ASGN Incorporated

SUMMARY FINANCIAL RESULTS – Q4 2024

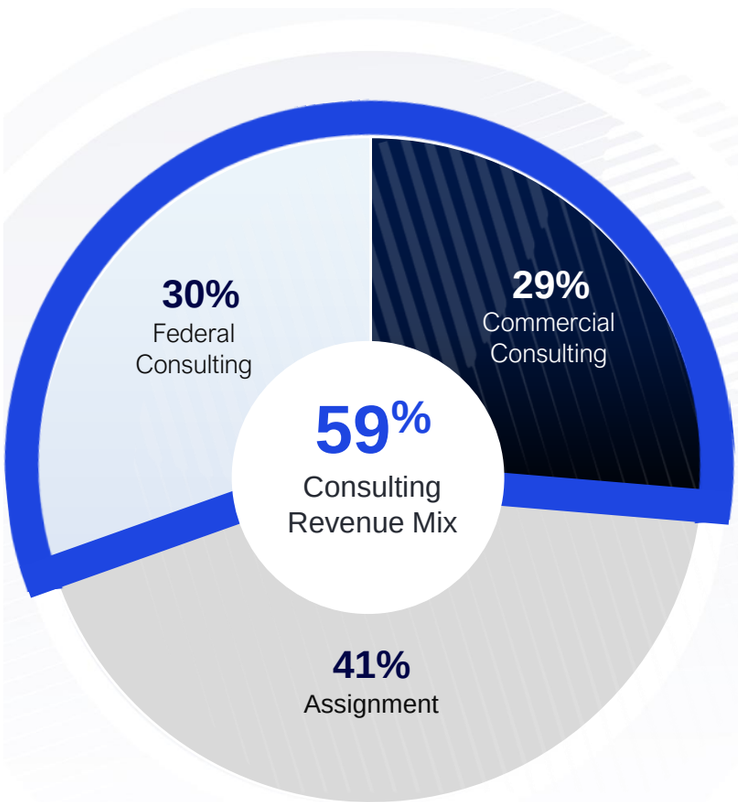
($'s in millions, except per share data)

"Throughout 2024, we remained focused on advancing ASGN's business towards higher-end, high-value IT consulting solutions. ***In Q4-24, commercial consulting revenues grew 6% Y-Y, while growth in federal bookings led to a book to bill of 1.1 times on a TTM basis. Growth in IT consulting revenues contributed to an expansion in margins, with gross and Adjusted EBITDA margins exceeding our expectations for the quarter.*** *While IT spending has yet to fully rebound, recent strategic actions position us well for anticipated demand," Ted Hanson, Chief Executive Officer.*

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$985.0	**29.0%**	**$1.28**	**11.1%**

Diverse End Markets
Consumer & Industrial and TMT Return to Growth

	Y-Y Chg.	Mix
Consumer & Industrial	*+ 2.0%*	***19.7%***
TMT	*+ 5.5%*	***14.5%***
Financial Services	*- 15.4%*	***14.6%***
Business Services	*- 10.0%*	***10.5%***
Healthcare	*- 21.3%*	***11.0%***
Federal Government	*- 10.2%*	***29.7%***



Commercial Consulting

Bookings: $348.2

Book-to-Bill: 1.2 to 1

Federal Consulting

Bookings: $282.5

Book-to-Bill: 1.1 to 1

Return to Shareholders

Free Cash Flow: $88.9

Share Repurchases: $43.9

$528.5 remaining under Share Repurchase Authorization

For reconciliations of GAAP to Non-GAAP measurements, refer to ASGN's corresponding earnings release and supplemental materials available at investors.asgn.com.

ASGN Incorporated

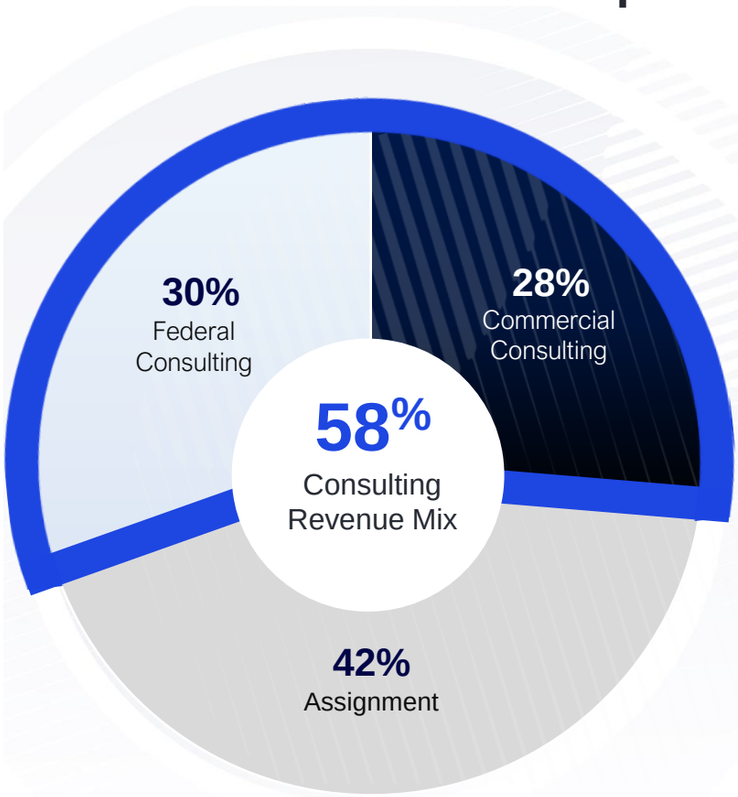
SUMMARY FINANCIAL RESULTS – FY 2024

($'s in millions, except per share data)

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$4,099.7	**28.9%**	**$5.22**	**11.0%**

TMT Returns to Growth, Sub-Verticals across Industries Improve

	Y-Y Chg.	Mix
Consumer & Industrial	*- 2.6%*	***18.7%***
TMT	*+ 3.2%*	***14.2%***
Financial Services	*- 18.7%*	***14.7%***
Business Services	*- 9.9%*	***11.1%***
Healthcare	*- 19.9%*	***11.3%***
Federal Government	*- 3.5%*	***30.0%***



Commercial Consulting

Bookings: $1.3B

Book-to-Bill: 1.1 to 1

Federal Consulting

Bookings: $1.3B

Book-to-Bill: 1.1 to 1

Return to Shareholders

Free Cash Flow: $364.7

Share Repurchases: $327.2

Conversion of Adjusted EBITDA into Free Cash Flow: 80.7%

Q1 2025 Financial Estimates

	LOW — HIGH
Revenues	$950.0 — $970.0
Earnings per diluted share	$0.63 — $0.69
Adjusted Net Income per diluted share	$0.91 — $0.97
Adjusted EBITDA	$91.0 — $95.0
Adjusted EBITDA Margin	9.6% — 9.8%

For reconciliations of GAAP to Non-GAAP measurements, refer to ASGN's corresponding earnings release and supplemental materials available at investors.asgn.com.