to help businesses manage the employee life cycle. Clients can select the modules they need and easily add on new products as they grow.

A single cloud-based platform, Paychex Flex deploys a device-independent design throughout the HCM suite, allowing for full application functionality regardless of device or screen size. Self-service capabilities are embedded throughout to empower clients' employees to manage their HR and benefits information from anywhere, anytime.

## Dedicated HR Professionals

Our nearly 700 certified on-staff HR professionals leverage powerful insights from our Paychex Flex platform to help our clients develop effective strategies and tackle their current and future HR challenges more confidently. Based on needs and complexities, our PEO and ASO models enable clients to outsource all or part of their HR operations.

The company's most complete HR outsourcing solution, Paychex HR PEO, has the buying power to make top-tier benefits more affordable. Paychex PEO clients have a dedicated HR professional to help them develop the talent and benefits strategies required to be competitive in today's labor market.

## Learn more about Paychex

Website — [paychex.com](https://paychex.com)

Newsroom — [paychex.com/newsroom](https://paychex.com/newsroom)

Investor Relations — [investor.paychex.com](https://investor.paychex.com)

Nasdaq: PAYX

Facebook — [Facebook.com/Paychex](https://Facebook.com/Paychex)

LinkedIn — [Linkedin.com/company/paychex](https://Linkedin.com/company/paychex)

X (Twitter) — [Twitter.com/Paychex](https://Twitter.com/Paychex)

## Honors and Recognition

World's Most Ethical Companies®

— Ethisphere®

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World's Most Admired Companies™

— Fortune®

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World's Most Innovative Companies

— Fortune®

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America's Largest 401(k) Recordkeeper

— PLANSPONSOR® Magazine

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Number 5 Top Training Organization

— Training Magazine®

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Gold + Bronze Excellence in Technology Awards

— Brandon Hall Group

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HR Technology Award Winner

— Lighthouse Research

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Stevie® Award

— The American Business Awards®

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BIG Innovation Award

— Business Intelligence Group

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Greatest Workplaces for Diversity, 2023

— Newsweek®