ASGN Incorporated

SUMMARY FINANCIAL RESULTS – Q1 2025

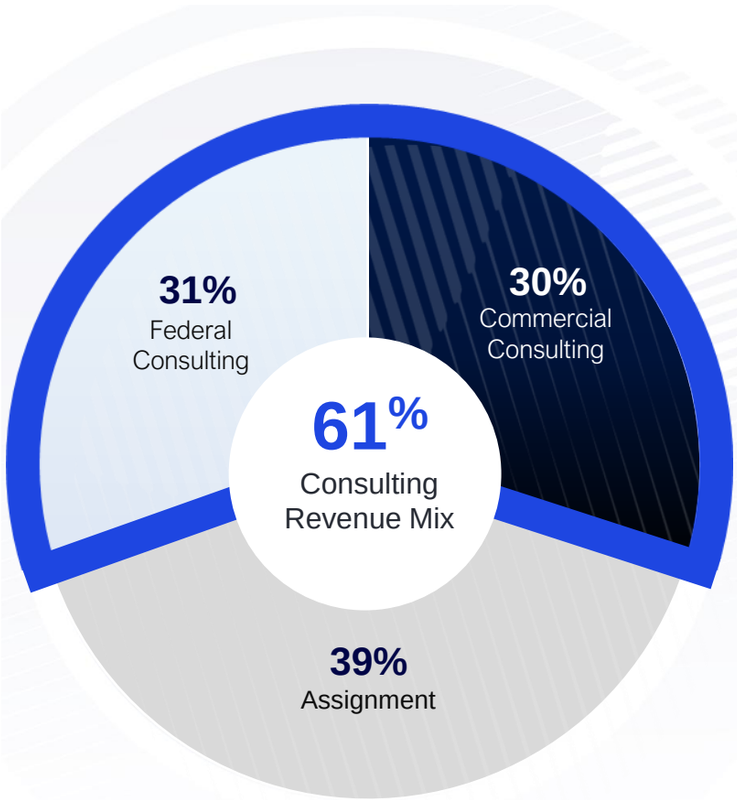
($'s in millions, except per share data)

*"ASGN entered the first quarter of 2025 with a continued focus on supporting our clients' long-term IT roadmaps. Despite macroeconomic uncertainty, our **revenues and adjusted EBITDA results were in line with our guidance expectations**," Ted Hanson, Chief Executive Officer.*

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$968.3	**28.4%**	**$0.92**	**9.7%**

Consumer & Industrial Clients Lead Vertical Growth

	Y-Y Chg.	Mix
Consumer & Industrial	*+ 5.2%*	***20.1%***
TMT	*- 1.5%*	***14.2%***
Financial Services	*- 18.9%*	***13.4%***
Business Services	*- 14.3%*	***10.6%***
Healthcare	*- 15.3%*	***11.1%***
Federal Government	*- 6.7%*	***30.6%***



Commercial Consulting

Bookings: $1.3B

Book-to-Bill: 1.1 to 1

Federal Consulting

Bookings: $1.5B

Book-to-Bill: 1.2 to 1

(All figures on TTM basis)

Return to Shareholders

Share Repurchases: $50.4

$478.6 remaining under

Share Repurchase Authorization

Cash used for Acquisitions: $306.1

Q2 2025 Financial Estimates

	LOW — HIGH
Revenues	$985.0 — $1,015.0
Earnings per diluted share	$0.66 — $0.78
Adjusted Net Income per diluted share	$1.03 — $1.14
Adjusted EBITDA	$101.0 — $108.0
Adjusted EBITDA Margin	*10.3% — 10.6%*

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