ASGN Incorporated

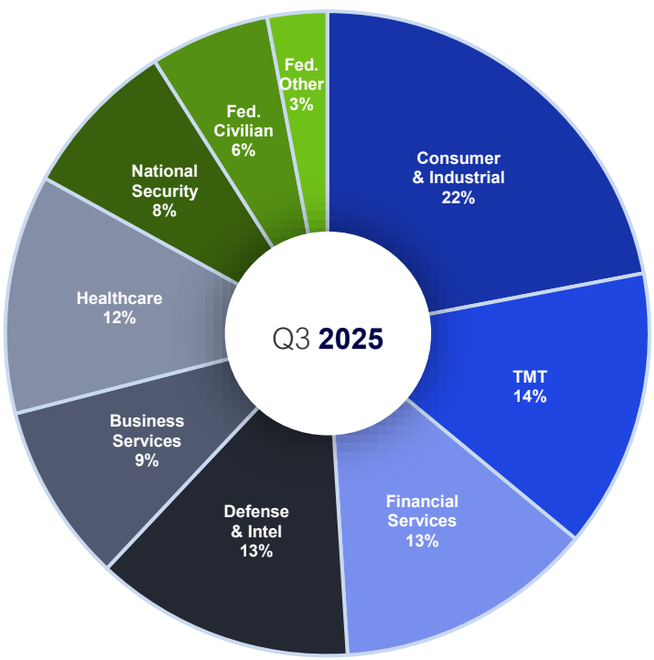
SUMMARY FINANCIAL RESULTS – Q3 2025

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

"ASGN delivered a solid performance in the third quarter, with revenues, Adjusted EBITDA, and Adjusted EBITDA margin all at the high end of our guidance ranges. Our IT consulting business continued to grow, accounting for approximately 63 percent of our total revenues, up from 58 percent in the year-ago period,"
Ted Hanson, Chief Executive Officer.

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$1,011.4	**29.4%**	**$1.31**	**11.1%**

Consumer & Industrial and National Security Top Growers



	Y-Y Chg.
Consumer & Industrial	+ 14.5%
TMT	- 3.5%
Financial Services	- 14.4%
Business Services	- 16.2%
Healthcare	+ 8.5%
Defense & Intel	- 7.6%
National Security	+ 11.9%
Federal Civilian	- 15.0%
Federal Other	+ 0.6%

Commercial Consulting

TTM Bookings: $1.4B

TTM Book-to-Bill: 1.2 to 1

Federal Consulting

TTM Bookings: $1.2B

TTM Book-to-Bill: 1.0 to 1

Return to Shareholders

Free Cash Flow: $72.0

Share Repurchases: $46.0

Approximately $420.0 remaining under Authorization

Conversion of Adjusted EBITDA into Free Cash Flow: 64%

Q4 2025 Financial Estimates

	LOW — HIGH
Revenues	$960.0 — $980.0
Earnings per diluted share	$0.75 — $0.83
Adjusted Net Income per diluted share	$1.12 — $1.20
Adjusted EBITDA	$102.0 — $107.0
Adjusted EBITDA Margin	*10.6% — 10.9%*

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