

The Digitally Driven HR Leader

As a market leader in HR, payroll, and benefits, Paychex has been on a mission to help businesses succeed for over 50 years. Our unique combination of digital HR technology and advisory solutions meets the evolving needs of today’s employers, helping them attract and retain talent, offer affordable benefits, and gain access to capital. You can see the results in our growth as the digitally driven HR leader and the positive returns we deliver to our shareholders.

Paychex Facts

- Founded in 1971 by B. Thomas Golisano
 - President and CEO — John B. Gibson, since 2022
 - Headquarters — 911 Panorama Trail S., Rochester, NY 14625
 - Fiscal year — June 1 through May 31
 - \$5.6 billion in revenue
 - \$1.4 billion in dividends paid
 - 42% return on equity
- ~800,000 business clients in the U.S. and Europe
 - 140,000 customers with Paychex for 10+ years
 - Paying 10 million workers
 - 19,000 Paychex employees
 - National team of HR professionals that average more than 15 years of industry experience
 - A top HR outsourcer — serving 2.5 million worksite employees through our HR outsourcing solutions

Total Revenue (Billions)*

2021	2022	2023	2024	2025
\$4.1	\$4.6	\$5.0	\$5.3	\$5.6

Operating Income (Billions)*

2021	2022	2023	2024	2025
\$1.5	\$1.8	\$2.0	\$2.2	\$2.4†

*For the fiscal year ended May 31, 2025

†Operating income for fiscal 2025 is reflected as Adjusted Operating Income, excluding certain one-time costs related to the Paycor acquisition.

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.

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Pioneering the Future of HCM

Our Mission: Helping Businesses Succeed as the Digitally Driven HR Leader

In today's complex digital and AI-driven era — shaped by technological advancements, regulatory shifts, and changing employee expectations — Paychex excels at helping our clients succeed. Our unique blend of cutting-edge digital solutions, deep human resources (HR) expertise, and powerful data analytics enables us to provide the most comprehensive, flexible, and innovative HCM solutions for organizations of all sizes.

Digital Solutions: Empowering Businesses Through Technology

At the heart of our strategy is a commitment to cutting-edge digital solutions that simplify and automate complex HR processes. Our three modern cloud-based platforms — SurePayroll, Paychex Flex and Paycor — are built for purpose and well positioned for market share expansion. They each deliver seamless HR, payroll processing, benefits, workforce management, and talent management solutions targeted at distinct segments of the HCM market. By streamlining processes and easing administrative tasks, these innovative technologies empower clients to focus on what matters most: their business.

HR Expertise: Providing Trusted Guidance in a Complex Environment

Technology alone is not enough to navigate the complexities of human resources. That's why we complement our digital offerings with a team of expert HR professionals who provide personalized support and strategic guidance. To enhance their effectiveness, we equip our experts with advanced AI solutions, enabling them to deliver services more quickly and effectively at scale. This blend of human expertise and intelligent technology helps clients stay compliant with ever-changing regulations, address workforce challenges, and implement best practices tailored to their unique needs. By seamlessly integrating data, AI, and human insight, we are establishing ourselves as the industry leader in expert-driven, AI data-enabled solutions.

Unrivaled Data: Delivering Data-Rich, Data-Driven Solutions

Data is a critical asset in modern HR management, and we leverage our vast repository to deliver actionable insights for our team and clients. Through advanced analytics and benchmarking tools, clients gain visibility into labor trends, compensation strategies, and employee engagement metrics. This data-driven approach empowers businesses to make informed decisions, optimize talent management, and anticipate future workforce needs to gain a competitive advantage.

Honors and Recognition



World's Most Ethical Companies®
— Ethisphere®



World's Top Training Organizations
— Training Magazine®



America's Most Innovative Companies
— Fortune®



America's Best Company
— TIME® Magazine



Top HR Product of the Year
— HR Executive Magazine



Excellence in Technology
— Brandon Hall Group



America's Greatest Companies
— Newsweek

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Investor Relations — investor.paychex.com

Stock Symbol — NASDAQ: PAYX