



# Investor Presentation

FULL YEAR 2024

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February 26, 2025

# Forward-Looking Statements

This presentation contains “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933 (the “Securities Act”) and Section 21E of the Securities Exchange Act of 1934 (“the Exchange Act”). All statements other than statements of historical fact included in this presentation regarding our financial position, business strategy and plans and objectives for future performance, including our “2025 Outlook” are forward-looking statements. You can identify these statements by the fact that they do not relate strictly to historical or current facts. Forward-looking statements are commonly identified by the use of such terms and phrases as “will,” “could,” “can,” “may,” “strive,” “hope,” “intend,” “believe,” “estimate,” “continue,” “plan,” “expect,” “project,” “anticipate,” “outlook,” “foreseeable future,” “seek” and words or phrases of similar import in connection with any discussion of future operating or financial performance. In particular, these include statements relating to future actions, future performance or results of current and anticipated services, sales efforts, expenses, and financial results.

From time to time, we may also provide oral or written forward-looking statements in other materials we release to the public. All of our forward-looking statements in this presentation and in any other public statements that we make, are subject to certain risks and uncertainties that could cause actual results to differ materially from those projected. Such risks and uncertainties include, but are not limited to: payments on accounts receivable may be slower than expected, or amounts due on receivables or notes may not be fully collectible; we are dependent on the services of our executive officers, other key employees, producers and service personnel, the loss of whom may have a material adverse effect on our business, financial condition and results of operations; restrictions imposed by independence requirements and conflict of interest rules may limit our ability to provide services to clients of the attest firms with which we have contractual relationships and the ability of such attest firms to provide attestation services to our clients; our goodwill and intangible assets could become impaired, which could lead to material non-cash charges against earnings; certain liabilities resulting from acquisitions are estimated and could lead to a material impact on our results of operations; we may fail to realize the anticipated benefits of acquisitions, or they may prove disruptive and could result in the combined business failing to meet our expectations; our business could be adversely affected if Marcum LLP does not perform to our expectations or we underestimate the liabilities we have assumed; recent Securities & Exchange Commission (“SEC”) and Public Company Accounting Oversight Board (“PCAOB”) sanctions against Marcum may adversely impact our performance and reputation; if we are unable to implement and maintain effective internal control over financial reporting following the Marcum acquisition (the “Transaction”), we may fail to prevent or detect material misstatements in our financial statements, in which case investors could lose confidence in the accuracy and completeness of our financial reports and the market price of our common stock may decline; we may not be able to acquire and finance additional businesses, which could limit our ability to pursue our business strategy; we will incur transaction, integration, and restructuring costs in connection with our acquisition program; governmental regulations and interpretations are subject to changes, which could have a material adverse effect on our financial condition; changes in the United States healthcare environment, including new healthcare legislation, may adversely affect the revenue and margins in our healthcare benefit business; we are subject to risks relating to processing customer transactions for our payroll and other transaction processing businesses; cyber-attacks or other security breaches involving our computer systems or the systems of one or more of our vendors could materially and adversely affect our business; we are subject to risk as it relates to software that we license from third parties; we are reliant on information processing systems and any failure or disruptions of these systems could have a material adverse effect on our business, financial condition and results of operations; we could be held liable for errors and omissions; the business services industry is competitive and fragmented, if we are unable to compete effectively, our business, financial condition and results of operations could be negatively impacted; given our levels of share-based compensation, our tax rate may vary significantly depending on our stock price; rapid technological changes could significantly impact our competitive position, client relationships and operating results and our ability to realize the anticipated benefits of the Transaction; climate change legislation or regulations restricting emissions of greenhouse gases could result in increased operating costs; the widespread outbreak of a communicable illness or any other public health crisis could adversely affect our business, financial condition and results of operations; we require a significant amount of cash for interest payments on our debt and to expand our business as planned; terms of our credit facility could adversely affect our ability to run our business and/or reduce stockholder returns; our failure to satisfy covenants in our debt instruments could cause a default under those instruments; our increased leverage following the Transaction may adversely impact our business; we may be more sensitive to revenue fluctuations than other companies, which could result in fluctuations in the market price of our common stock; the significant number of shares issuable as the stock consideration in the Transaction may adversely impact our stock price; the future issuance of additional shares could adversely affect the price of our common stock; there is volatility in our stock price; and the price of our common stock could be adversely impacted if we do not perform to expectations following the Transaction.

Such forward-looking statements can be affected by inaccurate assumptions we might make or by known or unknown risks and uncertainties. Many factors mentioned in “Item 1A. Risk Factors” of our most recent Annual Report on Form 10-K, as updated in subsequent filings with the SEC, will be important in determining future results. Should one or more of these risks or assumptions materialize, or should the underlying assumptions prove incorrect, actual results may vary materially from those anticipated, estimated, projected or implied. Consequently, no forward-looking statement can be guaranteed. Our actual future results may vary materially, and we undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law. You are advised, however, to consult any further disclosures we make on related subjects in the current, quarterly, periodic and annual reports we file with the SEC. All forward-looking statements made in this release are made only as the date hereof. The Company does not undertake any obligation to publicly update or correct any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.


# Non-GAAP Measures

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To supplement our consolidated financial statements, which are prepared and presented in accordance with GAAP, we also present the Adjusted Net Income (Loss), Adjusted Diluted Earnings Per Share (“EPS”), and Adjusted EBITDA which are non-GAAP measures. These non-GAAP measures, adjusted to exclude the impact of the Marcum acquisition, integration costs, amortization of acquired intangible assets, and other significant non-operating related gains and losses management does not consider on-going in nature.

The presentation of non-GAAP financial information is not intended to be considered in isolation or as a substitute for, or superior to, the financial information prepared and presented in accordance with GAAP. We use these non-GAAP financial measures for financial and operational decision-making, and to evaluate results relative to employee compensation targets. We believe that these non-GAAP financial measures provide meaningful supplemental information to stockholders, debt holders, and other interested parties in assessing our performance. These non-GAAP financial measures also facilitate management’s internal comparisons to our historical performance by excluding significant acquisition expenses, certain one-time non-recurring items, gains and losses that management does not consider ongoing in nature. We believe these non-GAAP financial measures are useful to investors both because (1) they allow for greater transparency with respect to key measures used by management in its financial and operational decision-making and (2) they are used by our stockholders and analyst community to determine the health of our business.

Management provides specific information regarding the GAAP amounts excluded from or included in this non-GAAP financial measurement. Additionally, management provides reconciliations of these non-GAAP financial measurements to their most comparable financial measures in accordance with GAAP. Please see the sections captioned ‘GAAP Reconciliation’ within the Appendix for the reconciliations.

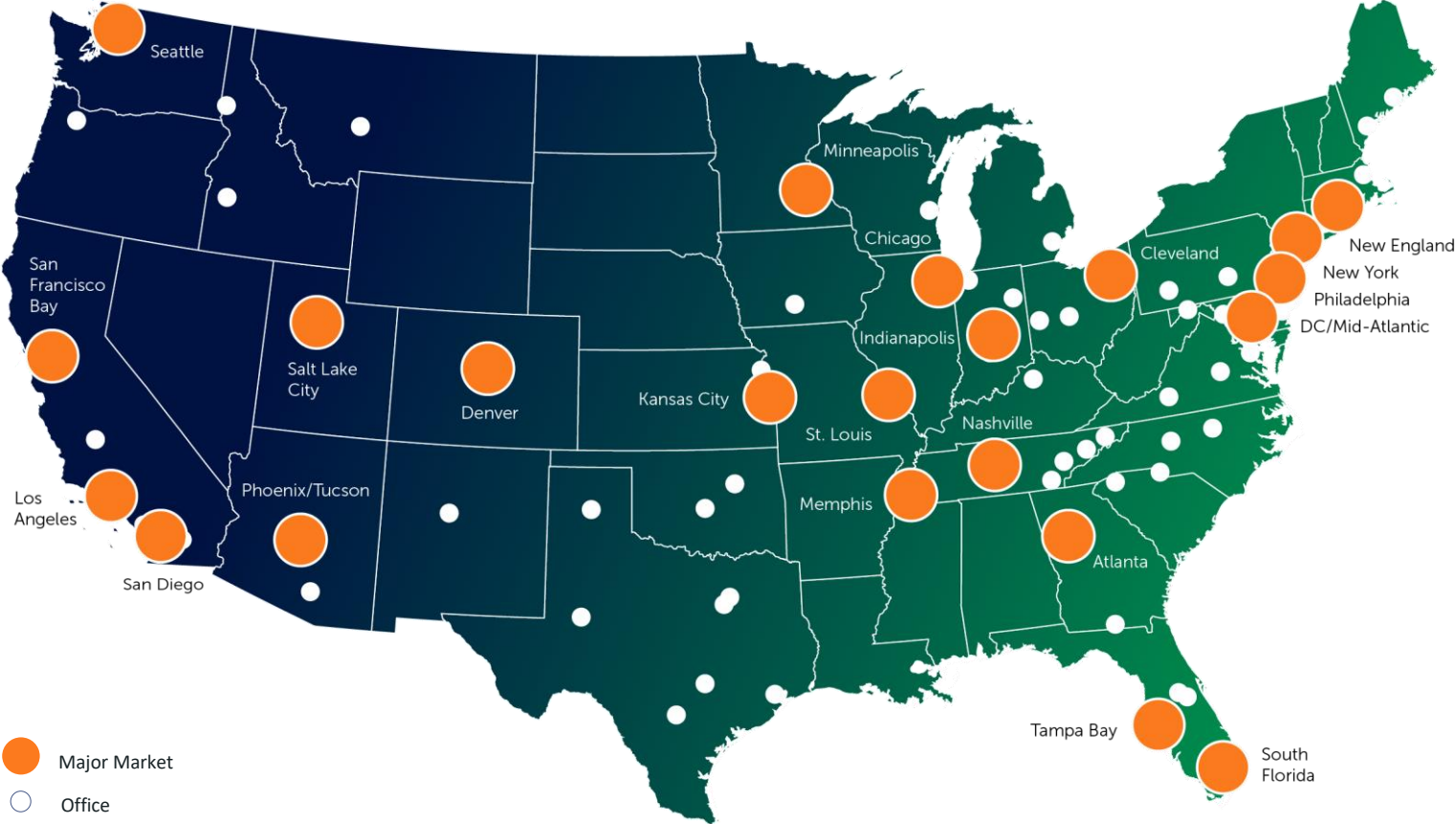


CBIZ, Inc. (NYSE: CBZ) is a leading professional services advisor to middle-market businesses and organizations nationwide.



With unmatched industry knowledge and expertise in accounting, tax, advisory, benefits, insurance, and technology, CBIZ delivers forward-thinking insights and actionable solutions to help clients anticipate what's next and discover new ways to accelerate growth.

# CBIZ – At a Glance



~\$2.8  
REVENUE

#7  
TOP 100  
ACCOUNTING  
FIRM<sup>(1)</sup>

10K+  
EMPLOYEES

135K+  
CLIENTS

22  
MAJOR  
MARKETS



(1) Based on Accounting Today 2024 Top 100 Firms Report

# Competitive Advantage

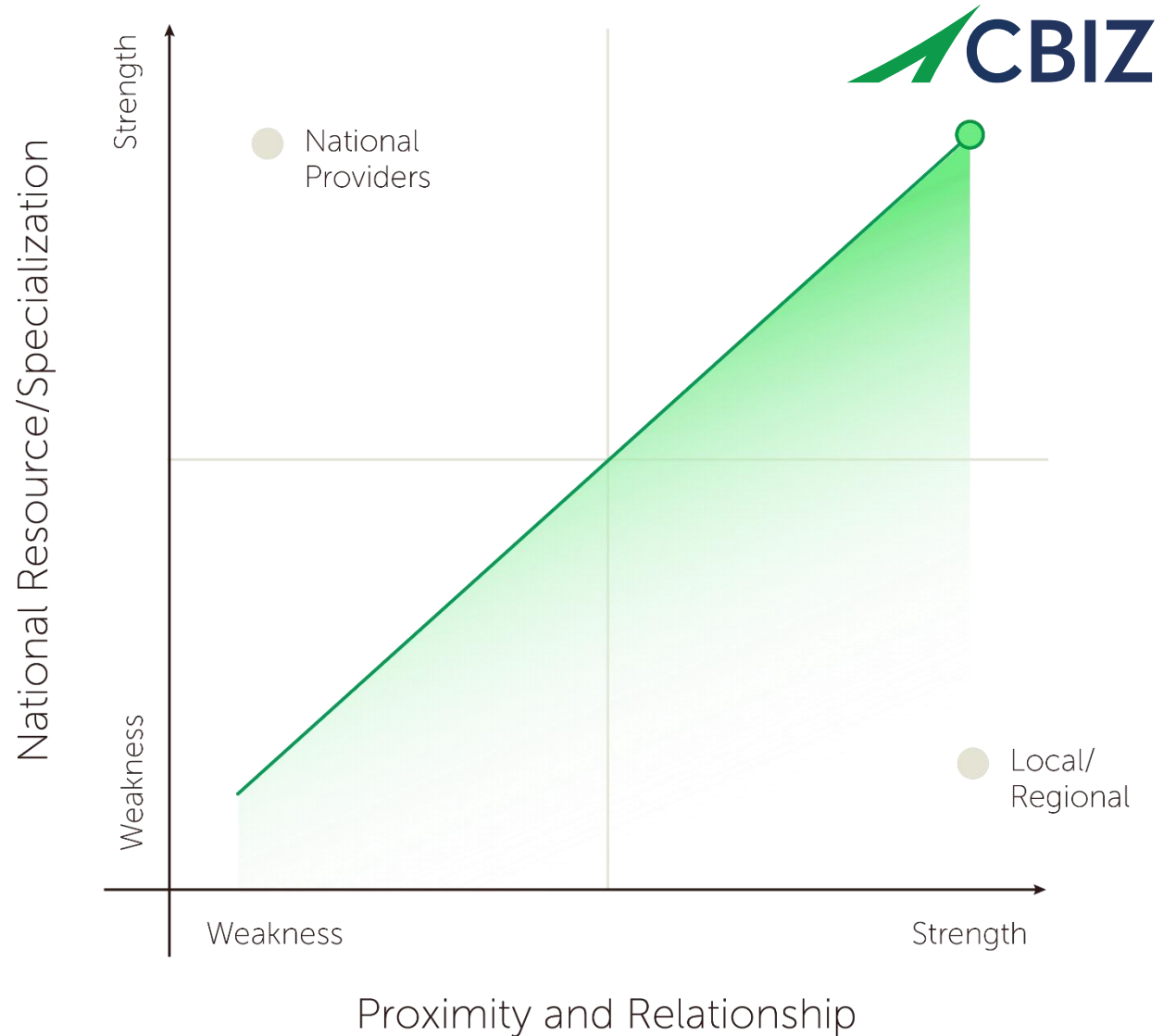
Since our founding in 1996, CBIZ set out to build a company that would provide a breadth of services with depth of expertise that is unmatched in our industries to assist our clients with their most pressing needs and greatest opportunities.



Local Relationship  
& Delivery



National  
Expertise



# CBIZ Clients

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**135K+**  
TOTAL CLIENTS



**MID-SIZED**  
BUSINESSES



**~90%**  
CLIENT  
RETENTION RATE

# Business Model Attributes

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ESSENTIAL &  
RECURRING  
SERVICES



BROAD  
GEOGRAPHIC  
FOOTPRINT



STRONG &  
CONSISTENT  
CASH FLOWS



HIGH CLIENT  
RETENTION



DIVERSE  
CLIENT BASE  
*(Size/Industry)*



OPERATING  
LEVERAGE

# Revenue Breakdown

**75%**  
FINANCIAL  
SERVICES

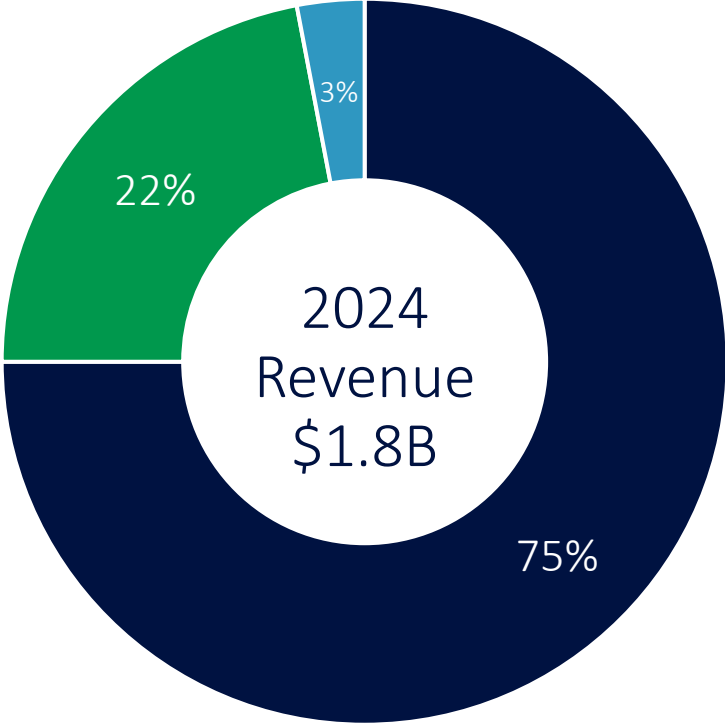
- Accounting & Tax
- Financial Advisory
- Government Health Care Consulting

**22%**  
BENEFITS &  
INSURANCE SERVICES

- Employee Benefits Consulting
- Payroll / Human Capital Management
- Property & Casualty
- Retirement & Investment Services

**3%**  
NATIONAL  
PRACTICES

- IT Managed Services



# Recurring Revenue

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~77%

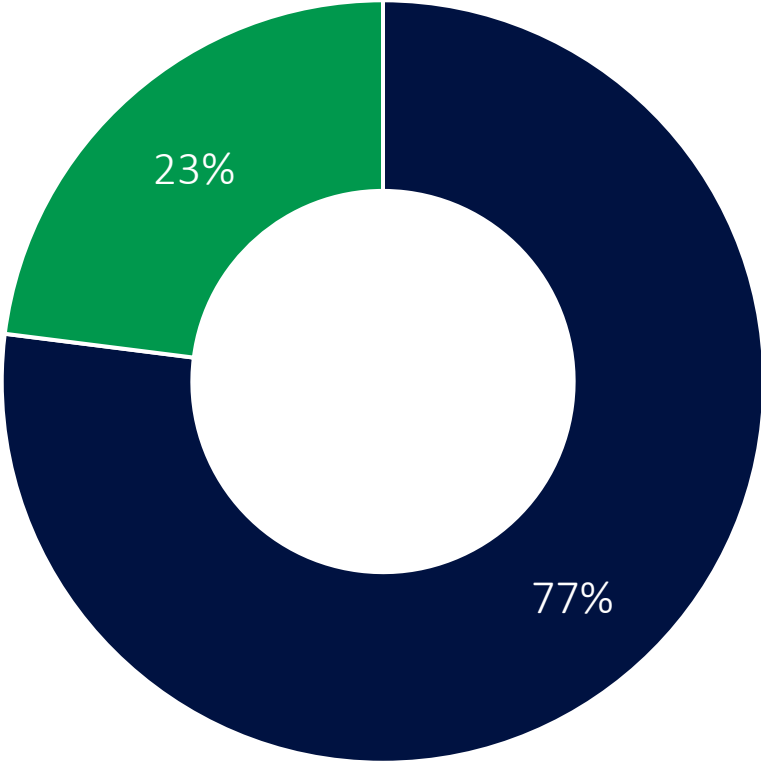
RECURRING SERVICES

- Annual Accounting & Tax Services
- Government Health Care Consulting
- Group Health Benefits
- Payroll/ Human Capital Management
- Property & Casualty
- Retirement and Investment Services
- Technology Support

~23%

PROJECT BASED WORK

- Compensation Studies
- Executive Search
- Financial Consulting
- Litigation Support
- Risk Advisory
- Transaction Advisory
- Valuation

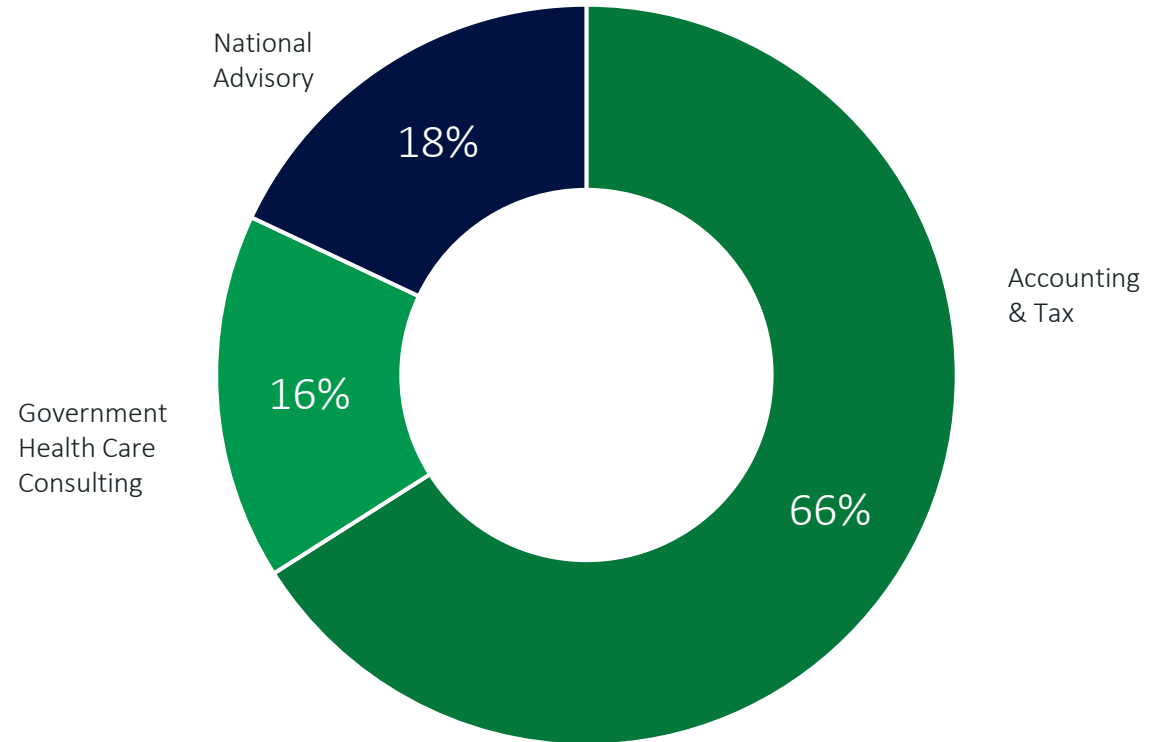


# Financial Services



## Top 7

Accounting Provider Nationally  
by Accounting Today<sup>(1)</sup>

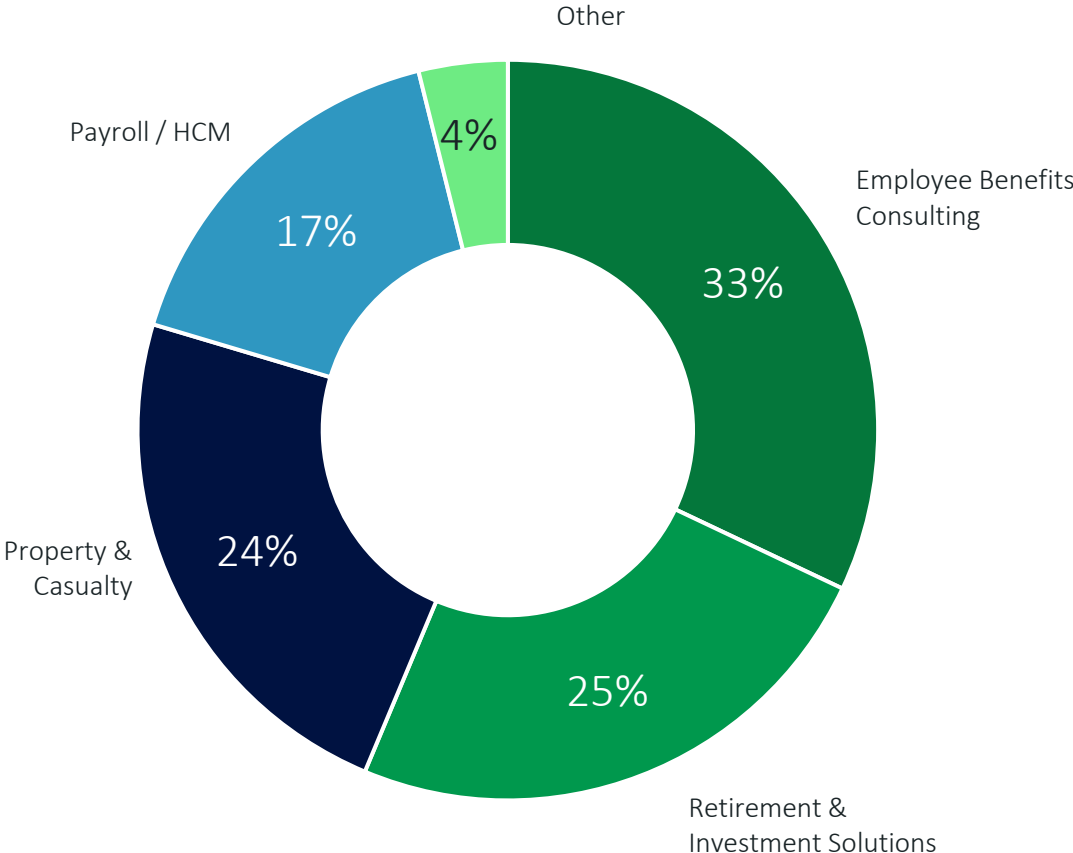


# Benefits & Insurance Services



## Top 30

Broker of U.S. Business 2024  
by BI Magazine

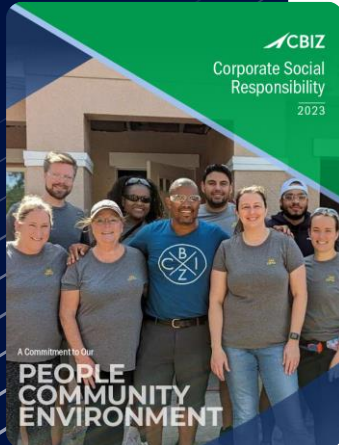


# Our People & Culture

Training  
& Development

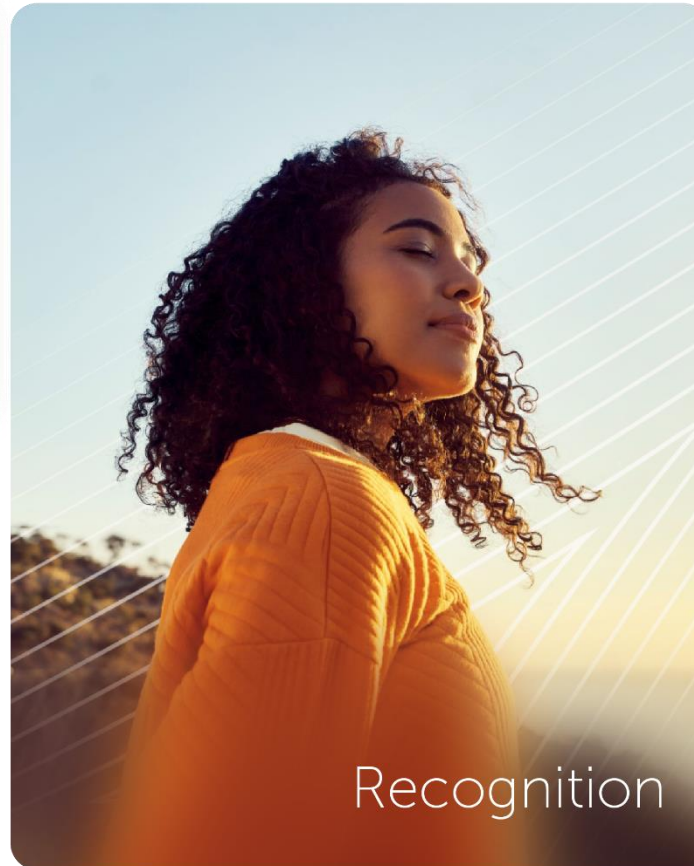


Great People  
Great Place (GP2)



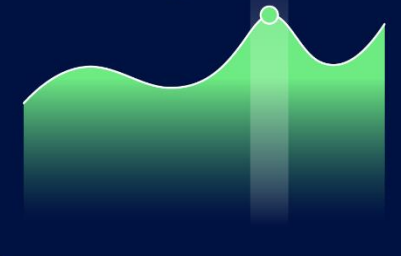
Corporate  
Social  
Responsibility

Employee  
Resource  
Groups



Recognition

Career  
Pathing



Compensation  
& Benefits



# Recognition

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# Marcum Strategic Rationale

|                         |  |
|-------------------------|--|
| Market Position         | Solidify position as a leading provider of professional services to the growing middle market and 7th largest accounting services provider in the U.S.             |
| Growth Strategy         | Scale accelerates growth and further positions CBIZ as an acquirer of choice   |
| Our People              | Attract and retain the best and brightest in our industries, enhance learning and development aligned to meaningful career paths and expanded growth opportunities |
| Client Experience       | Offer an unmatched breadth of services and depth of expertise including the development of innovative and actionable solutions                                     |
| Industry Expertise      | Combined industry knowledge enables access to new sectors and expands presence in target industries  |
| Innovation & Technology | Enable greater investment in technology to support data-driven insights and solutions while driving innovation, increasing efficiency and enhancing performance    |
| Shareholder Value       | Expect to be accretive in 2025, with an estimated contribution to Adjusted EPS <sup>(1)</sup> of approximately 10%   |

# Marcum Integration Update

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## At 4Q24 Closing

- People-focused onboarding
- Brand elevation and joint marketing
- Client engagement
- Alignment of financial processes and reporting

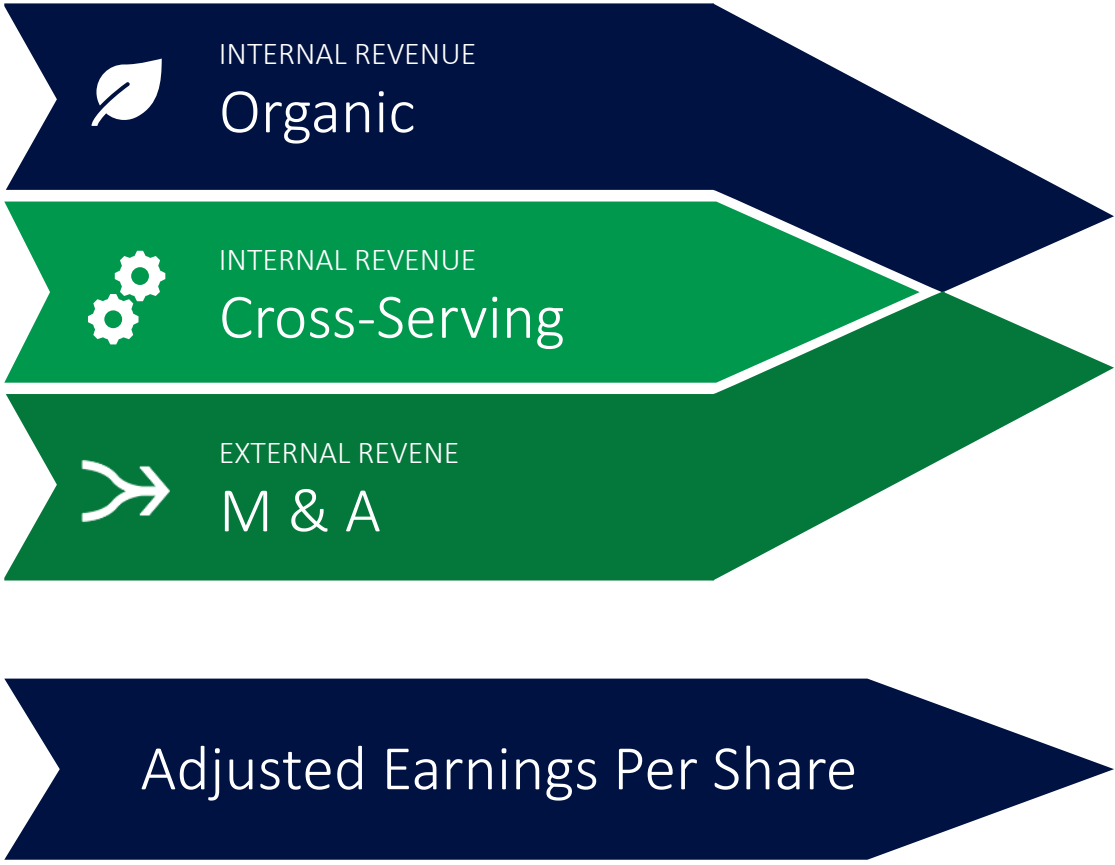
## First 18 Months

- Alignment of operational processes and move to common platforms and systems
- Client service and solution standardization
- Consolidation of resources

## 2026 & Beyond

- Anticipated \$25M+ cost synergies
- Process and practice innovation

# Revenue Growth Components



Long-Term  
Growth Goals

8% -10%

1.5x – 2x

# Internal Growth Drivers

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NET NEW  
BUSINESS



PRICING



CROSS-SERVING



PRODUCERS &  
BUSINESS  
DEVELOPMENT  
MANAGERS



LOCAL MARKET  
GOALS



MARKETING &  
BRANDING

# Growth by Acquisition

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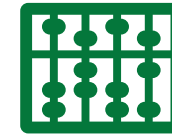
## STRATEGY

- Enter attractive geographic markets
- Strengthen presence in existing markets
- Add breadth of service or depth of expertise to our existing offerings
- Expand into high growth industries and service niches
- Access to top talent



## ATTRIBUTES

- Successful local or regional company
- Cultural fit
- Strong leadership
- Desire for greater national platform and enhanced client service capabilities
- Cross-serving potential
- Full integration



## STRUCTURE

- Consideration based on TTM EBITDA
- 50%+ paid up front
- Balance paid on multi-year earnout contingent on achieving reasonable growth targets
- Proceeds paid using a mix of cash and stock



# Financial Overview

# 2024 Highlights & 2025 Guidance

| SEGMENT                                      | 2024<br>SAME-UNIT<br>REVENUE<br>GROWTH | 2024<br>TOTAL<br>REVENUE<br>GROWTH | 2025<br>GUIDANCE <sup>(1)</sup> |
|--|--|------------------------------------|---------------------------------|
| FINANCIAL SERVICES                           | 4.8%                                   | 17.4%                              |                                 |
| BENEFITS AND INSURANCE SERVICES              | 4.2%                                   | 4.8%                               |                                 |
| NATIONAL PRACTICES                           | 13.5%                                  | 4.1%                               |                                 |
| REVENUE                                      | 4.8%                                   | 14.0%                              | ~\$2.90B TO \$2.95B             |
| GAAP DILUTED EPS                             |  | \$0.78                             | \$1.97 to \$2.02                |
| ADJUSTED DILUTED EPS <sup>(2)</sup>          |  | \$2.67                             | \$3.60 to \$3.65                |
| TAX RATE                                     |  | 29%                                | ~29%                            |
| SHARE COUNT (WEIGHTED AVERAGE FULLY DILUTED) |  | 52.7M                              | ~64.5 to 65.0M                  |



(1) Reflects guidance provided by the Company on February 26, 2025.  
 (2) Non-GAAP financial measure. See Appendix for GAAP reconciliation.

# Clear Path to Leverage Reduction



Significant free cash flow generated by the pro forma company to pay down transaction debt



Continued capital allocation approach addressing acquisitions, share repurchases, capital spending and deleveraging

Pro Forma Net Leverage of Adj. EBITDA<sup>(1)</sup>

~3.25x to ~3.50x



At-Close



~2.00x to ~2.25x



~24-Months Post-Close

# Investment Highlights

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## OPERATIONAL LEVERAGE

- Established national platform
- Full integration of acquired businesses
- Infrastructure provides margin expansion opportunity



## FINANCIAL ATTRIBUTES

- Strong balance sheet
- Strong and consistent cash flow
- Credit facility provides flexible source of funds
- 90%+ client retention rates
- 75% recurring revenue
- Long-standing diverse client base
- Broad geographic / industry / client exposure mitigates risk



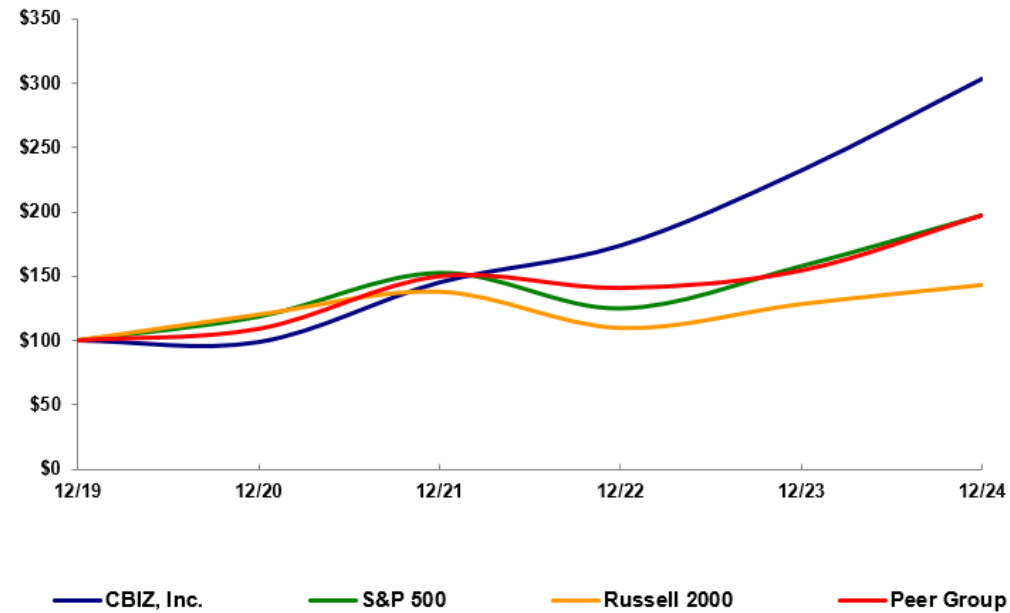
## RESULTS

- Proven ability to grow earnings at a faster rate than revenue growth
- 2019 – 2023 Revenue Growth CAGR: 13.8%
- 2019 – 2023 GAAP EPS Growth CAGR: 17.4%
- 2019 – 2023 Adjusted EPS Growth CAGR: 17.6%<sup>(1)</sup>

# Five-Year Total Shareholder Return

## COMPARISON OF 5-YEAR CUMULATIVE TOTAL RETURN\*

Among CBIZ, Inc., the S&P 500 Index, the Russell 2000 Index, and a Peer Group



\*\$100 invested on 12/31/19 in stock or index, including reinvestment of dividends. Fiscal years ending December 31. Peer Group companies identified in the CBIZ, Inc. Annual Report on Form 10-K for the year ended December 31, 2024. Copyright 2025 Standard & Poor's, a division of S&P Global. All rights reserved. Copyright 2024 Russell Investment Group. All rights reserved.

# Financial Goals

## 2025 GUIDANCE<sup>(1)</sup>

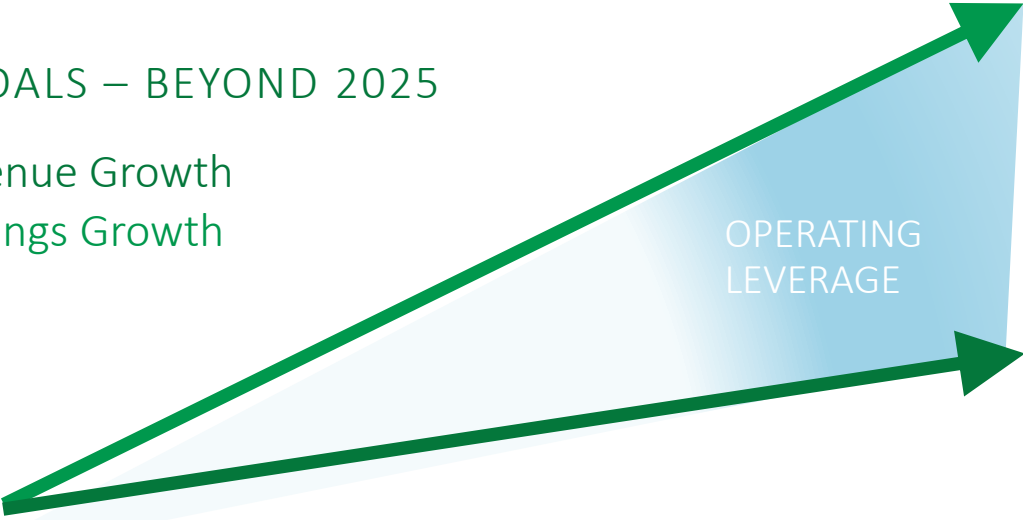
Revenue: \$2.90B to \$2.95B

GAAP EPS: \$1.97 to \$2.02  
Adj. EPS<sup>(2)</sup>: \$3.60 to \$3.65

Continued Strong Cash Flow

## LONG-TERM GOALS – BEYOND 2025

- 8% - 10% Revenue Growth
- 1.5x – 2x Earnings Growth



(1) Reflects guidance provided by the Company on February 26, 2025.  
(2) Non-GAAP financial measure. See Appendix for GAAP reconciliation.



# Appendix



# 106 Workplace Awards in 2024



## National Workplaces

- 2024 Top Workplaces USA
- 2024 Best and Brightest Companies in the Nation
- 2024 Top Workplaces – Culture Excellence in Leadership, Purpose and Values, Work-Life Flexibility, Compensation and Benefits, Innovation, Employee Appreciation, Professional Development
- 2024 Best Places to Work in Insurance
- 2024 Early Talent Award
- 2024 Ripplematch Campus Forward Winner
- 2024 Top Workplaces – Financial Services Industry
- 2024 America’s Most Recommended Tax and Accounting Firms
- 2024 America’s Best Midsize Companies
- 2024 Fortune’s Best Workplaces in Financial Services and Insurance

## Local Office Workplaces

- Akron, OH
- Alpharetta, GA
- Atlanta, GA
- Bakersfield, CA
- Brentwood, TN
- Boca Raton, FL
- Boise, ID
- Boston, MA\*
- Chicago, IL\*
- Cleveland, OH\*
- Clinton, NJ
- Columbia, MD\*
- Cranford, NJ
- Dallas, TX
- Delray Beach, FL\*
- Denver, CO\*
- East Windsor, NJ
- Encino, CA\*
- Greenwood Village, CO\*
- Houston, TX
- Indianapolis, IN
- Irvine, CA\*
- Knoxville, TN
- Lawrenceville, NJ
- Los Angeles, CA\*
- Manasquan, NJ
- Memphis, TN\*
- Minneapolis, MN
- Naperville, IL\*
- Nashville, TN
- New Providence, NJ
- New York, NY\*
- Owings Mills, MD\*
- Oklahoma City, OK
- Oxnard, CA\*
- Philadelphia, PA\*
- Phoenix, AZ\*
- Pleasant Hill, CA\*
- Providence, RI\*
- Roanoke, VA
- Salt Lake City, UT\*
- San Diego, CA\*
- San Francisco, CA\*
- San Jose, CA\*
- San Luis Obispo, CA\*
- San Mateo, CA\*
- Sarasota, FL
- Seattle, WA
- Solon, OH\*
- St. Louis, MO
- St. Petersburg, FL\*
- Tampa, FL\*
- Tucson, AZ\*
- Tulsa, OK
- Walnut Creek, CA\*
- Westlake, OH\*
- West Conshohocken, PA\*
- Woodstock, GA\*

## Certifications & Rankings

- 2024 Great Place to Work Certification
- 2024 Vault Most Prestigious Accounting
- 2024 Vault Top 25 Accounting Internships
- 2024 Top 10 Defined Benefits Administrator
- 2024 Top 100 Brokers List
- 2024 Top 100 Firms – Accounting Today
- 2024 Top DC Advisor Multi-Office Firms
- 2024 America’s Greatest Workplaces – Newsweek

## Local Wellbeing

- Akron, OH
- Alpharetta, GA
- Atlanta, GA
- Austin, TX
- Brentwood, TN
- Boca Raton, FL
- Boston, MA
- Chicago, IL
- Cleveland, OH
- Cleveland, TN
- Columbia, MD
- Cumberland, MD
- Dallas, TX
- Delray Beach, FL
- Denver, CO
- Dublin, OH
- Fairborn, OH
- Greensboro, NC
- High Point, NC
- Houston, TX
- Indianapolis, IN
- Irvine, CA
- Kansas City, MO
- Knoxville, TN
- Lawrenceville, NJ
- Los Angeles, CA
- Maitland, FL
- Maryland Heights, MO
- Memphis, TN
- Midland, TX
- Murfreesboro, TN
- Naperville, IL
- New Providence, NJ
- New York, NY
- Overland Park, KS
- Owings Mills, MD
- Palm Beach, FL
- Philadelphia, PA
- Phoenix, AZ
- Plymouth Meeting, PA
- Providence, RI
- Roanoke, VA
- Salt Lake City, UT
- San Antonio, TX
- San Diego, CA
- San Francisco, CA
- San Jose, CA
- Seattle, WA
- Solon, OH
- St. Louis, MO
- St. Petersburg, FL
- Tampa, FL
- Uniontown, OH
- Walnut Creek, CA
- Westlake, OH
- West Conshohocken, PA
- Winston-Salem, NC
- Woodstock, GA

## National Wellbeing

- 2024 Best and Brightest\* Companies in Wellbeing
- 2024 Top Workplaces – Wellbeing
- 2024 Healthiest 100 Workplaces



\*Indicates multi-award winner

CBIZ is a consulting, tax and financial services provider that works closely with CBIZ CPAs P.C., an independent CPA firm that provides audit, review and other attest services.

**CBIZ, Inc.**  
**GAAP RECONCILIATION**

**Net Income and Diluted Earnings Per Share ("EPS") to Adjusted Net (Loss) Income and EPS<sup>(1)</sup>**

(in thousands, except per share data)

|  | Twelve Months Ended December<br>31, 2024 |                | Twelve Months Ended December 31,<br>2023 |                |
|--|--|----------------|--|----------------|
|  | Amounts                                  | EPS            | Amounts                                  | EPS            |
| <b>Net Income</b>  | <b>\$ 41,038</b>                         | <b>\$ 0.78</b> | <b>\$ 120,968</b>                        | <b>\$ 2.39</b> |
| <i>Adjustments:</i>                                      |  |                |  |                |
| Gain on sale of assets, net                              | -  | -              | (2,863)                                  | (0.06)         |
| Marcum impact <sup>(2)</sup>                             | 127,071                                  | 2.41           | -  | -              |
| Integration costs related to acquisitions <sup>(3)</sup> | 1,515                                    | 0.03           | 3,393                                    | 0.08           |
| Gain on sale of operations, net                          | (4,932)                                  | (0.09)         | (176)                                    | -              |
| Other adjustments <sup>(4)</sup>                         | 4,324                                    | 0.08           | 731                                      | 0.01           |
| Income tax effect related to adjustments                 | (34,322)                                 | (0.65)         | (296)                                    | (0.01)         |
| EPS impact due to share count changes <sup>(5)</sup>     | -  | 0.11           | -  | -              |
| <b>Adjusted net income</b>                               | <b>\$ 134,694</b>                        | <b>\$ 2.67</b> | <b>\$ 121,757</b>                        | <b>\$ 2.41</b> |

(1) This table reconciles Adjusted net income and Adjusted diluted EPS to the most directly comparable GAAP financial measures. Adjusted net income and Adjusted diluted EPS exclude the impact of Marcum acquisition and other significant non-operating related gains and losses that management does not consider on-going in nature. Please refer to the 'Non-GAAP Financial Measures' section for further management discussion.

(2) Adjustments for the twelve months ended December 31, 2024 include \$57.1 million of operating loss during the two months subsequent to the close of the Marcum Transaction, \$55.5 million acquisition related costs, as well as \$14.5 million incremental interest incurred to finance the acquisition.

(3) These costs include, but are not limited to, certain consulting, technology, personnel, as well as other first year operating and general administrative costs that are non-recurring in nature. Amounts reported in 2024 related to the costs incurred related to the acquisitions of Erickson, Brown & Kloster, LLC and CompuData, Inc., and those reported in 2023 related to the acquisition of Somerset CPAs and Advisors ("Somerset").

(4) These costs primarily include contingent loss accrual related to certain legal matters as well as costs associated with the Company's facility optimization effort.

(5) This adjustment excludes the weighted average shares impact of deferred share purchase consideration related to the Marcum acquisition. For the twelve months ended December 31, 2024, 2.3 million of deferred shares were included in the weighted average shares outstanding amount for the EPS calculation.

## GAAP RECONCILIATION

### Net income and Diluted Earnings Per Share ("EPS") to Adjusted Net Income and Adjusted EPS<sup>(1)</sup>

*(In thousands, except per share data)*

|  | Year Ended December 31, |                |                   |                |                  |                |                  |                |                  |                |
|--|-------------------------|----------------|-------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|
|  | 2023                    | EPS            | 2022              | EPS            | 2021             | EPS            | 2020             | EPS            | 2019             | EPS            |
| <b>Net income</b>  | <b>\$ 120,968</b>       | <b>\$ 2.39</b> | <b>\$ 105,354</b> | <b>\$ 2.01</b> | <b>\$ 70,887</b> | <b>\$ 1.32</b> | <b>\$ 78,299</b> | <b>\$ 1.41</b> | <b>\$ 70,714</b> | <b>\$ 1.26</b> |
| Adjustment   |                         |                |                   |                |                  |                |                  |                |                  |                |
| Gain on sale of operations, net  | -                       | -              | -                 | -              | (6,311)          | (0.12)         | -                | -              | -                | -              |
| Gain on sale of assets, net  | (2,863)                 | (0.06)         | (2,391)           | (0.05)         | -                | -              | -                | -              | -                | -              |
| Legal settlement, net  | -                       | -              | -                 | -              | 30,468           | 0.57           | -                | -              | -                | -              |
| Transaction costs related to acquisitions <sup>(2)</sup>               | 611                     | 0.01           | 1,329             | 0.03           | -                | -              | -                | -              | -                | -              |
| Integration and retention costs related to acquisitions <sup>(2)</sup> | 2,782                   | 0.06           | 9,191             | 0.18           | -                | -              | -                | -              | -                | -              |
| Income tax effect related to adjustments                               | (344)                   | (0.01)         | (2,075)           | (0.04)         | (5,746)          | (0.11)         | -                | -              | -                | -              |
| <b>Adjusted net income</b>   | <b>\$ 121,885</b>       | <b>\$ 2.41</b> | <b>\$ 111,408</b> | <b>\$ 2.13</b> | <b>\$ 89,298</b> | <b>\$ 1.66</b> | <b>\$ 78,299</b> | <b>\$ 1.41</b> | <b>\$ 70,714</b> | <b>\$ 1.26</b> |
| <b>Diluted weighed average common shares outstanding</b>               | <b>50,557</b>           |                | <b>52,388</b>     |                | <b>53,723</b>    |                | <b>55,359</b>    |                | <b>55,895</b>    |                |

<sup>(1)</sup> This table reconciles Adjusted net income and Adjusted diluted EPS to the most directly comparable GAAP financial measures. Adjusted net income and Adjusted diluted EPS exclude the impact of Marcum acquisition and other significant non-operating related gains and losses that management does not consider on-going in nature. Please refer to the 'Non-GAAP Financial Measures' section for further management discussion.

<sup>(2)</sup> These costs include, but are not limited to, certain consulting, technology, personnel, as well as other first year operating and general administrative costs that are non-recurring in nature. Amounts reported in 2023 related to the costs incurred related to the Somerset acquisition and those in 2022 related to the Marks Paneth acquisition.

**CBIZ, Inc.**  
**GAAP RECONCILIATION**

**Full Year 2025 Diluted Earnings Per Share ("EPS") and Adjusted EBITDA Guidance**

|   | Full Year 2025 Guidance                     |               |                  |               |
|---|---|---------------|------------------|---------------|
|   | (Amounts in millions except per share data) |               |                  |               |
|   | Low   |               | High             |               |
|   | Amounts                                     | EPS           | Amounts          | EPS           |
| <b>GAAP Net Income</b>  | <b>\$ 127.90</b>                            | <b>\$1.97</b> | <b>\$ 131.10</b> | <b>\$2.02</b> |
| Amortization of acquired intangible assets <sup>(1)</sup>                   | 75.1  | 1.15          | 75.1             | 1.15          |
| Integration costs related to acquisitions <sup>(2)</sup>                    | 75.0  | 1.15          | 75.0             | 1.15          |
| Income tax effect related to adjustments                                    | (43.5)                                      | (0.67)        | (43.5)           | (0.67)        |
| <b>Adjusted Net Income</b>  | <b>\$ 234.50</b>                            | <b>\$3.60</b> | <b>\$ 237.70</b> | <b>\$3.65</b> |
| Depreciation  | 22.1  |               | 22.1             |               |
| Interest expense  | 99.3  |               | 99.3             |               |
| Income tax expense included the tax effect related to the adjustments above | 94.5  |               | 97.1             |               |
| <b>Adjusted EBITDA</b>  | <b>\$ 450.40</b>                            |               | <b>\$ 456.20</b> |               |

(1) These costs represent the amortization of the intangible assets, such as client lists, recognized as a result of applying Accounting Standards Codification Topic 805, Business Combinations. The amount of amortization expense recorded in each period is significantly affected by the size and timing of our acquisitions.

(2) These costs include, but are not limited to, certain consulting, technology, personnel, as well as other operating and general administrative costs associated with the integration of Marcum acquisition.



Thank You