ASGN Incorporated

SUMMARY FINANCIAL RESULTS – Q2 2025

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

"ASGN reported solid results for the second quarter. Revenues of $1.02 billion were above the high-end of our guidance range, while Adjusted EBITDA margin of 10.6 percent was at the top end of our expectations for the quarter. TopBloc, the newest addition to ASGN, is performing above our expectations and contributed to the continued growth of our IT consulting business, which reached 63 percent of total revenues for the quarter," Ted Hanson, Chief Executive Officer.

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$1,020.6	**28.7%**	**$1.17**	**10.6%**

Consumer & Industrial and National Security Top Growers

	Y-Y Chg.	Mix
Consumer & Industrial	+ 15.8%	21.7%
TMT	- 6.4%	13.9%
Financial Services	- 10.9%	13.1%
Business Services	- 18.7%	9.4%
Healthcare	+ 0.4%	11.3%
Defense & Intel	- 3.8%	13.3%
National Security	+ 29.9%	8.6%
Federal Civilian	- 16.4%	5.7%
Federal Other	+ 0.3%	3.0%

Commercial Consulting

Bookings: $1.4B

Book-to-Bill: 1.2 to 1

Federal Consulting

Bookings: $1.4B

Book-to-Bill: 1.1 to 1

(All figures on TTM basis)

Return to Shareholders

Free Cash Flow: $115.8

Share Repurchases: $9.5

Approximately $470.0 remaining under Authorization

Conversion of Adjusted EBITDA into Free Cash Flow: 107%

Q3 2025 Financial Estimates

	LOW — HIGH
Revenues	$992.0 — $1,012.0
Earnings per diluted share	$0.82 — $0.90
Adjusted Net Income per diluted share	$1.18 — $1.26
Adjusted EBITDA	$108.5 — $113.5
Adjusted EBITDA Margin	*10.9% — 11.2%*

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