



## Environmental Management Policy

Updated March 22, 2023

ASGN Incorporated and its subsidiaries (“ASGN”) is committed to reducing its impact on the environment by actively engaging in resource conservation and efficiency, carbon emissions reduction and pollution prevention. We strive to improve our environmental performance over time and commit to incorporating leading environmental practices into our business strategy and operations and fostering environmental responsibility among our internal and external stakeholders.

### We Pledge to:

- 1) Comply with all applicable environmental regulations in the management of our operations and exceed regulations when cost comparable.
- 2) Prioritize leasing offices in Class A, LEED and/or Well certified (or equivalent) buildings with on-site renewables or that procure renewable energy, when cost comparable.
- 3) Minimize our consumption of natural resources (e.g., materials, energy and water) throughout our business operations and procurement opportunities. Encourage reducing, reusing, repurposing, and recycling materials whenever possible to reduce our landfill waste and responsibly manage our hazardous waste (e.g., electronics, batteries and paint).
- 4) Develop and support educational programs and initiatives to increase environmental awareness and encourage participation amongst the entire ASGN community and offer opportunities for staff to collaborate on our journey to improve our environmental performance.
- 5) Annually track and report our progress on key measures, including energy usage.
- 6) Annually track and report our greenhouse gas emissions (GHGs) and work toward reducing our emissions.
- 7) Contractually require our suppliers to comply with environmental regulations through our Supplier Code of Conduct.

In delivering on this policy, ASGN is committed to a program of continual improvement and will set objectives and targets, measure progress against them, and share our key metrics with our stakeholders in our annual Environmental Social Governance (ESG) report. Our targets will be reviewed regularly to ensure they remain appropriate and achievable.