ASGN Incorporated

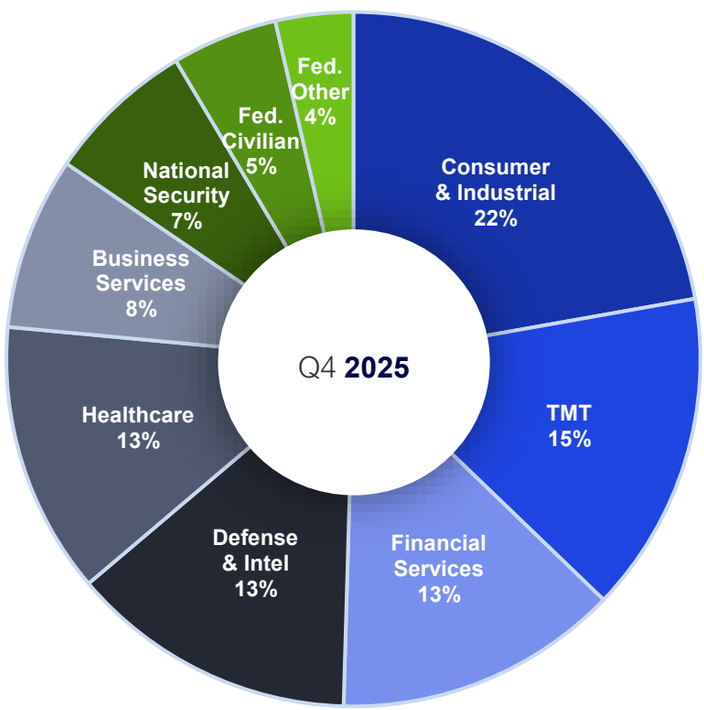
SUMMARY FINANCIAL RESULTS – Q4 2025

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

*"ASGN reported solid results for the fourth quarter, with **Revenues of $980.1 million at the top end of our guidance range, and Adjusted EBITDA margins of 11 percent exceeding our expectations**. We also bought back $170.1 million in shares in 2025, reinforcing our commitment to maximizing shareholder value. We enter the new year energized by the progress we have achieved. The upcoming launch of Everforth marks a transformative step in our Next Wave growth strategy. By integrating cutting-edge technology, world-class engineering, and deep expertise, we are very well positioned to adapt and thrive in today's rapidly evolving, AI-driven business landscape," Ted Hanson, Chief Executive Officer.*

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$980.1	**28.9%**	**$1.15**	**11.0%**

Healthcare, Consumer & Industrial Accounts Bolster Commercial Growth



	Y-Y Chg.
Consumer & Industrial	+ 12.0%
TMT	+ 2.3%
Financial Services	- 10.3%
Business Services	- 20.3%
Healthcare	+ 14.0%
Defense & Intel	+ 2.6%
National Security	- 2.6%
Federal Civilian	- 25.5%
Federal Other	+ 13.1%

Commercial Consulting

Bookings: $444.4

Federal Consulting

Bookings: $144.2

Return to Shareholders

Free Cash Flow: $93.7

Share Repurchases: $64.2

Approximately $972.0 remaining under Authorization

Conversion of Adjusted EBITDA into Free Cash Flow: 87%

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

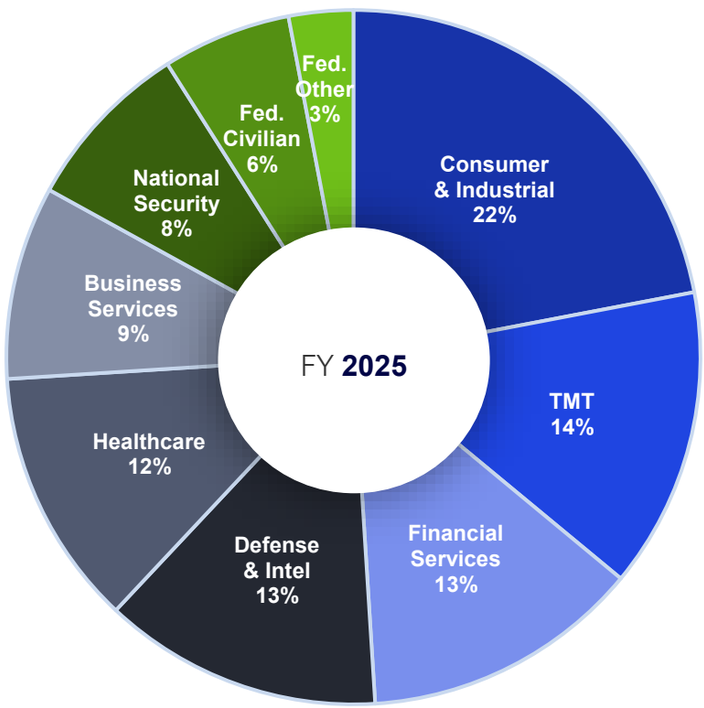
ASGN Incorporated

SUMMARY FINANCIAL RESULTS – FY 2025

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

Revenues	Gross Margin	Adjusted EPS	Adjusted EBITDA Margin
$3,980.4	28.9%	$4.55	10.6%

Diverse End Markets with Growth Led by Consumer & Industrial and National Security



	Y-Y Chg.
Consumer & Industrial	+ 11.9%
TMT	- 2.3%
Financial Services	- 13.7%
Business Services	- 17.3%
Healthcare	+ 1.2%
Defense & Intel	- 6.1%
National Security	+ 11.0%
Federal Civilian	- 15.8%
Federal Other	+ 4.0%

Commercial Consulting

Bookings: $1,522.8

Book-to-Bill: 1.2 to 1

Federal Consulting

Bookings: $1,020.3

Book-to-Bill: 0.9 to 1

Return to Shareholders

Free Cash Flow: $288.1

Share Repurchases: $170.1

Conversion of Adjusted EBITDA into Free Cash Flow: 68%

Q1 2026 Financial Estimates

	LOW — HIGH
Revenues	$960.0 — $980.0
Earnings per diluted share	$0.62 — $0.71
Adjusted Net Income per diluted share	$0.93 — $1.02
Adjusted EBITDA	$93.5 — $98.5
Adjusted EBITDA Margin	*9.7% — 10.1%*

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