



ASGN
Incorporated

ESG
REPORT

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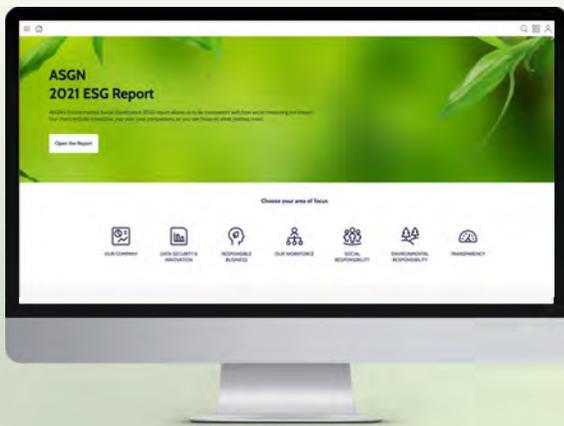


Preface

We believe transparency builds trust and leads to progress. Our goal is to provide accurate and comprehensive information about ASGN Incorporated's ESG efforts.

ASGN's Sustainability Reporting Platform

[ASGN's 2021 Environmental Social Governance \(ESG\) report](#) is also available on an interactive ESG platform with features that allow you to compare by our commercial and government business segment or by brand year over year.



Interactive ESG Reporting

[Our Company](#)

[Data Security & Innovation](#)

[Responsible Business](#)

[Our Workforce](#)

[Social Responsibility](#)

[Environmental Responsibility](#)

[Transparency](#)

Methodology

ASGN's 2021 report reflects our Environmental, Social and Governance (ESG) performance and progress during the calendar year of 2021, with comparative data dating back as early as 2017. The data in this report includes all our brands: Apex Systems, Creative Circle, CyberCoders, and ECS. This year our ESG disclosures include the following reporting frameworks: MSCI, SASB, the Global Reporting Initiative (GRI) and the Task Force on Climate-Related Financial Disclosures (TCFD). Additionally, as a new corporate participant of the United Nations Global Compact (UNGC), we demonstrate our alignment with the UN's Sustainable Development Goals (SDGs) and the 10 Principles of the UNGC. More information can be found in the Transparency section of the report.

Added Value

By adhering to best practices in ESG we are creating long-term value for the Company. Our ESG goals, policies and programs will result in a considerable leap forward for our entire Company. Undoubtedly, we will continue to strengthen and refine our procedures and processes along the way and set forth more measurable goals for future years. With each new year, we look forward to reporting more extensively and comprehensively on our ESG KPIs. In doing so, we demonstrate meaningful and positive impacts for all of our stakeholders. We are, and always will, be committed to continual improvement.

Questions regarding our ESG initiatives and annual reporting should be directed to esg@asgn.com.

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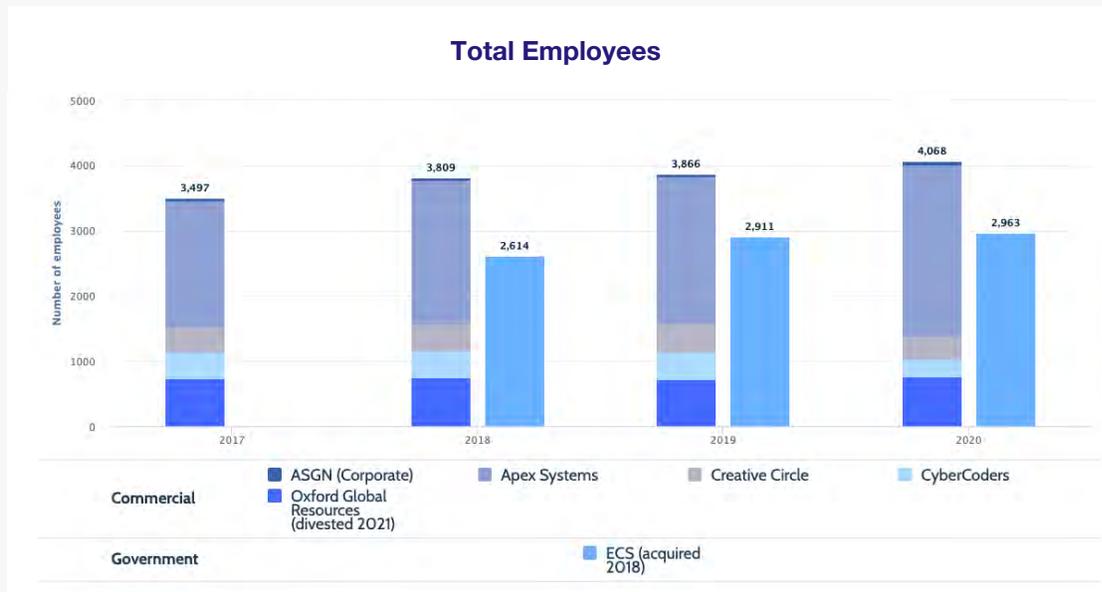
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1. Our Company

ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and professional solutions, including technology, creative, and digital, across the commercial and government sectors. ASGN helps corporate enterprises and government organizations develop, implement and operate critical IT and business solutions through its integrated offering of professional staffing and IT solutions.



Review chart in detail in our interactive [2021 ESG Report](#)

Commercial Segment

Apex Systems

Mission Critical Technology skills and Solutions

Creative Circle

Technology, Creative, and Digital skills and solutions

CyberCoders

Permanent placement solutions in Technology, Engineering, F&A, and Healthcare

Government Segment

ECS

High-end Technology solutions for the Federal Government

Fellow ASGN Stakeholders

2021 was another year of remarkable environmental, social and governance (ESG) progress for ASGN.



Ted Hanson,
Chief Executive Officer

In addition to becoming a corporate participant of the United Nations Global Compact (UNGC), we significantly augmented our ESG disclosures by leveraging several new reporting frameworks including the Global Reporting Initiative (GRI) and the Task Force on Climate-Related Financial Disclosure (TCFD). We also implemented comprehensive policies across the company on Anti-Corruption, Board Diversity, Environmental Management, and Human Rights. This would not have been possible were it not for our incredible team of employees who remain dedicated to our Company, our clients and the communities in which each of us live and work. I'd like to thank the entire ASGN family for your commitment to the highest sustainability and corporate purpose standards.

ASGN's ESG approach is structured around five guiding principles that reflect the material opportunities we deem most relevant to our business model as well as to our stakeholders. We made progress this past year in each of these areas, and I'd like to briefly highlight some of our accomplishments. Beginning with our first principle, "Data Security & Innovation," we expanded our Security Operations Center and achieved "SOC 2" compliance for our Federal Government Segment. For our second principle, "Responsible Business," we adopted several new policies to support and align our business with the United Nation's Sustainable Development Goals (SDGs) including Anti-Corruption, Human Rights and a Supplier Code of Conduct. With regards to

We became a corporate participant of the United Nations Global Compact

our third principle, "Our Workforce," I am pleased to report that we now have three female directors on our eleven-member Board. We also increased our transparency by reporting much more granular demographic data on the gender identity and ethnicity of our senior executives.

Our fourth principle is "Social Responsibility," and in 2021 ASGN established a company-wide Corporate Social Responsibility (CSR) Committee to unite best practices across all of our brands and elevate our philanthropic efforts. Last year, ASGN and our employees raised over a half-million dollars to support charities ranging from food banks to veterans-associated non-profits to foundations that assist our first responders. In addition, as part of our CSR efforts, we implemented our first Materiality Assessment to clarify the priorities of both our internal and external stakeholders.

We have established another set of meaningful goals for the coming year.

Last, but certainly not least, in line with our fifth principle, “Environmental Responsibility,” ASGN conducted a comprehensive greenhouse gas (GHG) inventory. We also implemented an Environmental Management Policy to guide our efforts.

Our work, however, is far from complete. We have established another set of meaningful goals for the coming year. We are standardizing our Data Security platforms, tools and processes across all of our brands to enhance our efficiencies. In 2022, we are committed to making measurable progress on our 2021 goal to increase diversity amongst our senior executives including race, ethnicity, gender identity and sexual orientation.

Specifically we are setting a gender equity and diversity target of 40% women and diverse candidates in senior executive positions by 2025.

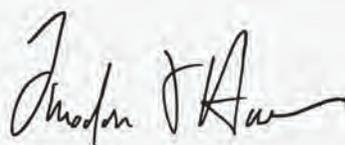
40 %
diverse senior directors by 2025

55 %
reduction in GHGs by 2030

In recognition of our need to ensure that all ASGN’s brands develop a supplier diversity program, we are pledging to establish a company-wide Supplier Diversity Policy. We are also committed to reducing our carbon emissions by 55% per our 2019 baseline by 2030, with a focus on the average emissions intensity of our employees. We are creating the framework to guide this emissions reduction process over the coming year.

I could not be prouder of how far ASGN has come in advancing our ESG approach. We have accomplished a lot and will remain committed to continually advancing our progress.

Regards,



Ted Hanson
Chief Executive Officer
ASGN Incorporated

Accomplishment Highlights



Data Security & Innovation

- Achieved ISO 27001 Certification for our largest business units, Apex Systems and ECS
- Achieved SOC2 compliance for our government segment
- Achieved Level 3 Cybersecurity Maturity Model Certification
- Expanded our Security Operations Center
- Zero successful attacks in 2021



Responsible Business

- Joined the United Nations Global Compact (UNGC)
- Adopted Company-wide policies including an [Anti-Corruption Policy](#) and [Human Rights Policy](#).
- Expanded our ESG reporting frameworks to include the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD)



Our Workforce

- Improved diversity on our Board of Directors, increasing the diversity of our senior executives, and supporting Employee Resource Groups
- Adopted a [Board Diversity Policy](#).
- Increased our internal employee trainings to an average of 40 hours per person - a 67% increase from 2020.



Social Responsibility

- Established a Company-wide Corporate Social Responsibility (CSR) Committee
- Conducted an ESG Materiality Assessment
- Aligned with the UN's Sustainable Development Goals (SDGs)



Environmental Responsibility

- Conducted our first comprehensive Greenhouse Gas (GHG) inventory and established our 2019 baseline
- Established a [Supplier Code of Conduct](#) and adopted an [Environmental Management Policy](#)
- Made significant progress toward becoming eligible for ISO 14001 Certification



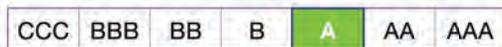
ESG Rating Increase

ASGN's ESG progress last year resulted in a ratings increase from "BBB" to an "A".

MSCI

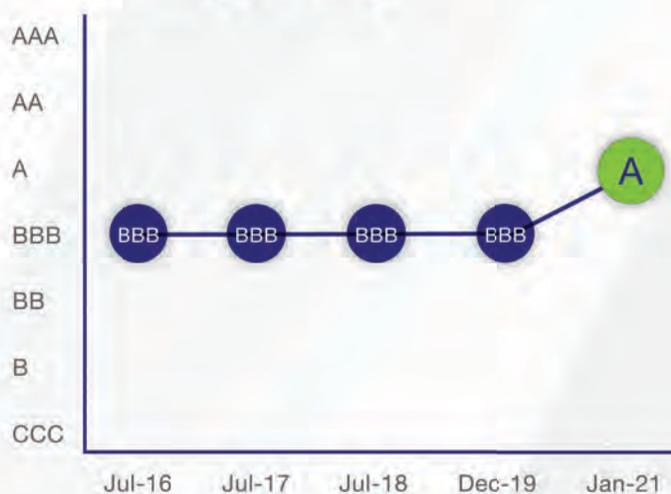
ESG RATINGS

Last Update: April 23, 2021



ESG ratings history shows the five most recent rating actions

ESG Rating History



About MSCI

MSCI is a globally recognized provider of financial and ESG products and research, including the MSCI ESG Rating. The MSCI ESG Rating measures a company's resilience to long-term industry material environmental, social and governance (ESG) risks. MSCI uses a rules-based methodology to identify industry leaders and laggards according to their exposure to ESG risks and how well they manage those risks relative to peers.

New ESG Commitments

Environment



- Reduce our carbon emissions by 55% per our 2019 baseline by 2030, with a focus on the average emissions intensity of our employees.
- Develop a Carbon Emissions Reduction Plan focused on our offices, employee commuting and business travel
- Establish Science-based GHG reduction targets and become a signatory of the SBTi

Social



- Become a signatory to the United Nations Women's Empowerment Principles (WEPs)
- Obtain 40% diversity in senior executive level positions by 2025
- Establish a Company-wide Vendor Diversity Policy

Governance



- Standardize platforms, tools, and processes across all our brands
- Expand our annual ESG reporting frameworks to include the Carbon Disclosure Project (CDP) and the S&P Corporate Sustainability Assessment (CSA)
- Engage our Board of Directors on Climate-related Enterprise Risk Management (ERM)

Guiding Principles

ASGN is focused on mobilizing tomorrow's workforce responsibly, ethically, and sustainably. With this in mind, we are proud to share our efforts as a company to be strong stewards of our environment; highlight the investments we make in our employees and communities; and provide additional transparency on our corporate governance practices. ASGN's Environmental, Social and Governance (ESG) approach is structured around our five ESG Guiding Principles that reflect the material opportunities we deem most relevant to our business model and key stakeholders.



I. Data Security & Innovation

Identify and address enterprise security risks. Position ASGN as the premier provider of technology, talent, support and advice. In the constant evolution of technology, foster a culture of innovation.



II. Responsible Business

Maintain robust governance and oversight, and the highest standards of honesty, integrity and trustworthiness. Provide and uphold a culture of ethics and integrity for our employees, consultants, clients and communities that we serve, and preserve and enhance our long-term value for our stockholders.



III. Our Workforce

Provide a highly diverse, equitable, and inclusive workplace dedicated to continual improvement. Support the growth of our employees and consultants through the provision of robust wellbeing initiatives and exceptional and innovative working practices to deliver excellent results to our clients.



IV. Social Responsibility

Create positive impacts for all stakeholders through meaningful engagement, generous and sustained charitable contributions and volunteerism to uplift communities where many of our employees are rooted.



V. Environmental Responsibility

Improve our operating performance by striving to conserve resources, reduce waste and our carbon footprint while increasing our overall positive contributions to society and our shared environment, and maintaining high productivity for our stakeholders.

Our ESG Approach

Our ESG approach is an ongoing, iterative process, informed by our key stakeholders, as well as through benchmarking our company's processes and metrics with industry best practices and our peers.

At a high level, our ESG material issues are the primary topics of this report -- data security & innovation, governance, our workforce, corporate giving, and environmental responsibility. Our management approach for each topic is rooted in our Guiding Principles. We approach the management of our ESG program as a living and breathing strategy that requires unending nurturing so that we can grow, evolve and thrive. The evaluation of our ESG management approach is an ongoing, iterative process, informed by our key stakeholders, as well as through benchmarking our company's processes and metrics with our industry's best practices and our leading peers. Please see "Our Approach" under each of our ESG categories for our approach of each respective topic. Each section also includes our policies, goals achieved, new commitments and targets, programs and initiatives.

Engaging Our Stakeholders

Our stakeholders include our employees, consultants, clients, investors, and analysts, as well as the communities where we work and live. We engage our employees by providing regular trainings and skill-building workshops, our corporate giving program, friendly competitions, as well as supporting Employee Resource Groups (ERGs). In addition, we implement annual engagement surveys to inform us on how we can better serve our employees as we will always strive to provide an environment where our employees thrive personally and professionally. We engage our candidates through engagement surveys such as [ClearlyRated](#) where they are able to rate our

company's performance based on their experience. We collate their input and ensure that constructive feedback is reviewed and thoughtfully considered.

We engage our clients and investors through our ESG disclosures, our ESG, and quarterly and annual reports, and our website. We also have a dedicated [Investor Relations Representative](#), and host an [Investor & Analyst Day](#) approximately every two years.

In addition, by increasing our public ESG disclosures via best practices frameworks such as including the Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), the Sustainability Accounting Standards Board (SASB) and the S&P Corporate Sustainability Assessment (CSA) and the Task Force on Climate-related Financial Disclosures (TCFD), we are able to obtain feedback through the ratings of our performance, which helps us identify our gaps and shortcomings so that we can do better.

Another way that we are engaging our stakeholders is through our first materiality survey and assessment. We know the importance of staying apprised of all ESG-related developments and listening to and learning from the perspectives and priorities of our internal and external stakeholders. We also know that managing our ESG program is an iterative process that we will continually refine and improve. As such we will re-evaluate and update our materiality assessment every other year to ensure we are capturing the insights and priorities of all our stakeholders.

Materiality Assessment

ASGN Incorporated surveyed stakeholders on which ESG topics they considered most important to our business to inform how we prioritize our initiatives. Results showed that data security, diversity, equity, and inclusion, greenhouse gas emission reduction, gender equality, and pay equity are considered most material.

Materiality Matrix

Importance to ASGN Internal Stakeholders	Very High	Philanthropy / Corporate Giving	Compensation, Employee Wellbeing	Data Security, DEI, GHG Emission Reductions, Gender Equality and Pay Equity
	High	Waste Reduction, Water Conservation, Responsible Procurement	Social & Environmental Compliance	Economic Performance, Employee Engagement, Professional Development, Customer Satisfaction, Retention
	Moderate	Supplier Diversity	Supply Chain Management	Risk Management, Innovation, Talent Attraction
		Moderate	High	Very High
Importance to ASGN External Stakeholders				

**Based on MSCI, SASB & GRI KPIs, ASGN's ESG Survey, UN SDGs, top Client & Investor ESG priorities. Internal Stakeholders = Employees, Contractors and Candidates; External Stakeholders = Clients, Investors and Analysts.*

We conducted our first materiality assessment in fall 2021 to learn how important specific environmental, social and governance (ESG) issues are to key stakeholders (employees, consultants, candidates, clients and investors), align the company with the United Nations Sustainable Development Goals (UN SDGs) and gain insights that can be used to help guide the company's ESG strategy, stakeholder engagement and related communications.

We commenced our assessment by developing a materiality survey based on the spectrum of relevant ESG issues found in key ESG reporting frameworks, including the Carbon Disclosure Project (CDP), the Global Reporting Initiative (GRI), and the Sustainability Accounting Standards Board (SASB). The survey contained 32 ranking questions within the following five ESG groupings: responsible business, corporate performance,

our workforce, social responsibility and environmental responsibility. The answer choices were as follows: (1) Extremely important, (2) Very important, (3) Somewhat important, (4) Not so important, (5) Not at all Important. The following open question was also included in the survey, “What other issues are important to consider for ASGN’s CSR Program?”

ASGN’s materiality survey was emailed to approximately 300 stakeholders, including 180 employees and 47 candidates/consultants across all brands, 51 key clients and 22 top investors/analysts. A total of 61 stakeholders completed the survey (20% of recipients), which includes 45 employees, 11 contractors/candidates, four clients and one investor. Twelve respondents submitted their comments via the open question portion.

The survey participants ranked the main ESG categories in the following order of importance:

- Our Workforce
- Responsible Business
- Social Responsibility
- Environmental Responsibility
- Corporate Performance

See the ESG Priorities by Category table. The three highest-ranked sub-areas within the highest ranked category of Our Workforce were gender equality and pay equity; employee diversity, equity and inclusion (DEI) programming; and compensation and benefits. This category also had the greatest number of questions with 11 in total. Within the second-highest ranked category – Responsible Business – data and security, compliance with environmental and social regulations were ranked the top three sub-areas of importance from a total of five questions. The third highest ranked category was Social Responsibility. Human rights; ensuring equal access to resources; and environmental responsibility were ranked as three out of the five most important sub-areas within that category.

Although Environmental Responsibility ranked fourth in overall categories, environmental compliance and environmental responsibility were ranked as the second and third most important sub-areas within responsible business and social responsibility respectively. Survey respondents ranked waste reduction and recycling; reducing carbon emissions; and water conservation as the top three most important environmental responsibility sub-areas out of total of seven questions. Also notable, three of the four business client participants ranked all environmental questions as “extremely important.” Finally, Corporate Performance was ranked last in overall categories with customer satisfaction rated as the most important sub-category, ahead of economic performance and risk management. This category was comprised of a total of four questions. Regarding governance and accountability, in 2021 we established a Supplier Code of Conduct to

Our Workforce

1. Gender Equality and Pay Equity
2. Compensation and Benefits
3. Employee Diversity, Equity and Inclusion Programming

Responsible Business

1. Data and Security
2. Compliance with Environmental Regulations
3. Compliance with Social Regulations

Social Responsibility

1. Human Rights Protections
2. Ensuring Equal Access to Resources
3. Environmental Responsibility

Corporate Performance

1. Customer Satisfaction
2. Economic Performance
3. Risk Management

communicate to our vendors that we will not tolerate unethical business practices, and we have also significantly improved our transparency by increasing our ESG reporting.

Our materiality assessment informs our ESG strategy, helps validate our priorities and establish our objectives and goals for the coming years. We know that listening to our internal and external stakeholders is of the utmost importance. Informed by the survey analysis and supplemental research, our revised 2021 Materiality Matrix will help guide the Company's continually evolving ESG policies and programming in a direction that follows the ESG priorities of our stakeholders. As such, all relevant areas within the matrix will be addressed in the immediate future, with a special emphasis on the top right-hand corner of the Matrix where internal and external stakeholder's highest ranked priorities converge – including Data Security, DEI, GHG Emissions Reductions, and ASGN's new Company-wide commitment to work more diligently toward Gender Equality by establishing measurable targets to increase the number of women and diverse candidates at senior executive levels.

Our Materiality Matrix and ESG Strategy

Open comments in the 2021 Materiality Survey focused on wanting to see more progress in environmental responsibility, increased philanthropy and employee engagement, an improved Company-wide parental leave policy, an official commitment to working with ethical vendors and clients, as well as overall corporate accountability. ASGN is actively addressing these concerns. With respect to the “E” in ESG, this year ASGN has officially committed to reducing Company-wide greenhouse gas emissions per our 2019 baseline and is in the process of developing a carbon reduction plan to achieve this goal. In terms of Social Responsibility, we have established a Company-wide Corporate Social Responsibility (CSR) committee, and in 2022 we are developing a unified platform to increase philanthropic efforts and employee engagement. Regarding governance and accountability, in 2021 we established a Supplier Code of Conduct to communicate to our vendors that we will not tolerate unethical business practices, and we have also significantly improved our transparency by increasing our ESG reporting.

2. Data Security & Innovation

We identify and address enterprise-wide security risks and protect our data, employees, and clients, while positioning ASGN as the premier provider of technology, talent, support and advice. And in the constant evolution of technology, we prioritize fostering a culture of innovation.

2021 Achievements

1

Achieved ISO 27001 Certification for our largest commercial and federal government brands

2

Achieved Level 3 Cybersecurity Maturity Model Certification (CMMC) across our brands

3

Expanded our Security Operations Center (SOC) and ECS obtained SOC2 Certification

Our Approach

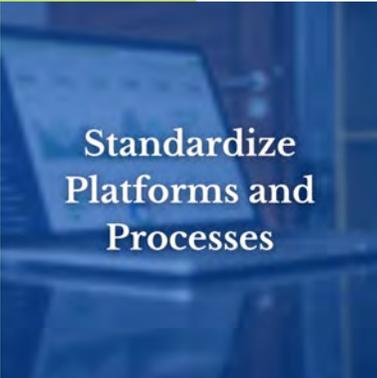
Central to ASGN's approach to data and cybersecurity is our Federal Government brand, ECS, which is a leader in high level cybersecurity. ECS works with the Department of Defense, the National Security Agency and several Federal civilian agencies. Since the security standards of these organizations greatly exceed best practices in the commercial sector, having ECS create our security standards, training, product choices and behaviors – the ones we deploy across all our brands – means we are operating at the same high standard throughout the Company, including in our commercial segment.

Russian government cyber agencies have become highly sophisticated, focusing on disinformation, propaganda, espionage, and destructive attacks, globally and especially in North America. The finesse of phishing attacks climbs every year. The current conflict in Ukraine promises to increase the intensity of these efforts. ASGN is committed to ensuring the safety and privacy of all the sensitive information that is entrusted to us, relating to our employees, our consultants, and our clients. We are acutely aware that a breach could adversely affect all of us.

The technology investments we made in our business systems prior to and during the COVID-19 crisis provided the necessary security for remote work at scale. We took additional measures to improve our employees' cyber vigilance skills, including education on how to stay alert to phishing attacks.

ASGN is a National Cybersecurity Awareness Month (NCSAM) Champion, supporting cyber-hygienic behaviors throughout the year, educating our employees and consultants, and offering interactive cybersecurity awareness training, including mandatory and voluntary lunch-and-learns, cyber security assessments, and interactive courses. Going into 2022 we remain vigilant.

Our 2022 Commitments



**Standardize
Platforms and
Processes**



**Prioritize
Cybersecurity
Company-wide**



**Assist our
Clients in their
Cybersecurity
Certifications**

- Make cybersecurity a vigilant, proactive priority across the organization
- Standardize platforms, tools, and processes across all our brands
- Assist our large commercial clients in obtaining ISO 27001, NIST 800-151 and HITRUST certifications
- Begin bi-annual independent external audits of our information security policies and systems

Data Security Risk Management

Most cyberattacks happen against North American companies and the professional services and consulting industry – our industry – is the #1 target.

Despite this exposure, because of our robust practices we experienced zero successful attacks or incursions in 2021. Our vigilance and our methods are designed to build on this record. ASGN has business continuity and disaster recovery policies in place to manage and measure the recoverability for the business. These plans are tested annually to ensure that critical business functions can continue with minimal disruption in unforeseen circumstances. Outcome learnings are fed into ongoing operations to reduce the impact of any incident.

ASGN can recover within 72 hours of an unplanned event with data loss limited to 24 hours. To ensure this capability we hold disaster recovery drills, practicing the restoration of our business systems that could be necessary following an event. We also conduct desktop simulations of disruptions annually, so roles are clear in advance for the leadership team and everyone involved. Our data center locations are geographically dispersed, and many systems are now cloud based, with redundancy and reliability that enables 24/7 operations. These measures all make part of our audited General Computing Controls.



Information Privacy and Data Security

ASGN and its brands have implemented comprehensive policies across the company on Enterprise Risk Management, security, and privacy, as well as put in place a robust Cybersecurity Response Plan. We enforce a strict Acceptable Use of Electronic Communications' Policy, which we review with all employees and require them to sign. The policy complies with all applicable security and privacy laws, regulations, industry standards, and contractual requirements, including the Gramm-Leach-Bliley Act, the Health Insurance Portability and Accountability Act, the Fair Credit Reporting Act, the General Data Protection Regulation, the Payment Card Industry Data Security Standard, state privacy and security laws, ISO 27001, Cybersecurity Maturity Model Certification and the National Institute of Standards and Technology Cybersecurity Framework.

Our ECS brand maintains partnerships with leading cloud, cyber, and AI/ML providers and holds specialized certifications in their technologies. Our Risk Management, Security and Privacy Program is administered at the enterprise level. We assess our approach to information and physical security, risk management, incident response, business continuity management, and privacy and protection of confidential data on a yearly basis, making adjustments to ensure the continued safety and security of our clients', employees', and consultants' data, as well as the Company's proprietary information.

ASGN has made significant improvements in remote access technologies to strengthen the protection of personal data. These changes include endpoint monitoring and remote access technologies.

We are committed to continual improvement of our remote technologies and all aspects of cyber safety through 2021 and beyond. In early 2021, we achieved the ISO 27001 (International Organization for Standardization) certification that is often required for our larger commercial clients.

Data Privacy Operations, Security Programs, and Breaches

ASGN did not have any material cybersecurity breaches in 2021. 100 percent of ASGN business operations have data privacy and security programs in place, including alignment to all local laws and regulations.

Privacy Risk Assessments or Audits

ASGN re-assesses our approach to information security, privacy, and protection of confidential data on an annual basis, adjusting our controls to ensure the continued safety and security of our clients, employees, consultants, and all proprietary information.

Security Audits of Technologies and Practices Affecting User Data

ASGN conducts regular security audits across all of our technologies and practices affecting user data. We perform regular and ongoing cybersecurity penetration tests to validate the integrity of the security practices in place, along with alignments with the CMMC. We also perform third party security audits and certification through CMMC, ISO and National Institute of Standards and Technology (NIST).

Unifying our Brands under CMMC 2.0 for all Security Controls

ASGN adheres to the CMMC 2.0 framework across all our brands, providing a unifying strength to our cybersecurity posture. This recently established standard is used by the DoD to certify that a government contractor or supplier protects information assets correctly within their supply chain. The DoD's approved Cybersecurity Maturity Model Certification (CMMC) program has evolved; the current standard is "CMMC 2.0."

CMMC 2.0 builds upon the best practices in the initial CMMC framework to dynamically enhance the cybersecurity of the Defense Industrial Base (DIB) against evolving threats. The CMMC framework is designed to protect sensitive unclassified information that is shared by the Department with its contractors and subcontractors, and to provide assurance that Federal Contract Information (FCI) and Controlled Unclassified Information (CUI) will be protected at a level appropriate for the risks from cybersecurity threats, including the Advanced Persistent Threats that receive wide reporting in the news media.

CMMC 2.0 comprises 131 controls covering these Eight Tenets:

1. Endpoint Security
2. Security Analytics & Operations
3. Web Security
4. Cloud Security
5. Vulnerability Management
6. Third Part Risk Assessment
7. Phishing Awareness & Security Training
8. Data Loss Prevention

Under the CMMC program all Defense Industrial Base (DIB) contractors will be required to implement certain cybersecurity protection standards, and, as required, perform self-assessments or obtain third-party certification as a condition of DoD contract award. ASGN is adopting this standard as it evolves across our nation's government supplier eco-system.

Security Team, Employee Training, and Audits

ASGN takes an enterprise approach to data privacy and security, with a focus on continual process and technology improvements to ensure the safety, security and privacy of the information and data that is provided to the Company.

ASGN is committed to ensuring the safety and privacy of sensitive information relating to our clients, employees and consultants. As an IT services provider, cybersecurity is an essential part of our operations. Cyber technology and data security program installation and monitoring are core services that we provide to our global clients through our world-leading brands Apex Systems and ECS.

Managerial Responsibility for Privacy and Data Security

The ASGN Chief Information Officer (CIO) assumes the role of Chief Privacy Officer and reports directly to the CEO. As part of this role, the CIO:

- Provides updates on privacy and regulatory compliance to the CEO during regular emails, phone calls and monthly senior management meetings
- Ensures that the Company maintains appropriate privacy policy compliance and employee training and materials that are updated to reflect evolving Company and legal practices
- Liaises with the Legal and Human Resource Department and Executive Management on compliance regarding GDPR, HIPAA, PHI, HITECH, and state-level regulatory requirements
- Oversees all ongoing activities related to the development, implementation, and maintenance of the privacy policies in accordance with applicable federal and state laws
- Ensures the Company develops and delivers initial and ongoing privacy training to the workforce
- Participates in the development, implementation, and ongoing compliance monitoring of all business associates and business associate agreements, to ensure that all privacy concerns, requirements, and responsibilities are addressed

Security Team and Budget

We have a fulltime in-house dedicated Enterprise Security Council, a Strategy and Technology Committee, and third party services that augment our security capabilities. ASGN takes an enterprise approach to data privacy and security, with a focus on continual process and technology improvements to ensure the safety, security and privacy of the information and data that is provided to the Company. We update all policies and procedures on an ongoing basis. Our security-related investments and operations run five to ten percent of our total technology budget.



ASGN's Enterprise Security Council provides guidance to the business and reports to the Board of Directors. Our Enterprise Security Council is led by our CIOs, representing ASGN and our Government and Commercial Segments. These leaders all have backgrounds and extensive experience in Security Operations, Business Process Re-Engineering, Software Development, ERP Systems and operating multinational wide area networks.

The Council is composed of a Cybersecurity Information Professional (CISP) and our brand-specific system engineers and security administrators. The charter of the security council is to manage emerging security threats, mitigate security risk and to protect the assets. This includes meeting legislative and regulatory requirements and audit recommendations. The Enterprise Security Council provides updates and advises the CEO monthly.

Security Operations Center

Our ECS brand provides a critical audit function for ASGN. Functioning as our Master Service Provider for clients and our internal operations, ECS operates a Security Operations Center (SOC) that monitors, detects and responds to all threats across our organization. Our SOC works around the clock 7 x 24 filtering our system logs and looking for global threats with our proprietary artificial intelligence (AI) and machine learning (ML) tools. We perform non-stop active hunt and forensic analysis inspecting of our network looking for malware and intrusions.

Employee Training on Data Privacy and Security Issues

Quarterly data privacy and security training is provided to all employees. These trainings include email security, passwords and authentication, mobile device security, public wi-fi security, social engineering (phishing), and additional new threat vectors as needed. Additional HIPAA training is provided to employees with access to protected healthcare data. Further, during onboarding all new hires are enrolled in data privacy and security training.

Collection, Use & Control of Customer Information

As an IT and professional services provider, ASGN routinely collects personal information provided in good faith by prospective employees and consultants. Our privacy policies honor that trust and clearly explain how we use and protect personal information. These policies advise individuals regarding their rights and choices with respect to personal information and explain how customers can reach us with privacy-related questions.

In 2022 ASGN will begin bi-annual independent external audits of our Information Security Policies and Systems.

Data Privacy Policies

- [ASGN Privacy Policy](#)
- [Apex Systems Privacy Policy](#)
- [Creative Circle Privacy Policy](#)
- [CyberCoders Privacy Policy](#)
- [ECS Privacy Policy](#)

Data Subjects Control Over Their Information

As described in our privacy policies ASGN's data subjects (individuals who can be identified by personal data) can make the following choices regarding their personal information:

- **Request access to their own personal information**
 - If required by law, upon request, we will grant reasonable access to the personal information that we have about individuals. In some instances applicable laws or regulatory requirements may allow or require us to refuse to provide some or all the personal information we hold about a person.
- **Request deletion of their personal information**
 - You may request that we delete your personal information. In some instances, applicable laws or regulatory requirements may allow or require us to refuse a deletion request. For example, we may keep your personal information as needed to comply with our legal obligations, resolve disputes, and/or enforce agreements. ASGN and each brand's Employee Handbook also contains the Employee Privacy Policy.

Method to Raise Concerns About Data Privacy

All data subjects can request information or raise concerns by contacting our Privacy team by emailing privacy@asgn.com or by calling 800-536-1390. This is a managed process where we will collect all requests and communicate with all requestors about their concerns.

Regular Reporting

ASGN is committed to ensuring the safety and privacy of all the sensitive information that is entrusted to us, relating to our employees, our consultants, and our clients.

The ASGN Chief Information Officer (CIO) and our Enterprise Security Council have a direct reporting relationship with the CEO and other business leaders. As part of this role, the CIO and other technology officers provide updates on key technology initiatives, privacy, and regulatory compliance matters to the CEO during regular emails, phone calls, and monthly senior management meetings.

ASGN's Chief Information Officer and the Enterprise Security Council also regularly brief the Board on cybersecurity strategy and technology projects. Our Enterprise Security Council is led by our CIO, representing ASGN and both our Government and Commercial Segments. The Board is briefed on all cybersecurity incidents, project risks, the evolving threat landscape, and the Company's technology investment roadmap. Our Board of Directors meets regularly to govern these matters through the Strategy and Technology Committee.



3. Responsible Business

We maintain robust governance and oversight, and the highest standards of honesty, integrity and trustworthiness. We uphold and provide a culture of ethics and integrity for our employees, consultants, clients and communities that we serve. This culture preserves and enhances our long-term value for our stockholders.

2021 Achievements

1

Conducted an ESG Materiality Assessment to focus and guide our new initiatives.

2

Adopted new Company-wide policies, including those on Anti-Corruption and Human Rights

3

Integrated ethics and integrity questions into new annual employee survey

Our Approach

ASGN Incorporated has an enduring commitment to maintaining the highest standards of honesty, integrity and trustworthiness. Good business ethics is central to our every decision. As a leader in the IT and professional services sector, we recognize the essential importance of actively engaging in continual improvement in meeting our evolving social responsibilities. We are committed to transparently providing and upholding a culture of ethics and integrity for our employees, consultants, clients and communities that we serve, and to preserve and enhance our long-term value for our stockholders. We will continually strive to maintain our solid reputation as a dependable and trustworthy partner who demonstrates excellence in all aspects of our business.

Our 2022 Commitments



- Engage the Board of Directors on climate-related Enterprise Risk Management (ERM).
- Identify inherent and emerging climate risks and impacts on business strategy and explore ways to strengthen business resilience and explore the possibility of establishing an ERM Program.
- Establish a company-wide Supplier Diversity Policy.

Corporate Governance

In 2021, ASGN Incorporated proudly became an official corporate participant of the United Nations Global Compact (UNGC). In doing so, we pledged to abide by and systemically internalize the UNGC's Ten Universal Principles of Human Rights, Labor, Environment and Anti-Corruption. By incorporating these Universal Principles into our policies, strategies and procedures, we are actively deepening our dedication to upholding a culture of integrity and elevating our commitment to the health and wellbeing of humanity and our environment. As a first step, in 2021 we adopted several new policies, including Anti-Corruption, Human Rights, Board Diversity, Environmental Management and Suppliers Code of Conduct. This is just the beginning. We recognize the implementation of the UNGC's Universal Principles requires our diligent dedication to continual improvement, and we are eager to continue along this path for the betterment of our internal and external stakeholders and society at large.

In addition to our new policies, we conducted a [Materiality Assessment](#) to help clarify the priorities of our employees, clients, investors and other stakeholders. Moreover, to further improve our business transparency, we are increasing our ESG reporting disclosures to include the following frameworks: the United Nations Communication on Progress (COP), the Global Reporting Initiative (GRI), the Carbon Disclosure Project (CDP), and the Task Force on Climate-Related Financial Disclosures (TCFD) and the S&P Corporate Sustainability Assessment (CSA). We will also continue to utilize MSCI and SASB's ESG reporting frameworks.



We know listening inspires positive change in the workplace, and helps boost employee engagement, job satisfaction and productivity. We recognize the importance of annual well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns. In 2021, we unified our efforts and standardized our employee engagement data collection, tracking and reporting systems across all our brands to ensure we are capturing comparable feedback to enhance our Company-wide approach to continually improving our programs and processes for the benefit of our employees, contractors, clients and investors.

In addition, we integrated business ethics and integrity questions into our new unified Company-wide employment engagement survey to ensure we are meeting the evolving needs of our workforce and can address any areas in need of improvement.

Our new Company-wide engagement survey has 52 questions that span key subject areas from workplace satisfaction to communications and teamwork, to training and development and company culture. In addition, there are two open comment sections for feedback on any topic of concern. Our new annual Company-wide employee engagement survey will be implemented every spring, commencing in 2022.

ESG Risk Management

We understand the need to proactively manage our Environmental, Social and Governance (ESG) risks. Therefore, we have once again made significant progress in ESG over the past year by joining the UNGC as an active corporate participant, officially adopting several new policies to be an ESG leader in our industry, establish applicable measurable targets and reduce related risks. ESG risks include those related to climate change impacts and mitigation and adaptation, environmental management practices, working and safety conditions, respect for human rights, anti-bribery and corruption practices, and compliance to relevant laws and regulations.

ASGN's Board-level Nominating and Corporate Governance Committee (NCGC) is responsible for the Company's oversight of inherent and emerging climate-related risks and opportunities. The full Board and the NCGC oversee the Company's overall risk management. Climate risks are reputational, financial, strategic and operational. In addition, the Board-level Audit Committee oversees the quality and integrity of our related financial reporting.

The NCGC is also responsible for overseeing the Company's overall ESG performance, disclosure, strategies, goals and objectives and evolving ESG risks and opportunities, as well as employee well-being, gender equality, and diversity equity and inclusion (DEI). In 2021, the full Board and the NCGC received bi-annual updates on ESG. In 2023, ESG updates will be presented on a quarterly basis.

The Board, the NCGC and the CEO share the responsibility for ESG overseeing, assessing and managing climate-related risks and opportunities. In addition, over the past several years, a small team of VPs and senior executives have been working together on ESG program development and reporting, with the CMO acting as the ESG Lead. In 2021, an executive-level Corporate Social Responsibility (CSR) Committee was established to support the development of the ESG program and the integration of ESG principles into business strategy.

Corporate Governance Guidelines

Long-term value for our stakeholders begins with robust governance principles and oversight. Policies and practices that comply with sound ethical principles, as well as relevant laws and regulations, are essential to our ability to secure contracts across sectors, to engage our increasingly diverse workforce and give back to our communities. We have developed and adopted strong Corporate Governance Guidelines, which we review on an annual basis. Together with the Board Committee Charters and the Code of Ethics for Principal Executive Officers and Senior Financial Officers, these guidelines provide us with a clear and transparent framework for ethical and accountable corporate governance.

The Nominating and Corporate Governance Committee (NCGC) of ASGN Incorporated's Board of Directors adopted corporate governance guidelines (Guidelines) to preserve and strengthen the structure and processes of the Board. The Guidelines, the charters of the Board committees and the Code of Ethics for Principal Executive Officer and Senior Financial Officers provide the framework for the corporate governance of the Company. The Board reviews these Guidelines annually or more often if deemed necessary.

Board Oversight

The NCGC is responsible for overseeing the Company's overall ESG (Environmental, Sustainability and Governance) performance, disclosure, strategies, goals and objectives and emerging ESG risks and opportunities, as well as employee well-being, gender equality, and diversity equity and inclusion (DEI). The

executive officers overseeing ESG issues and programming (the CMO and CHRO) are responsible for keeping the Board of Directors and the NCGC apprised of the full spectrum of ESG issues and developments and share the responsibility for managing impacts and outcomes. The full Board reviews the annual ESG report and ESG programming throughout the year. In 2021, the full Board and the NCGC received bi-annual updates on ESG. In 2023, ESG updates will be presented to the NCGC on a quarterly basis.

Governing Bodies and Charters

The [Nominating and Corporate Governance Committee](#) assists in matters pertaining to corporate governance, including ASGN's evolving Environmental, Social and Governance (ESG) Program, this includes:

- Advising on Board and Committee structure, composition and procedures;
- Identifying individuals qualified to become Board members, consistent with criteria approved by the Board;
- Recommending director nominees for the next annual meeting of stockholders;
- Recommending individuals to serve as committee members;
- Overseeing the evaluation of the Board, committees of the Board and management;
- Monitoring the qualifications and performance of, and ASGN's succession planning regarding key executives;
- Developing and recommending corporate governance guidelines applicable to ASGN; and
- Other matters as may be referred to the Committee by the Board or required by applicable laws, rules and regulations, the SEC, or the NYSE.

The [Strategy and Technology Committee](#) assists with the annual review of ASGN's strategic plan, progress in strategic plan execution, and any recommended updates based on changes in the market and other factors. The Strategy and Technology Committee is also tasked to regularly work with management to review ASGN's technology road map, ensuring it considers current and future technologies in support of our long-term vision and goals.

The [Compensation Committee](#) has responsibilities relating to the fair compensation of directors and executive officers and administers ASGN's incentive and equity-based compensation plans. The Committee is responsible for preparing a report on executive compensation for inclusion in the proxy statement for our Annual Meeting of Stockholders. In 2020, the Compensation Committee changed the performance target for executive three-year restricted stock unit grants to be based on relative total shareholder return against a peer group, to ensure that the Company's executives were aligned with the Company's long-term benefit.

The [Audit Committee](#) is responsible for assisting with oversight of the independence and qualifications of outside auditors; the performance of both our internal audit function and of outside auditors; the accounting and reporting practices of ASGN; the quality and integrity of financial reports and financial management processes; compliance with legal and regulatory requirements; and compliance with the ethics programs established by management and the Board.

Governing Bodies and Charters Documentation

[ASGN's Governance Documents](#)

Ethics and Compliance

We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all business dealings and relationships.

[Our Code of Business Conduct and Ethics \(CBCE\) Policy](#) is reviewed annually and updated as needed. The CBCE embodies the Company's commitment to stay current and conduct our business in accordance with applicable laws, rules and regulations and the highest ethical standards.

Every individual who works with us is expected to adhere to the CBCE's principles and procedures, which provides guidance on:

- Compliance with Laws, Rules and Regulations
- Confidential Information
- Conflicts of Interest
- Lobbying and Political Activity
- Anti-Kickback Act
- Procurement Integrity
- Contract Negotiation and Pricing
- Anti-Trust and Bid-Rigging Issues
- How to Raise Good-Faith Questions and Concerns
- Competition and Fair Dealing
- Record Keeping
- Protection and Proper Use of Company Assets
- Public Disclosure
- Equal-Employment Opportunity and Harassment
- Reporting and Anti-Retaliation Policy
- Duty and Procedures to Report Questionable Accounting or Auditing Matters
- What Type of Activities Should Be Reported, and What We Will Do

We take a zero-tolerance approach to bribery and corruption and are committed to acting



professionally, fairly and with integrity in all business dealings and relationships. The purpose of our new [Anti-Corruption Reporting and Whistleblower Policy](#) is to ensure that all Company employees understand the general requirements of international laws relating to anti-bribery and anti-corruption. All employees of the Company, including officers and directors, must comply with this Policy. Our [Anti-Harassment and Discrimination Policy](#) was created to ensure all employees are treated with dignity and respect, treat others with dignity and respect, and work to maintain an environment that is free from harassment. The policy is also designed to remind employees that sexual harassment, or any other form of harassment or discrimination based on a protected characteristic (e.g. age, gender, race, religion, disability, etc.), is against the law and will not be tolerated at ASGN.

The basic principles of human rights align with our Company values and commitment to the highest standards of business practices and performance



in all that we do. The scope of our new Human Rights Policy is quite extensive and a violation of this policy could result in disciplinary action.

In addition to our Whistleblower Procedures which enables anyone within or outside our Company to report a complaint (anonymously or by name) regarding ASGN's accounting or auditing matters, with the exception of ASGN's corporate office, all ASGN's brands maintain an anonymous hotline and/or an anonymous intranet suggestion box to ensure all employees can safely lodge complaints and report workplace issues and potential violations. We are currently developing a Company-wide anonymous hotline and related intranet to include ASGN corporate and all brands, which will be in activated later this year.

Professional Integrity Related Proceedings

A summary of the ASGN Incorporated's material legal proceedings are reported in our Form 10-K which is referenced in our [Annual Reports and Proxies](#).

Supply Chain Management

We subscribe to the highest ethical standards. Our employees, officers and members of our Board of Directors are expected to conduct business in a legal and ethical manner, and we insist that our vendors and business associates do the same. In the spirit of continual improvement, we adopted a new [Supplier Code of Conduct](#).

Supplier Diversity Programs

Apex Systems and ECS, which make up approximately 87 percent of our Company-wide business, have developed impactful vendor diversity programs. In 2021, Apex Systems contracted with 98 vendors classified as diverse, constituting 86 percent of total associated vendors for that year. ECS has an established a robust program to identify diverse suppliers (small businesses, woman-owned small businesses, small businesses in Historically Underutilized Business Zones (HUBZones), veteran-owned small businesses, service-disabled veteran-owned small businesses, and small disadvantaged businesses). This program is led by ECS' Vice President for Business Development to ensure diverse suppliers are a factor in new business pursuits. ECS contracted with a total of 4,488 diverse vendors in 2021, constituting 76 percent of total vendors classified as diverse.

In recognition for the need to ensure that all ASGN's brands develop vendor diversity programming, we pledge to establish a Company-wide Vendor Diversity Policy and begin a Company-wide effort to systematically support and increase vendor diversity.

4. Our Workforce

Our goal is to provide a highly diverse, equitable, and inclusive workplace dedicated to continual improvement. We support the growth of our employees and consultants through the provision of robust wellbeing initiatives and exceptional and innovative working practices to deliver excellent results to our clients.

2021 Achievements

1 Three women and two racially diverse members are now on our Board of Directors.

2 Adopted a [Board Diversity Policy](#).

3 Increasing diversity among senior executives

Our Approach

We are equipping leaders with the tools to mentor, advocate, and nominate diverse candidates for leadership development programs. We are adding diverse leaders to management councils. Supporting the development of Employee Resource Groups (ERGs) and Diversity, Equity and Inclusion (DEI) committees across all brands. Developing more structured ERGs with focus on how those groups are supporting organizational DEI goals to help prepare diverse employees to move up within the organization.

Our workforce is the heart and soul of our business. We are fully dedicated to the professional development and career advancement of our employees and consultants and supporting their health and wellbeing. Since March 2020 when most of our employees began working remotely to protect them from COVID-19, each of our brands stepped up their virtual employee training and wellbeing offerings. We are continuing to build on our progress, including substantively augmenting our DEI programming to support and promote a more diverse, equitable and inclusive workplace company wide.

Our 2022 Commitments



- We are committed to having at least 40% women and diverse people (including racial and ethnic diversity, sexual orientation, physical abilities, and veteran status) in senior executive positions by 2025.
- We pledge to become a signatory to the UN's Women's Empowerment Principles (WEPs) to help guide us toward a more gender equal workplace.
- We will establish a Company-wide Vendor Diversity Policy to encourage more participation from and support of diverse business (e.g. minority, women and veteran-owned businesses) in our supply chain.
- Looking further ahead, we additionally commit to implementing the following by 2023: conduct a Company-wide Pay equity Audit; hire a Company-wide DEI Director; and establish a Company-wide diversity council and mentorship program.

Our DEI Vision

We are dedicated to approaching our DEI efforts with awareness, action, and accountability. By making marked and measurable improvements in DEI, not only does this benefit our employees and consultants, but it also drives value for our clients and shareholders.

We are unwavering champions of diverse perspectives, voices and values; we are supportive of all people no matter their race, ethnicity, gender, gender identity, sexual orientation, age and or physical abilities; and we demonstrate an uncompromising responsibility to forwarding diversity, equity and inclusion (DEI) within our workplace and greater community for our internal and external stakeholders. Moreover, we are fully committed to continual improvement of our DEI efforts.

Diversity, Equity and Inclusion (DEI) are inextricably linked to our mission and core values, including:

- A steadfast commitment to constant learning, evolving and adapting;
- Being responsive, thoughtful, helpful and responsible to our colleagues, customers and shareholders;
- Taking ownership of our problems and challenges and focusing on being accountable;
- Creating solutions and actively engaging in continual improvement; and
- Empowering our employees, consultants and clients to succeed and achieve excellence.

We are dedicated to approaching our DEI efforts with awareness, action, and accountability. We are committed to promoting a culture of openness and respect and ensuring everyone within our company feels a sense of belonging. By proactively recruiting people from diverse backgrounds with varying life experiences, we enhance our creativity and productivity. We believe by making marked and measurable improvements in DEI, not only does this benefit our employees and consultants, but it also drives value for our clients and shareholders.

2021 Company-wide DEI Initiatives

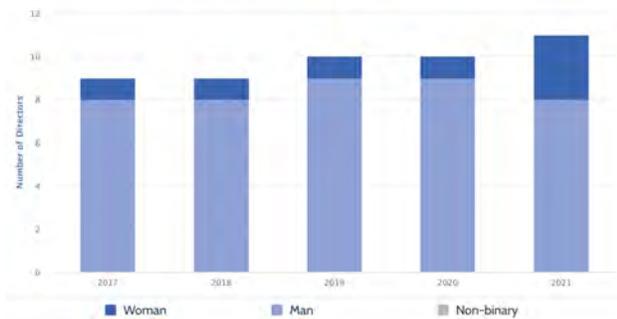
- Increasing diversity amongst senior executives, including diversity in race, ethnicity, gender, gender identity, sexual orientation, age and physical abilities;
- Establishing multi-level DEI committees for all operating units;
- Integrated Allyship Trainings into hiring process for all leadership to help eliminate subtle and ingrained biases in the workplace;
- Supporting supplier diversity and targeted diversity recruitment;
- Encouraging all business units to seek out and engage with local MBE/WBEs/DBEs (Minority Business Enterprise/Women-owned Business Enterprise; Disadvantaged Business Enterprise) vendors as appropriate to further embed ourselves in our local communities;
- Supporting the development of Employee Resource Groups (ERGs) across all of our brands. ERGs currently in place or development include: Black Women, Environmental Sustainability, Experienced Professionals (50+), Inclusive Cultures, Interfaith, LGBTQ+, Parents/Caregivers, Military Families, Women, and Young Professionals.

Three women and two racially diverse members are now on our eleven-member Board of Directors.

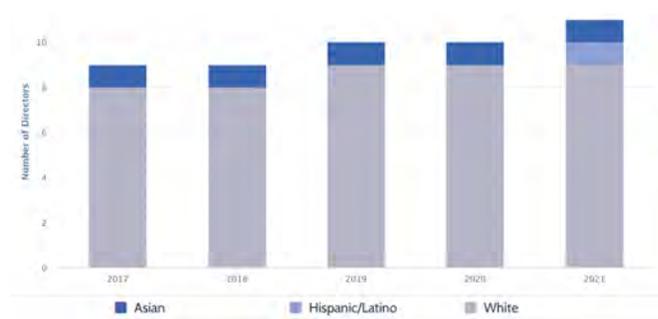
Board Diversity

We expanded our Board of Directors from nine to eleven members in 2021. Three of our Board members are women; nine members self-identify as white; our Board Director Arshad Matin self-identifies as Asian and Board Member Maria Hawthorne as Hispanic. As of December 31 2021, 64 percent of our Board members were between the ages of 45-64 while 36 percent were over the age of 65.

Board Diversity by Gender



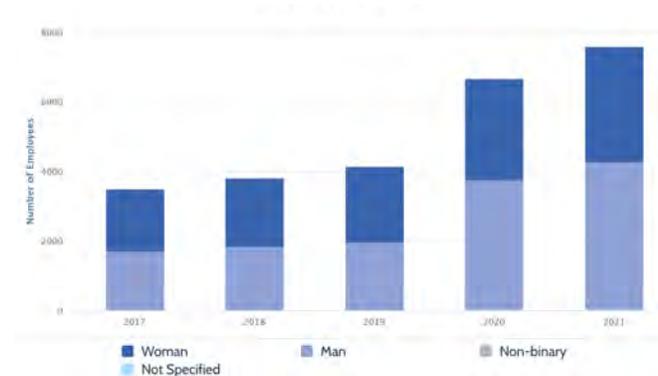
Board Diversity



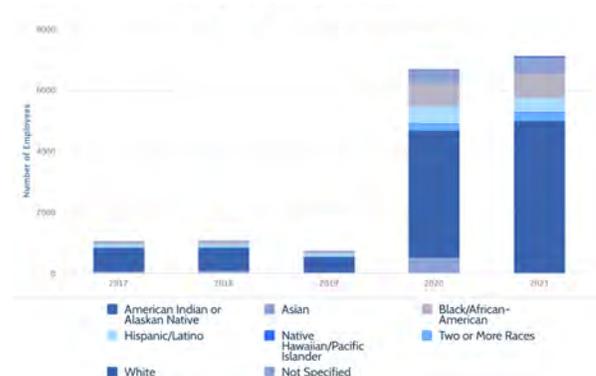
Employee Diversity

In 2021, 43 percent of our internal employees self-identified as women. In terms of ethnicity, 30 percent of our workforce self-identified as non-white. This represents a 4 percent increase in the ethnic diversity of our employees from 2017, when only 27 percent of our workforce identified as non-white. In 2020, 7.8 percent of our employees did not specify their ethnicity while in 2021 none of our employee respondents selected this category. In 2021, 11.4 percent of our employees self-identifying as African American/Black, 6.4 percent as Latinx/Hispanic, 7.4 percent as Asian and 3.7 percent identified as two or more races.

Employee Gender



Employees by Ethnicity

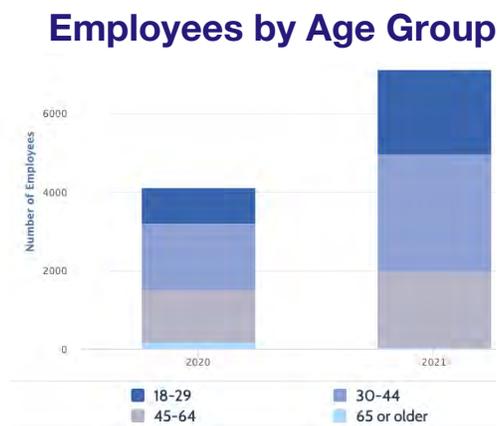


Review charts in detail in our interactive [2021 ESG Report](#)

With respect to diversity in age groups, our workforce is trending younger. In 2021, our employees in the 18-29 age bracket increased to 30 percent from 22.6 percent in 2020. Our largest age bracket (30-44) increased from 40.9 percent in 2020 to 42.1 percent in 2021, while employees in the 45-64 age bracket decreased from 32.4 percent in 2020 to 27.1 percent in 2021.

Diversity in Leadership Positions

2021 is the first year that all ASGN brands reported on gender identity and ethnic diversity at the executive leadership levels, utilizing EEO-1 data. As of December 2021, women were 31 percent of our ASGN’s senior leadership, while 7 percent of our senior executives self-identify as non-white males. In keeping with our 2020 ESG commitment to increase diversity amongst senior level executives, we have set a new measurable Equity and Diversity Target of 40 percent women and diverse people (including in race, ethnicity, gender identity, sexual orientation, age and physical abilities) in executive positions by 2025. In order to track our progress we are augmenting our demographic data collection by commencing an anonymous annual employee survey on gender identity, ethnicity, sexual orientation, disabilities and veteran status to augment our EEO-1 data.



Review charts in detail in our interactive [2021 ESG Report](#)

Vendor Diversity

Although not all ASGN’s brands have a vendor diversity program in place, Apex Systems and our government brand, ECS, have developed impactful vendor diversity programs. ECS’s has established a robust program to identify diverse suppliers (small businesses, woman-owned small businesses, small businesses in Historically Underutilized Business Zones (HUBZones), veteran-owned small businesses, service-disabled veteran-owned small businesses, and small disadvantaged businesses. This program is led by ECS’ Vice President for Business Development to ensure diverse suppliers are a factor in new business pursuits. ECS contracted with a total of 4,488 diverse vendors in 2021, constituting 76 percent of total vendors classified as diverse.

In 2021 Apex Systems contracted with 98 vendors classified as diverse, constituting 86 percent of total associated vendors for that year. In recognition for the need to ensure that all ASGN’s brands develop a Vendor Diversity Program, we pledge to establish a Vendor Diversity Policy and begin a Company-wide effort to make progress in support of ensuring robust Vendor Diversity.

Employee Engagement and Wellbeing

Engagement

We know listening inspires positive change in the workplace, and helps boost employee engagement, job satisfaction and productivity. We recognize the importance of annual well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns. As such we have standardized our employee engagement data collection, tracking and reporting systems to ensure we are providing accurate information to our clients and stakeholders. Prior to 2021, ASGN and each brand conducted their own employee engagement surveys. In 2021, we unified our efforts and designed an annual Company-wide employee engagement survey which will be implemented every spring, commencing in 2022. By implementing a Company-wide employee engagement survey we harmonize our research and tracking across all our brands, and better ensure meaningful business ethics questions are included. The 2022 Company-wide engagement survey has 52 questions that span key subject areas from workplace satisfaction to communications and teamwork, to training and development. Business ethics questions are primarily related to the Company's culture and senior management. There are also two open comment sections for feedback on any topic of concern.

In 2021, we pledged to step up our Company-wide support of the development of Employee Resource Groups (ERGs) across all our brands. ERGs currently in place or in development include: Black, Experienced Professionals (50+), Inclusive Cultures, Interfaith, LGBTQ+, Parents/Caregivers, Military Families and Women. All of our commercial segment brands have ERGs in place while our government brand ECS is earnestly working to develop ERGs in 2022.

Employee Resource Groups (ERGs) are voluntary, employee-led groups whose aim is to foster a diverse and inclusive workplace aligned with the organizations they serve. They are led by employees and participated in by employees who share a characteristic, whether it's gender, ethnicity, religious affiliation, lifestyle or passion. ERGs exist to provide support and help in personal or career development and to create a safe space where employees can bring their whole selves to the table. They are also designed to help diverse employees be better prepared to move up within the organization. Allies may also be invited to join the ERG to support their colleagues.



ERGs are expected to meet at least quarterly and hold a minimum of three events annually in addition to providing development opportunities for members. As of December 2021, Apex Systems has 458 active ERG participants and growing.

Apex System's ERGs

To make new employees feel welcome and included, Apex Systems created an ERG Virtual Fair so that new employees can see who is driving the inclusive culture within Apex Systems and allowing them to better understand how to leverage the ERGs for professional growth and development.

- EPIC@Apex - Ethnic/Racial Minorities
- Families@Apex -Parents/Caregivers
- Pride@Apex- LBGQT+
- 50Forward@Apex - Experienced Professionals
- DAE@Apex - Disabled/Caregivers
- Women@Apex - Women
- Valor@Apex - Military/Reserves/Vets/Spouses
- Black@Apex – Black/African American

Wellbeing

Business health and employee wellbeing are inextricably linked. According to the World Health Organization, companies that focus on the health, wellness and safety of their employees raise employee morale and productivity and reduce insurance costs and are better able to attract and retain talent. Across most of our business regions, the shift to working at home in 2020 coincided with school and childcare facility closures and a transition to on-line learning for children. Given our employees with children were disproportionately impacted by the need to juggle their parental duties with their work obligations, we have addressed this issue by offering flexible schedules to all our working parents.

In 2021 our brands expanded employee wellness benefits

- Apex Systems created a mentorship program for working moms in need of a buddy or mentor. Apex also offers virtual yoga and other wellness events and created an emotional wellbeing intranet page with access to apps, training courses, mental healthcare support, books, services, podcasts on self-care, DEI, stress reduction and mindfulness.
- Creative Circle added Flex Days and a Snooze Week to the 2021 holiday schedule.
- CyberCoders now offers Dependent Care accounts for working parents.
- ECS has expanded our Parental Leave to four weeks as of 2022, flexible work schedules and encouraged remote work to the maximum extent possible.

To support our employees emotional and physical health, most brands have an official wellness program, formal EAP and employee Teams Fit work out routines and encourage each other to stay with the programs. In 2022 we are committed to following through on our 2020 commitment to develop a Company-wide wellness program, including “Wellness Wednesday” workplace initiatives for all employees, and adopt a Wellness Policy to formalize our efforts.

Personal Growth Workshops in 2021

- Apex Systems is developing trainings and events programming focused on equipping women and diverse employees to prepare for next level roles; training leaders to understand what bias is, how it can affect retention within teams, and how to combat bias by engaging with people different from themselves; and offering #IamRemarkable training to help equip women and underrepresented minorities with the skills to self-advocate.
- Creative Circle launched a partnership with Cornell University on leadership development, runs an internal podcast called "Learning Together" to create new learning and relationship-building opportunities, and offers 30-minute biweekly live sessions on a variety of topics led by employees for employees.
- CyberCoders hosts associate manager workshops, “Dare to Lead” senior leadership trainings, and “The Culture Code” manager workshops
- ECS currently has four fully functioning Centers of Excellence for employee growth and are working to adding two more in 2022.

Training and Development

We are recognized as a strong and trustworthy IT and professional services leader that demonstrates the highest level of professionalism across all aspects of our business. ASGN is fully dedicated to professional development and career advancement of our employees and consultants. For our employees, we provide a wide-range of targeted training program to help us stay ahead of industry advancements and deliver excellent results to our clients. For our deployed consultant workforce, we provide continuing education, customized training programs and professional development, both during and post-assignment.



Our brands generally offer six types of training, including DEI, as well as Compliance, Data Security and Ethics; Role Specific Trainings; New Manager Trainings/Emerging Leadership; Leadership-focused training; and other extensive and ongoing training. Role-specific trainings include: new hire training and orientation for Recruiters and Account Managers; advanced training for tenured Recruiters and Account Managers on such topics as virtual selling, relationship building, consulting services, rate negotiation, time management and advanced sourcing techniques; internship training focused on sourcing candidates; technical training for Recruiters and Account Managers to build technical knowledge within the skill areas we place contractors; sales, extended sales and Recruiter Toolbox Talks. Training types categorized as “Other” include optional self

-development training which can be completed through our online learning platforms. Topics range from management, leadership, and communication skills to technical subjects. ASGN and our brands provided over 306,000 hours of training to our 7,497 internal employees, or over 40 hours per person of training through the course of the year – a 67% percent increase from 2020. This is especially remarkable given Oxford was not included in 2021, as we divested from Oxford in mid-2021 and we were unable to access Oxford's training data for that year.

DEI Training

We integrated Allyship Trainings into the hiring process for all leadership Company-wide to help ensure new executives gain perspective of the realities and experiences of candidates and employees from marginalized groups so they become aware of and eliminate subtle and ingrained biases in the workplace. In 2021, a total of 5,213 hours of DEI training was provided.

Apex Systems is leading our DEI efforts by offering ongoing support for leaders to continue to expand their understanding of various lived experiences. Apex Systems is also working to standardize the hiring process so there is a clear understanding why candidates are offered or declined to remove as much personal bias as possible. Training for new internal hiring managers has been developed to include best practices on unconscious bias awareness and require management checkpoints if declining to hire a minority candidate. To recruit people from diverse backgrounds with varying life experiences, Apex Systems partners with WayUp to reach a wider range of schools across the country. WayUp pre-screens questions and job descriptions to ensure no group of individuals is being excluded from the hiring process.

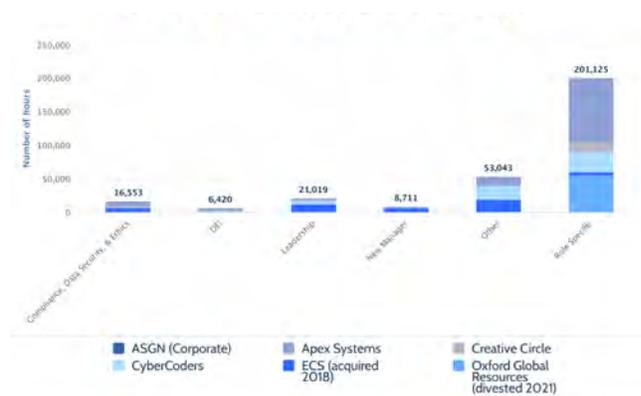
Apex System’s retention efforts include helping diverse employees understand the barriers that exist within the organization and continually improving demographic data collection and tracking efforts year over year to improve the retention and promotion strategy; Developing opportunities for career growth and education through our training offerings and stretch programs; and focusing on ERGs as a tool for developing diverse employees and helping prepare them for higher level roles within the organization.



Hours of Training By Brand



Hours of Training By Brand and Type



Review charts in detail in our interactive [2021 ESG Report](#)

2021 Initiatives for Talent Development and Training

Brand	Are training programs in place enabling non-managers to progress to more senior positions?	Are training programs in place that enable employees to obtain certifications or degrees?	Are training programs for non-managers focused on enabling employees to meet the skills of their current position?
ASGN (Corporate)	Yes	Yes	Yes
Apex Systems	Yes	Yes	Yes
Creative Circle	Yes	No	Yes
CyberCoders	Yes	No	Yes
ECS	No	Yes	Yes

Benefits

Since March 2020 when most of our employees began working remotely to protect them from COVID-19, each of our brands stepped up their virtual employee training and wellbeing offerings.

ASGN and our brands provide a comprehensive menu of health benefits for our employees and their families, including medical and behavioral health; dental and vision; short- and long- term disability; life and accident insurance; health savings accounts and flexible spending accounts; 401(k) and other retirement savings plans; and commuter benefits. ASGN and its brands also offer qualified U.S. deployed consultants and their dependents access to various benefit options, including medical, dental and vision plans, life insurance, and accident coverage.



Performance Management

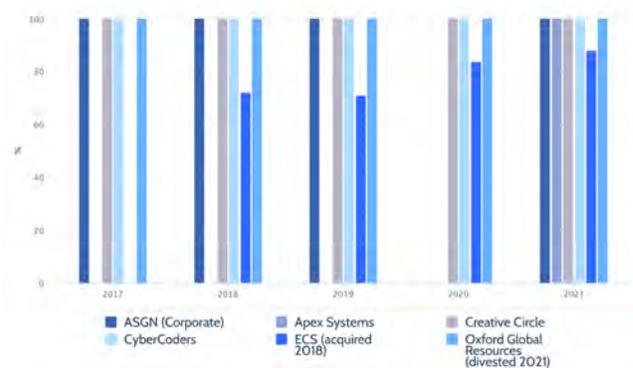
People are the core of our business, and we strongly support the belief that our employees should be the primary drivers of their own career growth. We encourage everyone at ASGN to seek opportunities that align with their long-term career goals, whether that be lateral job changes, cross-functional training, serving on committees or special projects, or any activity that will help to progress their career. Communicating career interest and employee development is at the heart of our performance management process.

Our performance management process emphasizes clear goals combined with timely and constructive feedback. For us, performance assessment is an ongoing activity. In addition to our year-end annual reviews, we encourage intermittent feedback at least every four to six months. We strive to ensure our employees feel safe and comfortable seeking guidance and assistance as well as communicating their interests with their managers. We encourage our employees to reflect on what they have accomplished and how they can continue to grow and develop both professionally and personally. Our leadership teams are regularly trained to ensure this is a meaningful process.

Once self-assessments are completed, employees meet one-on-one (virtually, since spring 2020) to discuss personal career growth goals, where they are encouraged to ask how to best prepare themselves to take the next steps toward advancement. By empowering our employees to grow, we have found this leads to higher workplace satisfaction and greater retention. In addition, satisfied employees are more likely to encourage others to work for us. Our employees are our best recruiters.

Finally, we also conduct formal performance reviews for our consultants at regular intervals throughout an assignment. Local account managers will meet with our clients to discuss each of our consultants' performance, sharing that feedback with the appropriate consultant for validation as well to relay any opportunities for improvement. We then work with our consultants to document their goals, focus areas and actions in our performance management system. By conducting intermittent reviews throughout the assignment, we hope to ensure that each deployed consultant is progressing, feeling fulfilled in his or her role and servicing the client to the best of his or her capabilities. We utilize integrated online tools to implement our annual performance management reviews. 100 percent of our commercial sector employees receive performance reviews. ECS, our government segment, increased the percentage of their employees receiving performance reviews from 71 percent in 2019 to 88 percent in 2021.

% Employees Receiving Regular Performance Reviews



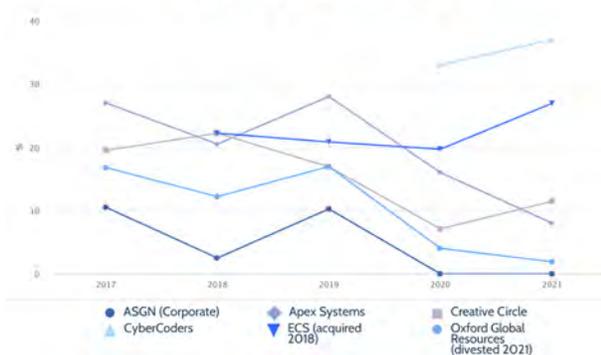
Review chart in detail in our [interactive 2021 ESG Report](#)

As of 2021, no bargaining agreements are in place at ASGN or within any of ASGN’s operating segments. First and foremost, we strive to ensure our employees feel safe and comfortable seeking guidance and assistance as well as communicating their interests with their managers. We believe that empowered employees are stronger and therefore we take steps to ensure that our employees have a safe space to address any of their concerns and speak freely, and to do so, we have adopted an anonymous contact process for raising issues. With the exception of ASGN's corporate office, all ASGN's brands maintain an anonymous hotline and/or an anonymous intranet suggestion box to ensure all employees can safely lodge complaints and report workplace issues and potential violations. We are currently developing a Company-wide anonymous hotline and related intranet to include ASGN corporate and all brands, which will be in activated later this year.

Turnover

In 2021, ASGN Corporate, Creative Circle, and CyberCoders' involuntary turnover rates decreased at a commensurate rate to the increases of 2020 due to the larger economic impacts of COVID-19. Our government segment, ECS, stayed steady. Apex's involuntary turnover increased. Voluntary turnover rates rose at CyberCoders, ECS and Creative Circle, while Apex Systems' dropped in 2021. This past year included an unusually strong job market, which impacted voluntary turnover. ASGN Corporate’s voluntary turnover rate has been historically low.

Voluntary Turnover Rate



Involuntary Turnover Rate



Review charts in detail in our interactive [2021 ESG Report](#)

Executive Pay

The Board’s Compensation Committee is responsible for the compensation of ASGN’s directors and executive officers. None of ASGN’s executives serve as members of the Compensation Committee. Brian Callaghan, a member of the Comp Committee, was the co-CEO of Apex. For a list of current members of ASGN Incorporated’s Compensation committee, please refer to our [Committee Composition](#).

Our executive compensation program is designed to attract and retain high-caliber executive officers, and to motivate and reward performance that is consistent with our corporate objectives and stockholder interests. Our policy is to provide a competitive total compensation package that shares our success with our named executive officers, as well as other employees, when our goals are met. Each year, ASGN publishes a thorough description and analysis of our senior executives’ remuneration in our Proxy, including a description of the total compensation of our CEO in [ASGN Incorporated’s Annual Reports & Proxies](#).

5. Social Responsibility

We are committed to creating positive impacts for all stakeholders through meaningful engagement, generous and sustained charitable contributions and volunteerism to uplift communities where many of our employees are rooted.

2021 Achievements

1 Established a Company-wide Corporate Social Responsibility (CSR) Committee

2 Aligned with the UN's Sustainable Development Goals (SDGs) and joined the UNGC

3 Conducted a Company-wide Materiality Assessment

Additional Impacts

- Apex provided STEM services to 3,584 students and veterans
- Creative Circle provided 2,000 meals to a food bank and 100 books for local schools
- CyberCoders provided 46,120 meals to families in need across that nation
- ECS employees supported food and blood drives in multiple states

Our Approach

ASGN Incorporated is steadfast in our commitment to making positive impacts. Through our targeted charitable contributions, volunteerism and meaningful employee engagement we are able to help transform lives and communities. ASGN is proud to partner with nonprofit organizations and support the meaningful and impactful work they are doing to uplift communities in need. In 2021 we established a Company-wide Corporate Social Responsibility (CSR) committee to unite our best practices in employee engagement and elevate philanthropic efforts across all our brands, and began providing all our employees across our brands with one day of paid leave to further support their hands-on charity efforts.

Our 2022 Commitments



In 2022 we will begin developing our Company-wide corporate giving program including a platform to increase employee engagement, charitable contributions and brand loyalty, and streamline related programming, tracking and reporting.

Community Engagement

ASGN and all our brands are invested in creating long-term partnerships that strengthen communities, address social challenges and solve complex problems.

We encourage employees to explore their passions to make meaningful contributions to the world around them. All of the nonprofit organizations we support across all brands must meet the following criteria: be a 501(3)c and provide financial transparency; have a mission that our employees believe in; and have a local presence in one of our corporate communities – because we know how important it is to give back to the communities where our employees live and work.

Our employees engaged in virtual volunteer events and logged a total of 1,414 hours, a substantial increase from 2020, despite the uncertainty of COVID-19. Also notable, 95 percent of Apex employees and 51 percent of CyberCoders employees participated in fundraising in 2021. As COVID-restrictions wane and we develop our Company-wide corporate giving program this year, we are hopeful our employee volunteer hours will continue to rise and exceed pre-COVID levels.



Apex Systems boasts ASGN's highest level of philanthropic participation

Apex provides one day of paid leave, per employee, per year to participate in philanthropic activities, and employees are encouraged to donate and volunteer to support charities important in their community. 2021 was Apex System's eighth year of operating their "Quarter of Caring" program which runs each fourth quarter of every year. Through this program, Apex has inspired and elevated our culture of giving back, as now all our brands participate in an annual giving campaign.

In 2021, Apex hosted 22 virtual volunteer events and participated in 62 fundraisers. Apex and employees donated to a total of 95 nonprofit organizations in 2021, including \$11,842 to the Tony Foundation which provides critical financial assistance to families affected by cancer, and \$4,680 to Year Up, a tuition-free skills building organization with a mission to close the opportunity divide. Since 2010, Apex has raised over a million dollars for the American Cancer Society (ACS). Over the past few years Apex has sponsored a Gamers vs Cancer tournament to raise more funds for ACS. Apex currently has six clients in the gaming space who are also participating in this program along with Apex's contract and internal employees. It is a heartening opportunity and rewarding experience to collaborate across the spectrum of our stakeholders.



Creative Circle's 'Circle of Caring' supports local nonprofits

Circle of Caring is Creative Circle's giving program that supports local communities with charitable contributions to local nonprofits. Each office, brand, and employee resource group (ERG) selects a local nonprofit to support through our charitable giving program and we make the donation on their behalf. In 2021, Creative Circle donated to 46 organizations. Impacts included: 2,000 meals at a food bank, an 8-week stay at an emergency shelter and 100 new books for local schools.

Creative Circle also provided each ERG with \$1,000 to donate to a nonprofit organization that aligns with their mission and goals. In 2021, the ERGs donated to nine different organizations including Black Mamas Matter Alliance, Hispanic Alliance for Career Enhancement, the National Park Foundation and Planned Parenthood.



CyberCoders provided meals to families in need across the nation

CyberCoders raised over \$24,000 in 2021 with help from their Employees. In Q1 of Quarter of Caring, the CyberCoders donated 40 personal computers and over \$5,000 to a local Boys & Girls Club in need. In Q2, the company focused on the Environment. For World Oceans Day, CyberCoders sponsored Beach Buckets in Florida to encourage people to keep our beaches and oceans clean, and provide employees with reusable water bottles to reduce disposable plastic bottles.

In Q3, the company hosted a charity garage sale and sold used office furniture and electronic equipment to benefit Feeding America. In Q4 CyberCoders hosted a Breast Cancer Awareness Month info session with the American Cancer Society and hosted their first Annual Charity Raffle and raised \$4,195 for the ACS's Hope Lodge which provides accommodations for cancer patients who must travel for treatment. Also in Q4, CyberCoders supported men's health by raising \$6,560 for the Movember Foundation, and once again partnered with Feeding America. Over the course of 2021, CyberCoders provided 46,120 meals to families in need across the nation.



ECS's support aligns with current events and needs across the U.S.

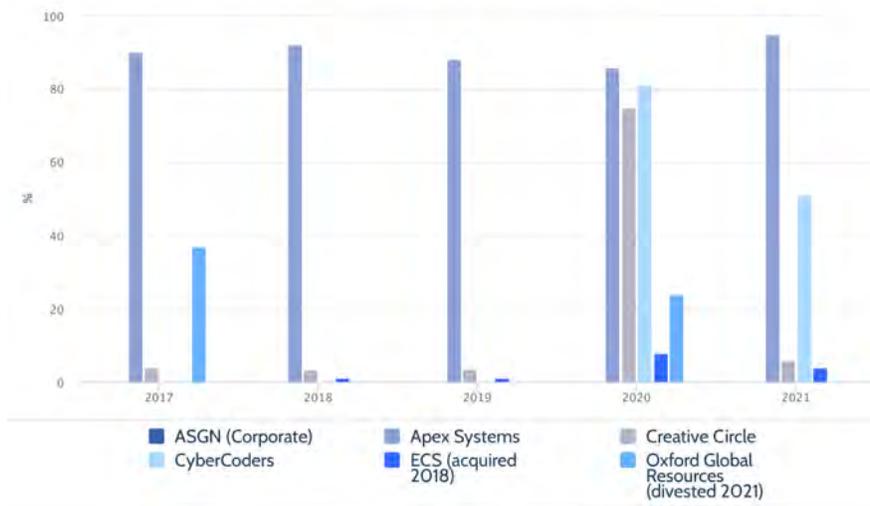
Philanthropy, volunteering, and giving back are central to ECS's culture. Each year, ECS looks to support nationwide organizations that align with current events or needs across the United States. ECS runs two philanthropy initiatives, ECS Cares and ECS Engage, which provide employees the opportunity to give back to their greater communities.

ECS Cares identifies charitable organizations to support throughout the year, and each quarter, they create a campaign to support a charity or national cause. By collectively supporting one cause at a time, ECS create a powerful wave of positivity while nurturing a strong company culture. In 2021 ECS supported a total of 42

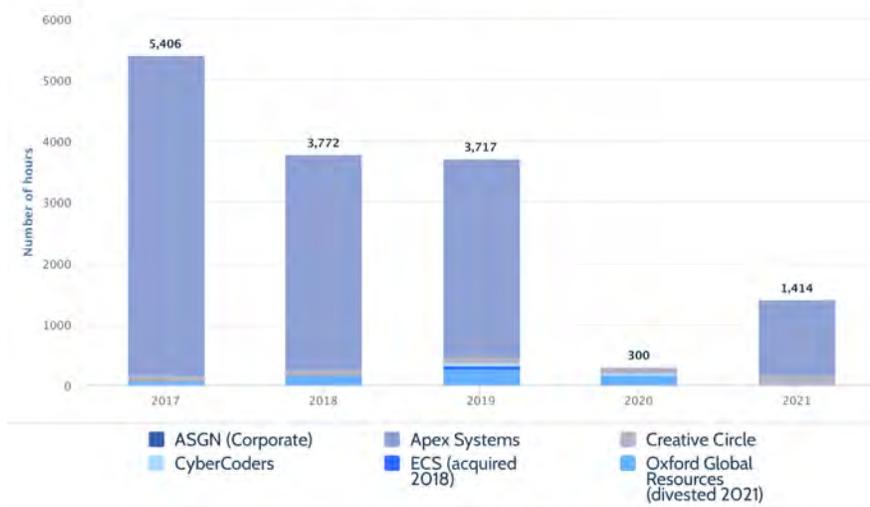
non-profit organizations through the ECS Cares program, including: Operation Second Chance, Trusted World, Save the Children, San Antonio Food Bank, Hope for the Warriors, Girls Who Code and Toys for Tots. ECS Engage is an opportunity for full-time employees to apply for grants in support of volunteer involvement in their communities.

ECS recognizes and applauds the efforts, commitment, and personal time employees provide service to the betterment of the community. ECS supported a total of 29 non-profit organizations through the EC Engage program in 2021, including: Coats for Kids, TAPS, Sierra Vista Rotary Charities, Project Refit, Second Story, Refugee Empowerment Program, Huntington’s Disease Society and Bread for the City.

Employee Participation (%)



Volunteer Hours



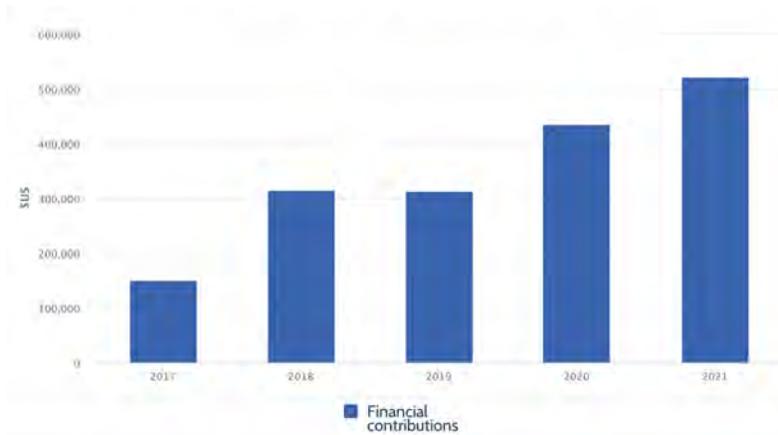
Review charts in detail in our interactive [2021 ESG Report](#)

Corporate Giving

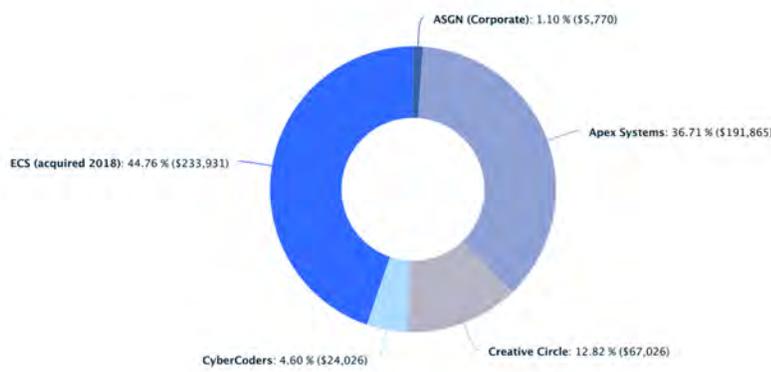
ASGN and our employees collectively supported over 200 non-profit organizations during 2021, a 20% increase over 2020.

Despite the challenges of participating in in-person fundraising and community engagement events due to the continuation of COVID-19 restrictions throughout 2021, ASGN and our employees collectively raised \$522,618 for over 200 non-profit organizations over the course of the year – a 20 percent increase from last year.

Financial Contributions (2021)



Financial Contributions by Brand (2021)



Check out these charts in our interactive [2021 ESG Report](#)

6. Environmental Responsibility

We are committed to continually improving our operating performance by conserving resources, reducing waste and transitioning towards carbon neutrality while increasing our overall positive contributions to society and our shared environment, and maintaining high productivity for our stakeholders.

2021 Achievements

- 1** Adopted an Environmental Management Policy
- 2** Conducted a comprehensive GHG inventory, and established our 2019 baseline
- 3** Made substantive progress toward ISO 14001 certification

Our Approach

As a professional services-based business, ASGN's carbon footprint is relatively low in comparison to other industries. Nevertheless, we are committed to continually improving our operating performance and making measurable progress toward carbon neutrality. Our environmental systems progress over the past year includes the adoption of our first environmental management policy which includes our dedication to energy conservation and efficiencies, renewables, water conservation, waste and pollution reduction and outlined methods for achieving these goals.

We provided 2019-2021 comprehensive GHG source data (building electricity and gas, data centers, employee commuting, business travel, and office procurement) to a third-party expert (Insight Intelligence) to conduct a Company-wide, comprehensive GHG inventory and establish our 2019 baseline.

In 2021 we utilized ISO 14001 standards as our guide to establish an environmental management program based on universal best-practices. We are in the active process of building our environmental management systems and systematically integrating environmental practices into our operations. We are committed to continually developing and improving our environmental systems management program to align with ISO 14001 certification requirements.

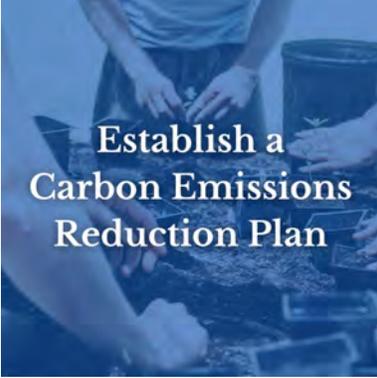
Our 2022 Commitments



Reduce our
GHGs by 55% by
2030



Expand our ESG
Disclosures



Establish a
Carbon Emissions
Reduction Plan

- Reduce greenhouse gas (GHG) emissions by 55 percent per 2019 GHG emission baseline by 2030, with a focus on the average emissions intensity of our employees.
- Establish science-based GHG reduction targets and become a signatory of the Science Based Targets Initiative (SBTi)
- Engage our Board of Directors on Climate-related Enterprise Risk Management (ERM) and identify inherent and emerging climate risks and impacts on our business strategy, and explore ways to strengthen business resilience and explore the possibility of establishing an ERM Program
- Begin disclosing through the Carbon Disclosures Project (CDP) and the S&P Corporate Sustainability Assessment (CSA)
- In 2022 we will take the next step and have our annual GHG inventories third-party certified

Our Emissions

We established a 2019 baseline for our greenhouse gas emissions (GHGs) by conducting a comprehensive GHG inventory.

We hired a third-party expert ([InSite Intelligence](#)) to calculate our first Company-wide baseline (for the year 2019) and subsequent performance in 2020 and 2021. GHG emission source data categories included upstream leased space electric and gas consumption, employee business travel, employee commuting, procurement of goods (office supplies, computers etc.) and data center energy consumption. InSite applied emissions factors to the source data, and calculated total CO₂e emissions values for 2019, 2020 and 2021.

No GHGs were directly emitted as part of the Company's business practices. The Company has no fleet of vehicles, and all the office space used by the Company is owned and operated by third parties. To determine whether upstream leased space emissions fall under Scope 2 or Scope 3, InSite followed GHG Protocol's Corporate Value Chain Accounting and Reporting Standard.

For this report, InSite utilized the Operational Control approach. Consulting "Appendix A. Accounting for Emissions from Leased Assets", Table A.1 Endnote 3 states "Some companies may be able to demonstrate that they do not have operational control over a leased asset held under an operating lease. In this case, the company may report emissions from the leased asset as scope 3 as long as the decision is disclosed and justified in the public report." ASGN does not in fact have operational control of its leased assets, except for a single asset in 2019-2020. This small value is not material to this report. Therefore, all leased

asset emissions have been calculated as Scope 3 emissions.

Company-wide, we produced a total of 33,408 metric tons of CO₂e in our baseline year of 2019. In 2020, we produced 17,124 metric tons, resulting in a 49 percent reduction. In 2021, we produced 15,361 metric tons resulting in a 54 percent reduction of greenhouse gases per our 2019 baseline. For the 2019 baseline year, this equates to 6.47 metric tons of CO₂e per Full-Time Employee, and 0.02 metric tons CO₂e per square foot of leased office space.

The substantive reductions in our greenhouse gases over the past two years were principally due to the impacts of COVID-19-related stay at home orders and travel restrictions. Most emissions in 2019 came from Employee Commuting (34 percent), followed by Business Travel (26 percent) and Electric consumption (22 percent). The largest emissions reductions between 2019 to 2021 came from Employee Commuting (89 percent), Business Travel (77 percent), and Procurement (28 percent). In 2021, most emissions came from the electricity and gas in our Office Buildings (58 percent), followed by Procurement (20 percent) and Business Travel (13 percent). Our emissions related to Employee Commuting dropped to just under eight and a half percent of the Company-wide total in 2021.

Building-related Emissions

Upstream leased space electric and gas consumption saw an eight percent increase in emissions between 2019 and 2021. This is likely due to work-from-home emissions as electric space consumption includes both leased office space emissions as well as work-from-home emissions. The additional, dispersed area offset the savings from reduced office space energy consumption. This was likely due to larger heating demand in vacant buildings, and provides an opportunity for energy reduction by implementing measures like heating temperature setbacks and shortening HVAC schedules and ventilation hours.

Comparing Brands

In 2019, Apex Systems accounted for 46 percent of our total emissions; ECS accounted for exactly half of that amount 23 percent, and Oxford was the third largest contributor of GHGs with 15 percent of the total. Creative Circle and CyberCoders bot accounted for seven percent of total emissions respectively, with ASGN corporate at only one percent of the total.

Data Centers

We selected our primary data center vendor because it is a leader in ESG and sustainability, zero carbon emissions, water reuse, and is powered 100 percent by renewable energy. No emissions were assumed from the data center as they use 100 percent renewable energy which is not sold for renewable energy credits (RECs). Although the data center calculates a small fraction of Scope 1 and 2 emissions due to refrigerant leaks and generator diesel fuel use, this number is not material as total emissions related to ASGN's use would amount to less than one metric ton of CO₂e.

In comparison, in 2021, Apex Systems and ECS' shares of total GHG emissions increased to 48 and 25 percent, respectively, and despite leaving the ASGN family in August, Oxford Global Resources, LLC (Oxford) remained the third largest contributor of GHGs with 17 percent of the total. Creative Circle's share dropped to five percent and CyberCoders dropped to four percent of total emissions respectively primarily due to their comparatively steep decrease in business travel. ASGN corporate continued to account for one percent of Company-wide emissions in 2021.

Methodology and Assumptions

We provided InSite with all the obtainable data for emissions related activity for all three years. Please note, it was necessary to make some assumptions during the calculation of our GHG baseline and subsequent year emissions. Specifically, we did not have obtainable energy consumption data for 75 percent of our office buildings, thus kWh/sf estimates were used. Additionally, employee commuting data was obtained mostly from small-sample size surveys or estimated. The assumptions made for these calculations cause some uncertainty in the final estimation of our CO₂ emissions.

Accuracy and Transparency

Effective August 2021, Oxford is no longer with ASGN Incorporated. To maintain like-to-like comparison, we will remove Oxford from our 2019 baseline calculation in 2022. Similarly, emissions will be added to the baseline year for any property we add to our portfolio in the future. For this report, Oxford is included as the brand was with us for the majority of 2021.

For comparison’s sake, if we remove Oxford from our 2019 baseline, we produced a total of 28,580 metric tons CO₂e in our baseline year of 2019, or approximately 15 percent fewer GHGs. While in 2021, we produced 12,781 metric tons CO₂e, or approximately 17 percent fewer GHGs without Oxford. When we compare the 2019 baseline with 2021 without Oxford, our total carbon emissions reduction increases by only one percent, for a 55 percent reduction per our 2019 baseline. In addition to removing and adding companies as we evolve and grow, each year we will also carefully reassess how we categorize our Scope 1 – 3 emissions per the US GHG Protocol.



See the next section, [Reducing Our Impact](#), for our carbon reduction initiatives.

Scope 3 Emissions Data

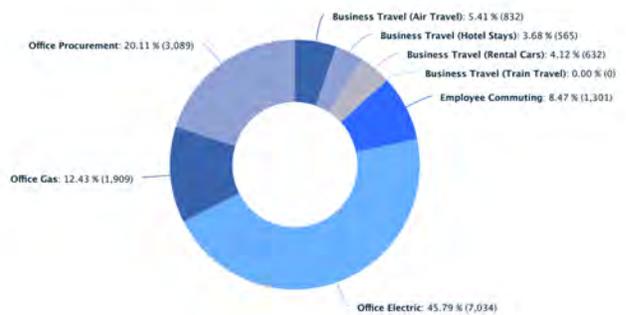


Check out these charts in our interactive [2021 ESG Report](#)

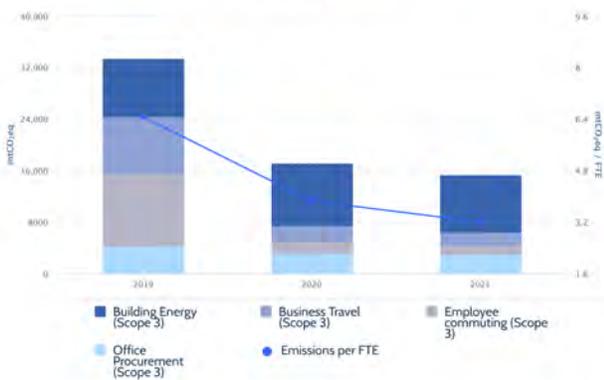
Scope 3 By Brand (2021)



Scope 3 By Category (2021)



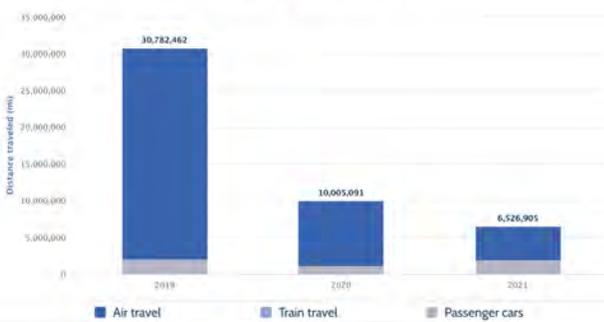
Emissions Intensity per Full-Time Employee



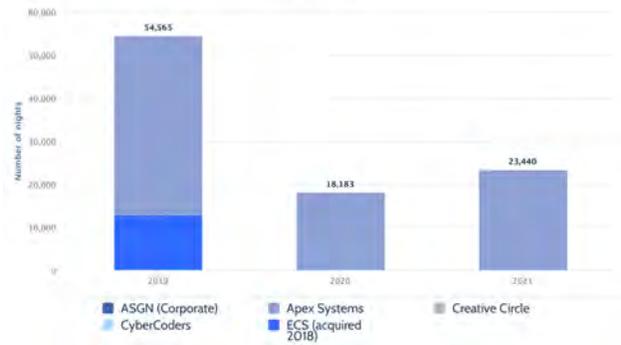
Emissions Intensity per Square Foot



Business Travel (Mode of Transportation)



Hotel Stays



Check out these charts in our interactive [2021 ESG Report](#)

Reducing our Impact

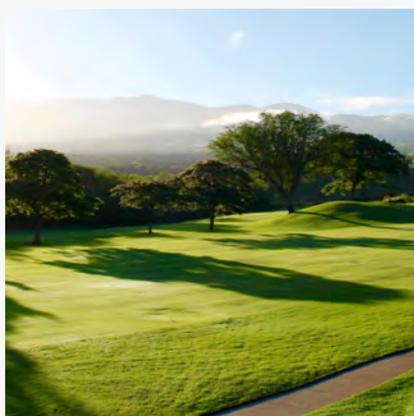
To achieve and exceed a 55% reduction of our 2019 carbon emissions by 2030, our carbon reduction plan must be actionable and measurable.

Although we have made a remarkable reduction in our overall GHGs since 2019, we know that COVID-19 stay at home orders and associated worldwide decrease in business travel over the past two years are the primary reasons we were able to realize this significant reduction. The results of our first comprehensive greenhouse gas (GHG) inventory are clear -- to achieve and exceed a 55% reduction of our 2019 carbon emissions by 2030, we must create and implement an actionable and measurable carbon reduction plan. We will need to diligently and persistently work on implementing measures to reduce our office buildings, employee commuting, business travel and procurement-related carbon emissions.

Fortunately, we are already making progress toward our goal by adopting a Company-wide [Environmental Management Policy](#). This policy includes our carbon reduction commitment as well as a commitment to minimize our consumption of natural resources, reduce pollution throughout our business operations and procurement opportunities, and track and report our progress on key measures to the extent reasonably possible. These five key categories are energy efficiency and renewables, water conservation, waste reduction, sustainable procurement and responsible transportation.

Energy Efficiency and Renewables

The most effective way we will be able to reduce our building-related energy is by prioritizing LEED certified (or equivalent) and net-zero office buildings located in close proximity to public transportation with on-site solar or other geographically appropriate renewable energy source mix (e.g. wind and geothermal), or procure 100% renewable energy. Also, as our GHG inventory revealed, our building emissions footprint increased by 8% due to the sharp increase in our employees working from home, and our mostly vacant offices being heated and cooled. Going forward we will work with our facilities managers to employ more active energy efficiency measures for our office buildings, as well as assist our employees who continue to work at home with energy conservation measures, and information on residential energy efficiency and renewable energy programs.



Water Conservation and Waste Reduction

Although waste reduction and water conservation are not as material for ASGN as the other categories, actively engaging in these measures are an essential part of being an environmentally responsible business. We will conserve water by prioritizing buildings with high efficiency faucets, toilets and urinals, and reduce our waste by continuing to move toward paper-less systems, reducing and recycling our hazardous waste (e.g., electronics, toner cartridges and batteries), upcycling our office supplies and reusing whenever possible. We will also provide reusable dishware whenever possible.

Sustainable Procurement

We will leverage sustainable procurement techniques including purchasing office, kitchen and bathroom papers with the maximum percentage of recycled content, Energy Star or EPEAT-certified electronic equipment, and third-party certified non-tox cleaning projects as well as eliminating the use of chemical and aerosolized air fresheners to reduce pollution and support the health and well-being of our workforce.

Employee Commuting and Business Travel

Although we will continue to allow our employees to work from home for the foreseeable future and beyond given that we were able to maintain high productivity levels throughout the COVID-19 period, now that we are emerging from the pandemic, it is likely at least a substantial subset of people will begin choosing to return to the office on a part-time basis. And in-person meetings and interactive workshops will inevitably return to some degree. To ensure the return to the office has a lighter carbon footprint, we will develop an employee commute reduction program and business travel guidelines.

The employee commute program will include implementation of an employee commute survey, offer incentives to take public transportation, choose active transportation and carpool. In addition, our Environmental Management Policy also prioritizes office buildings with electric vehicle (EV) parking and charging stations, and secure bicycle parking and showers. The Responsible Business Travel Guidelines will encourage prioritizing virtual meetings to reduce travel when feasible, taking trains instead of planes when possible (lower carbon footprint), prioritizing EV or hybrid rental cars, eco-friendly airlines and green-certified hotels. We will also standardize the tracking of our business travel with the goal of setting a measurable target for reducing our transportation-related emissions going forward.

Employee Engagement and Environmental Responsibility

Many of our employees are passionate about their environmental stewardship, as evidenced by our growing Green Employee Resource Groups, and we are eager to support them. We will step up our environmental awareness employee engagement efforts with energy efficiency and waste reduction initiatives -- salient ways for our employees passionate about the environment to become more aware of our business-related environmental impacts and initiatives, and be part of the solution. This includes assisting our employees who continue to work at home with energy, water and waste reduction measures, and information on residential renewable energy programs.

Advancing Our Carbon Reduction Plan

In the process of implementing our Environmental Management Policy and related carbon reduction initiatives, we will measure and track our efforts and assess the most effective ways to continue to lower our emissions. In addition to our internal carbon reduction efforts, we will also explore investments in nature-based solutions and carbon sinks, renewable energy initiatives and renewable energy credits (RECs) and innovative carbon removal technologies. Through this process, we will be able to establish our science-based GHG reduction targets. Finally, we are committed to continually advancing our environmental management system. In 2022 we will continue to make progress toward the ISO 14001 certification process by using the standards to guide the development of our approach and the systemic integration of environmental practices into our operations.

7. Transparency

We believe transparency builds trust and leads to progress. Our goal is to provide accurate and comprehensive information about ASGN Incorporated's ESG efforts.

Our 2021 report reflects our Environmental, Social and Governance (ESG) performance and progress during the calendar year of 2021, with comparative data dating back as early as 2017 where available. The data in this report includes our brands: Apex, Creative Circle, CyberCoders, and ECS. Oxford Global Resources was divested from ASGN Incorporated in August 2021. Our report is intended to engage our internal and external stakeholders as critical participants in a continuous dialogue about our ESG progress and performance. We have organized our report to reflect the scope of our disclosures and our commitment to a broad set of ESG initiatives.

We believe transparency builds trust and leads to progress. Our goal is to provide accurate and comprehensive information about ASGN Incorporated's ESG efforts. This is the first year we conducted a comprehensive greenhouse gas (GHG) inventory (via a third-party vendor, Insite-Intelligence).

This year we also significantly expanded our ESG reporting disclosures. In addition to aligning with MSCI and Sustainability Accounting Standards Board (SASB)'s ESG reporting frameworks, we are now also reporting via the Global Reporting Initiative (GRI) and the Task Force on Climate-Related Financial Disclosures (TCFD). Moreover, as a new corporate participant of the United Nations Global Compact (UNGC), we are also demonstrating our alignment with the UN's Sustainable Development Goals (UNSDGs) and the 10 Principles of the UNGC through our mapped disclosures.



By mid-year 2022, our 2021 ESG Report we will include our ESG disclosures to the Carbon Disclosure Project (CDP) and the S&P Corporate Sustainability Assessment (CSA).

We will continue to evolve our ESG Program and continually improve our data collection, tracking and reporting system. To further improve our transparency, we commit to providing third party verification and assurance of our GHG inventory ESG disclosures in our 2022 ESG annual report.

Safe Harbor

Certain statements made in ASGN Incorporated's (ASGN) 2021 Environmental, Social and Governance Report are "forward-looking statements" within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and involve a high degree of risk and uncertainty. Forward looking statements may include statements regarding our anticipated financial and operating performance as well as those related to our sustainability targets, goals, commitments and programs. All statements in this report, other than those setting forth strictly historical information, are forward-looking statements.

Forward-looking statements are not guarantees of future performance and actual results might differ materially. In particular, we make no assurances of the achievement of our environmental, social or governance targets, goals or commitments. Such risks, uncertainties and factors include the risk factors discussed in our most recent Annual Report on [Form 10-K for the year ended December 31, 2021 as filed with the SEC on March 1, 2022](#) and Current Reports on Form 8-K also filed with the SEC.

The forward-looking statements in this reports are made as of the date of this report, and we specifically disclaim any intention or duty to update any forward-looking statements contained in this report to reflect subsequent events or circumstances.

GRI Index

for ASGN Incorporated, 2021

The Global Reporting Initiative (GRI) is the world's most widely used framework for reporting sustainability performance. The GRI has created an international standard to help businesses, governments and other organizations communicate their impacts across a broad spectrum of issues such as climate change, human rights and corruption.

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
General		
GRI 102: General Disclosures 2021	102-1 Name of the organization; nature of ownership and legal form; location of headquarters; countries of operation	ASGN Incorporated Headquarters 4400 Cox Road, Suite 110, Glen Allen, VA 23060 Countries: US, Canada, Mexico, India, Spain Netherlands, UK
GRI 102: General Disclosures 2021	102-2 Entities included in the organization's sustainability reporting	Our Company / Business Overview
GRI 102: General Disclosures 2021	102-3 Reporting period, frequency and contact point	The reporting period for this report is the calendar year 2021. All information in this report is as of December 31, 2021, unless otherwise stated. Currently ASGN Incorporated is reporting on ESG on an annual basis. Contact: ESG@asgn.com
GRI 102: General Disclosures 2021	102-4	This is ASGN Incorporated's first GRI Report.
GRI 102: General Disclosures 2021	102-5 External assurance	Third party assurance and assurance statement forthcoming in ASGN's 2022 ESG Report, scheduled to be published first quarter 2023.

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
General		
GRI 102: General Disclosures 2021	102-6 Activities, value chain and other business relationships	ASGN Incorporated's 2021 10-k
GRI 102: General Disclosures 2021	102-7 Employees	Business Overview Our Workforce
GRI 102: General Disclosures 2021	102-9 Governance Structure and Composition	Investor Relations: Corporate Governance
GRI 102: General Disclosures 2021	102-10 Nomination and selection of the highest governance body	ASGN Incorporated's 2021 Proxy Statement
GRI 102: General Disclosures 2021	102-11 Chair of the highest governance body	Ashad Matin is ASGN Incorporated's Chairman of the Board. Arshad Matin is an independent board member.
GRI 102: General Disclosures 2021	102-12 Role of highest governance body in overseeing the management of impacts	Corporate Governance Guidelines

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
General		
GRI 102: General Disclosures 2021	102-13 Delegation of responsibility for managing impacts	Corporate Governance Guidelines
GRI 102: General Disclosures 2021	102-14 Role of the highest governance body in sustainability reporting	Corporate Governance Guidelines
GRI 102: General Disclosures 2021	102-15 Conflicts of interest	ASGN Incorporated's 2021 Proxy Statement
GRI 102: General Disclosures 2021	102-16 Communicating critical concerns	ASGN Incorporated's 2021 Proxy Statement
GRI 102: General Disclosures 2021	102-17 Collective knowledge of highest governance body	ASGN's Board of Directors
GRI 102: General Disclosures 2021	102-18 Evaluation of the performance of the highest governance body	This is an internal assessment process of the board of directors and committees. There is an annual review of all board committees including internal peer reviews and self-assessments. Reviews are compiled and summarized into an internal annual board report. In addition, shareholders can vote by proxy based on their assessment of the board.
GRI 102: General Disclosures 2021	102-19 Remuneration policies	ASGN Incorporated's 2021 Proxy Statement

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
General		
GRI 102: General Disclosures 2021	102-20 Process for determining remuneration	ASGN Incorporated's 2021 Proxy Statement
GRI 102: General Disclosures 2021	102-21 Annual total compensation ratio	ASGN Incorporated's 2021 Proxy Statement
GRI 102: General Disclosures 2021	102-23 Policy Commitments	Anti-Corruption Policy , Anti-Harassment & Discrimination Policy , Code of Business Conduct and Ethics Policy , Environmental Management Policy , Human Rights Policy , and Supplier Code of Conduct Policy
GRI 102: General Disclosures 2021	102-25 Processes to remediate negative impacts	Whistleblower Procedures
GRI 102: General Disclosures 2021	102-26 Mechanisms for seeking advice and raising concerns	Whistleblower Procedures
GRI 102: General Disclosures 2021	102-27 Compliance with laws and regulations	There were no significant instances of non-compliance in 2021.
GRI 102: General Disclosures 2021	102-28 Membership Associations	United Nations Global Compact (UNGC) , Staffing Industry Analyst Association , American Staffing Association
GRI 102: General Disclosures 2021	102-29 Approach to stakeholder engagement	Our ESG Approach , Materiality Assessment

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
General		
GRI 102: General Disclosures 2021	102-30 Collective Bargaining agreements	ASGN does not have any collective bargaining agreements at this time.
Management Approach		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Our ESG Approach, Materiality Assessment
GRI 103: Management Approach 2016	103-2 The management approach and its components	Our ESG Approach, Materiality Assessment
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Our ESG Approach, Materiality Assessment
Economic Performance		
GRI 201: Economic Performance	201 Economic Performance Management Approach	ASGN Incorporated's 2020 Annual Report
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	ASGN Incorporated's 2020 Annual Report

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	ASGN Incorporated's 2020 Annual Report
GRI 201: Economic Performance	201-3 Defined benefit plan obligations other retirement plans	ASGN Incorporated's 2020 Annual Report
GRI 201: Economic Performance	201-4 Financial assistance received from government	Not applicable. None was received.
Anti-Corruption		
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	Internal Audit facilitates an annual fraud risk assessment (FRA) with the divisions that includes, among other things, risks related to corruption. This assessment is performed by key financial personnel who evaluate risks and identify processes and controls that mitigate those risks. This analysis is aggregated and reviewed by Internal Audit and management, and the results are shared with the Audit Committee.
GRI 205: Anti-Corruption	205-2 Communication and Training on Anti-corruption Policies and Procedures	All internal employees, including the CEO, receives annual Code of Business Conduct and Ethics compliance training. ASGN's Board of Directors sign off on the policy annually. In addition, employees in Canada are trained on the Foreign Corrupt Practices Act (FCPA). Anti-Corruption Policy
GRI 205: Anti-Corruption	205-3 Confirmed incidents of corruption and actions taken	Confirmed zero incidents

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
GRI 206: Anti-Corruption	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Confirmed zero incidents
Environment		
GRI 301: Environment Materials	301 Materials Management Approach	Environmental Responsibility , Environmental Management Policy
GRI 302: Environment Materials	302 Energy Management Approach	Environmental Responsibility , Environmental Management Policy
GRI 303: Environment Materials	303 Water Management Approach	Environmental Responsibility , Environmental Management Policy
GRI 305: Environment Emissions	305 Emissions Management Approach	Environmental Responsibility , Our Emissions
GRI 305: Environment Emissions	305-1 Direct GHG Emissions (Scope 1)	Environmental Responsibility , Our Emissions
GRI 305: Environment Emissions	305-2 Indirect GHG Emissions (Scope 2)	Environmental Responsibility , Environmental Management Policy
GRI 305: Environment Emissions	305-3 Other Indirect GHG Emissions (Scope 3)	Environmental Responsibility , Environmental Management Policy

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
GRI 305: Environment Emissions	305-4 GHG emissions intensity	Environmental Responsibility , Environmental Management Policy
GRI 305: Environment Emissions	305-5 Reduction of GHG emissions	Environmental Responsibility , Our Emissions , Reducing our Impact
GRI 306: Environment Waste	306 Waste Management Approach	Environmental Responsibility , Environmental Management Policy , Reducing our Impact
GRI 307: Environmental Compliance	307 Environmental Compliance Management Approach	Environmental Management Policy
GRI 308: Supplier Environmental Assessment	308 Supplier Environmental Assessment Management Approach	Supplier Code of Conduct Policy
Social		
GRI 401: Employment	401 Employment Management Approach	Our Workforce - Our Approach
GRI 401: Employment	401-1 New Employee Hires and Turnover	Our Workforce - Performance Management
GRI 401: Employment	401-2 Benefits Provided to FTEs	Our Workforce - Benefits

GRI Index for ASGN Incorporated, 2021 (continued)

GRI Standard Number & Title	Disclosure Number and Topic	Response / Answer Location
GRI 404: Training and Education	404-1 Average Hours of Training per year per Employee	Our Workforce, Training & Development
GRI 404: Training and Education	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	Our Workforce, Training & Development
GRI 404: Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	Our Workforce, Performance Management
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	ASGN's Board of Directors, Our Workforce
GRI 406: Non-Discrimination	406-1 Incidents of Discrimination and Corrective Action Taken	There were no reported incidents of discrimination warranting corrective action in 2021. ASGN has a whistleblower hotline where employees can report incidents of discrimination. Corrective actions related to discrimination are usually handled by Human Resources and/or our Legal Team.
GRI 415: Public Policy	415-1 Political Contributions	None
GRI 418: Customer Privacy	418-1 Customer privacy and data management approach	Data Security & Innovation

SASB Index

for ASGN Incorporated, 2021

Sustainability Accounting Standards Board (SASB) standards prioritize sector-specific reporting for financial materiality. SASB standards are aimed at serving the needs of most investors and providers of financial capital.

Code & Metric	Location / Discussion
Data Security & Innovation	
SV-PS-230a.1 Description of approach to identifying and addressing data security risks	Data Security & Innovation (Our Approach) , Data Security Risk Management Security Team , Employee Training and Audits
SV-PS-230a.2 Description of policies and practices relating to collection, usage, and retention of customer information	Collection, Use and Control of Customer Information
SV-PS-230a.3 (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	ASGN did not have any material cybersecurity breaches in 2021. Data Security Risk Management

SASB Index for ASGN Incorporated, 2021 (continued)

Code & Metric	Location / Discussion
Workforce Diversity & Engagement	
<p>SV-PS-330a.1 Percentage of gender and racial/ ethnic group representation for (1) executive management and (2) all other employees</p>	<p>Our Workforce (Our Approach), Diversity, Equity & Inclusion (DEI)</p>
<p>SV-PS-330a.2 (1) Voluntary and (2) involuntary turnover rate for employees</p>	<p>Performance Management</p>
<p>SV-PS-230a.3 Employee engagement as a percentage</p>	<p>We recognize the importance of annual well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns. As such we have standardized our employee engagement data collection, tracking and reporting systems to ensure we are providing accurate information to our clients and stakeholders. Prior to 2021, ASGN and each brand conducted their own employee engagement surveys. In 2021, we unified our efforts and designed an annual Company-wide employee engagement survey which will be implemented every spring, commencing in 2022. By implementing a Company-wide employee engagement survey we harmonize our research and tracking across all our brands, and better ensure meaningful business ethics questions are included. The 2022 Company-wide engagement survey has 52 questions that span key subject areas from workplace satisfaction to communications and teamwork, to training and development.</p>

SASB Index for ASGN Incorporated, 2021 (continued)

Code & Metric	Location / Discussion
Professional Integrity	
<p>SV-PS-510a.1 Description of approach to ensuring professional integrity</p>	<p>Ethics and Compliance: Our employees are required to complete an annual training of our Code of Business Ethics & Conduct. Our Code expresses our expectation that all our business partners, including subcontractors, suppliers, vendors, and business intermediaries, to operate in a manner that is consistent with our commitment to professional integrity.</p>
<p>SV-PS-510a.2 Total amount of monetary losses as a result of legal proceedings associated with professional integrity</p>	<p>ASGN has not incurred monetary losses during the reporting period as a result of material legal proceedings associated with professional integrity.</p>
Activity Metric	
<p>SV-PS-000.A Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract</p>	<p>Business Overview; Diversity, Equity & Inclusion (DEI)</p>
<p>SV-PS-000.B Employee hours worked; percentage billable</p>	<p>We do not report total number of employee hours worked or percentage billable as that is ASGN confidential information.</p>

TCFD Index

for ASGN Incorporated, 2021

The Task Force on Climate-related Financial Disclosures (TCFD) provides a framework of recommended disclosures for corporate reporting on climate-related risks and opportunities. These climate-related disclosures are structured around four pillars: governance, strategy, risk management, and metrics/targets.

TCFD Metrics	Response
Governance	

Describe the board's oversight of climate-related risks and opportunities.

ASGN's Board-level Nominating and Corporate Governance Committee (NCGC) is responsible for the company's oversight of inherent and emerging climate-related risks and opportunities. The full Board and the NCGC oversee the Company's overall risk management. Climate risks are reputational, financial, strategic and operational. The NCGC evaluates and prioritizes these risks by taking many factors into account, including the potential impact of risk events should they occur, the likelihood of occurrence, and the effectiveness of existing risk mitigation strategies. In addition, the Board-level Audit Committee oversees the quality and integrity of our related financial reporting.

The NCGC is also responsible for overseeing the Company's overall ESG (Environmental, Sustainability and Governance) performance, disclosure, strategies, goals and objectives and evolving ESG risks and opportunities, as well as employee well-being, gender equality, and diversity equity and inclusion (DEI). In 2021, the full Board and the NCGC received bi-annual updates on ESG.

TCFD Index for ASGN Incorporated, 2021 (continued)

TCFD Metrics	Response
Governance	
<p>Describe the management's role in assessing and managing climate-related risks and opportunities.</p>	<p>The Board, the NCGC and the CEO share the responsibility for ESG overseeing, assessing and managing climate-related risks and opportunities. In addition, over the past several years, a small team of VPs and senior executives have been working together on ESG program development and reporting, with the CMO acting as the ESG Lead with support from expert consultants. In 2021, an executive-level Corporate Social Responsibility (CSR) Committee was established to support the development of the ESG program and the integration of ESG principles into business strategy.</p> <p>In 2021, ASGN Inc. joined the United Nations Global Compact (UNGC) as a corporate participant and is the process of aligning with the UN's Sustainable Development Goals (SDGs), and the company adopted a new Environmental Management Policy, which includes energy and waste reduction measures. The company is also an active participant in the UNGC SDG Ambition Accelerator Program to help elevate our ESG program and establish more meaningful and measurable targets. We are committed to continually advancing our approach to ESG. In 2022 we will continue to make progress toward the ISO 14001 certification process by using the standards to guide the development of our environmental management approach and systematically integrate environmental practices into our operations.</p>

TCFD Index for ASGN Incorporated, 2021 (continued)

TCFD Metrics	Response
Strategy	
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p>	<p>Risks</p> <p>Our reputation is critical to our business, and any harm to our reputation could decrease the amount of business our clients do with us, which could have a material adverse effect on our future revenue and growth prospects. As our reputational risk relates to climate, if ASGN is perceived as a company that harms the environment or is not a steward of sustainability, it could negatively impact the public’s perception of our company and reduce our growth prospects and/or the business as customers seek contractors that are taking meaningful steps to address climate change. Climate change has the potential to adversely affect ASGN’s operations and those of our clients. The impacts of climate change, which includes an increase in the frequency and intensity of extreme heat days, drought, wildfires, landslides, storms, sea level rise can negatively affect business activities and lead to sudden and significant changes in regional and global economic conditions and cycles. These events also pose risks to our employees and contingent workers and to physical facilities, owned or leased by us, our suppliers or clients. By disruption of communications and travel, and increasing the difficulty of obtaining and retaining highly-skilled and qualified personnel, these types of events impact our ability to deliver our services and solutions to our clients. Extended disruptions of electricity, other public utilities, network or cloud services at our facilities or in the areas where our people are working remotely, as well as physical infrastructure damage to or system failures at our facilities or systems, or those of our suppliers or clients, could also adversely affect our ability to conduct our business and serve our clients. If any of these circumstances occurs, we are at risk for communication interruptions with our clients and personnel which could result in an adverse effect on our operations and our reputation.</p> <p>(continued next page)</p>

TCFD Index for ASGN Incorporated, 2021 (continued)

TCFD Metrics	Response
<p>(continued)</p> <p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p>	<p>Opportunities</p> <p>Although climate-risks are numerous, planning for climate adaptation also presents an opportunity for innovation in technology, engagement and service delivery, which can lead to business expansion. Managing climate risks can be considered a positive catalyst for change, as it is an opportunity to evolve more advanced and integrative services such as more reliable on-line platforms and systems. It is also an opportunity to improve business continuity and resilience so that we are more prepared for climate events, and other unforeseen disruptions.</p>
<p>Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.</p>	<p>In 2022, ASGN commits to engaging our Board of Directors on Climate-related Enterprise Risk Management (ERM) and identifying inherent and emerging climate risks and impacts on our business strategy, explore ways to strengthen business resilience and explore the possibility of establishing an ERM Program.</p>
<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degrees celcius or lower scenario.</p>	<p>ASGN is committed to reducing our greenhouse gas (GHG) emissions by 55% by 2030 per our 2019 baseline, and will establish well-informed Science-Based Targets by 2023.</p>

TCFD Index for ASGN Incorporated, 2021 (continued)

TCFD Metrics	Response
Risk Management	
<p>Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>ASGN does not yet have a formal process in place for identifying or assessing climate-related risks. In 2022, ASGN commits to engaging our Board of Directors on Climate-related Enterprise Risk Management (ERM) and identifying inherent and emerging climate risks and impacts on our business strategy, and explore ways to strengthen business resilience.</p>
<p>Describe the organization's processes for managing climate-related risks.</p>	<p>ASGN currently does not have a formal process in place for managing climate-related risks. In 2022, ASGN commits to engaging our Board of Directors on Climate-related Enterprise Risk Management (ERM) and identifying inherent and emerging climate risks and impacts on our business strategy, and explore ways to strengthen business resilience and the possibility of establishing an ERM Program.</p>
<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>ASGN has yet to integrate processes for identifying, assessing and managing climate-related risks into our overall risk management procedures and processes. In 2022, ASGN will engage our Board of Directors on Climate-related Enterprise Risk Management (ERM) to help identify inherent and emerging climate risks and impacts on our business strategy, and explore ways to strengthen business resilience and the possibility of establishing an ERM Program.</p>

TCFD Index for ASGN Incorporated, 2021 (continued)

TCFD Metrics	Response
<p>Metrics and Targets</p>	
<p>Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>Our Emissions, Environmental Responsibility - Our Approach</p>
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>In addition to committing to reducing ASGN’s greenhouse gas (GHG) emissions by 55% by 2030 per our 2019 GHG baseline, with a focus on the average emissions intensity of our employees, ASGN will establish well-informed, science-based interim targets by 2023. In the meantime, we are actively developing our Carbon Reduction Plan which includes increasing our energy efficiencies, engaging in energy conservation, prioritizing LEED and net-zero buildings with on-site or purchased solar.</p>

UNGC Index

ASGN alignment with the Ten Principles of the UNGC, 2021

The Ten Principles of the United Nations Global Compact (UNGC) are being incorporated into ASGN's strategies, policies and procedures. This upholds not only our basic responsibility to our community and planet, but also sets the stage for our long-term success. Participation in the UNGC is open to any company that is serious about its commitment to work towards implementation of ten principles throughout its operations and sphere of influence, and to communicate on its progress.

UNGC 10 Principles	Related ASGN Initiatives
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Ethics and Compliance Human Rights Policy
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Ethics and Compliance Human Rights Policy
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights Policy
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	Human Rights Policy
Principle 5: Businesses should uphold the effective abolition of child labor.	Code of Business Conduct & Ethics Policy , Human Rights Policy
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Board Diversity Policy , Code of Business & Ethics Policy

UNGC Index for ASGN Incorporated, 2021 (continued)

UNGC 10 Principles	Related ASGN Initiatives
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Environmental Management Policy
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	ESG Approach , Environmental Management Policy .
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	ESG Approach , Environmental Management Policy .
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Corruption Policy .

UN SDGs

Alignment with the United Nation's SDGs

ASGN proudly became a participant in the United Nations Global Compact (UNGC) on May 1, 2021. We fully support the [United Nation's 17 Sustainable Development Goals \(SDGs\)](#) and are working to advance these meaningful global goals within the realm of our business sector and sphere of influence. We are inspired by the universal vision of the SDGs, and committed to doing our part to help bring these goals to fruition for our stakeholders and our local and global communities.



Our UN SDG Focus Areas

Based on our 2021 materiality assessment of our business and the interest of our internal and external stakeholders, we should address, and have an ability to make a direct, meaningful and measurable positive impact on SDG 5: Gender Equality and SDG 10: Reducing Inequalities, two of the UNGC's Sustainable Development Goals.

In addition to becoming a corporate participant within the UNGC, ASGN is also an active participant in the UNGC's SDG Accelerator Program to help elevate our commitment to the SDGs and set meaningful and measurable targets in the realm of what is most material to our company: Our Workforce

SDG 5: Achieve gender equality and empower all women and girls



Through our participation in the SDG Accelerator Program, we have established a goal of 40% women and diverse people (including racial and ethnic diversity, sexual orientation, physical abilities, and veteran status) in senior executive positions by 2025.

Our Impact:

[Our Workforce](#), [DEI](#), [Employee Engagement & Wellbeing](#), [Training & Development](#), [Social Responsibility](#), [Community Engagement](#), [Corporate Giving](#)

SDG 10: Reduce inequality within and among countries



We are committed to actively improving our demographic data collection this year by going beyond the US EEO-1 categories to include gender identity, sexual orientation, physical abilities, and veteran status in our anonymous employee surveys to improve employee engagement, DEI efforts and better inform our future goals for 2030.

Our Impact:

[Our Workforce](#), [DEI](#), [Employee Engagement & Wellbeing](#), [Training & Development](#), [Social Responsibility](#), [Community Engagement](#), [Corporate Giving](#)

Our business model and ESG strategy align with other critically important Sustainable Development Goals including:

SDG 3: Good Health and Well-Being



We strive to ensure our employees feel protected, engaged and valued. To that end, we provide benefits to cover medical and mental health needs; and offer wellness and professional growth opportunities. Additionally, we are committed to giving back to the communities where we work and live through our Corporate Social Responsibility (CSR) and Giving Program.

Our Impact:

[Employee Engagement & Wellbeing](#), [Benefits](#), [Social Responsibility](#), [Community Engagement](#), [Corporate Giving](#)

SDG 8: Decent Work and Economic Growth



We believe in decent work for all and sustainable economic growth. We pride ourselves in providing fair wages, benefits and social protections for our workforce and their families so that they can thrive. We also know a happy workforce is a productive workforce that contributes to our economic growth and overall prosperity.

Our Impact:

[Our Company](#), [Responsible Business](#), [Our Workforce](#), [Employee Engagement](#), [Training & Development](#)

SDG 9: Industry, Innovation and Infrastructure



In 2019, the Board created a Strategy and Technology Committee that meets regularly on cybersecurity, innovation and security roadmap planning efforts. We are committed to continual improvement of our remote technologies and all aspects of cyber safety, and dedicated to fostering inclusive innovation to ensure all people across the spectrum of physical abilities have equal access.

Our Impact:

[Our Company](#), [Data Security & Innovation](#)

SDG 13: Climate Action



In 2021, we adopted an Environmental Management Policy and conducted our first comprehensive greenhouse gas (GHG) emissions inventory with 2019 as our baseline. We have also committed to reducing our carbon emissions by 55% by 2030 per our baseline, with a focus on the average emissions intensity of our employees. We are in the process of developing a carbon reduction plan with science-based carbon reduction targets.

Our Impact:

[Environmental Management Policy](#), [Environmental Responsibility](#), [Our Emissions](#), [Reducing our Impact](#)

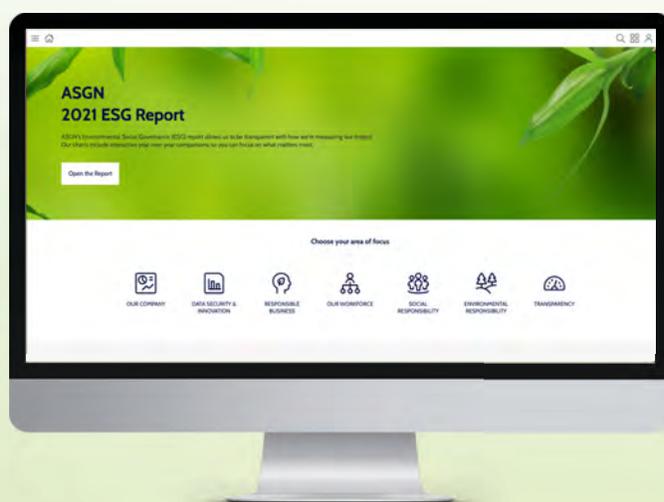
For More Information

ASGN's Sustainability Reporting Platform

In addition to the PDF version of ASGN's 2021 Environmental Social Governance (ESG) report, our report is available on an interactive ESG platform with data visual features that allow the viewer to engage in various types of analysis, including year over year comparisons, so you can focus on what matters most to you. To view our interactive report, visit asgn.com/sustainability.

Related Documents

- [2021 ESG Policy](#)
- [Anti-Corruption Policy](#)
- [Board Diversity Policy](#)
- [Environmental Management Policy](#)
- [Human Rights Policy](#)
- [Supplier Code of Conduct](#)



Added Value

We know that by adhering to best practices in ESG we are creating long-term value for the Company. Our ESG goals and upcoming policies and programs will result in a considerable leap forward for our entire Company. Undoubtedly, we will continue to strengthen and refine our procedures and processes along the way and set forth more measurable goals for future years. With each new year, we look forward to reporting more extensively and comprehensively on our ESG KPIs, and, in doing so, increasingly demonstrating meaningful and positive impacts for all of our stakeholders. We are and always will be committed to continual improvement. Questions regarding our ESG Policy and annual reporting should be directed to esg@asgn.com.

Report Archive

2020

- [Letter from the CEO](#)
- [ESG Report](#)
- [ESG Executive Summary](#)
- [ESG Policy](#)

2019

- [ESG Report](#)
- [ESG Policy](#)

