paylocity®

Forward Together.

Q4 Fiscal 2026

Investor Presentation

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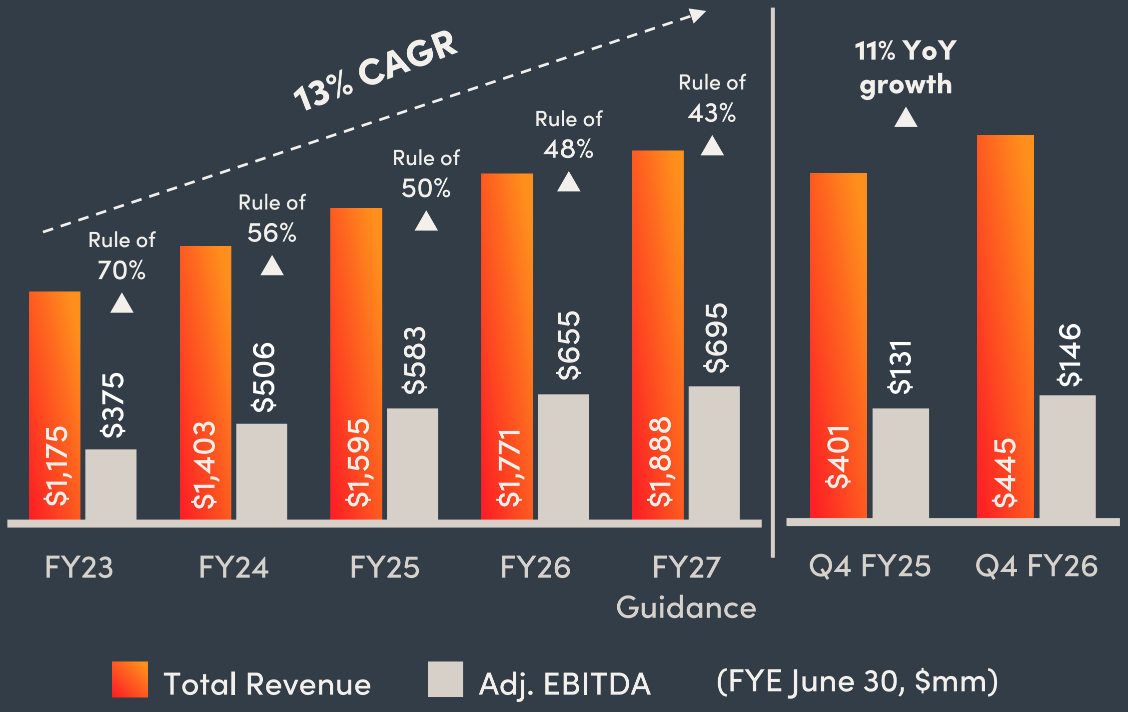
In addition to U.S. GAAP financials, this presentation includes certain non-GAAP financial measures. These non-GAAP financial measures are in addition to, and not a substitute for or superior to, measures of financial performance prepared in accordance with U.S. GAAP. Investors are encouraged to review the reconciliation of the non-GAAP measures to their most directly comparable GAAP measures for the periods presented provided in the Current Reports on Form 8-K filed with the SEC on August 4, 2026, August 5, 2025, August 1, 2024, and August 3, 2023.

This presentation contains statistical data that we obtained from industry publications and reports generated by third parties. Although we believe that the publications and reports are reliable, we have not independently verified this statistical data.

Our Business

We are a leading provider of cloud-based HR, Finance, and IT solutions with AI embedded into everyday workflows that services a diversified set of clients across verticals & geographies

Demonstrated ability to drive strong revenue growth with increasing profitability



*Rule of % = Total Revenue Growth + Adj. EBITDA Margin

Headquarters
Schaumburg, IL

HCM Addressable Market (TAM)

We remain squarely focused on increasing our limited penetration of a large, and growing, total addressable market

Realized HCM TAM of ~$22.5 billion

Current average client size of
150+
employees

44,400 clients
as of June 30, 2026

Approximately
1.3 million businesses
in the 10–5,000 segment of the market
On average purchase ~50%+ of suite

73 million employees
in the 10-5,000 segment of the market

~3% penetrated into addressable market

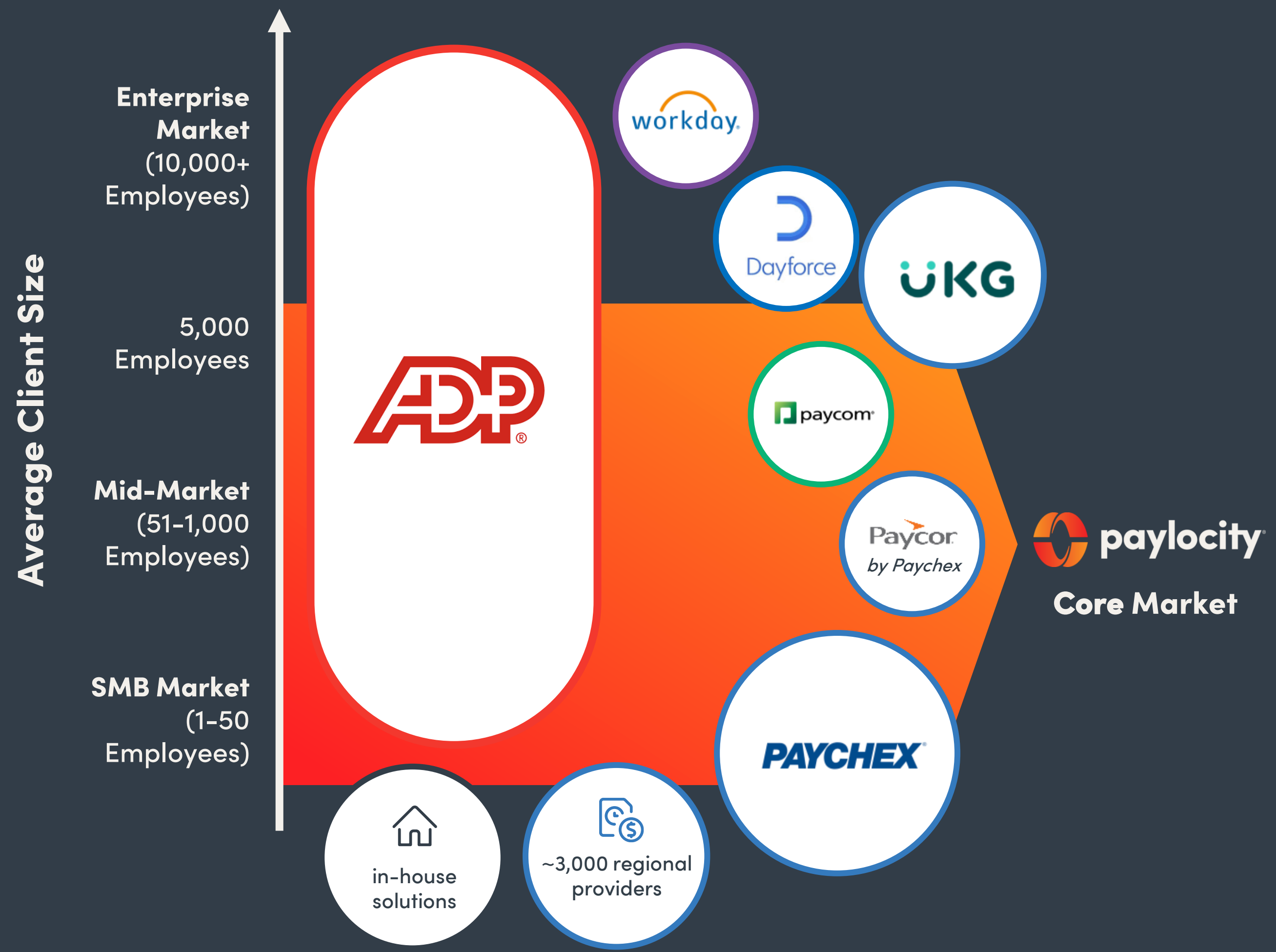
paylocity for Finance

paylocity for IT

Further increasing TAM with Finance and IT solutions

Source: U.S. Census Bureau

HCM Competitive Landscape



Workday

Limited overlap in target market. Enterprise solutions focused on companies with several thousand employees and up – do not see them often competitively

Ultimate Kronos Group / Dayforce

Enterprise solution focusing primarily on >1,000 employee companies – seen in deals at the higher-end of our target market

Paycom

Average client size is larger than ours, generally seen at the middle / higher-end of our target market

Paycor (by Paychex)

Average client size is smaller than ours, generally seen at the middle / lower-end of our target market

ADP / PAYX

Biggest competitors – compete throughout our target market

Regionals

Smaller to mid-part of our market

In-House

Primarily lower end of the market

Paylocity differentiates with a payroll, HCM, spend management, and IT platform with AI embedded directly into everyday workflows that is built for the modern workforce + best-in-class client support

Focused on taking share in our target market of roughly 1.3 million businesses

ONE

UNIFIED PLATFORM FOR HR, FINANCE, & IT

HR
Talent, benefits, engagement, and compliance

Finance
Payroll, time tracking, GL integration, and budgeting

IT
System Access and Asset Management

paylocity

A single source of truth across the enterprise.

The Most Modern Platform
HCM, Finance, & IT

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IGNITE AI

Accelerate productivity

ASSISTANT

WORKFLOWS

INSIGHTS

EMPLOYEE DATA

INTEGRATIONS

FINANCE AGENTS

Expense
Procurement
Accounts Payable
Fraud

HR AGENTS

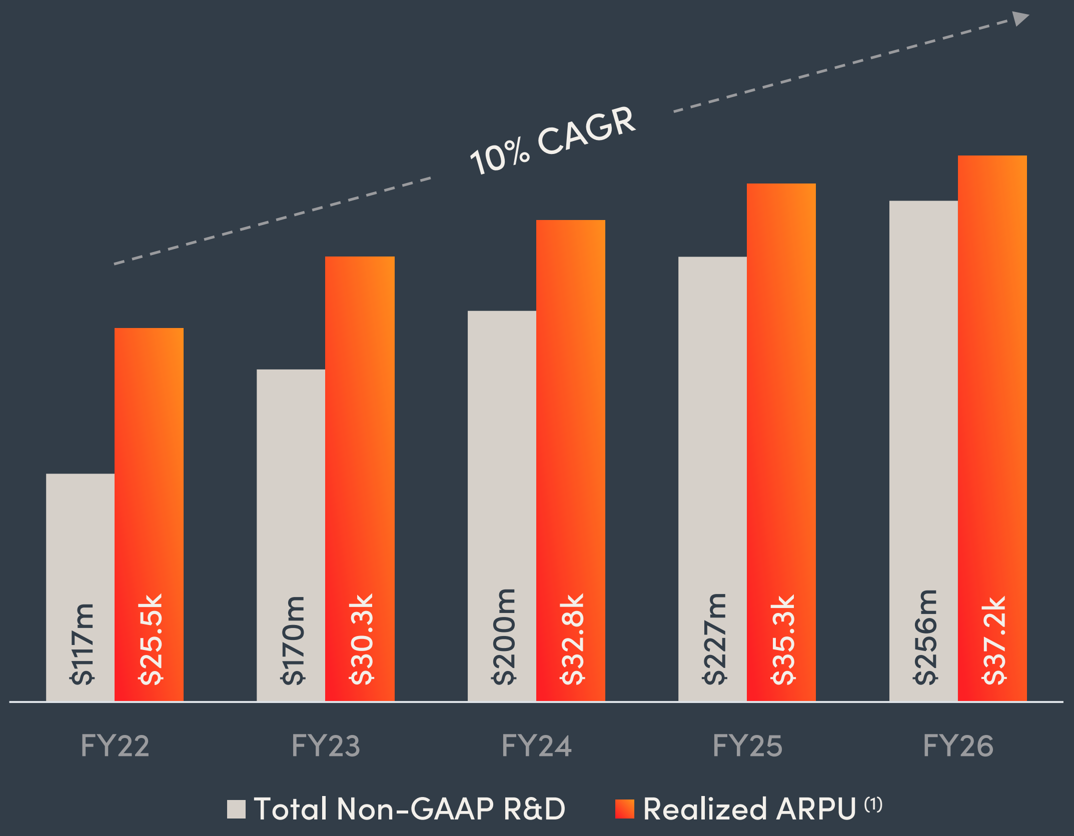
Onboarding
Time
Recruiting
Payroll
Benefits
Compliance

IT AGENTS

Identity
Assets
Access
Security

Sustained R&D Investment Drives Product Expansion and Revenue Growth

Over 200% increase in Realized ARPU since 2014



Ongoing Product Innovation

Community | Video | Learning | Employee Voice | Market Pay

Employee Experience

Recruiting & Onboarding | Benefits | Retirement | Time & Labor | Payroll | Human Resources | Elevate Solutions

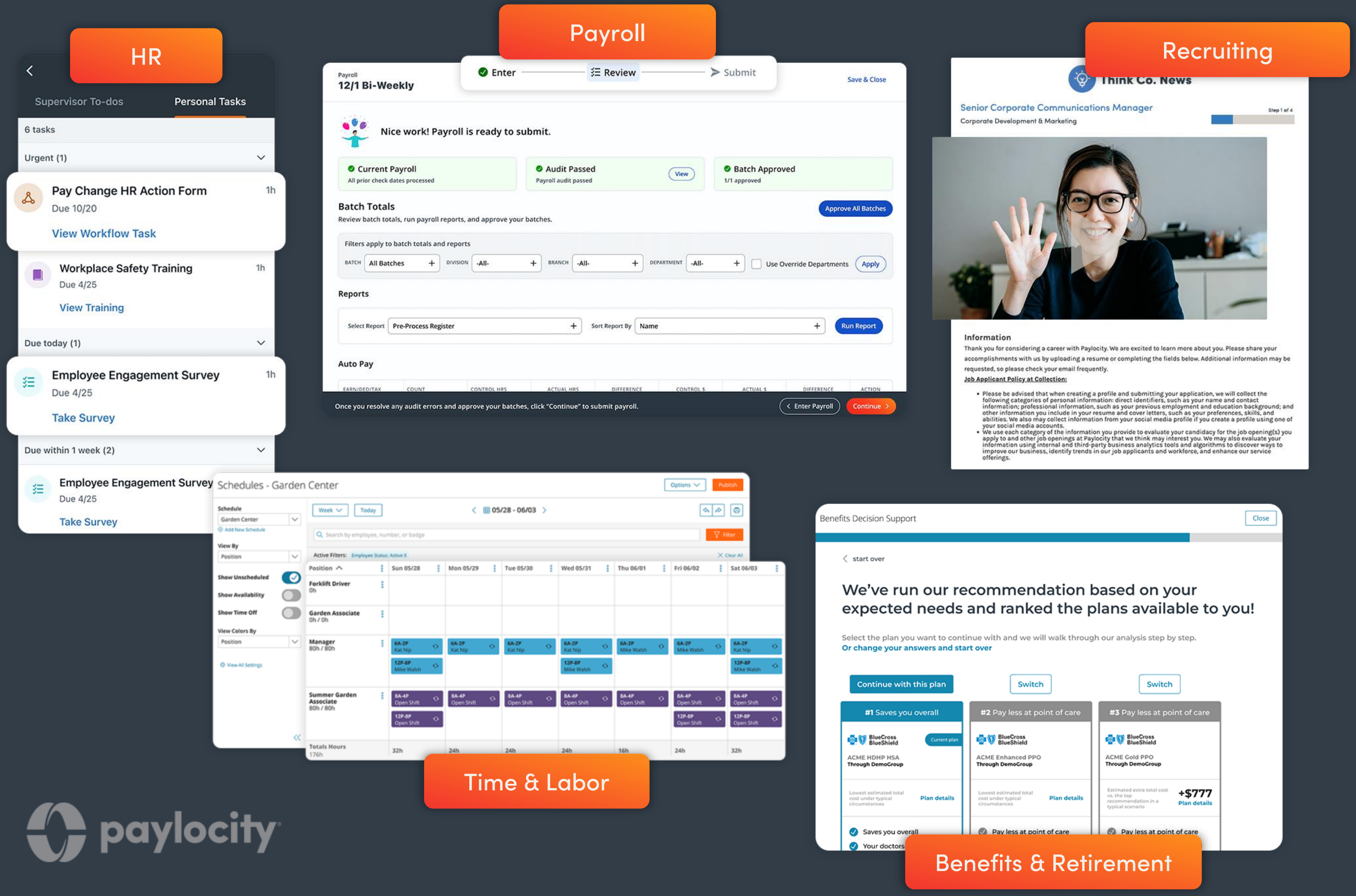
HCM

Expense Management | AP Automation | Corporate Cards | Guided Procurement | Headcount Planning | Asset Management | Access Management

Finance & IT

(1) ARPU = Recurring & Other Revenue / # of Clients

The most complete HCM Platform for the modern workforce



Process Payroll in a few Clicks

Submit payroll through a simple navigation flow reducing manual data entry and minimizing errors

Simplify Tasks for HR and Employees

Save time and money with intuitive scheduling and time tracking, bringing your team into the future of work

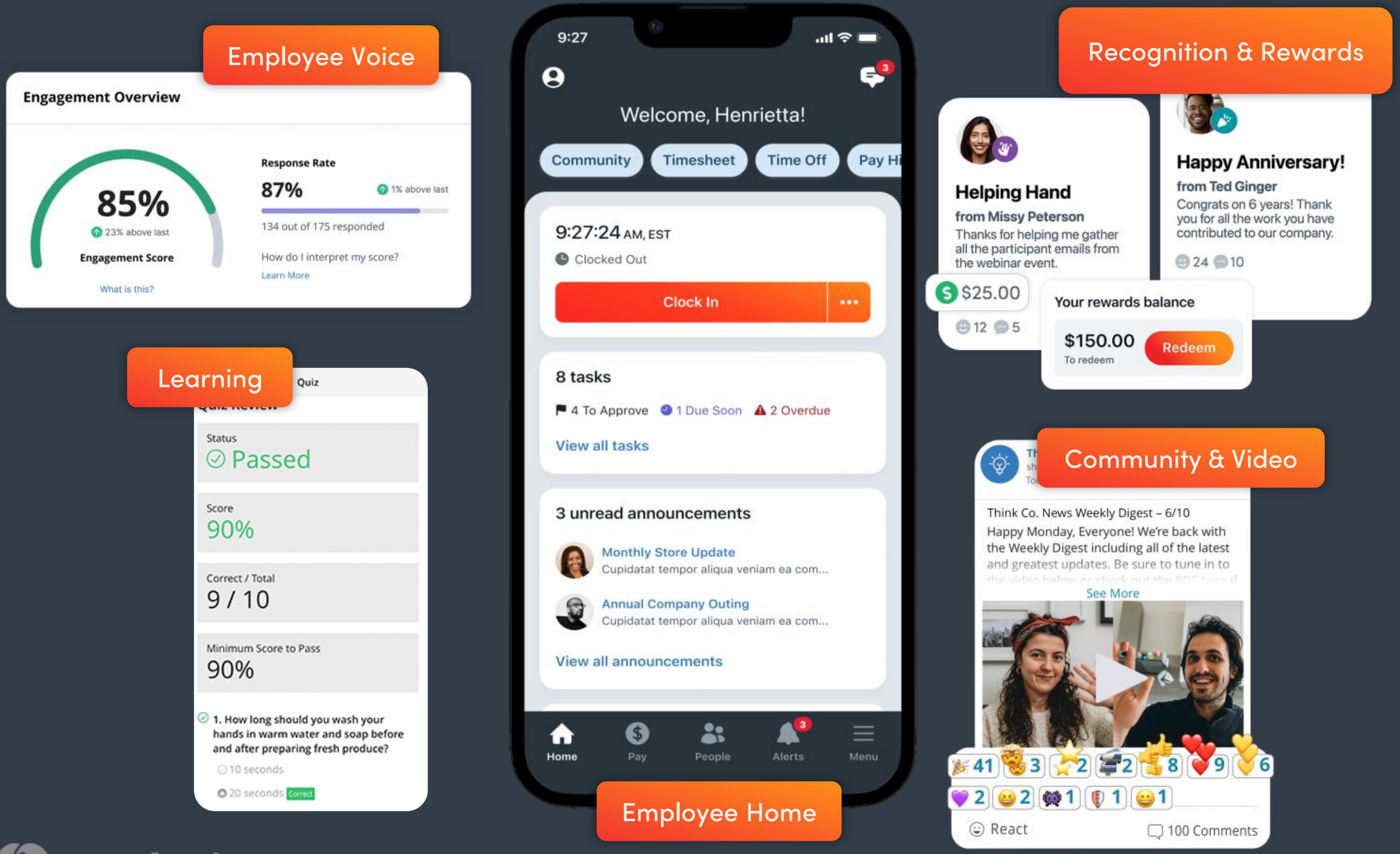
Find and Retain Top Talent

Get top candidates in the door quickly and keep them on the path to success to drive satisfaction and growth

Setup Frictionless Benefits

Easily set up enrollment, navigate compliance, and automate processes across benefits & retirement

Providing HR the tools to better engage with their employees



Feeling heard & valued

Create engagement with opportunities for feedback & recognition

Flexibility & wellbeing

Empower employees to manage their shifts & pay schedule without HR overhead

Connection across the org

Foster transparency and a sense of belonging with open communication

Mobile & on-demand

Everything employees need at their fingertips on any device

Supporting organizations with hands-on execution

elevate
solutions

elevate
implementation

elevate
payroll

elevate
human resources

Expert, hands-on service

One modern platform

A Higher Level of Service
Paylocity Elevate Solutions provides execution support while clients stay in control

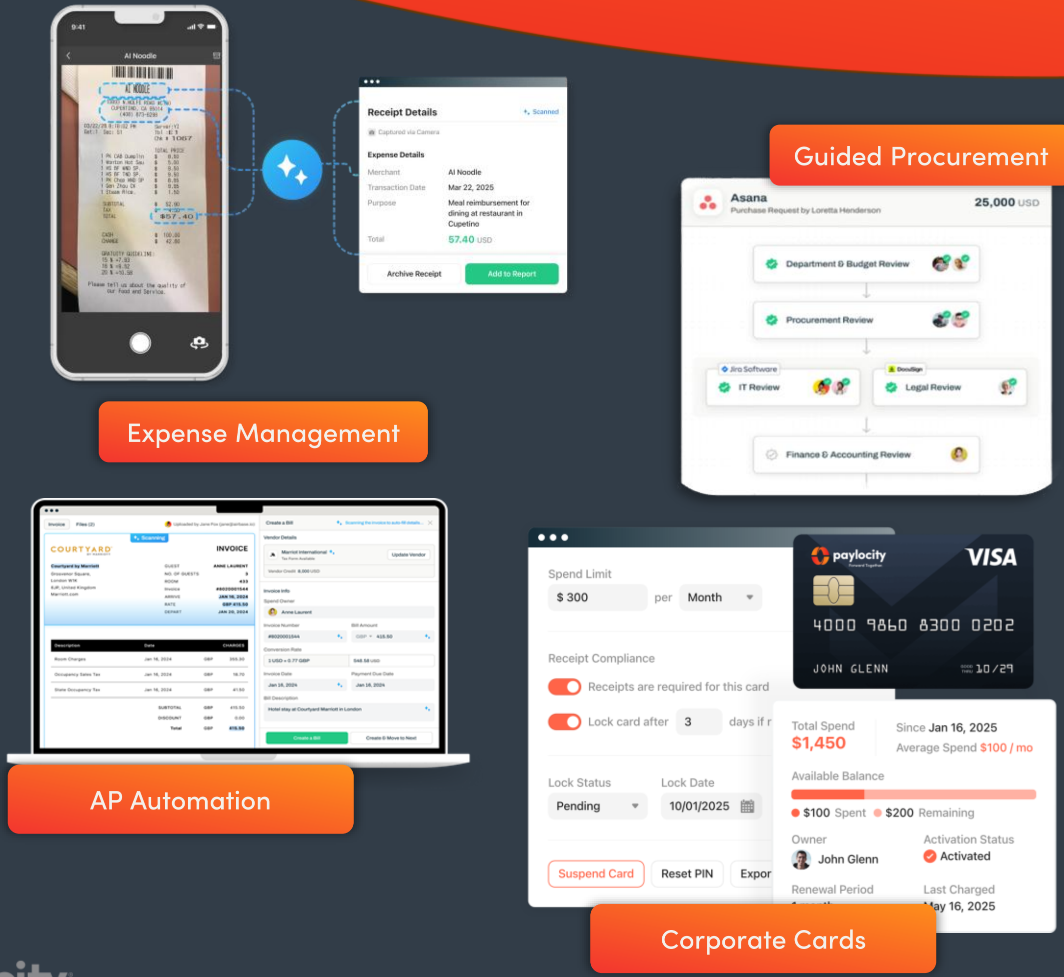
A Smooth Transition to Paylocity
Elevate Implementation takes on complex, time-consuming tasks for clients

Ongoing Payroll Processing
Elevate Payroll turns payroll processing into an easy, expert-driven experience

HR Execution and Expertise
Elevate HR provides execution and best practices across the employee journey

paylocity for Finance

Finance & spend management software that puts CFOs in control



All Spend on a Single Platform

Enables real-time visibility, faster close, seamless adoption for every part of the organization

A Singular Employee Record

A single source of truth for Finance and HR processes for increased synergy, greater efficiencies, and better decision making

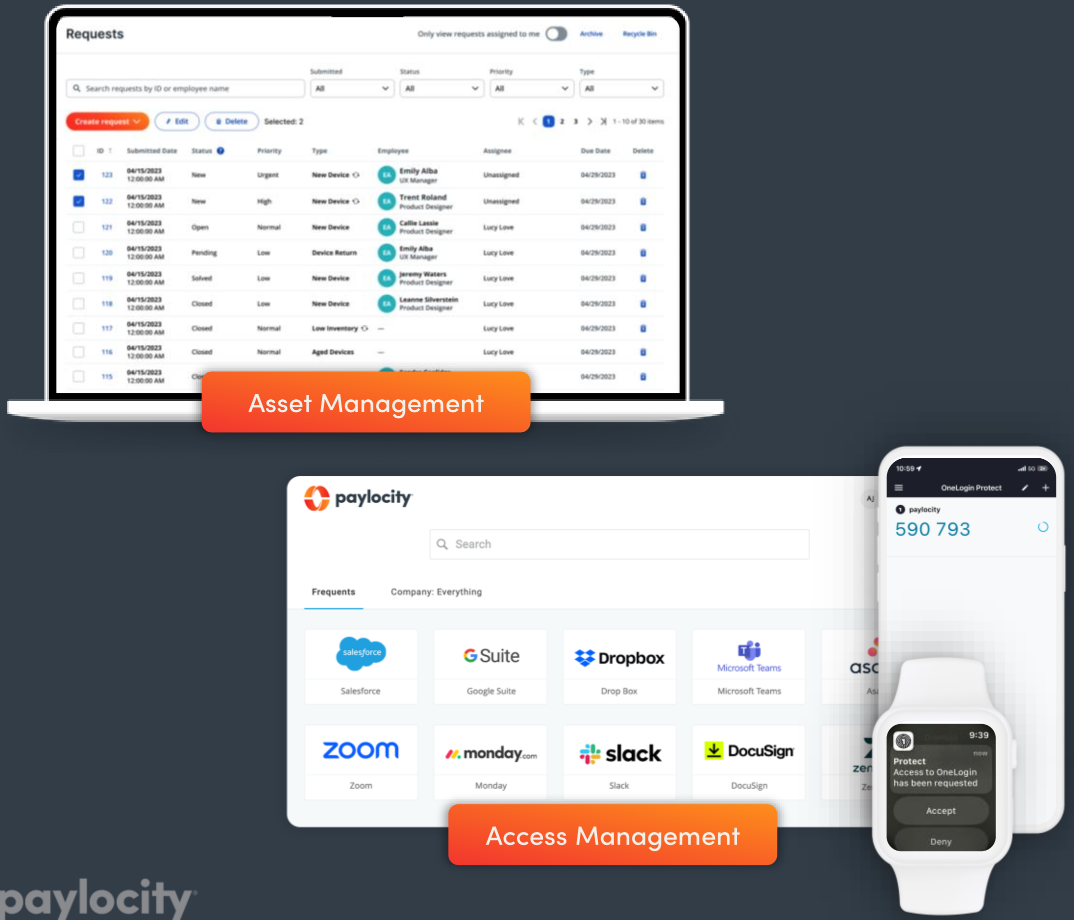
A Unified, Differentiated Experience

Enhances employee satisfaction and increases efficiencies across HR- and spend-related processes

Significant TAM Expansion

Opportunity to move into high-growth Office of the CFO category paylocity for IT

Complete control over IT identity and hardware management



Automated Access Management

Provision and deprovision accounts automatically using employee lifecycle data for a single source of truth between HR and IT

Smarter Asset Management

Track, order, assign, and update employee hardware from a unified platform to stay organized across all employee devices

Fewer Manual Touchpoints

Leverage employee data to drive system access, reducing risk and IT workload while freeing up hours of IT and HR time for strategic work

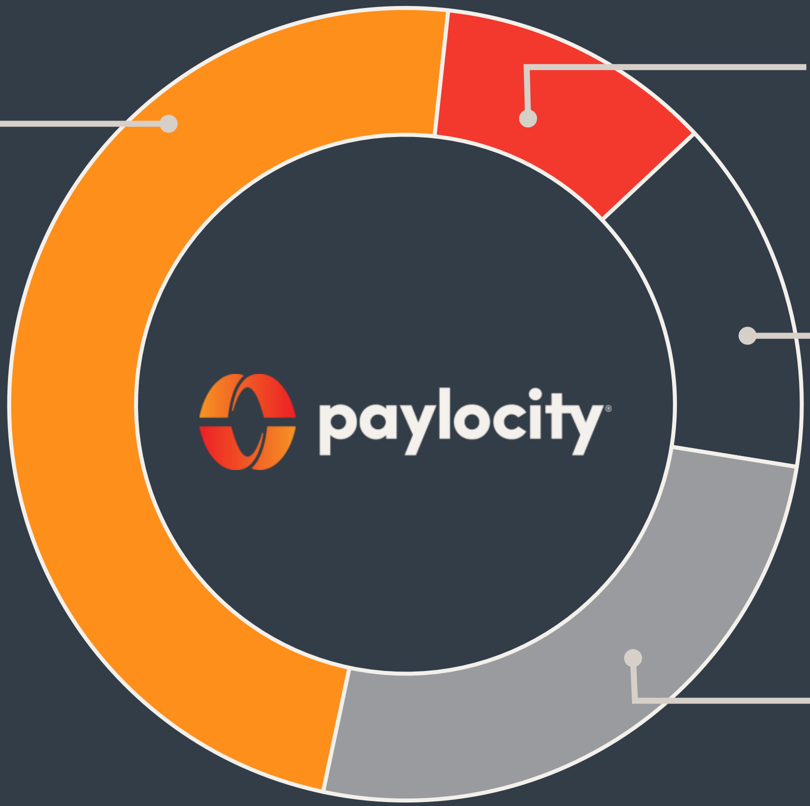
HCM Competitive Landscape

Where Our Clients Come From

Combination of ADP / Paychex represents our largest source of new clients

Why we win

Industry-leading product suite combined with strong focus on client service resulting in 92%+ revenue retention



In-house solutions (did not use a traditional 3rd party provider)

Local / regional payroll providers

All other competitors and new business formation

Go-To-Market Strategy

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We hire experienced sales professionals

- Most have prior HCM platform, HR technology, spend management, IT or B2B sales experience
- All sales are direct through our salesforce
- Our reps are focused on deals with 10-5,000 employees with our largest opportunities supported by our most experienced teams

All major U.S. geographies covered, but room to add reps in every state

Our client base is well diversified across all industry verticals and geographies

Strong Referral Channel

Channel Value Proposition

Paylocity is the most complete platform for the modern workforce which helps our channel partners reach employees in new ways

We do not compete with our channel partners
We do not sell insurance or benefits; other major payroll / HCM competitors compete with brokers and financial advisors for insurance business

Flexible platform
Integrations and open APIs for insurance, 401k and other providers. We continue to invest in integrations to add value for the broker community

Partner Portal
Providing visibility to brokers and helping drive change at their clients by providing unique data insights

25%+ of our new client revenue comes from referrals from channels

Continued Client Service Investments Support Strong Revenue Retention

Over **92%+** net revenue retention as a public company

Providing the most modern platform

Delivering world class service

*Net Revenue Retention = total revenue for the preceding 12 months, less the annualized value of revenue lost during the preceding 12 months, divided by our total revenue for the preceding 12 months. We calculate the annualized value of revenue lost by summing the recurring fees paid by lost clients over the previous twelve months prior to their termination if they have been a client for a minimum of twelve months. For those lost clients who became clients within the last twelve months, we sum the recurring fees for the period that they have been a client and then annualize the amount. We exclude interest income on funds held for clients from the revenue retention calculation. (1)Includes controllable and uncontrollable churn

Financials

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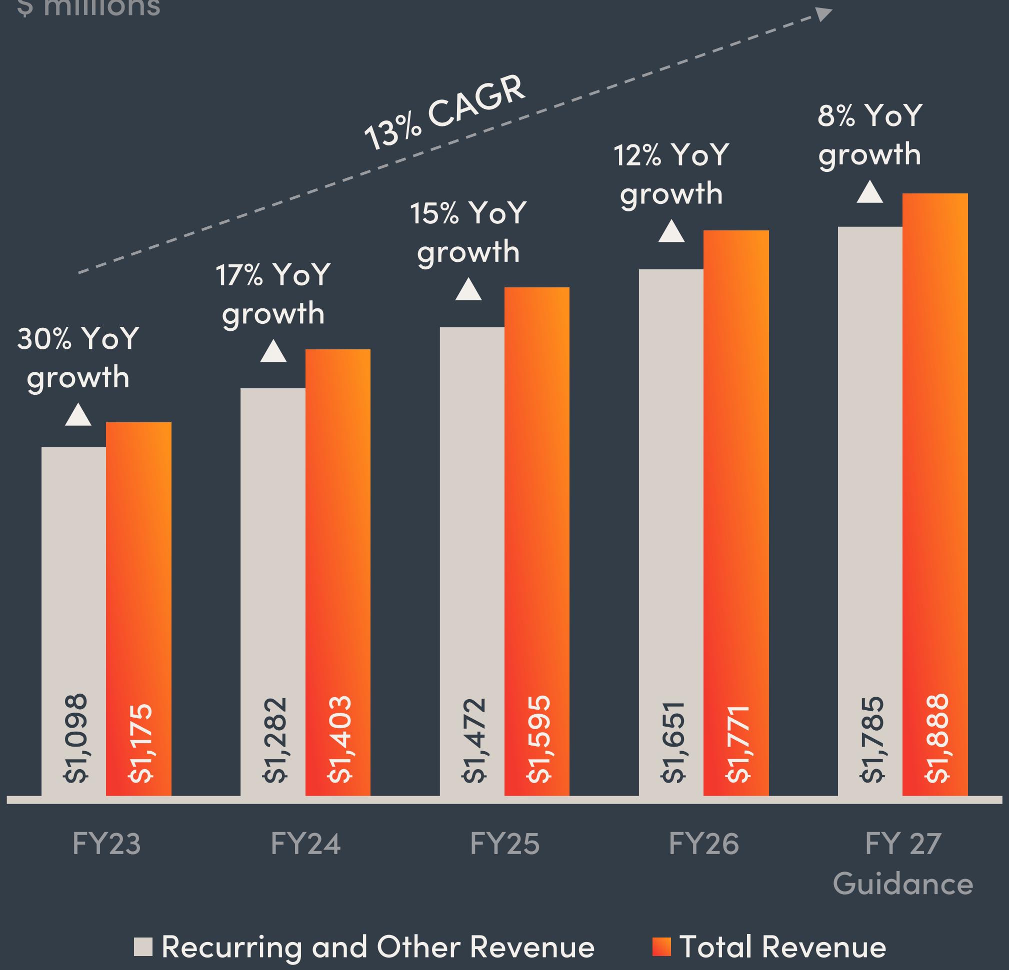
Recurring and Other Revenue

$ millions



Long-Term Financial Targets

Increased profitability targets reflect commitment to driving greater operational efficiency over time

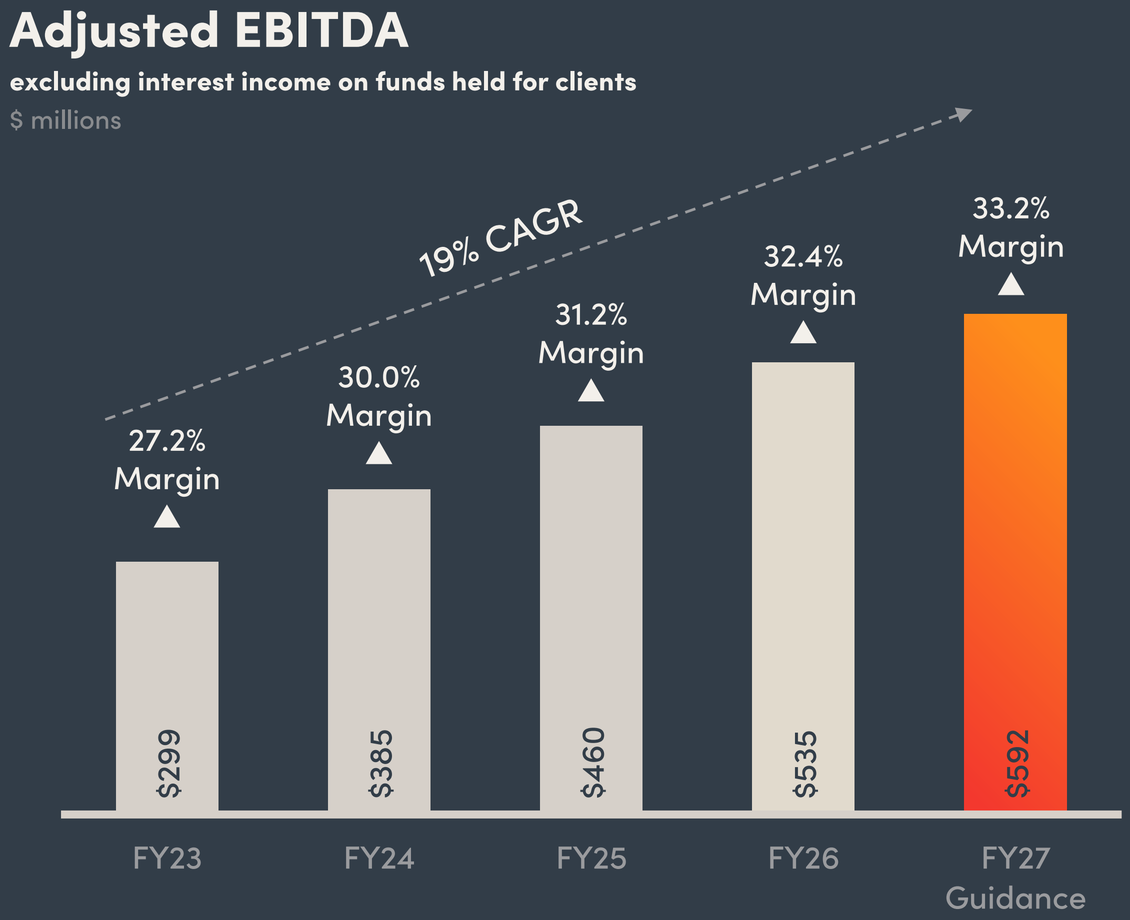
	Current
Total Revenue	$3Bn
Adjusted Gross Profit	80%+
Non-GAAP total R&D	10% – 15%
Non-GAAP Sales & Marketing	15% – 20%
Non-GAAP General & Administrative	5% – 7%
Adjusted EBITDA	40% – 45%
Free Cash Flow	25% – 30%
Stock-Based Compensation	5%

Note: Financial targets based on percentage of total revenue

Squarely focused on revenue growth while demonstrating meaningful leverage in our business model

Financials (cont.)

Driving continued **margin expansion** on an annual basis



Driving greater leverage over time

- Successfully driven 500+bps of Adj. EBITDA margin leverage excl. interest income on funds held for clients since FY23
- Intend to drive leverage primarily through cost of sales and G&A on a go forward basis

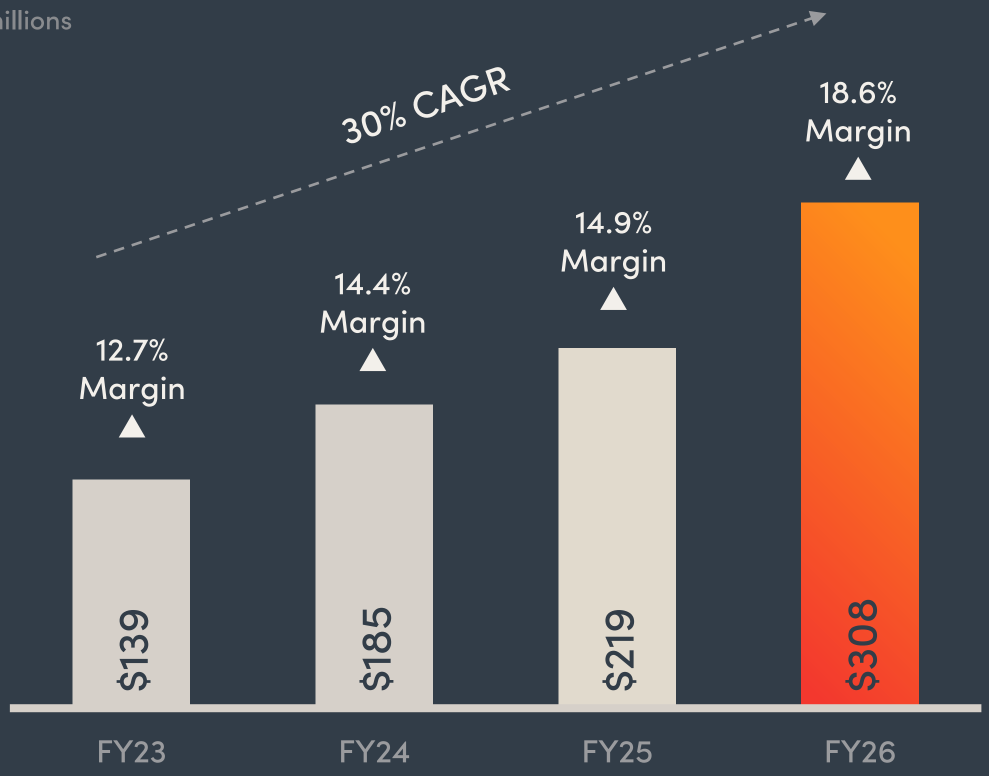
Financials (cont.)

Driving continued **margin expansion** on an annual basis

Free Cash Flow

excluding interest income on funds held for clients

$ millions



Demonstrating meaningful FCF leverage

- Successfully driven nearly 600bps of FCF margin leverage excl. interest income on funds held for clients since FY23
- Repurchased ~2.8m shares of common stock for ~$398m in aggregate during FY26; repurchased ~$698m or ~4.6m shares in aggregate since May 2024
- $1.3Bn remaining under existing repurchase program as of June 30, 2026

Strong Balance Sheet – $272m Cash & Cash Equivalents as of 6/30/26

External Recognition

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Great Place To Work® Certified MAY 2026-MAY 2027 USA

TrustRadius Top Rated 2026

TrustRadius Buyer's Choice 2026

TrustRadius Trusted Seller

HR Tech Outlook Top Payroll Software 2026

Time America's Top WorkTech Companies 2026

Newsweek Greatest Workplaces for Parents & Families 2026

Forbes Best Employers for Women 2026

America's Greatest Workplaces for Culture, Belonging & Community 2026 Newsweek Plant-A Insights Group

BEST SOFTWARE 2026 Top 50 HR PRODUCTS

BEST SOFTWARE 2026 Top 100 BEST SOFTWARE PRODUCTS

BEST SOFTWARE 2026 Top 50 ACCOUNTING & FINANCE PRODUCTS

BEST SOFTWARE 2025 Top 50 MID-MARKET PRODUCTS

BEST SOFTWARE 2025 Top 100 GLOBAL COMPANIES

atd BEST 2025 Award Winner

builtin 2025 BEST PLACES TO WORK

Newsweek America's Greatest Workplaces for Diversity 2025

Newsweek America's Greatest Workplaces for Women 2025

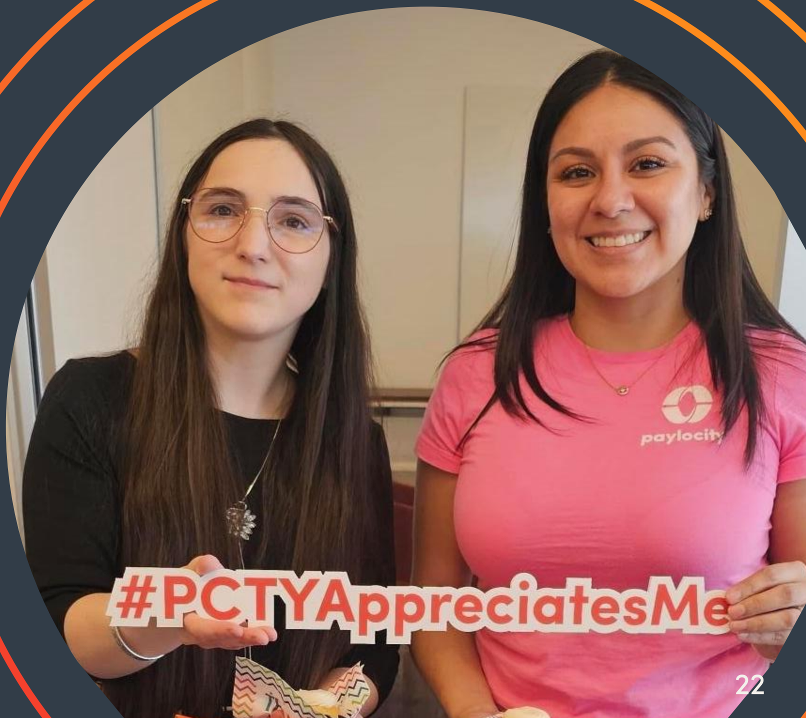
Entrepreneur Top 10 Companies for Work-Life Balance 2025

Forbes America's Most Trusted Companies 2025

Time Best Midsize Companies 2025

Fortune Best Workplaces in Technology 2025

TrustRadius Tech Cares 2025



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Forward Together.

Positioned for Long-Term Growth & Margin Expansion

- Creating the most modern HCM, Finance, and IT platform
- Increasing average revenue per client
- Growing client base
- Strong client retention

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www.paylocity.com