ESG

2023
REPORT

ASGN® Incorporated

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Our report is available at
asgn.com/sustainability

We believe transparency builds trust and leads to progress.

OUR COMPANY

Theodore S. Hanson
Chief Executive Officer

Fellow ASGN Stakeholders

It is my honor to share with you ASGN's fifth Environmental, Social, and Governance ("ESG") Report, which reflects our commitment to creating long-term value for our employees, stockholders, customers, and society.

In our report, you will find detailed information about our ESG performance, initiatives, and goals, as well as how we measure and verify our impact. We believe that data collection and auditability are essential for ensuring the accuracy and transparency of our ESG disclosures. We also recognize that ESG is not a static concept, but a dynamic and evolving one that requires continuous improvement and innovation. In 2023, we made great strides in our ESG reporting and data collection efforts, building upon the foundation we established in prior years, while also enhancing our capabilities to ensure we are evolving with the key sustainability frameworks and regulatory standards.

> *"ESG is not a static concept, but a dynamic and evolving one that requires continuous improvement and innovation. In 2023, we made great strides in our ESG reporting."*

We continue to make Company-wide progress towards our ESG goals. In 2023, we submitted our near-term emissions reduction target by 2030 and our net zero by 2050 target to the Science Based Targets initiative ("SBTi") for official alignment. We are currently piloting two programs as integral aspects of our greenhouse gas emissions reduction plan, including a sustainable employee commuting program, which incentivizes employees to use low-carbon transportation choices, and a sustainable supply chain program, which helps build awareness amongst our current and future suppliers about our ESG policies. In addition, we proudly achieved ISO 14001 Certification for our Corporate Headquarters in Virginia, affirming our compliance with the international standard for environmental management systems. Following this rigorous audit and alignment, beginning in 2024, we are procuring 100 percent renewable energy at our Virginia headquarters.

Our team is the driving force behind our success, and continuing to support career development and advancement across our Company remains one of ASGN's top organizational priorities. In 2023, ASGN marked a milestone in employee development with the launch of our Engage & Empower Mentorship Program. With just one year of the mentorship program under our belt, we've seen overwhelmingly positive feedback from our employees. Mentors are provided opportunities to enhance their coaching, management, and communication skills, while mentees foster

relationships with experienced professionals throughout our Company as they navigate their career paths. In the past year, we also launched our Company-wide Culture and Inclusion Council to continue to foster a work environment where every individual feels valued and respected. Senior leadership from each of our brands lead the Culture and Inclusion Council's Steering Committee, collaborating with one another to drive ASGN's core values.

At ASGN, we are dedicated to driving transformative growth while prioritizing strong corporate governance. With that said, in 2023, we implemented a comprehensive Enterprise Risk Management (ERM) assessment, providing Management and the Board a common view of our enterprise risks and the strategies in place to mitigate them. We have a strong group of professionals who work together on a daily basis to mitigate these risks and foster a culture of proactive risk management throughout ASGN.

Taking risk management to another level, in 2023 we achieved ISO 27001 for our largest Commercial and Federal brands, demonstrating our adherence to the highest standards of information security management. We also brought together cybersecurity professionals across our brands to establish an Enterprise Security Council, leveraging collective expertise and perspectives to address cybersecurity challenges effectively and proactively on a unified front.

Strong data security and risk management require robust technology, supportive leadership, and rigorous controls to ensure compliance. Over the past year, we've implemented several efforts to enhance the structure around our sustainability program. We established an ESG Committee that brings together key corporate leadership and executives to oversee our ESG strategy, policies, goals, and performance. Our ESG Committee reports into the Nominating and Governance Committee of our Board of Directors. In addition, our Audit Committee ensures we have the appropriate ERM

HIGHLIGHTS

SBTi

Submitted our near term by 2030 and net zero by 2050 targets to the SBTi

ISO 14001

Achieved Certification of ASGN's Corporate Headquarters

Enterprise Security Council

United cybersecurity professionals across ASGN

framework and policies in place and works closely with our corporate leadership and internal audit team. By further enhancing and formalizing our reporting structure, we are improving our data collection, tracking, and auditing systems, as well as fostering collaboration across the Company.

Reporting on our annual ESG progress requires significant effort, and I cannot thank our team enough for their dedication and collaboration. I also want to thank our external stakeholders for your trust and support, as we pursue our goal of being one of our customers' most trusted IT partners as they pursue their technology roadmaps. Industry dynamics may shift and the macroeconomy will fluctuate, but ASGN remains steadfast in its commitment to being an innovative and reliable partner to our customers while making a difference in our communities. In the spirit of continuous improvement, in 2024 we will keep engaging with our stakeholders to best understand their evolving needs and expectations. We made great progress on our ESG goals this past year and look forward to continued success in the future.

Sincerely,

Theodore S. Hanson

CHIEF EXECUTIVE OFFICER | ASGN Incorporated

ESG Accomplishments

Environment

Environmental Responsibility

- Submitted our near-term and net zero by 2050 emission reduction targets to SBTi
- Achieved ISO 14001, the internationally recognized standard for environmental management systems, for ASGN's Headquarters
- Developing a Sustainable Supply Chain Program
- Piloting a Sustainable Employee Commuting Program

SOCIAL QUALITYSCORE HIGHEST RANKED BY ISS ESG — 1

Social

Our Workforce and Social Responsibility

- Established a Company-wide Mentorship Program
- Established a Company-wide Culture and Inclusion Council
- Aligned with ISO 30415, an internationally recognized human resource management and benchmarking framework
- Increasing Employee Engagement in Employee Resource and Employee Community Groups

Governance

Responsible Business and Data Security

- Conducted a Company-wide risk assessment and established an ERM Program
- Achieved ISO 27001 Certification, the international standard to manage information security, for our largest commercial and federal brands
- Established an Enterprise Security Council
- Established an ESG Committee
- ESG disclosures include the CDP, GRI, S&P CSA, SASB, TCFD

GOVERNANCE QUALITYSCORE HIGHEST RANKED BY ISS ESG — 1

ESG Guiding Principles

ASGN is focused on mobilizing tomorrow's workforce responsibly, ethically, and sustainably.

ASGN's Environmental Social Governance ("ESG") approach is structured around five guiding principles that reflect the areas we deem most relevant to our business and key stakeholders. As our ESG Guiding Principles demonstrate, we are steadfast stewards of our environment; we continually invest in our employees and our communities; we have robust and regularly evolving corporate governance practices in place; and we are committed to transparency.

I. CYBERSECURITY

Identify and address enterprise security risks. Be a premier technology, talent, support, and advice provider. Continually 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. Preserve and enhance our long-term value for our investors.

III. OUR WORKFORCE

Provide a highly diverse, equitable, and inclusive workplace dedicated to continual improvement. Support the growth of our employees through robust well-being initiatives and innovative workplace practices to deliver exceptional 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

Continually improve our operating performance by conserving resources, reducing our carbon emissions and waste, prioritizing renewable energy when cost comparable, and reusing and recycling to protect our shared environment. All while simultaneously increasing our overall positive contributions to society and maintaining high productivity for our stakeholders.

Our ESG Approach

Our ESG approach is an ongoing, iterative process, informed by our key stakeholders. Our Company's processes and metrics are regularly benchmarked against our peers and industry best practices.

At a high level, our Environmental, Social, and Governance Report addresses the topics of cybersecurity, governance, our workforce, social responsibility, and environmental responsibility. Our management approach for each of these aforementioned topics is rooted in our **Guiding Principles**. While we maintain these principles to ensure consistency in our approach and auditability of our data, we view our ESG Program as a living ecosystem, rather than a static being, that requires steady and enduring attention to continue to evolve and thrive.

Please see "Our Approach" under each ESG category for how we view and manage that specific topic. Every section includes our related policies, goals achieved, new commitments and targets, programs, and associated initiatives. See our **Corporate Governance section** for an overview of our ESG governance structure and ESG oversight policies.

CYBERSECURITY

RESPONSIBLE BUSINESS

OUR WORKFORCE

SOCIAL RESPONSIBILITY

ENVIRONMENTAL RESPONSIBILITY

Engaging Our Stakeholders

Our stakeholders include our employees, consultants, clients, and investors, as well as the communities where we work and live.

We engage our employees by providing regular training and skill-building workshops, through our corporate giving program and related events, as well as by supporting **Employee Resource Groups ("ERGs")** and **Employee Community Groups ("ECGs")**. In addition, we conduct annual engagement surveys to inform us how we can better serve our employees as we work to provide an environment where all can thrive personally and professionally.

We engage many of our Commercial Segment clients and temporary workforce through customer experience surveys, such as ClearlyRated, to measure their level of satisfaction with our team. We review survey responses to ensure that the constructive feedback we received from our clients and temporary workforce is thoughtfully considered.

We engage our clients and investors through multiple forms of communication, most notably our current, quarterly, and annual reports filed with the SEC, press releases, events attended by our senior management; including sell-side conferences and non-deal roadshows, our website; including the **Sustainability Microsite** which hosts our ESG Report, and disclosures to ESG reporting frameworks.

We obtain ratings of our ESG performance based on our public disclosures. We disclose ESG-related information about our business in alignment with major ESG frameworks including the Carbon Disclosure Project ("CDP"), the Global Reporting Initiative ("GRI"), the Sustainability Accounting Standards Board ("SASB"), the S&P Corporate Sustainability Assessment ("CSA") and the Task Force on Climate-related Financial Disclosures ("TCFD"). These ratings help us identify areas for review and consideration for potential future ESG-related initiatives.

Our Materiality Matrix Informs Our ESG Strategy

Listening to our stakeholders is of the utmost importance. Informed by the materiality assessment survey analysis and supplemental research, our Materiality Matrix helps guide our Company's continuously evolving ESG policies and programming to meet the ESG priorities of our stakeholders. As such, all areas within the matrix are being addressed, with a special emphasis on the areas ranked as the highest-ranked priorities for both our internal and external stakeholders. These focus areas include data security, DEI, greenhouse gas emissions reductions, gender equality and pay equity. See the following sections of this report for our recent progress in these areas: **Cybersecurity**, **Environmental Responsibility**, and **Our Workforce**.

Materiality Assessment

Another way we engaged our key stakeholders (employees, clients, and investors) is by conducting a materiality assessment.

For the assessment, we 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 (DEI), greenhouse gas emissions reduction, gender equality, and pay equity were considered the most material.

Importance to ASGN Internal Stakeholders			
VERY HIGH	Corporate Giving Employee Well-being	**Compensation Gender Equality and Pay Equity**	**DEI Cybersecurity**
HIGH	GHG Emissions Reduction Waste Reduction	Social & Environmental Compliance Human Rights	**Economic Performance Customer Satisfaction**
MODERATE	Responsible Procurement Supplier Diversity	Employee Engagement Supply Chain Management	Risk Management Innovation
	MODERATE	**HIGH**	**VERY HIGH**

Importance to ASGN External Stakeholders

*Based on MSCI, SASB GRI, UN SDGs, ASGN's ESG Survey, top Client and Investor ESG priorities. Internal stakeholders include employees, contractors and candidates. External Stakeholders include clients, investors and analysts.

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.

Managing our ESG Program is an iterative process that we will continue to refine and improve upon. As such, we will update our 2021 materiality assessment in 2024, and every few years thereafter, with a new survey augmented by targeted interviews with clients and investors. Conducting materiality assessments informs our ESG programming and ensures we are capturing the latest insights and priorities of our stakeholders.

We began our assessment by developing a materiality survey based on the spectrum of relevant ESG issues found in key ESG reporting frameworks, including the CDP, GRI, SASB, the S&P CSA and the TCFD. 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-ended question was also included in the survey, "What other issues are important to consider for ASGN's ESG Program?"

ASGN's **Materiality Matrix** reveals the highest-ranked issues considered most material for both internal and external stakeholders were DEI and Cybersecurity. Compensation, Gender Equality and Pay Equity ranked second highest for internal stakeholders while Economic Performance and Customer Satisfaction ranked second highest for external stakeholders.

Environmental Responsibility ranked fourth out of ASGN's five ESG groupings. Survey respondents ranked waste reduction and recycling, carbon emissions reduction, and water conservation as the top three most important environmental responsibility sub-areas out of seven questions.

Also notable, participating clients ranked all environmental questions as "extremely important". Finally, customer satisfaction, economic performance and risk management were rated as the most important subcategories.

Open comments in our 2021 Materiality Survey focused on the desire to see more progress in areas such as environmental responsibility, company philanthropic donations, more employee engagement opportunities, implementation of parental leave benefits Company-wide, an official commitment to working with ethical vendors and clients, and overall corporate accountability. We carefully reviewed each of these recommendations as we look to enhance and evolve our ESG efforts Company-wide.

Materiality Assessment Survey Results

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

ESG PRIORITIES BY CATEGORY

1 **Our Workforce**

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

2 **Responsible Business**

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

3 **Social and Environmental Responsibility**

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

4 **Corporate Performance**

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

How We are Addressing our Stakeholders' Concerns

› Environmental Responsibility Progress

In 2021, we conducted our first greenhouse gas inventory and officially committed to reducing our Company-wide greenhouse gas emissions by 55 percent per internal employee from our 2019 baseline by 2030. In 2022, we developed a carbon emissions reduction plan and an **Environmental Management Policy** to guide us toward achieving our goal. In 2023, we worked on reducing our carbon emissions by prioritizing leasing office space in buildings powered by renewable energy; creating **Sustainable Business Travel Guidelines** and a **Sustainable Procurement Policy**. In 2024, we are piloting a sustainable commute program in Chicago with Apex Systems, our largest commercial brand, and developing a supply chain management program.

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. Managing our ESG program is an iterative process that we will continue to refine and improve upon. As such, we will update our materiality assessment in 2024, and every few years thereafter, with a new survey augmented by targeted interviews with clients and investors.

› Social Responsibility Progress

In 2021, we established a Company-wide Corporate Social Responsibility ("CSR") Committee; in 2022, we piloted a dedicated charitable giving platform to improve engagement and measurement of our philanthropy effort; in 2023 we began quarterly philanthropy meetings with all our brands, and, in 2024, all our brands will engage together with the same charitable giving platform that we first piloted in 2022 to further support our communities and facilitate engagement of our employees.

› Employee Engagement

We are supporting, and will continue to support, our Employee Resource Groups ("ERGs") and Employee Community ("ECGs") Company-wide. **ERGs** and **ECGs** are now in place at our three largest brands, Apex Systems, ECS, and Creative Circle, and will be opened to ASGN Corporate and CyberCoders employees in 2024. In 2022, we started a mentorship program at Apex Systems and ASGN; in 2023, we established a Company-wide Mentorship Program and Culture and Inclusion Council.

❯ Parental Leave

We provide parental leave benefits to our internal employees. Three to eight weeks of gender-neutral paid family leave is now available for all eligible employees, with the exception of our smallest brand where we are working to add this benefit in the future.

❯ Supply Chain Policies

We have a **Supplier Code of Conduct Policy** and **Sustainable Procurement Policy** to communicate to our vendors that unethical business practices will not be tolerated.

❯ Transparency

We are continually improving our business **Transparency** by annually disclosing our progress through key ESG reporting frameworks, including the CDP, GRI, SASB, S&P CSA and TCFD. Every few years we will conduct and report on the findings and feedback from our materiality assessment, which will include a survey of our stakeholders and targeted interviews with clients and investors. Our next Materiality Assessment will be conducted in 2024, and our results will be shared in our 2024 ESG Report issued the following year.

Business Overview

ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and solutions to the commercial and government sectors.

ASGN helps corporate enterprises and government organizations develop, implement, and operate critical IT and business solutions through its integrated offerings. ASGN and its brands had approximately 8,862 internal employees as of December 31, 2023.

ASGN INTERNAL EMPLOYEES BY BRAND

Stacked bar chart: # of Employees (y-axis) by year (x-axis: 2019, 2020, 2021, 2022, 2023). Totals: 2019 = 6,808; 2020 = 7,032; 2021 = 7,498; 2022 = 8,933; 2023 = 8,862. Legend: Apex Systems, Creative Circle, CyberCoders, ECS, ASGN Corporate.
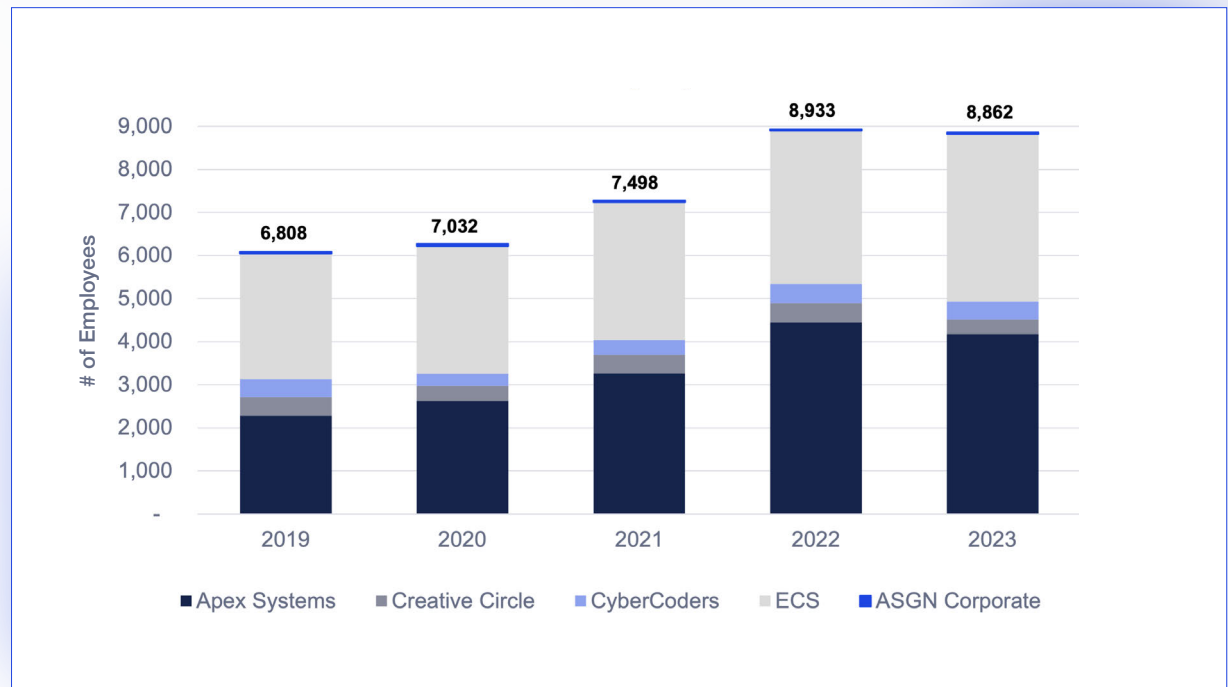
Employees by Employment Type

Over 98 percent of ASGN's internal workforce was full-time in 2023.

One hundred percent of ASGN Corporate, Apex Systems, and Creative Circle employees were full-time, while less than four percent of ECS' employees were part-time, and less than one percent of CyberCoders' employees were part-time. ECS and CyberCoders were the only brands with employees working on fixed-term or temporary contracts, amounting to less than one percent of ASGN's total internal employees.

Beyond our internal employees, ASGN maintains a robust commercial industry talent pool of contingent labor, which includes onshore, nearshore, and offshore professionals deployed on short duration, solution-specific engagements, or long-term consultative projects in a just-in-time basis tailored to meet our clients' specific needs. We also have a skilled team of experts on the federal side of our business, that tackle critical and highly complex challenges for customers in the U.S. defense, intelligence, and federal civilian agencies.

› ASGN's Company Segments

ASGN operates through two segments, Commercial and Federal Government, and six industry verticals, which promote balance, strength, and resiliency through economic cycles. Our Commercial Segment, which is our largest segment by revenue, provides a broad spectrum of IT services and solutions to large mid-market and Fortune 1000 companies. Growth in this segment is being driven by digital transformation and innovation requirements, including, but not limited to workforce mobilization, AI, and modern enterprise needs across five industry verticals: (i) **Financial Services**, (ii) **Consumer and Industrial**, (iii) **Technology, Media and Telecom ("TMT")**, (iv) **Healthcare**, and (v) **Business Services**. Our Federal Government Segment provides mission-critical solutions to the Department of Defense, the intelligence community, and federal civilian agencies. Growth in this segment is being driven by the advanced solutions in cloud and enterprise IT, cybersecurity, AI/ML, application, and digital transformation in both the public and private sectors. While an organic grower first and foremost, ASGN has supplemented this organic topline growth with a number of strategic, tuck-in acquisitions that support the Company's expansion within the IT consulting market.

ASGN Brands

ASGN Incorporated

APEX SYSTEMS

Mission critical technology skills and solutions

CREATIVE CIRCLE®

Technology, creative, and digital skills and solutions

CyberCoders®

Technology, engineering, finance, accounting and healthcare

ECS

High-end technology solutions for the federal government

2023 Featured Workplace Awards

ASGN's Brands won numerous workplace awards in 2023, including Company Culture Awards, Service Provider and Supplier Awards, and Industry Talent and Client Satisfaction Awards.

COMPANY CULTURE AWARDS:

- **Great Place to Work® Award:** Mexico for Apex Systems

- **Great Place to Work® Award:** Best Workplace for Women for Apex Systems

- **Great Place to Work® Award:** United Kingdom for Apex Systems

- **SIA Best Staffing Firms to Work for with 200-500 Employees:** for CyberCoders

- **Richmond Times Dispatch:** Top 10 Workplace for Large Companies for Apex Systems

- **Comparably Best Company for:** Diversity; Women; Culture, Leadership and Career Growth; Compensation; Happiest Employees and Work-Life Balance; Sales Team for CyberCoders

- **USA Today:** Top Workplaces Cultural Excellence Awards for Innovation, Work-Life Flexibility, Employee Well-being, Professional Development, Compensation and Benefits, Leadership, Purpose & Values, Cultural Excellence for CyberCoders

- **The Washington Post:** Top Workplaces 2023 for ECS

- **Military Friendly Award:** Military Friendly Employer; Spouse Friendly Employer; Brand/Company for Apex Systems

- **Hire Heroes USA Award:** Top Employer for Apex Systems

- **Professional Diversity Network Award:** Leading Employer for Diversity Recruitment for Apex Systems

2023 Featured Workplace Awards

SERVICE PROVIDER AND SUPPLIER AWARDS:

- **Military Friendly Award: Military Friendly Supplier Diversity Program** for Apex Systems
- **International Institute of Business Analysis ("IIBA") Award: Corporate Leadership Excellence in Business Analysis Advocacy** for Apex Systems
- **Top Government & Education MSPs (Ranked #1 on ChannelE2E)** for ECS
- **Top 100 Vertical Market MSPs (Ranked #1 on ChannelE2E)** for ECS
- **Top 250 Managed Security Service Providers (Ranked #3 on MSSP Alert)** for ECS
- **Palmettlo Award: Cyber Defense Competitor Pro Day Champions** for ECS
- **GovWin Awards: Federal Artificial Intelligence Landscape** for ECS
- **Hermes Creative Awards: Marketing & Communications** for ECS

TALENT AND CLIENT SATISFACTION AWARDS:

- **ClearlyRated: Best of Staffing Client Satisfaction** for Apex Systems
- **Armed Forces Communications & Electronics Association International ("AFCEA") Award:** International 40 under 40 for Apex Systems
- **Staffing Industry Analyst ("SIA") Award: Global Power 150 Women in Staffing** for Apex Systems
- **ClearlyRated Best of Staffing Client Award for Service Excellence** for Creative Circle
- **ClearlyRated Best of Staffing Talent 5 Year Diamond Award for Service Excellence** for Creative Circle
- **Wash100 Award Winner** for ECS

- **Top Contracts Execs to Watch** for ECS
- **Top ESG Execs to Watch** for ECS
- **Top Cybersecurity Execs to Watch** for ECS
- **Top Health Care Execs to Watch** for ECS
- **Pinnacle Awards: National Security/DHS Executive of the Year** for ECS
- **WashingtonExec: MarCom Execs to Watch** for ECS
- **Top 100 Human Resources Professional** for ECS
- **OnCon Icon Awards: Top 50 Information Security Team and Marketing Team** for ECS

CYBERSECURITY

GUIDING PRINCIPLE:

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

Safeguarding Today, Securing Tomorrow

We are committed to integrating cutting-edge technologies and steadfast in prioritizing safety by leveraging a "security-first" mindset.

Our dedication to driving transformative growth while maintaining the highest safety and risk mitigation standard, reinforced by a vigilant security risk-based approach, paves the way for sustained progress and resilience in a dynamic marketplace. This strategic alignment propels us towards enduring success, where safety, innovation, and prudent risk management converge to drive our organization forward with confidence and foresight.

HIGHLIGHTS

ISO 27001
Certification for
Apex Systems and ECS

SOC2
Certification for
Apex Systems and ECS

CMMC
Adherence across all brands

Key Cybersecurity Initiatives

› ## Enhanced Cybersecurity Protections

Our initiative for enhanced cybersecurity protection leverages the power of Artificial Intelligence (AI) and Machine Learning (ML) technologies to drive innovation and accuracy in safeguarding our digital assets. By harnessing AI and ML capabilities, we aim to fortify our defenses against evolving cyber threats, detect anomalies with greater precision, and respond to incidents with agility and efficacy. We seek to cultivate a proactive cybersecurity posture that anticipates and mitigates potential risks and empowers our organization to stay ahead of emerging threats in today's rapidly evolving digital landscape.

› ## Unified Cybersecurity Collaboration

We have established an Enterprise Security Council that unites cybersecurity professionals across our brands. This council is a collaborative platform, fostering knowledge-sharing, best practice dissemination, and collective strategizing to enhance our organization's overall cybersecurity posture. By leveraging cybersecurity professionals' collective expertise and diverse perspectives, we aim to strengthen our defenses, optimize resource allocation, and effectively address cybersecurity challenges on a unified front. Through this initiative, we reaffirm our commitment to proactive cybersecurity governance and collective resilience against evolving cyber threats.

Leading our Enterprise Security Council are CIOs from various brands, collectively representing ASGN and its brands. These leaders bring a wealth of experience in security operations, business process re-engineering, software development, ERP systems, and the management of multinational wide area networks. Complementing this expertise, the Enterprise Security Council includes a dedicated team of Certified Information Security Professionals (CISP), consisting of brand-specific system engineers and security administrators. The council's primary mandate is to formulate comprehensive data protection and cybersecurity policies for ASGN, oversee the management of emerging security threats, proactively mitigate security risks, and safeguard our valuable assets.

› ## Empowering Risk-Based Governance

We diligently uphold our security policies and procedures through routine internal and external audits to identify areas for improvement. These audits encompass a spectrum of assessments, including annual third-party audits, internal audits, compliance audits, risk assessments, and incident response audits.

ASGN actively collaborates with industry partners, law enforcement agencies, and government organizations to exchange intelligence and best practices in cybersecurity. This strategic collaboration enables us to remain vigilant against emerging threats and continually enhance our security posture.

Our Approach

ASGN adopts an enterprise-wide perspective on data protection and cybersecurity, steadfastly concentrating on the perpetual refinement of processes and technologies to fortify safety, bolster security, and uphold the sanctity of information privacy.

Through an unwavering commitment to excellence, we chart a course towards fortified defenses, ensuring compliance and resilience in the face of evolving threats, thereby safeguarding the fabric of digital trust and integrity.

"Our steadfast commitment persists in providing value to our stakeholders and esteemed clients by fostering an ecosystem of cutting-edge innovation and fortified trust, elevating our clients' experiences, and empowering our workforce to reach new heights of excellence."

Steve Hittle
SVP, Chief Information Security Officer

Cybersecurity
Strategy and Readiness

› Threat Actor Risk Assessment

Our government brand, ECS, is ASGN's Company-wide service provider for Cybersecurity. ECS' Advanced Research Center (ARC) performs continual risk assessments of threat actors, including Advanced Persistent Threats (APT), cybercriminals, and hacktivists, who are known to target ASGN and brands or similar industries. ECS reports on threat actor risk in several ways. First, ECS highlights threat actor activity to ASGN security teams during weekly and ad-hoc security meetings. Second, ECS provides executive summary reviews of threats targeting ASGN during the quarterly Enterprise Security Council meetings, which include C-level leaders across ASGN. Finally, ECS reports on key threats to the ASGN Board of Directors.

› Unified Baseline Cybersecurity Framework

At ASGN, our approach to data protection and cybersecurity is comprehensive and unique. We prioritize continuous enhancements in processes and technologies, not only to uphold safety, security, and information confidentiality, but also to maintain our ethical integrity and adherence to moral conduct. An integral aspect of our strategy is our alignment with the Department of Defense's Cybersecurity Maturity Model Certification (CMMC) 2.0 framework across all our brands.

This alignment is a powerful testament to our unwavering commitment to standardized technology and data protection protocols. We fortify our collective cybersecurity posture by adhering to these rigorous standards, ensuring a unified and robust defense against emerging threats. Though the Company's baseline security framework is built upon the guidance of NIST 800-171 and the CMMC Framework.

ASGN CYBERSECURITY STANDARDS AND BEST PRACTICES

- CMMC
- CMMI DEVELOPMENT ML3
- CMMI SERVICES ML3
- HITRUST
- ISO 20000-1:2018
- ISO 2243:2018
- ISO 27001:2013
- ISO 27017:2015
- ISO 9001:2015
- ITIL
- NIST 800-171
- PCI DSS
- SOC 2 Type II

› **National Institute of Standards and Technology Guidance - NIST SP 800-171**

As part of the CMMC program, all Defense Industrial Base (DIB) must implement specific cybersecurity protections and potentially must obtain a third-party certification to be eligible for Department of Defense (DoD) contract awards. This requirement is specific for DoD contracts that handle:

• ITAR or export-controlled data
• Controlled unclassified information (CUI)
• Controlled technical information (CTI)

CMMC MATURITY LEVEL 2 REQUIREMENTS INCLUDE 100 CONTROLS GROUPED UNDER 15 DOMAINS INCLUDING:

• Access Control	• Personnel Security
• Audit and Accountability	• Physical Protection
• Awareness and Training	• Recovery
• Configuration Management	• Risk Management
• Identification and Authentication	• Security Assessment
• Incident Response	• System and Communication Protection
• Maintenance	• System and Information Integrity
• Media Protection	

› **Vulnerabilities and Exploits**

ASGN continues to take a proactive stance in prioritizing our organization. We employ robust detection and remediation measures to minimize potential vulnerabilities and exploits. Our approach involves a multi-layered strategy, incorporating advanced threat detection technologies, continuous monitoring, and proactive security protocols. Through regular security assessments and audits, we promptly identify and address potential weaknesses in our systems and networks, ensuring we stay one step ahead of potential threats.

› **Penetration Testing**

ASGN regularly conducts penetration tests (pen tests) to proactively identify and rectify potential security vulnerabilities within cloud-based and on-premises systems. These tests entail continuous cyber-attack simulations targeting various facets, including; physical hardware, network endpoints, and mission-critical applications like Oracle, SQL, and web services. The Security Operations Center (SOC) spearheads the development of bespoke analytical solutions to enhance the organization's security posture.

The ECS Security Operations team has achieved notable milestones by establishing a cutting-edge Cyber Fusion Center. Leveraging their expertise, the team has successfully deployed SecOps Dashboards within the ServiceNow platform, facilitating streamlined monitoring and response capabilities.

ASGN's team is actively engaged in critical cybersecurity initiatives. This includes cyber threat intelligence gathering, comprehensive vulnerability management, and robust participation in the Cybersecurity Maturity Model Certification (CMMC) program. These ongoing efforts underscore our unwavering commitment to maintaining a robust security posture and staying at the forefront of cybersecurity excellence.

⟩ Third-Party Vendor Risk Management

ASGN continues to bolster its third-party risk management efforts by substantiating its vendor risk management program. This rollout, spanning ECS in the Federal Government Segment and Apex Systems within the Commercial Segment, underscores our proactive approach to fortifying resilience against potential vulnerabilities from our third-party suppliers. We have empowered our teams with heightened visibility and control over risks associated with our third-party ecosystem, ensuring the integrity and security of our operations.

By systematically assessing and managing risks posed by third-party suppliers, ASGN reinforces our clients' and stakeholders' trust and confidence, solidifying our position as a leader in cybersecurity and risk management within the IT services industry.

⟩ Adaptation and Continuous Improvement

In today's digital era, safeguarding data privacy and security is paramount. ASGN recognizes and upholds its managerial responsibility by investing in a dedicated security team, a robust Security Operations Center, comprehensive employee training, and rigorous audits to ensure compliance. These measures are essential in preserving the trust and confidence of our valued clients, employees, and partners.

Moreover, ASGN's Federal Government Segment's commitment to continuous improvement is manifested through the adoption of the Capability Maturity Model Integration (CMMI) for Development and

Services as a framework for ongoing enhancement. By embracing CMMI, we not only fortify our defenses, but we also remain agile in adapting to evolving threats, thereby providing the highest levels of protection for the sensitive information entrusted to us. This proactive approach underscores our dedication to staying ahead of the curve and maintaining the integrity of our cybersecurity practices in an ever-changing digital landscape.

⟩ Operational Readiness

We uphold our commitment to cybersecurity, characterized by a vigilant stance and the implementation of rigorous practices meticulously crafted to mitigate the impact of any potential incident.

⟩ Resiliency and Recovery

ASGN maintains robust business continuity and disaster recovery policies designed to safeguard the recoverability of our business operations. These plans undergo annual testing to validate the seamless continuity of critical business functions, ensuring minimal disruption in the face of unforeseen circumstances. The insights gleaned from these tests serve as invaluable lessons, empowering us to minimize any potential incident's impact proactively. Our Federal Government Segment conducts quarterly tabletop exercises to reinforce building resilient business processes and safeguarding our customers, employees, and stakeholders.

ASGN's information security program is designed to fortify our operational resilience and safeguard critical assets. As an organization committed to excellence and innovation, we strive to mitigate risks across various fronts, particularly in today's ever-evolving digital landscape. Our approach encompasses a holistic framework addressing cybersecurity, physical security, and resilience initiatives.

Woven into the fabric of our strategy are privacy measures aimed at preserving the confidentiality and integrity of sensitive data. In an era where data breaches pose substantial threats to businesses and their stakeholders, our steadfast dedication to safeguarding privacy underscores our commitment to trust, integrity, and long-term success.

› CIO Vulnerability Status Roundtables

ECS chairs a monthly meeting with CIOs from all ASGN brands and their security leads to review current open vulnerabilities. These meetings involve discussions around prioritized remediation, current remediation status, and blockers to remediation. As the cybersecurity lead for ASGN, ECS sets guidelines for the entire Company to close open vulnerabilities and track progress.

› Enhanced Cybersecurity Risk Governance and Oversight

As a publicly-traded company, ASGN is subject to the new cybersecurity disclosure rules published by the U.S. Securities and Exchange Commission ("SEC") in July 2023. These rules require public companies to disclose any material cybersecurity incidents they experience within four business days and provide investors with material information regarding their cybersecurity risk management strategies and governance on an annual basis. We continue to support a security-first culture among all brands by implementing a robust information security program and governance structure.

The Strategy and Technology Committee, under the purview of the Board of Directors, maintains a steadfast focus on technology and cybersecurity. The Board's Strategy and Technology Committee also diligently reviews data security and privacy matters impacting all ASGN brands. Additionally, strategic collaborations with third-party service providers bolster our internal security capabilities and augment our resilience against emerging threats. We monitor the evolution of mandates from regulating bodies, such as the SEC and other federal entities, and ensure that our technology, data protection, and cybersecurity policies and procedures are revised accordingly to provide to meet the latest requirements.

We are unwavering in our commitment to safeguard the confidentiality and integrity of sensitive information of our valued clients and esteemed employees. The preservation of data protection and cybersecurity principles is a cornerstone of our operational efficacy and a core competency when delivering services.

Information Security & Privacy

Within ASGN, we have crafted and implemented comprehensive security and privacy policies. These policies are the cornerstone of our cyber defense strategy, ensuring safeguarding sensitive data and adherence to global security and privacy laws, regulations, and industry standards.

Enhancing our cybersecurity incident response plan is central to our defense posture. This plan outlines a systematic approach to incident detection, response, and recovery; empowering us to mitigate cyber threats swiftly and decisively, thus minimizing potential disruptions to our operations.

Our Acceptable Use Policy embodies our commitment to compliance obligations and maintaining our risk posture. Aligned with global security and privacy laws, regulations, industry standards, and contractual requirements, it addresses unauthorized access and misuse of confidential data therefore safeguarding our organizational integrity and reputation.

We are steadfast in our commitment to developing a comprehensive risk management program across ASGN in 2024. This initiative reflects our proactive stance in identifying, assessing, and mitigating risks across all facets of our operations, thereby fortifying our resilience and ensuring sustained business continuity. By strengthening our cyber defense posture, upholding stringent compliance standards, and embracing proactive risk management practices, we are poised to navigate the complexities of the digital landscape with confidence and resilience.

› Enterprise Risk Management Program Implications

At the heart of effective risk management lies proactively identifying, assessing, and mitigating potential threats and vulnerabilities across all facets of our operations. We have aligned our newly established Enterprise Risk Management (ERM) framework with our cybersecurity program. Through the lens of cybersecurity, we confront a rapidly evolving array of risks, ranging from malicious cyberattacks to data breaches and regulatory non-compliance. In this context, our cybersecurity program is vital in fortifying our digital assets and infrastructure against external threats while promoting resilience and continuity in adversity.

› Advanced Technological Infrastructure and Toolsets

As our Managed Services Provider for clientele and internal operations, ECS assumes stewardship over a dedicated Security Operations Center (SOC). The SOC operates 24/7 monitoring, detecting and providing response services to cybersecurity threats pervasive across our organizational landscape. Leveraging cutting-edge technologies such as artificial intelligence (AI) and machine learning (ML) tools, our SOC filters system logs, enabling the timely identification of global threats.

In tandem with ECS's vigilant oversight, our strategic initiative to leverage AI and ML technologies in cybersecurity boosts our resilience against evolving threats. By integrating these advanced tools into our defense arsenal, we enhance our capacity to detect anomalies with unparalleled precision, respond to incidents swiftly and efficiently, and anticipate emerging risks proactively.

› Cybersecurity Training and Awareness Program

ASGN boasts a comprehensive information security training program with annual training sessions and continuous security awareness initiatives. ASGN has meticulously crafted this program to impart pertinent information security knowledge to all personnel, fostering a deep understanding of their roles and responsibilities in safeguarding the confidentiality, integrity, availability, and privacy of ASGN and its brands' information and systems. Encompassing a broad spectrum, the training curriculum meticulously addresses the protection and secure handling of sensitive, confidential, public, and private information, ensuring a holistic approach to cybersecurity education and adherence.

Audits, Compliance and Certifications

ASGN is committed to excellence by engaging third-party auditors, recognized for their expertise, to comprehensively evaluate our security practices, infrastructure, and adherence to industry standards and regulations. These rigorous assessments enable us to uphold the highest security and compliance standards, providing invaluable insights into areas for enhancement and optimization.

› Internal Audits

Our internal audit function oversees internal controls over reporting and reviews our security policies, procedures, and controls. This integrated approach ensures alignment with regulatory mandates and bolsters confidence in the integrity and efficacy of our security mechanisms.

› Compliance Audits

ASGN adheres to a myriad of international, U.S., federal, and state regulations, including **GDPR, HIPAA, HITECH, DFARS**, and other pertinent data privacy laws. Through continuous monitoring and proactive measures, we vigilantly track regulatory changes, aligning our policies and procedures to reflect evolving compliance requirements. This commitment safeguards the privacy and confidentiality of sensitive data.

› Risk Assessments

Our security teams conduct periodic inspections to identify potential vulnerabilities and threats. These internal and third-party assessments support our strategic approach to security, enabling us to implement tailored countermeasures that effectively mitigate risks and fortify our defenses against emerging cyber threats.

› Incident Response Audits

ASGN's incident response plan ensures the swift and decisive handling of security incidents. Regular testing and auditing of this plan validate its effectiveness, affirming our preparedness to respond to security incidents with agility and efficacy, thus minimizing potential disruptions to our operations and preserving stakeholder trust.

ASGN encourages collaborative partnerships with industry peers, law enforcement agencies, and government organizations. This collaborative ecosystem facilitates the exchange of intelligence and best practices in cybersecurity, enabling us to remain at the forefront of emerging threats. These partnerships are a testament to our commitment to continuous improvement and fortifying our resilience in an ever-evolving threat landscape.

Collection, Use, and Control of Information

As a leading provider of IT consulting solutions, ASGN regularly receives personal data from clients, suppliers, employees, and potential team members, all shared in good faith.

A deep respect for this entrusted information lies at the core of our operations. Our privacy policies testify to this reverence, meticulously outlining how we handle and shield personal data. We hold ourselves to the highest standards of integrity, ensuring that each piece of information is treated with care and utilized only for its intended purpose, safeguarding the trust placed in us by our stakeholders.

› Data Privacy

These policies advise individuals regarding their rights and choices concerning personal information and explain how clients can reach us with privacy-related questions.

› **ASGN Privacy Policy**   › **Apex Systems Privacy Policy**   › **Creative Circle Privacy Policy**

› **CyberCoders Privacy Policy**   › **ECS Privacy Policy**

› Customer Privacy

In 2023, ASGN launched bi-annual independent external audits of our Information Security Policies and Systems. We received **no substantiated complaints** concerning breaches of customer privacy in 2023 from regulatory bodies or other outside parties.

❯ Data Subjects Control Over Their Information

As described in our privacy policies, ASGN's data subjects (individuals whose personal data can identify them) can make the following choices regarding their personal information:

• **REQUEST ACCESS TO THEIR PERSONAL INFORMATION**

Upon request, we will provide an individual with access to the categories of personal information we hold about them, how we received the information, and with whom it has been shared. In some instances, applicable law or regulation may allow or require us to limit what we share with an individual.

• **REQUEST DELETION OF THEIR PERSONAL INFORMATION**

An individual may request that we delete the personal information we hold about them. In some instances, applicable laws or regulatory requirements may allow or require us to refuse a deletion request. For example, if we need to keep an individual's personal information to comply with our legal obligations, resolve disputes, or enforce agreements. ASGN's Employee Privacy Policy is posted on its Employee Intranet.

❯ To enable the effective implementation of ASGN's privacy policy, we have the following mechanisms in place:

• **DESIGNATED PERSONS AND DEPARTMENTS RESPONSIBLE FOR PRIVACY POLICY**

ASGN's Chief Privacy Officer and Chief Legal Officer are both responsible for our privacy policy. Our Enterprise Security Council monitors our data loss and cybersecurity controls to protect sensitive and other IT and data security subjects. In addition, each brand CIO assumes the role of Chief Privacy Officer for their respective brands.

HOW TO RAISE CONCERNS ABOUT DATA PRIVACY:

All data subjects can request information or raise concerns by contacting our privacy team by emailing **myprivacy@asgn.com** or by calling **800-536-1390**. This is a managed process where we collect requests and communicate with those who contact us regarding their concerns.

RESPONSIBLE BUSINESS

GUIDING PRINCIPLE:

Identify and address enterprise risks.

Position ASGN as a premier technology solutions and services provider.

Foster a culture of innovation in the constant evolution of technology.

Together, we are building a brighter, more ethical, and responsible future.

At ASGN, we uphold the highest standards of honesty, trustworthiness, and transparency in all aspects of our business, ensuring that we are creating long-term value for our employees, clients, and investors.

We are pleased to share our progress and commitment to responsible business practices. In 2023, we continued to make significant strides in our corporate governance, including beginning our first comprehensive enterprise risk assessment and establishing a Company-wide ERM Program. We also submitted our near term and net zero targets to the Science Based Targets initiative ("SBTi") for official SBTi alignment.

Our Responsible Business achievements showcase our dedication to continuous improvement and evolving responsibilities.

As we look ahead to 2024, we will update our 2021 materiality assessment; and ensure our compliance with any federal and state ESG disclosure requirements.

ASGN continues to be a proud corporate participant of the United Nations Global Compact ("UNGC"), embracing the Ten Universal Principles of Anti-Corruption, Labor, Environment, and Human Rights. These principles guide our policies, procedures, and strategies, reinforcing our commitment to good governance and transparency.

To further enhance our ESG transparency, we report to several ESG frameworks, standards, and disclosures, such as the Carbon Disclosure Project ("CDP"), Global Reporting Initiative ("GRI"), Sustainability Accounting Standards Board ("SASB"), S&P Corporate Sustainability Assessment ("CSA"), Task Force on Climate-Related Financial Disclosures ("TCFD"), and UNGC Communication on Progress ("COP").

We also align with MSCI's ESG rating methodology and the International Sustainability Standards Board ("ISSB") of the International Financial Reporting Standards ("IFRS").

We understand the power of active listening and the role it plays in inspiring positive change in the workplace. By engaging with our stakeholders and incorporating their feedback, we continue to enhance our business practices and create value.

We conducted a Materiality Assessment in 2021 and will renew it in 2024 to ensure we remain aligned with the interests of our employees, clients, investors, and other key stakeholders.

Our employee engagement survey is another critical tool for understanding and addressing the needs of our workforce. We conduct a Company-wide engagement survey across all our brands every year, solidifying our commitment to continually improving our programs and processes for the benefit of everyone involved with ASGN.

"Our Board and management team believe ethics and integrity begin with the tone at the top. The policies we implement, the concern for our stakeholders, and the actions we take are reflected in the success of our business and engagement survey results."

Jennifer Painter
SVP, Chief Legal Officer and Secretary

HIGHLIGHTS

ERM Program

Began an enterprise risk assessment and activated a comprehensive ERM Program

Net Zero by 2050 Target

Submitted our near term by 2030 and net zero by 2050 targets to the Science Based Targets initiative ("SBTi")

Sustainable Supply Chain Program

Piloting a survey of our top suppliers in 2024

Corporate Governance

ASGN has been a corporate participant of the United Nations Global Compact since 2021.

As a UNGC corporate participant, ASGN abides by the UNGC's Ten Universal Principles of Anti-Corruption, Labor, Environment, and Human Rights. These principles are incorporated into our policies, procedures and strategies. As an engaged corporate participant, we report annually to the UNGC's Communication on Progress ("CoP"). We also participated in the UNGC's Sustainable Development Goal ("SDG") and Climate Ambition Accelerator Programs which helped us clarify our goals and strengthen our commitment to being a responsible business.

Implementation of the UNGC's Universal Principles requires diligent dedication to continual improvement. We will remain on this path for the betterment of our internal and external stakeholders and the communities we serve.

COMPANY-WIDE ESG RELATED POLICIES:

> **ESG Policy**

> **Anti-Corruption Policy**

> **Anti-Harassment and Discrimination Policy**

> **Board Diversity Policy**

> **Environmental Management Policy**

> **Employee Wellness Policy**

> **Human Rights Policy**

> **Supplier Code of Conduct Policy**

> **Supplier Diversity Policy**

> **Workplace Health and Safety Policy**

ESG FRAMEWORKS, STANDARDS AND DISCLOSURES:

Business transparency strengthens business accountability. As such, we are transparent in our ESG by reporting to the following ESG frameworks, standards, and disclosures.

> **CDP**

> **GRI**

> **SASB**

> **EcoVadis**

> **S&P CSA**

> **TCFD**

> **UNGC CoP**

EMPLOYEE ENGAGEMENT SURVEY

We recognize the importance of well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns. As such, we ensure we are capturing comparable feedback across our brands to enhance our Company-wide approach to continually improving our programs and processes for the benefit of our employees, contractors, clients and investors. Our Company-wide engagement survey has 52 questions that span key subject areas from workplace satisfaction and communications to teamwork, training and development, and Company culture. In addition, there are two open comment sections for feedback on any topic of concern. ASGN's overall participation rate in the 2023 employee engagement survey was 72 percent, a small improvement from our 2022 survey. We continue to work toward increasing employee engagement in our annual survey.

› ESG Risk Management

Managing our ESG risks and opportunities is important to our overall business. Our brand and reputation are associated with our public commitments to various corporate ESG initiatives. Our ESG disclosures on these matters, and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation and adversely affect our client relationships or our recruitment and retention efforts, as well as expose us to potential legal liability. ESG risks and opportunities for professional services companies, such as ASGN include climate change impacts, mitigation and adaptation measures, related costs and potential revenues; potential threats to workplace health and safety; and compliance with associated laws and regulations. Climate-related risks are reputational, financial, strategic, and operational.

In 2023, ASGN conducted a comprehensive Enterprise Risk Management (ERM) assessment to identify and prioritize risks that could impact the Company's performance objectives. While climate-related risks were considered during the assessment, they were currently deemed low risk to the company. We annually update our Board of Directors on our ESG program, including our ERM program, and will continue to re-assess and prioritize all potential risks.

Our processes and controls for reporting ESG matters across our operations and supply chain are continually evolving along with multiple disparate standards for identifying, measuring, and reporting ESG metrics, including upcoming ESG greenhouse gas ("GHG") and climate-related risk disclosures.

The Company is implementing an ERM Program to manage and mitigate enterprise risks effectively. The Audit Committee of ASGN's Board of Directors ensures management has the appropriate ERM framework and policies, and reviews the annual Enterprise Risk Profile report and year-over-year changes. Our ERM program is dedicated to continuously identifying, assessing, prioritizing, and mitigating risks, preparing for potential threats to systems and data security, financial fraud or loss, macroeconomic changes, regulatory shifts, and other significant events.

To further address and manage our ESG risks, we are also in the process of creating a sustainable supply chain program. As part of this program, in 2024 we will be surveying our top suppliers on their ESG programming and progress.

For additional details on ASGN's current risk assessment and management strategies, see our **2023 TCFD report**.

› ## Corporate Governance Guidelines

Long-term value for our stakeholders begins with robust governance principles. 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 to give back to our communities.

The Board of Directors adopted **Corporate Governance Guidelines** to preserve and strengthen the structure and processes of the Board. Together with the **Committee Charters**, the Company's **Code of Business Conduct and Ethics** and **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 Board's **Nominating and Corporate Governance Committee ("NCGC")** reviews our Guidelines annually or more often if deemed necessary.

› ## Board Oversight

The Board of Directors has ultimate responsibility for our human rights policy and oversees this responsibility via its Nominating and Corporate Governance Committee. The **NCGC** of ASGN's Board oversees the Company's ESG efforts, including our annual ESG reports. The NCGC receives at least bi-annual ESG updates.

The Audit Committee of ASGN's Board oversees the quality and integrity of our financial report and our Enterprise Risk Management Program. The Strategy and Technology Committee focuses on cybersecurity risks and the importance of IT risk management, and our Compensation Committee is responsible for overseeing risks associated with human capital and compensation practices and incentives.

The Board, the NCGC, and the CEO share the responsibility for ESG oversight, assessment, and management of climate-related risks and opportunities. ASGN's ESG progress is incorporated into one of the metrics that are evaluated in determining our CEO's annual bonus. The target goal includes the achievement of ESG commitments for the current year. The executive officers overseeing ESG issues and programming (the Chief Legal Officer and Chief Human Resources Officer), are responsible for keeping the Board of Directors and the NCGC apprised of the full spectrum of ESG issues and developments, as well as share the responsibility for managing impacts and outcomes. The NCGC reviews the annual ESG Report and ESG programming, and the full Board reviews the ESG programming throughout the year.

In 2022, a Director of Sustainability was hired to lead ASGN's Company-wide ESG program development and management, tracking and reporting, and related initiatives including employee engagement. In 2023, an ESG Committee was established and includes the Chief Legal Officer, the Chief Financial Officer, the Chief Human Resources Officer and other executives from our two largest brands, Apex Systems and ECS. The ESG Committee meets at least quarterly, and reports directly to the NCGC.

› Governing Bodies and Charters

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 also oversees the Company's cybersecurity plan, maintenance and responses, and is further tasked to oversee ASGN's technology roadmap, ensuring it considers current and future technologies in support of our long-term vision and goals.

The Compensation Committee responsibilities relate to the fair compensation of directors and executive officers and the administration of 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 2023, the Compensation Committee set the performance target for executive three-year restricted stock unit grants to be based on certain financial metrics, which are then modified by relative total shareholder return against a peer group. This ensures 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.

› **In addition to overseeing ASGN's evolving ESG Program, the NCGC assists in matters pertaining to other aspects of corporate governance, including:**

- 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, performance, and ASGN's succession plan of and for key executives

- Developing and recommending corporate governance guidelines applicable to ASGN

- Overseeing the ESG and Culture and Inclusion efforts of the Company

- Overseeing policies and operational controls of environmental, health and safety, and social risks, and the Company's annual ESG Report

- Other matters may be referred to the Committee by the Board or required by applicable laws, rules and regulations, the SEC, or the New York Stock Exchange

Ethics and Compliance

We pride ourselves on being a fair and ethical employer which upholds universal human rights, supports the continual advancement of culture and inclusion, and provides a healthy and safe workplace.

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

Our **Code of Business Conduct and Ethics** is reviewed annually and updated as needed. The policy 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 Code of Business Conduct and Ethics' principles and procedures.

COMPONENTS OF ASGN'S CODE OF CONDUCT AND ETHICS

- 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

- Corporate Opportunities

- Record Keeping

- Protection and Proper Use of Company Assets

- Public Disclosure

- Equal-Employment Opportunity and Harassment

- Reporting and Anti-Retaliation Policy

- What Type of Activities Should Be Reported, and What We Will Do

- Reporting and Anti-Retaliation Policy

- How to Raise Good-Faith Questions and Concerns

- Duty and Procedures to Report Questionable Accounting or Auditing Matters

The purpose of our **Anti-Corruption Reporting and Whistleblower Policy** is to ensure that all Company employees understand the general requirements of U.S. and international laws relating to anti-bribery and anti-corruption. All employees of the Company, including officers and directors, are provided with annual anti-corruption training, and 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.

Our Company values align with universal human rights principles, and we are committed to the highest standards of business practices and performance in all that we do. Our Board, and specifically its NCGC, oversees our **Human Rights Policy**. The scope of the policy is extensive, and a violation of the policy could result in disciplinary action.

ASGN's **Workplace Health and Safety Policy** was created to bolster the support of our employees and underscore our commitment to providing a healthy and safe workplace for all.

In addition to our **Whistleblower Procedures**, which enable anyone within or outside our Company to report a complaint (anonymously or by name) regarding ASGN's accounting or auditing matters, 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.

Supply Chain Management

❯ Professional Integrity-Related Proceedings

A summary of ASGN's material legal proceedings, if any, is reported in our Form 10-K which is referenced in our **Annual Reports and Proxies.**

❯ Supply Chain Management

ASGN subscribes 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. This is outlined in our Supplier Code of Conduct Policy. The purpose of our **Supplier Code of Conduct Policy** is to legally ensure the ethical conduct of any supplier who contracts with ASGN and its brands. Failure to comply with the Supplier Code of Conduct may result in termination as an ASGN Supplier.

In the spirit of continual improvement, we adopted a **Sustainable Procurement Policy**, which sets forth specific expectations of our supply chain partners to help ensure they are operating in accordance with our ESG ethos, policies, and programming.

❯ Supplier Diversity Programs

To increase our support of women-owned and minority-owned businesses, ASGN adopted a Supplier Diversity Policy. In 2023, Apex Systems contracted with 137 vendors classified as diverse, while 86 percent of Apex Systems' 57 nationwide "approved associate vendors" are certified as diverse. ECS has an established and robust program that proactively recruits diverse suppliers, including woman-owned small businesses, small businesses in Historically Underutilized Business Zones (HUB Zones), veteran-owned small businesses, and small disadvantaged businesses. In that same year, ECS contracted with 304 diverse vendors, with 54 percent of ECS's total vendors classified as diverse.

OUR WORKFORCE

GUIDING PRINCIPLE:

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

Our workforce is the driving force behind our success

ASGN takes pride in fostering an inclusive workplace dedicated to continual improvement. Our workforce is the core of our business and the essence of our success and we are proud to share the highlights of our most recent achievements on our journey of continual improvement.

1

ISO 30415 ALIGNMENT

We are in the process of aligning with the ISO 30415, an internationally recognized Human Resource Management and Benchmarking framework, to enhance our approach to gender equality and inclusivity and allow us to more effectively assess, manage, and improve all aspects of our business operations.

2

MENTORSHIP PROGRAM

We launched a Company-wide mentorship program, ASGN Engage & Empower, to foster an environment where every employee has the opportunity to grow, learn, and contribute to their fullest potential.

3

CULTURE AND INCLUSION COUNCIL

We launched a Company-wide Culture and Inclusion Council focused on aligning culture and inclusion goals across the divisions to collaborate, strategize, and implement initiatives that enrich our workplaces, nurture inclusivity, and drive sustainable growth.

› Our team is the driving force behind our success.

We are committed to professional development and career advancement while supporting the health and well-being of our employees and consultants. We have made significant strides in our Global Culture and Inclusion Programming, ensuring everyone at our Company feels a sense of belonging.

Aligned with the United Nations Global Compact's Sustainable Development Goals ("SDGs"), we are dedicated to Gender Equality (SDG 5) and Reduced Inequalities (SDG 10). We remain focused on delivering measurable improvements in equitable policies and procedures across all our brands to empower our employees, drive value for our clients and stockholders, and promote a culture of openness and respect.

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

"Our commitment to providing and supporting an inclusive workplace helps our business continue to grow and thrive, driving innovation and delivering exceptional value to our clients and investors."

Michele McCauley
Chief Human Resources Officer

Global Culture & Inclusion

We are unwavering in our support of diverse perspectives, voices, values, and people; regardless of race, ethnicity, gender, gender identity, sexual orientation, age, and/or abilities. We support and encourage inclusion within our workplace and community.

We approach our Global Culture and Inclusion efforts with awareness, action, and accountability, while actively promoting a culture of openness and respect to ensure 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. By making impactful and measurable improvements to equitable policies and procedures across all our brands, we can both support and empower our employees and consultants while also driving value for our clients and investors.

Our Core Values by Brand

ASGN CORPORATE

- We empower our employees and clients to succeed and achieve excellence
- We have a steadfast commitment to constant learning, evolving, and adapting
- We are responsive, respectful, and helpful to our colleagues, clients and stakeholders
- We take ownership of our problems and challenges and focus on being accountable
- We create solutions and actively engage in continual improvement

APEX SYSTEMS

Will Win | Do the Right Thing | Make Others Better | Respect for All

CREATIVE CIRCLE

Connection | Evolution | Community | Excellence

CYBERCODERS

Authenticity | Collaboration | Innovation | Achievement | Recognition

ECS

Grit | Excellence | Drive | Community

COMPANY-WIDE CULTURE AND INCLUSION INITIATIVES

- **ASGN Culture and Inclusion Council:** Established to unify cultural strategies across divisions, enhancing workplace inclusivity and diversity.

- **ASGN Engage & Empower Mentorship Program:** A mentee-led program designed to accelerate career development through mentorship, offering insights and guidance for personal and professional growth.

- **Employee Resource Group (ERG) Management Platform Launched at Apex Systems with the goal to expand to all brands:** Our newly launched ERG management platform facilitates better management, participation, and visibility of ERG initiatives, enriching our commitment to workplace diversity.

- **Enhanced Diversity Sourcing:** Focused efforts on diversity sourcing to ensure an inclusive talent pool.

- **Refined Recruitment Processes:** Includes comprehensive interviewing and a strategic needs analysis to align hiring with organizational values and goals.

- **Varied Training Frequencies:** Established training programs with diverse frequencies to support continuous employee development.

› Reducing Unconscious Bias

We are taking significant strides towards reducing unconscious bias across all divisions, and reinforcing our commitment to creating a diverse, equitable, and inclusive work environment. Through our introduction of impactful initiatives and ongoing strategic enhancements, we are continually improving our Culture and Inclusion initiatives. This is fundamental to our Environmental, Social, and Governance ("ESG") objectives.

Our largest commercial brand, Apex Systems, is evolving its inclusive recruitment strategies, focusing on the distinction between "culture-fit" and "culture-add" in interview processes, and utilizing advanced tools like WayUp's Analytics dashboard to identify and mitigate potential biases. Additionally, our partnership with platforms such as Handshake expanded our reach into diverse candidate pools, ensuring a wide net is cast in search of talent across underrepresented institutions.

Creative Circle bolstered its commitment to Inclusion by implementing mandatory foundational Inclusion training for hiring managers, encompassing critical areas such as unconscious bias, inclusive communication, and microaggression identification. This is complemented by structured, behavior-based interview processes designed to minimize bias, alongside a review of job criteria to eliminate barriers historically excluding diverse communities.

The establishment of the ASGN Culture and Inclusion Council marks a pivotal development in our effort to unify cultural strategies and ensure a consistent and integrated approach across our brands. We remain committed to advancing our inclusion, culture, and ESG goals and continuously evaluating and enhancing our strategies to ensure that our practices not only reflect our values but also drive meaningful progress within our organization and across the communities we serve.

› Pay Equity

Our commitment to pay equality is a core aspect of our organizational values. At Apex Systems, we conduct regular, comprehensive pay equity analyses across various employee categories, ensuring our compensation practices align with our dedication to fairness and inclusivity. This systematic approach to examining salary and remuneration enables us to identify and rectify any disparities, aligning with our equitable treatment principles for all employees.

Our methodology is consistently applied across all groups, ensuring a fair comparison and alignment with federal and state regulations. The insights from these analyses inform our senior leadership, guiding strategic decisions in compensation and underlining our commitment to fostering a fair and inclusive workplace. This ongoing process reflects our dedication to upholding fair employment practices and fostering a workplace environment that prioritizes the well-being and equitable treatment of our entire employee population.

› Diverse Talent Retention

2023 was a pivotal year in our approach to fostering an inclusive workplace, underscored by the strategic implementation of new diversity initiatives. This includes the launching of the ERG Management Platform at Apex Systems to streamline ERG activities and enhance community engagement and inclusivity. The introduction of the new platform is a sister initiative to the ASGN Engage & Empower Mentorship Program, enabling participants to leverage mentorship for personal and professional growth, thereby reinforcing ASGN's support for diverse talent.

› Board Diversity

We have a 10-member Board of Directors. As of June 13, 2024, three of our Board members (30 percent) identify as women and two members (20 percent) self-identify as being from an underrepresented group. Seventy percent of our Board members are between 45-64, and the remaining 30 percent are over 65.
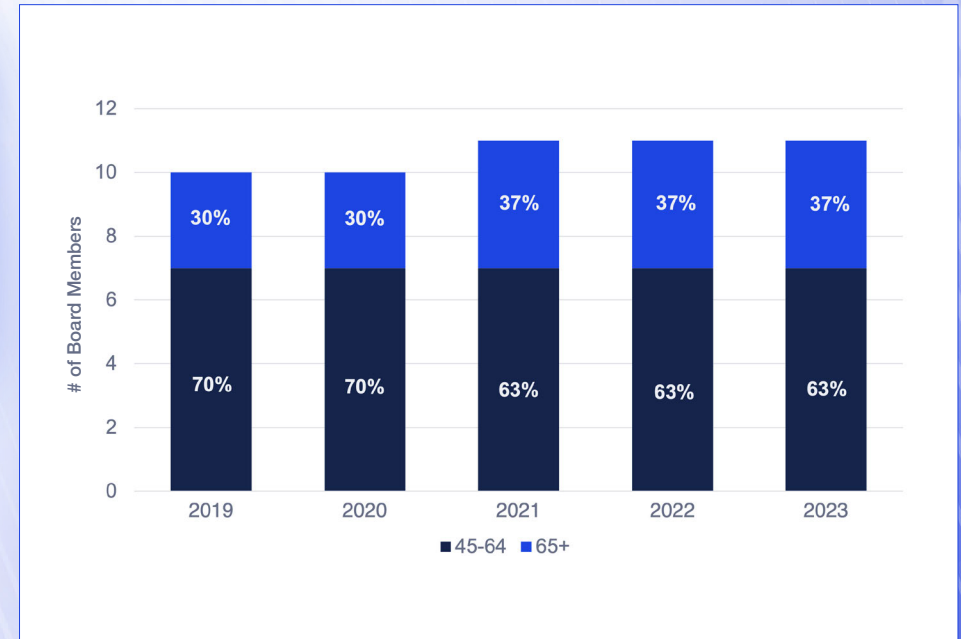
ASGN INCORPORATED BOARD DIVERSITY BY GENDER
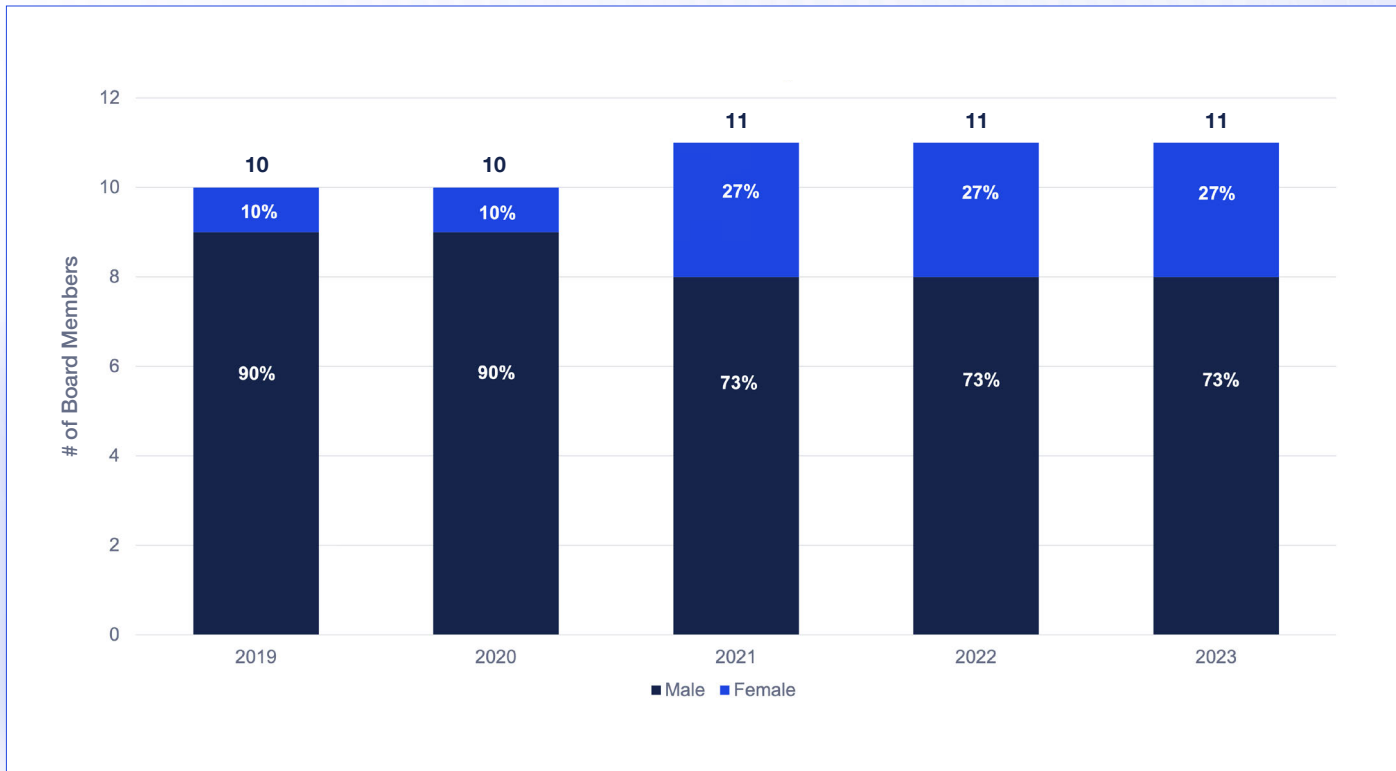
ASGN INCORPORATED BOARD DIVERSITY BY ETHNICITY
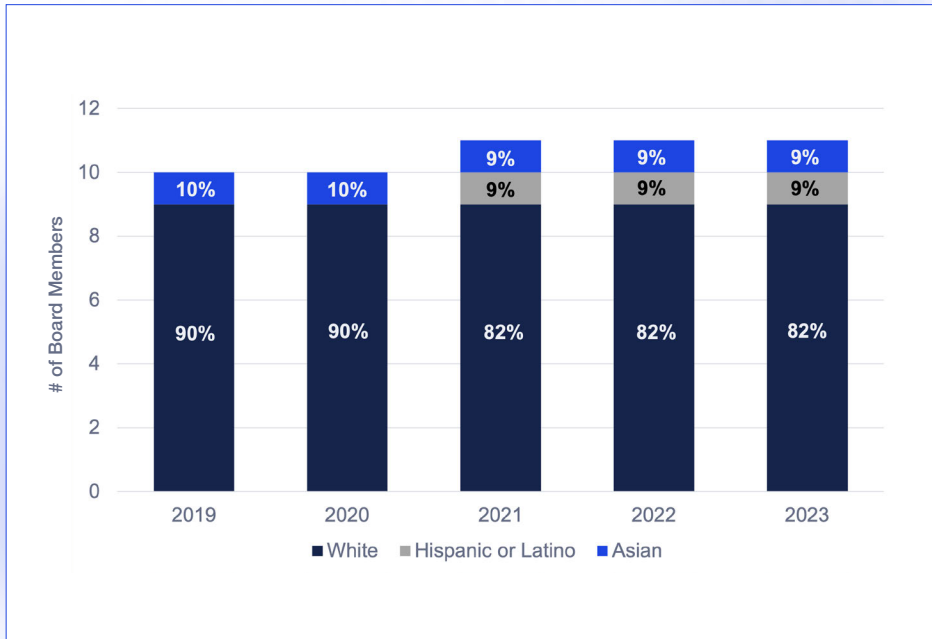
## ASGN INCORPORATED BOARD DIVERSITY BY AGE

› Employee Diversity

Our team members' diverse perspectives and life experiences are a significant asset to ASGN and create value for all stakeholders. As such, we track gender identity or expression, ethnicity, age, veteran status, and other characteristics to help measure the diversity of our workforce.

ASGN INCORPORATED U.S. INTERNAL EMPLOYEE BY GENDER
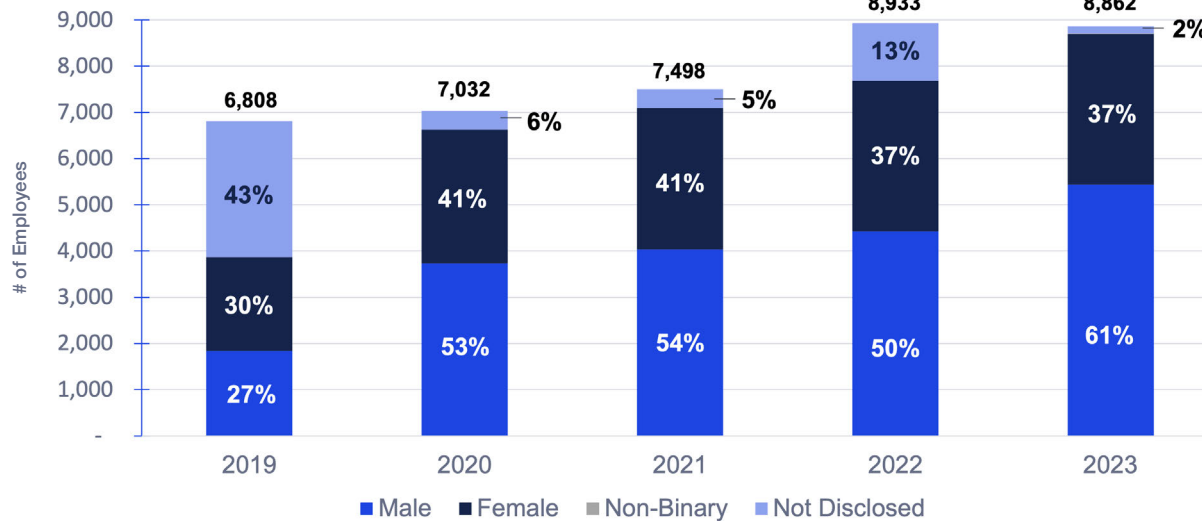
We achieved a 72 percent overall participation in our 2023 Company-wide anonymous Employee Engagement Survey. Demographic questions included options to disclose identification with historically underrepresented groups. Our 2023 Employee Engagement Survey found six percent of our employees identified as non-heterosexual, 11 percent of employees identified as having a disability, and 11 percent of our employees identified themselves as veterans. In addition, fewer than 10 employees identified as non-binary in 2023.

As of December 31, 2023, 37 percent of our U.S. internal employees identified as women, while less than one percent identified as non-binary and roughly two percent chose not to disclose their gender.

We collect standardized ethnicity and age information for our U.S.-based employees. In 2023, over 34 percent of our U.S.-based internal workforce were from underrepresented racial and ethnic groups. Approximately 14 percent of our U.S. employees self-identified as African American/Black, nine percent as Asian, seven percent as Latinx/Hispanic, and over three percent identified as two or more races. Less than one percent of our U.S. employees chose not to disclose their ethnicity.

When we combine our U.S. internal workforce with our consultants, our overall employee diversity increases to 45.8 percent. Our largest employee age bracket (45 percent) is between 30-44, while our second largest (27 percent) is between 45-64. Twenty-three percent of our employees are between the ages of 18-29, while 3.6 percent of our employees are over the age of 65. ASGN significantly improved data collection on employee diversity in 2021 and 2022.

ASGN INCORPORATED U.S. INTERNAL EMPLOYEE BY ETHNICITY

ASGN INCORPORATED U.S. INTERNAL EMPLOYEE BY AGE GROUP
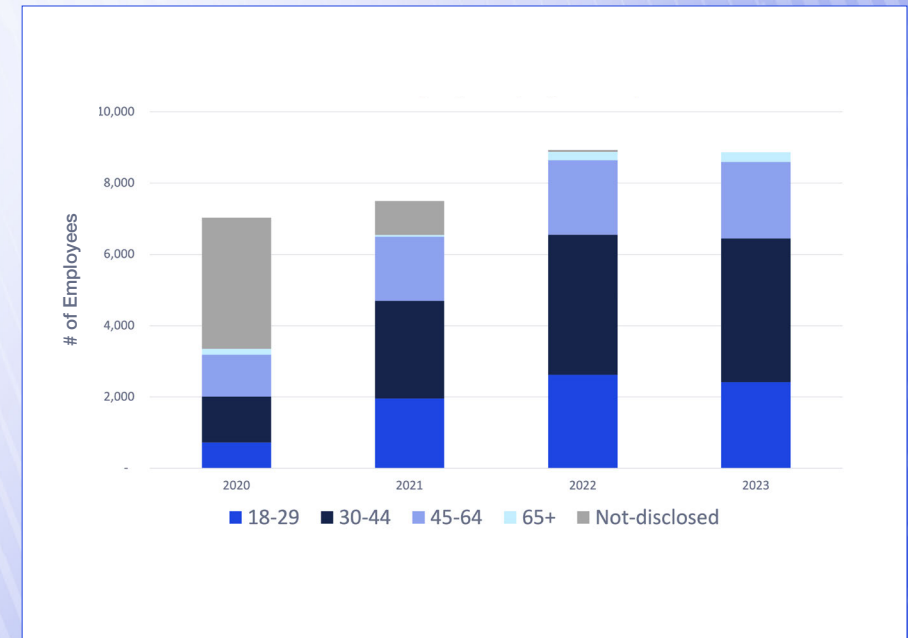
› Diversity in Leadership Positions

As of December 31, 2023, approximately 38 percent of ASGN's senior executives and senior level managers self-identify as women, while nine percent of our senior executives self-identify as non-white men. Combining these two categories, as of December 31, 2023, 47 percent of our senior-level managers self-identify as women or non-white men. We are committed to continuing to sustain and advance our diversity in executive leadership, and across all levels of employment.

› ASGN's Culture and Inclusion Council

The launch of the ASGN Incorporated Culture and Inclusion Council in 2023 marks a significant milestone in our commitment to fostering diverse, equitable, and inclusive workplaces across all ASGN brands. The Council, featuring members from various brands including Apex Systems, Creative Circle, CyberCoders, and ECS, is a testament to ASGN's dedication to driving transformative change throughout the organization. Guided by core values such as empowerment, continuous learning, and innovation, the Culture and Inclusion Council aims to champion inclusive cultures as fundamental pillars of ASGN's corporate culture. The Council's mission is to create an environment where every individual feels valued, empowered, and respected, fostering a culture where diverse perspectives thrive and innovation flourishes.

The Culture and Inclusion Council's strategic approach includes collaborating across divisions to strategize and implement initiatives that nurture inclusivity and drive sustainable growth. By emphasizing transparency, accountability, and continuous learning, the Council is committed to leading by example, engaging in meaningful dialogue, and actively seeking solutions to challenges. Their work is dedicated to making a lasting impact, aiming to create workplaces that not only reflect the richness of human diversity, but also celebrate every voice. This endeavor is supported by concrete transparency measures, including publishing meeting minutes and providing regular progress reports, ensuring that the Council's efforts to enrich ASGN's culture and advance equitable and inclusive processes across all brands are transparent and impactful. The Steering Committee of the Culture and Inclusion Council includes senior executives from each brand.

› ASGN's Mentorship Program

ASGN marked a milestone in employee development with the 2023 launch of its Engage & Empower Mentorship Program, a pioneering initiative designed to catalyze our employees' personal and professional growth across various brands. This mentee-led program is meticulously crafted to empower individuals in their career trajectories, offering them the unique opportunity to connect with accomplished mentors. Mentors provide invaluable perspective, insight, and guidance, helping mentees navigate their personal and professional advancement paths. The Engage & Empower program aligns with ASGN's mission to facilitate continuous growth and development among its workforce, fostering an environment where everyone is encouraged to take charge of their career.

The outcomes of the first year of our Company-wide mentorship program are multifaceted, including; enhancing mentors' skills in coaching, management, and communication while aiding in the transfer of institutional knowledge. Feedback from our 2023 participants was overwhelmingly positive, with 86% of participants indicating they would recommend the program to a colleague.

› Supplier Diversity

ASGN has a **Supplier Diversity Policy** to ensure all our brands are proactively increasing the diversity of their suppliers. Our two largest brands, Apex Systems and ECS, have robust vendor diversity programs in place. Apex Systems is continuously engaging and supporting a diverse slate of new and existing suppliers. Apex Systems' Supplier Diversity Policy ensures that procurement of core services and resources align with our overarching corporate responsibility goals, fulfills client Historically Underutilized Business ("HUB") plans and diverse procurement goals, and follows best practices through our competitive RFP and supplier onboarding process.

In 2023 members of Apex Systems' Vendor Management team attended the National Minority Supplier Development Conference and several other supplier-diversity focused agencies and events where Apex Systems leadership served as chair and played other significant roles. In 2023, 86 percent of Apex Systems' nationwide approved suppliers were classified as diverse. Apex Systems utilizes the National Minority Supplier Development Council.

ECS has an established and robust program that proactively recruits diverse suppliers (woman-owned small businesses, small businesses in HUB Zones, veteran-owned small businesses, service-disabled veteran-owned small businesses, and small disadvantaged businesses). In 2023, 54 percent of ECS's nationwide approved suppliers were classified as diverse.

Employee Resource Groups

Employee Resource Groups ("ERGs") continue to be a cornerstone of our efforts to foster a diverse and inclusive workplace at ASGN, with year-over-year growth in participation.

These voluntary, employee-led, culture-based groups are formally supported by the organization and aim to create equitable pathways for historically underrepresented groups and support our Company-wide inclusion goals. Through ERGs, our diverse employees are provided with a safe space to seek support, share ideas, and prepare for advancement within the Company. Organized around self-identified common identities or backgrounds, such as; ethnicity, gender, and disability, ERGs offer networking opportunities and contribute to creating a more inclusive workplace by aligning business objectives with employee interests. Additionally, ERGs are instrumental in preparing diverse employees for upward mobility within the organization, with allies invited to learn and support their colleagues.

At ASGN, we are committed to promoting and supporting the development of ERGs across all brands to further enhance the well-being and career development opportunities for our diverse employee base. We are exploring ways to open membership in our existing ERGs to employees in all our brands and accelerate Company-wide ERG participation. This commitment is integral to our ongoing efforts to create a more diverse, equitable, and inclusive workplace aligned with the organizations we serve across the entire ASGN family of brands.

› ERGs at Apex Systems

APEX SYSTEMS

In 2023, Apex Systems significantly advanced its dedication to an inclusive culture, with a spotlight on Employee Resource Groups and widespread integration of inclusion strategy within its operational ethos. The launch of Employee Resource Group Leadership Summits marked a key initiative, aiming to enhance leadership capabilities and development opportunities among ERG members. These summits, along with the organization's commitment to philanthropy through each ERG's support of at least one non-profit project, showcased Apex Systems' efforts to meld social responsibility with employee growth and organizational culture. Furthermore, the establishment of monthly virtual Career Development Days focusing on inclusive themes provided a continuous learning and engagement platform, emphasizing the Company's proactive stance on fostering an inclusive work environment.

Apex Systems' approach in 2023 exemplified a concerted effort to enrich the workplace with corporate cultural values, underscored by its support for ERGs and alignment with inclusion-focused philanthropic endeavors. The Company's initiatives, from leadership development to promoting a culture of inclusion through various events and summits, illustrate a comprehensive commitment to not only advancing Company culture, but also leading by example in the IT services industry. This focus is crucial for demonstrating a tangible commitment to equity and social responsibility that resonates with employees, partners, and the broader community.

> In 2023, Apex Systems supported **eight ERGs**, **51 events,** and over **600 participants**, more than tripling the participation rate from 2022.

ABLE@APEX
EMPLOYEE RESOURCE GROUP

BLACK@APEX
BLACK@APEX
EMPLOYEE RESOURCE GROUP

FAMILIES@APEX
EMPLOYEE RESOURCE GROUP

MULTICULTURAL@APEX
EMPLOYEE RESOURCE GROUP

PRIDE@APEX
EMPLOYEE RESOURCE GROUP

VALOR@APEX
EMPLOYEE RESOURCE GROUP

WOMEN@APEX
EMPLOYEE RESOURCE GROUP

50FORWARD@APEX
EMPLOYEE RESOURCE GROUP

> ## ERGs at Creative Circle

Creative Circle is dedicated to maintaining inclusive cultures through impactful internal and external initiatives, underlining its commitment to fostering an inclusive work environment. Creative Circle notably supports its Employee Resource Groups by assigning each a dedicated Executive Sponsor, ensuring that these groups are integral to promoting workplace diversity and inclusion. Moreover, Creative Circle's engagement in partnerships with Inclusion-focused non-profit organizations, such as the Emma Bowen Foundation, exemplifies its commitment to broadening its impact beyond the confines of the Company. This, along with comprehensive inclusion training for all employees facilitated by Creative Circle's Culture Committee and Employee Culture and Community Development Department Team, demonstrates Creative Circle's holistic approach to embedding equitable and inclusive principles across all levels of the organization.

The breadth of Creative Circle's efforts in 2023 is evident in its strategic focus on nurturing a diverse and inclusive corporate culture. Initiatives aimed at leadership diversity, foundational inclusion training, and robust support for ERGs contribute to a cohesive strategy designed to integrate inclusion strategy deeply into the Company's operational ethos. Furthermore, Creative Circle's commitment extends to the development and retention of a diverse talent pool through programs focused on personal growth, support for working parents, and emphasizing emotional and physical well-being. These efforts collectively underscore Creative Circle's comprehensive approach to company culture, showcasing its dedication to meeting and exceeding standards for creating an inclusive, supportive, and diverse workplace.

In 2023, Creative Circle supported **six ERGs and three ECGs**, and hosted **24 events** for over **650 participants**. Creative Circle's 2023 ERG and ECG participation rate nearly doubled from 2022.

› **ERGs at ECS**

ECS

In its inaugural year of embracing Employee Resource Groups, ECS made remarkable strides in nurturing an inclusive workplace culture, marking a significant milestone in establishing nine ERGs. These groups have become instrumental in promoting diversity across the organization, offering robust support networks for employees from varied backgrounds and fostering a sense of belonging and community. This achievement underscores ECS's dedication to creating an environment where diverse perspectives are recognized and celebrated, facilitating dialogue and understanding among its workforce.

Through the successful launch and support of ERGs, alongside comprehensive Culture & Inclusion training accessible to all employees, ECS has demonstrated a foundational commitment to inclusivity. Moreover, initiatives aimed at retaining diverse talent reflect a strategic approach to building a workforce that mirrors the multifaceted society in which we live. ECS's efforts to embed equitable and inclusive practices into its corporate culture and operational strategies signal a forward-thinking approach to inclusivity, setting a strong foundation for continuous improvement and impact in the years to come.

In 2023, ECS supported **nine ERGs**, with over **1,500 participants** and **95 events**.

ECS | ERG
Black Professionals
Friends & Allies

ECS | ERG
ADAPT
Abled and Disabled Allies
Partnering Together

ECS | ERG
HERicanes

ECS | ERG
Hispanic LatinX

ECS | ERG
InspirASIAN

ECS | ERG
P.R.I.D.E.

ECS | ERG
Seasoned Professionals

ECS | ERG
Veterans MWR

ECS | ERG
Young Professionals

⟩ Establishing ERGs at CyberCoders

In 2023, CyberCoders made notable strides towards fostering a more inclusive and supportive workplace, leveraging the broader ASGN network to lay the groundwork for establishing Employee Resource Groups within the Company. Recognizing the value of ERGs in enhancing workplace culture and employee well-being, CyberCoders has embarked on strategic planning and engagement with ASGN resources to facilitate the creation and integration of ERG communities. This initiative represents a significant step forward in CyberCoders' commitment to inclusive cultures, signaling the Company's dedication to developing a supportive environment that acknowledges and celebrates diverse perspectives and experiences.

⟩ Employee Community Groups (ECGs)

An ECG is a voluntary social circle of employees who join based on shared values, interests, perspectives, or goals. Like ERGs, ECGs enhance the wellness of the employees who choose to participate. ECGs have the goal of connecting employees by providing opportunities for support, networking, and community building. ASGN supports ECGs across our brands. As of December 31, 2023, there are ECGs in place at Creative Circle and ECS, and in development at Apex Systems. Employee participation in ECGs across our brands is on the rise and our leadership is supportive of these efforts. In 2024, ASGN Corporate and CyberCoders employees will be offered the ability to join Apex Systems' ERGs and ECGs if they choose.

As of 2023, ECS supports a Wellness-focused ECG, while Creative Circle supports three ECGs: "Employee Culture" promotes intentional culture and welcomes diverse perspectives; "Grief & Bereavement" provides support and resources including a monthly call to connect for those who are returning to work after experiencing a loss; and "Leading Green" focuses on raising awareness and increasing engagement on matters pertaining to the environment and sustainability.

Training and Development

ASGN is recognized as
an IT services leader that
demonstrates the highest level
of professionalism across
all aspects of its business.

We are fully dedicated to professional development and career advancement of our employees and consultants, and we provide a wide range of targeted employee training programs to help our employees stay ahead of industry advancements and deliver top quality results to our clients. In addition, we provide continuing education, customized training programs and professional development opportunities.
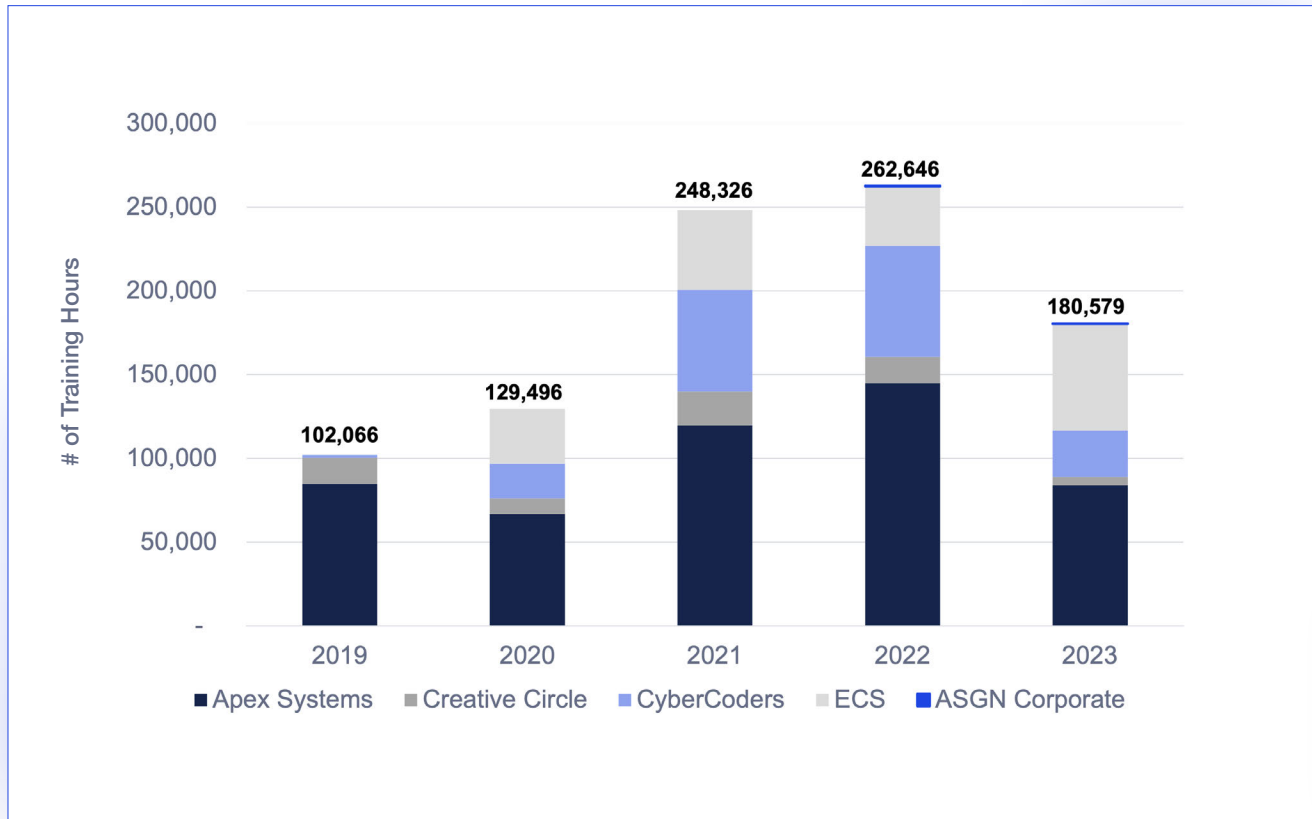
› Onboarding our Employees

At Apex Systems, all new-hire employees complete comprehensive training to understand the career development options available to them. Personal touches are added by giving welcome packages for each new employee, in addition to encouraging tenured team members to reach out and connect with new hires to welcome them to the team. Additionally, each new hire attends trainings to help them become familiar with their role and the Company as a whole.

CyberCoders is a supportive environment that honors individuality and authenticity. CyberCoders' 10-day onboarding process includes an eLearning welcome portal with videos to help new employees prepare for their first day of work, followed up with friendly emails with customized agendas and an outline of clear expectations. On the first day, new employees receive a welcome call from their managers, the Tech Support team, and a small group kick-off call from the Learning and Development ("L&D") team. During the first week, all new hires meet the President of CyberCoders. Other new hire programming includes daily games on the engagement tool Kahoot, peer-to-peer break-out sessions, one-on-one mentorship with their manager, and New Hire Small Group Cohort Sessions to build community and reduce the anxiety of large group interactions. Finally, CyberCoders also invites new hires into a virtual chat to further stimulate engagement and share ideas.

TOTAL TRAINING HOURS BY BRAND

20+ hours
of training per
employee.

At ECS, new employees receive a welcome packet upon hire and are provided with an orientation about the work environment and culture. Creative Circle's onboarding includes an open forum, all-Company introductions, and monthly virtual meetups.

In 2023, ASGN provided more than 180,000 hours of Company-wide training to our approximately 8,862 internal employees, for over 20 hours of training per employee throughout the year. The decrease in training hours in 2023 was the result of more limited hiring activity in light of softer macroeconomic conditions. With improvements in the economy; hiring, and thus training, would naturally increase to reflect customer demand.

2023 TOTAL TRAINING HOURS BY TRAINING TYPE
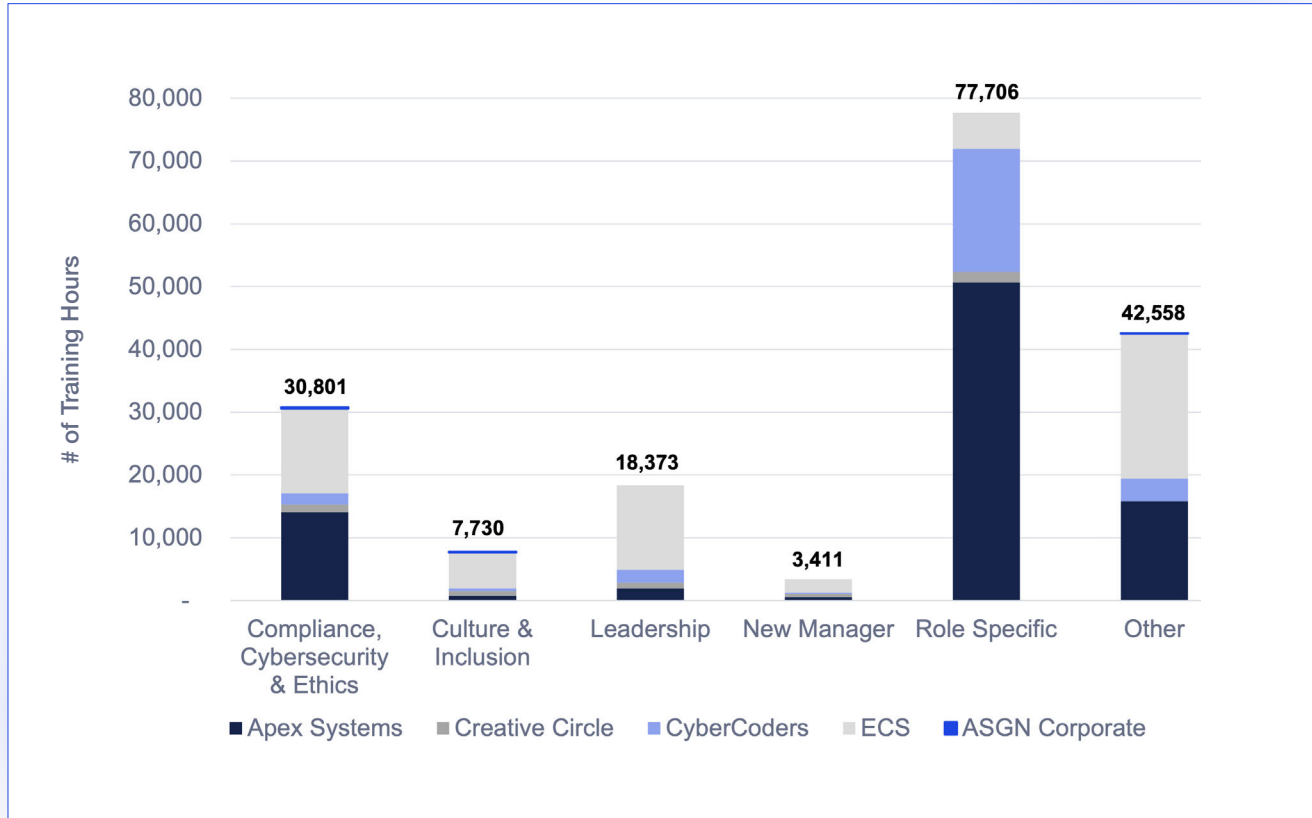
Role-specific trainings include: new hire training and orientation for recruiters and account managers; advanced training for tenured recruiters and account managers on topics such as virtual selling, relationship building, consulting services, rate negotiation, time management and advanced sourcing 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 on-demand optional self-development trainings, which can be completed through our online learning platforms. Topics range from management and leadership to communication skills and technical subjects.

› Culture and Inclusion Training

Culture and Inclusion Training is a critical part of ASGN's broader efforts to foster a workplace environment that promotes empathy and respect, and values inclusivity. In 2023, ASGN provided over 7,700 hours of Company-wide Culture and Inclusion training.

At Apex Systems, Leadership Training is provided for employees with at least one direct report. New hires with management responsibilities at Apex Systems, as well as Creative Circle, are all trained to understand their contribution to promoting an inclusive and healthy work environment as well as made knowledgeable of the inclusion resources available to them and their teams. Creative Circle provides mandatory foundational inclusion training for every hiring manager, including; Countering Unconscious Bias, Inclusive Communication, and Identifying Microaggressions. Additional inclusion and cultural competency coursework is also mandatory for Creative Circle's Managing Directors. Amongst leadership at Apex and Creative Circle, Culture and Inclusion Training focuses on educating and equipping leaders to understand their role in supporting cultural inclusivity efforts across the organization, including cognitive bias, allyship, and advocacy. Methods to help improve the retention and promotion of diverse employees, including creating inclusive and equitable teams, are discussed. Leaders leave these trainings with a new understanding of inclusion in the workplace and the tools they need to affect change.

At CyberCoders, new hires are provided with Culture and Inclusion training, and all employees receive an annual inclusion certification. Further, inclusion is integrated into the Dare to Lead Senior Leadership Training. ECS hosts a monthly leadership series geared towards empowering, coaching, and developing leadership skills for all ECS employees. ECS also conducts Executive Sponsor Training for all Senior Vice Presidents and Vice Presidents serving in the capacity as stewards and advocates for ERGs. Mid-level managers, recruiting, and HR staff are also trained on cognitive bias, allyship, and advocacy.

ASGN Corporate's initial Culture and Inclusion training program in 2023 focused on the use of inclusive pronouns and their importance in fostering business relationships. Employees were educated on understanding pronouns and their significance, proper usage, and strategies for recovery following misidentification errors. Highlighting the importance of pronoun usage in relationship building, the training underscored the positive impact of acknowledging and respecting individual identity preferences within the professional setting.

7,700+ hours of culture and inclusion training.

› Other Trainings

All ASGN's brands have training programs in place that enable our employees to increase their skills, progress to senior positions, and obtain professional certifications. Our initiatives for talent development and training include programs that enable non-managers to acquire the skills needed for their current positions and progress to more senior positions. Our employees can take self-paced training through a third-party vendor that provides formal training to prepare for a variety of business and technical certifications. An extensive library of online training is available for employee development, helping them improve their skills for their current roles.

APEX SYSTEMS

Apex Systems' Leadership Development program is geared toward field employees with at least six months of experience allowing them to explore and build skills for future leadership opportunities. The Company's "Emerging Leaders" program is for employees with at least two years of experience, who have proven successful in their current role to develop the next level of leadership skills, typically graduating to then manage a branch, national account, or other function of the business. The programs featured in these development offerings have shifted over time to reflect ASGN's market positioning and customer demand. ASGN has been evolving its business to focus on higher-end, higher value IT consulting services. As such, in 2023, Apex Systems rolled out a new Consulting Services Certification Program (CSCP), to train different levels of employees from sales personnel to leaders on the various aspects of framing a solution, validation and discovery. The CSCP workflow includes a three-phased solutions-oriented process: 1) Discovery (pre-sales), 2) Framing Solutions (with solutions organizations), and 3) Validation (solution is accomplishing the work we designed from the Client's perspective). The CSCP has been very successful. At present, as this programming is ramping up and advancing, in order to deliver meaningful results, Apex Systems is limiting participation to small cohorts and providing blended learning, including mentors, hands on activities and observation.

CREATIVE CIRCLE

Creative Circle's Emerging Leaders Program is offered every quarter and is open to every Creative Circle employee with a manager nomination. Bi-monthly webinars and learning podcasts are also open to Creative Circle employees year-round. A variety of leadership and role-specific coursework and certifications are available to Creative Circle employees through third-party vendors, including Cornell, on an ongoing basis. CyberCoders additional training includes the "Talent Circle Program", other career advancement training for non-managers, and training on our proprietary tools and processes.

ECS

ECS provides multiple training options along with a training and tuition allotment of $5,000 per year. ECS employees can work with our Technology and Program Management Centers of Excellence or use the Pluralsight online IT training program to enhance the necessary skills to achieve their desired progress. ECS has a full leadership preparation training pathway in place to encourage a sustained and systematic approach to the development of essential skills to succeed in senior positions, while also supporting employee retention.

Employee Engagement

We recognize the importance of annual, well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns.

Our 2023 Company-wide annual engagement survey had 52 questions that spanned key subject areas from workplace satisfaction and communications and teamwork, to training and development. Business ethics questions are related to culture and senior management. The survey also included two open comment sections for feedback on any topic of concern. Seventy-two percent of our employees participated in the survey, providing a statistically accurate representation of how our employees feel about their workplace. The survey also found 84 percent of our employees felt engaged in their work, 91 percent would recommend the Company to prospective employees, and 94 percent would endorse ASGN to clients.

› **Cultivating a Culture of Authenticity**

Communication, accountability, and transparency are paramount. An inclusive culture is critical and therefore we strive to create an environment where everyone is comfortable. Our leaders are encouraged to hire people with different lived experiences and backgrounds, and providing training and resources to ensure the work environment is supportive and positive for all. Leaders are responsible for setting the tone in the office and on each team. As such, our leaders are held accountable for this. Employees are encouraged to reach out when something is not working as intended, and the appropriate department will get involved to provide mediation, training, or additional support.

91% recommend ASGN to employees and **94%** would endorse ASGN to clients.

› Team Building Across our Brands

Inclusive team building is a well-developed part of Apex Systems' culture. Teams seek out team-building events that consider diverse perspectives. This could be learning a new language together, going to a museum to learn about their local area, sharing personal lived experiences and views within the team over dinner, or volunteering at an organization that supports the local community. Overall, team building is a big part of who Apex Systems is, and the Company is making the shift to being even more intentional and inclusive in how they connect. Creative Circle hosts in-person and virtual team-building events arranged case-by-case. CyberCoders has many team opportunities, including facilitated trainings, workshops, peer-to-peer sharing, mentorship, and management circles. ECS has an annual Pitch Day in which ECS employees are encouraged to pitch ideas for a solution, service, or product that could have a significant impact on our customers and their missions. By providing a platform for real-time feedback and coaching and refining pitch techniques, ECS empowers its employees to spark their ingenuity, uncover great ideas, and develop professionally.

› Personal Growth Workshops

All ASGN employees have access to Percipio training courses, an online platform that provides them with on-demand career development. Creative Circle offers bi-monthly learning webinars and learning podcasts to all employees. CyberCoders hosts associate manager workshops, "Dare to Lead" senior leadership trainings, and "The Culture Code" manager workshops. The ECS Leads program provides tools, practices, and coaching to inspire participants to identify their leadership style, opportunities for growth, and actionable next steps, and ECS has six Centers of Excellence for employee growth.

Being Capital in Supporting Employee Health & Well-Being

ASGN and our brands provide a comprehensive menu of health benefits for our U.S. internal 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; accrued paid time off, floating holidays, paid family leave and parental bonding leave, tuition reimbursement, 401(k) with a Company match, an employee stock purchase plan ("ESPP"), and commuter benefits in certain locations. Gym membership reimbursement is also offered, and most employees continue with flexible work schedules unless on-site work is required by the client.

Our non-U.S. employees are provided with benefit plans commensurate with peer companies in their countries. 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. All brands allow remote/hybrid and/ or flexible workdays depending on the nature of the position. To further support the mental health of our employees, ASGN provides a variety of mental health resources, including stress management courses and Employee Assistance Programs (EAPs).

See **ASGN's Company-wide Employee Wellness Policy** and **Workplace Health and Safety Policy** for more details.

We Support Working Parents

All our brands encourage parents to use the flexibility offered with remote and hybrid work schedules to take care of their family needs. We further support our employees with small children at home by offering Dependent Care accounts for our U.S. internal employees. In addition, we support our family-focused ERGs to provide a safe space for caregivers to share the challenges of working and balancing responsibilities.

Performance Management

Communicating career interests and employee development is at the heart of our performance management process.

We encourage everyone at ASGN to seek opportunities that align with their long-term career goals, whether that is lateral job changes, cross-functional training, serving on committees or special projects, or any activity that will help to advance their career.

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 when 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 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.

At ASGN, we believe empowered employees are stronger, and therefore we take steps to ensure our employees have a safe space to address any of their concerns and speak freely. We offer an anonymous contact process for raising issues and maintain an anonymous hotline to ensure all employees can safely lodge complaints and report workplace issues and potential violations. As of December 31, 2023, no bargaining agreements were in place at ASGN or within any of ASGN's brands (subsidiaries).

EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS BY BRAND
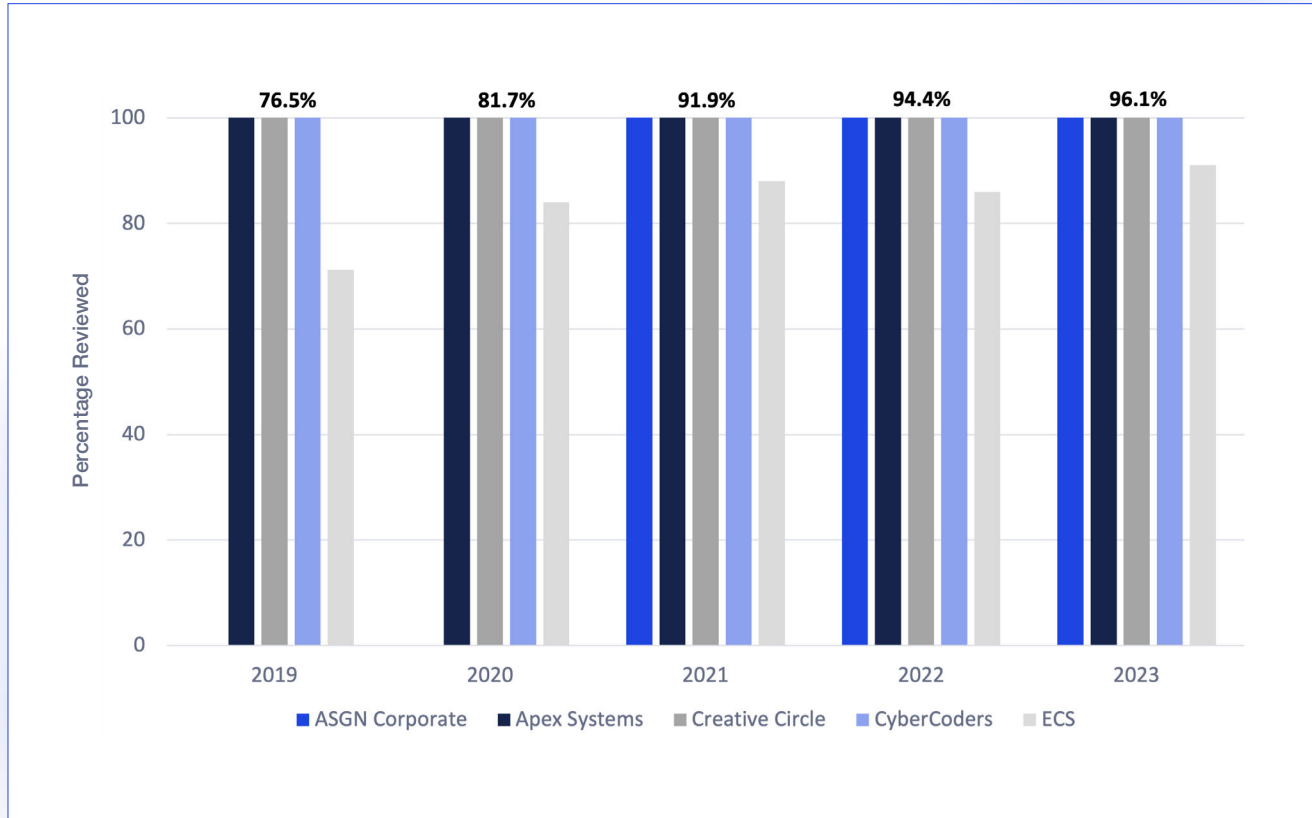
We use integrated online tools to implement our annual performance management reviews. One hundred percent of our internal Commercial Segment employees receive performance reviews. ECS, our Federal Government Segment, regained its upward momentum and increased from 86 percent of employees receiving regular performance reviews in 2022 to 91 percent in 2023. Performance reviews are not required of federal government Service Contract Act ("SCA") employees; hence ECS's performance review rate fluctuates. In 2023, 96 percent of the ASGN workforce received performance reviews.

A Spotlight on Apex Systems

› ## Workforce Planning

Apex Systems trains and equips all managers to have conversations with employees throughout the year about long-term aspirations and career paths. The cadence of these conversations varies from weekly to twice a year depending on the role and individual goals. Employees are invited to discuss whether they are happy in the roles that they are in currently and what their long-term career aspirations may be. Managers can then advocate for their employees by connecting them with resources and teams to give them a view into potential roles or to make sure they are prepared to interview when a role that they are interested in becomes available. Apex Systems also sends out a weekly job openings email to keep employees aware of the roles that are currently open across the organization. Apex Systems has key metrics to help determine future hiring and business trends. A few examples of these are the number of open client requirements, fill ratio, time to fill, revenue per account manager, revenue by industry/skill, turnover rates, and ramp up time for key production roles.

› ## Identifying and Addressing Skill Gaps

Apex Systems watches the flow of requirements by skill and industry through business intelligence and utilizes internal subject matter experts to understand economic and industry trends. In addition, Apex Systems sets a five-year plan and identifies gaps based on current needs and perceived needs to successfully reach the five-year plan goals. Once the gaps are identified, hiring and training strategies are crafted to support filling them. Apex Systems uses competitive analyses for staffing and consulting businesses and internal business intelligence reports to improve productivity, efficiency, and competitive advantage.

INVOLUNTARY TURNOVER RATE BY BRAND
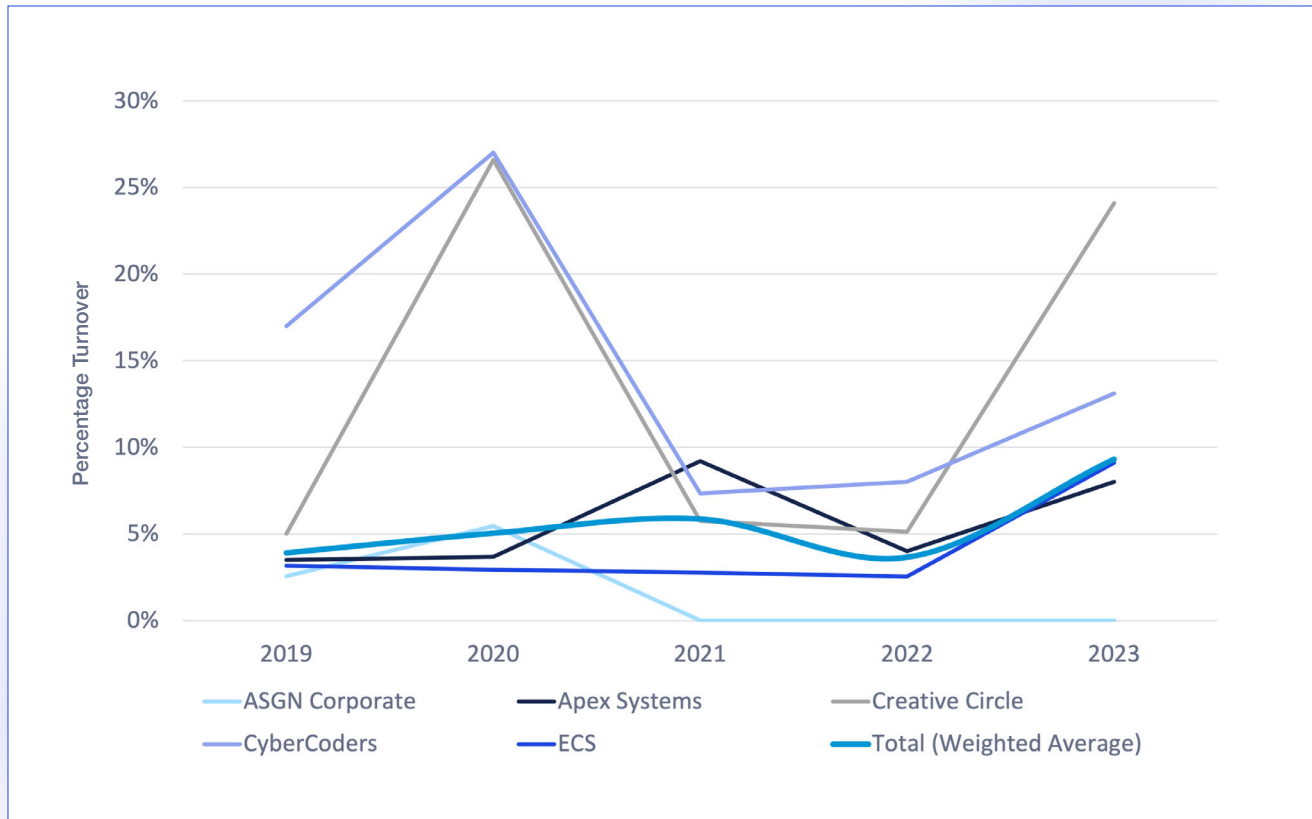
In 2023, the involuntary turnover rate increased at all brands except ASGN Corporate, which has remained at zero since 2021. Creative Circle's 2023 involuntary turnover rate was 24 percent while CyberCoders was 13 percent. The total weighted average for all brands in 2023 was just over **nine percent**.

› Turnover

Due to COVID-19 and related economic fluctuations, there has been volatility in employee turnover across industries globally since 2020. Nevertheless, ASGN Corporate, Apex Systems, and ECS involuntary turnover rates have held relatively steady throughout this period. Creative Circle's involuntary turnover rate increase in 2023 was largely due to restructuring as a result of market conditions, while CyberCoder's turnover rates have fluctuated due in part to differences in their business models, which focus more on permanent placement and full-desk recruiting.

VOLUNTARY TURNOVER RATE BY BRAND
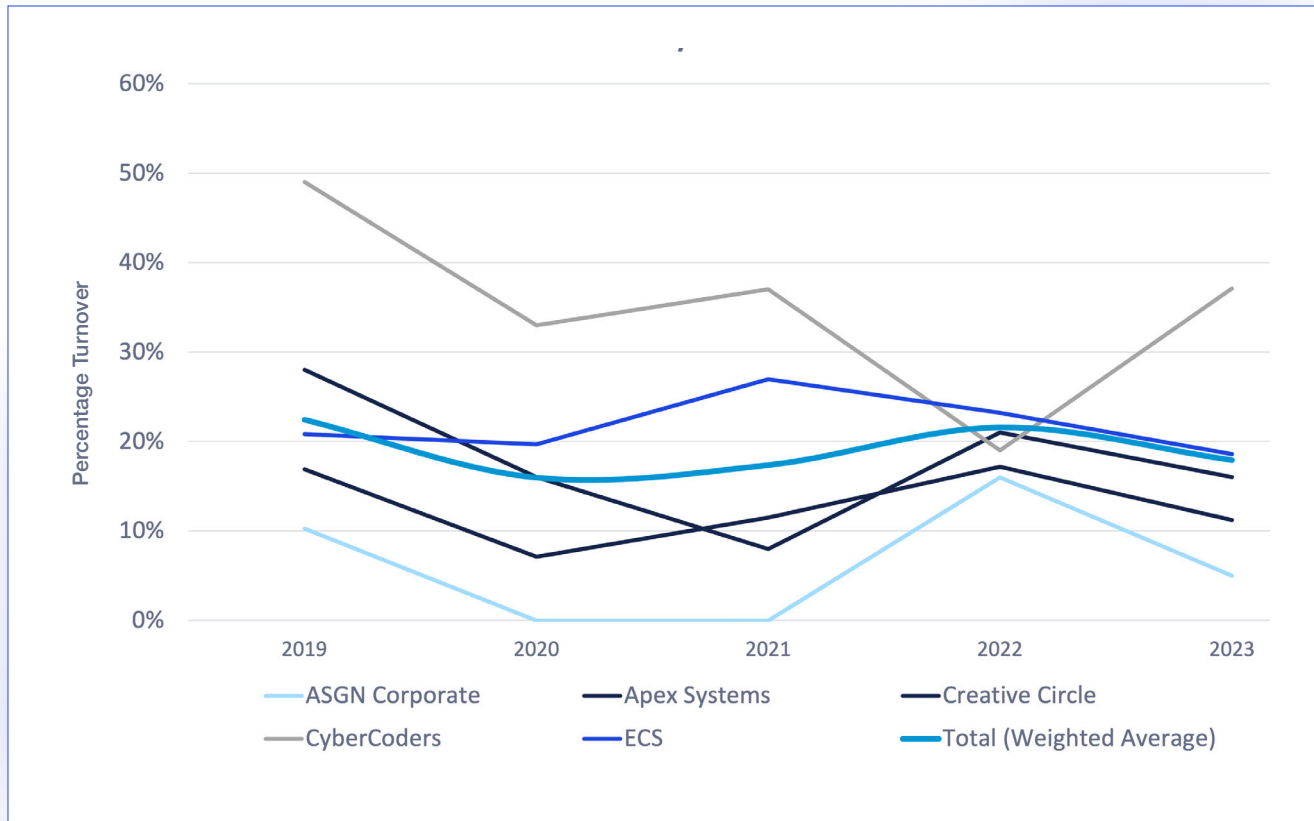
ASGN Corporate's voluntary turnover rate has been historically low. In 2023, all voluntary turnover rates decreased, with the exception of CyberCoders. The Company-wide weighted average declined from 21.6 percent in 2022, to 17.9 percent in 2023.

> ## 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. For a list of current members of ASGN's Compensation Committee, please refer to our **Committee Composition Chart**.

Our executive compensation program is designed to attract and retain high-caliber executive officers and to motivate and reward performance 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 directors' and senior executives' compensation in our proxy statement, including a description of the total compensation of our CEO in **ASGN Incorporated's Annual Reports & Proxies**.

> *"Our executive compensation program is designed to attract and retain high-caliber executive officers."*

SOCIAL RESPONSIBILITY

GUIDING PRINCIPLE:

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.

Working together, we make a meaningful impact.

ASGN's vision is to continue building and fostering a culture of caring to deliver a positive impact for our stakeholders, employees, and communities.

Through the collective efforts of our dedicated teams across all our brands, we are continuing to make significant progress on our commitment to social responsibility.

We proudly support a "culture of caring" and are committed to making positive impacts. We do this through employee engagement, charitable contributions, and volunteering to uplift the organizations and communities our employees care about. We encourage employees to give back and provide them with an annual paid philanthropy day. This year we are on track to unite all our brands through a Company-wide corporate giving program with standardized reporting.

In 2023, ASGN and its employees raised over $527,000 for 488 different non-profit organizations, only a slight decrease from the prior year due to more difficult macroeconomic conditions. Importantly, our employee participation in philanthropic activities was at an all-time high. Our employees logged over 6,000 hours of volunteer time, which constitutes a 28 percent increase from 2022.

HIGHLIGHTS

6k+
Hours Volunteered

488
Non-Profit Organizations Supported

$527k+
Charitable Contributions

We are proud to report that we hosted our first Company-wide fundraiser in 2023 focused on Maui-based non-profit organizations to support those impacted by the devastating wildfire on the island. ASGN provided a 1:1 match for all employees across the Company for this important relief effort.

In addition, our commitment to upskilling, mentoring, and career advancement extends beyond our Company, touching the lives of countless individuals in need, from inner city youth to military veterans, through the support of hands-on programs including; STEM-focused programs, training opportunities, and partnerships with organizations such as Fullstack Academy, Hire Heroes USA and Year Up.

"We are sincerely grateful for the passion and commitment our employees have shown to making the world a better place. As we move forward, we will continue to support our communities through charitable contributions and volunteerism."

Tai Dotson

Director of Global Culture

Community Engagement

In 2023, three of our five brands worked closely together through our charitable corporate giving platform.

By mid-2024, all our brands will be onboarded onto the platform to facilitate our cross-Company collaboration and exchange of best practices. Our goal is to continue to increase employee participation in philanthropic efforts.

We are proud of our philanthropic and community engagement efforts. Our employee participation in philanthropic activities has been on the rise, with an 19 percent Company-wide increase in 2023 in comparison to 2022.

EMPLOYEE PARTICIPATION

Bar chart — Percentage Participation by year:
- 2019: 19.8%
- 2020: 31.2%
- 2021: 32.8%
- 2022: 36.7%
- 2023: 38.7%
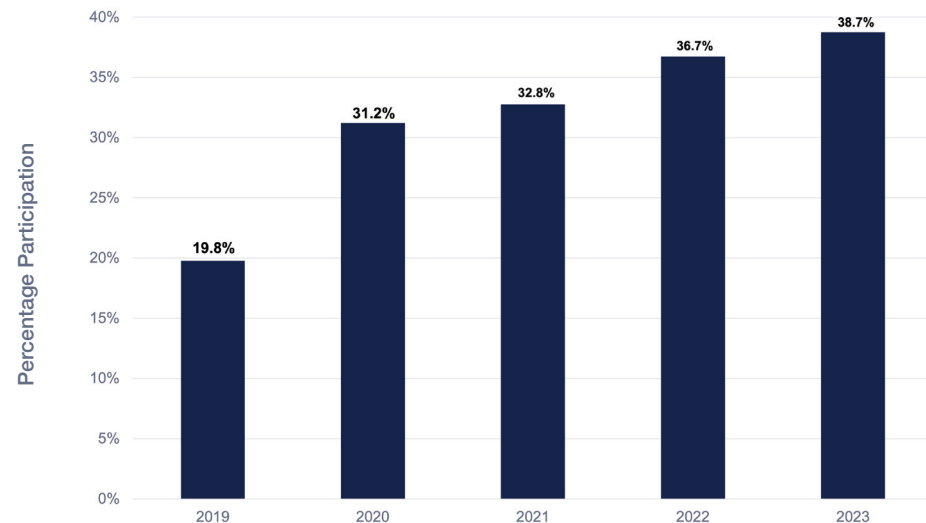
VOLUNTEER HOURS
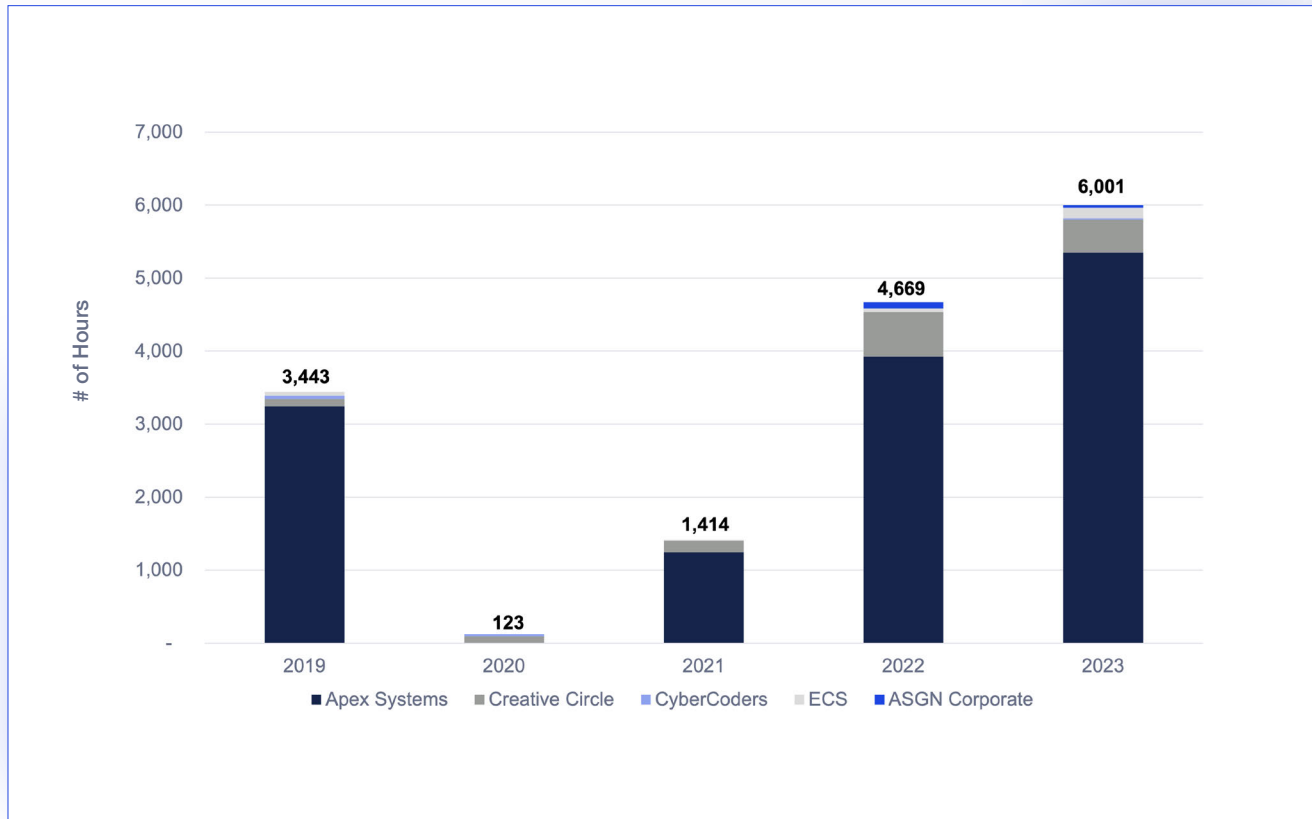
- **28% increase** over 2022

- **74% increase** over our baseline in 2019

In 2023, ASGN and our employees supported 488 non-profit organizations, a more than 13 percent increase over 2022. Across the Company in 2023, we logged 6,001 employee community volunteer hours. This constitutes a remarkable **28 percent** increase over 2022, and an even more remarkable **74 percent** increase over our baseline in 2019. The decline in 2020 was due to COVID-19; in 2021 our philanthropy efforts were back on the rise.

Philanthropic Efforts by Brand

› ASGN Corporate

ASGN Corporate's charitable giving increased by **15 percent** from over $51,000 in 2022, to over $59,000 to 2023. ASGN Corporate supported eight organizations, including the American Cancer Society, Girls Who Code, and Maui Strong.

› **Apex Systems**

Through the Quarter of Caring and #ApexGivesBack programs, Apex Systems has been encouraging employees to donate and volunteer to support charities and other non-profits in our communities for over ten years. Apex Systems' highly successful philanthropic program is an inspiration to us all and has elevated our Company-wide culture of caring. In 2023, Apex Systems supported 231 non-profits, participated in 135 events, and raised over $284,000.

Apex Systems hosted several fundraising events in 2023, including their annual Gamers vs. Cancer, Story Time, and Are you Smarter than a Fifth Grader, raising thousands of dollars for veterans and many other communities in need. Non-profits supported by Apex Systems in 2023 included; the American Cancer Society, Feed More, Loaves and Fishes, The Giving Farm, The Salvation Army and Toys for Tots.

In addition, Apex Systems hosted their 2nd Annual Random Acts of Kindness Week complete with Bingo Cards, for adults and kids, to prompt ideas on how to spread much-needed kindness in our world. Employees shared how they brightened each other's days by taking small, but positively impactful, actions such as writing a nice note, preparing a meal or care package for a neighbor, donating clothes to charity, giving a co-worker a shout out, or simply sharing a smile with everyone who crossed their path.

› **Quarter of Caring Video**
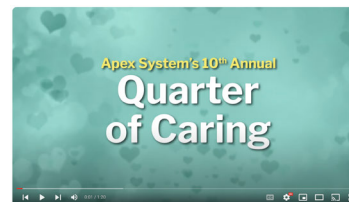
› Creative Circle

Creative Circle's "Circle of Caring" giving program supports local communities by providing charitable contributions to local nonprofits. In 2023, Creative Circle and employees raised more than $48,000 and supported 163 organizations. The non-profit organizations that Creative Circle donated to in 2023 included Baby2Baby, Charlie's Army Foundation, Cherry Street Mission Ministries, Downtown Emergency Service Center, Global Empowerment Mission, Operation Kindness of Garland, National Marrow Donor Program, the National Multiple Sclerosis Society, and Saint Jude Children's Research Hospital.

› CyberCoders

During 2023, CyberCoders participated in fundraising efforts to support four charitable causes including; Girls Who Code, the American Red Cross, the American Cancer Society, and Feeding America. During Women's History Month in March, CyberCoders supported Girls Who Code whose mission is to close the gender gap in tech. During CyberCoders' Season of Giving, the Company supported the American Cancer Society's Hope Lodge, which provides free accommodations to cancer patients during their treatments. CyberCoders also helped to provide 321,288 meals to families in need through the non-profit Feeding America.

› ECS

ECS supports nationwide organizations that align with current events and needs across the United States. The team runs two philanthropic programs, ECS Cares and ECS Engage. Both programs provide employees the opportunity to give back to causes they care about. Through these programs, ECS supported 47 non-profit organizations and raised over $126,000. Employee donations were matched dollar for dollar by ECS.

ECS Cares identifies charitable organizations to support throughout the year. Each quarter, ECS creates a campaign to support a charity or national cause, and provides each ECS office with communication tools, directions, and a schedule to facilitate this support. By collectively supporting one cause at a time, ECS creates a powerful wave of positivity while nurturing a strong company culture. In 2023, the American Foundation for Suicide Prevention, the American Red Cross and Toys for Tots were among the top recipient organizations of ECS Cares.

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. In 2023, ECS employees donated blood, volunteered with Willing Warriors Retreat, and supported local food drives.
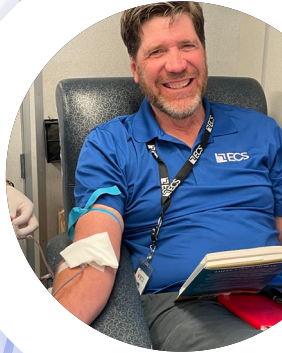
Corporate Giving

Together, ASGN Incorporated and our employees raised over $527,000 in 2023 for 488 non-profit organizations.

A special shout out to our generous employees who raised or donated 32 percent of this amount. Apex Systems led the way with 54 percent of our Company-wide total donations raised. Impressively, although our ASGN Corporate brand makes up less than one half of a percent of our total Company team members, this group contributed just under 11 percent of our consolidated funds raised.

ASGN COMPANY-WIDE FINANCIAL CONTRIBUTIONS

$ Contributed

Year	Amount
2019	$262,552
2020	$374,840
2021	$522,618
2022	$540,239
2023	$527,290
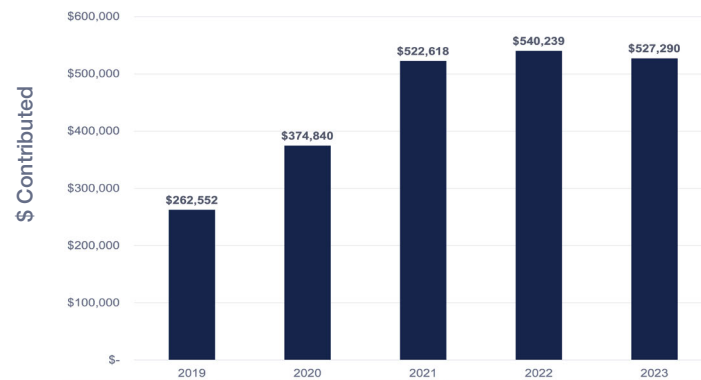
FINANCIAL CONTRIBUTIONS BY BRAND

- ECS $126,408 — 24%
- ASGN Corporate $59,745 — 11%
- Cybercoders $7,749 — 2%
- Creative Circle $48,718 — 9%
- Apex Systems $284,670 — 54%
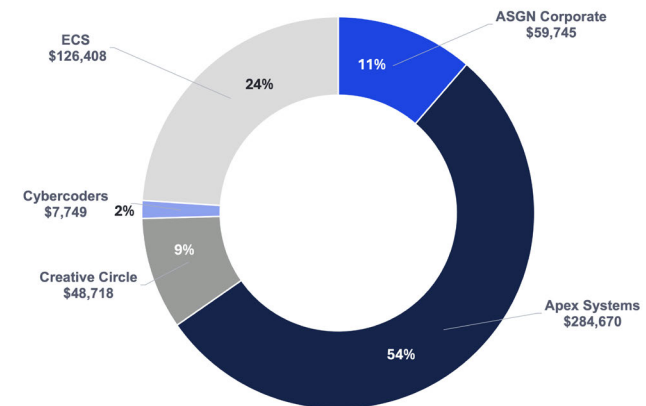
ENVIRONMENTAL RESPONSIBILITY

GUIDING PRINCIPLE:

Continually improve our operating performance by conserving resources; reducing our carbon emissions and waste; prioritizing renewable energy when cost comparable of our leased facilities; and reusing, repurposing, and recycling to protect our shared environment while simultaneously increasing our overall positive contributions to society and maintaining high productivity for all our stakeholders.

Our Approach

We are implementing an emission reduction plan, which is focused on generating energy efficiencies, using renewables, making low-carbon transportation choices, deploying waste reduction, and fostering a sustainable supply chain.

In 2023, we established a net-zero by 2050 emissions reduction target. In addition, we submitted our near-term emissions reduction target of 55 percent by 2030 per our 2019 baseline and our net-zero target to the Science Based Targets initiative ("SBTi") for official alignment.

We achieved ISO 14001 Certification for ASGN's headquarters in Glen Allen, Virginia.

We are currently piloting two programs as integral aspects of our greenhouse gas ("GHG") emissions reduction plan, including a sustainable employee commuting program and a sustainable supply chain program.

We continue to report to multiple ESG reporting frameworks and obtain third-party assurance of our GHG inventory annually. As our building leases expire, we are seeking leases in energy efficient Class A and LEED buildings, with renewable energy procurement capabilities when cost comparable. We are also actively engaging in waste reduction, including reducing the use of paper and disposable plastics in our offices.

HIGHLIGHTS

SBTi
Submitted our Near-Term and Net-Zero by 2050 Target

ISO 14001
Obtained Certification for ASGN's Headquarters

Program Launches
Sustainable Commuting and Sustainable Supply Chain Pilots

Our comprehensive approach to achieving our emissions reduction targets includes supporting a growing culture of environmental stewardship amongst our employees.

The expansion of our sustainability-focused Employee Community Groups ("ECGs") is a testament to the dedication and enthusiasm of our employees in championing waste and carbon reduction efforts across our brands. Their active participation is accelerating our Company-wide progress toward a more sustainable future.

"We all depend on a healthy environment, and at ASGN we take our environmental responsibility seriously. We are committed to achieving our near-term and long-term sustainability objectives, and we will remain persistent in overcoming the obstacles and challenges we may face along our way."

Shea Cunningham
Director of Sustainability

Beyond our employees, we engage our Board of Directors on various ESG topics, including climate-related risks and opportunities. We initiated our first enterprise risk assessment, including a review of climate risks, and launched a Company-wide ERM Program. For more information, see our updated **TCFD** report in our **Transparency Section**.

In 2023, our Company-wide GHG emissions were 23 percent lower than our 2019 baseline. With the increased return to office post-COVID, we have seen an uptick in employee commuting and business travel, which each comprise about 20 percent of our total emissions. We are implementing our emissions reduction plan in an effort to reduce this increase, and we will continue to explore additional ways we can reduce our emissions on a go-forward basis.

Our Emissions

ASGN tracks and reports Company emissions annually. In addition to third-party assurance of our emissions, we contract a third-party vendor to prepare our GHG inventories.

Additional data related to business travel, including company car allowances and their associated mileage, was identified in our inventory collection process this year that we did not previously identify.

We revisit our 2019 baselines assumptions and calculations annually, to ensure that we accurately measure our operational impact. Please see our Emission Appendix for our GHG inventory methodology. This past year, the 2019-2023 GHG inventories were recalculated retroactively for the following reasons:

• We refined our procurement data for 2023 compared to 2022.

• Where possible, additional retroactive extrapolations were made where known data gaps had existed in ASGN's data in prior years. For example, ECS business travel values for 2021 and 2022.

• Lastly, utilizing Operational Control Criteria for our Corporate Headquarters in Glen Allen, VA and our corporate office in Calabasas, CA, we reclassified certain emissions as Scope 1 and Scope 2. While inventories were recalculated to account for this revised scoping, it is important to note that Scope 1 and Scope 2 emissions account for less than 1 percent of total Company emissions, with more than 99 percent of our emissions remaining Scope 3.

› Emissions Summary

In 2023, ASGN produced 25,081 metric tons of CO2e. Per the revised 2019 baseline calculations, we produced 32,443 metric tons of carbon dioxide equivalency across all our brands. Therefore, ASGN's 2023 overall emissions are approximately 23 percent below our 2019 baseline.

Our total emissions may increase or decrease in any given year due to various factors. In 2023, as business travel picked up and more employees began commuting to the office, we saw a 30 percent increase in our annual emissions levels. As an IT solutions provider, travel is core to our daily operations. This increase in emissions was therefore expected as the post-pandemic recovery accelerated. We will continue to engage in emission reduction strategies targeting our facilities, business travel, employee commuting, and work-from-home emissions as we work toward our near-term and long-term emissions reductions targets.

In 2023, 99.5 percent of total emissions were indirect Scope 3 emissions. Twenty-five percent of Scope 3 emissions came from Work from Home; 19 percent from Building Energy; 18 percent from Business Travel; 21 percent from Employee Commuting; and nine percent from Procurement. The largest emissions reductions between 2019 to 2023 came from Employee Commuting (47 percent), Business Travel (37 percent), and Building Energy (26 percent).

The remaining 0.5 percent of emissions were in Scope 1 and Scope 2 emissions (gas and electricity in buildings where we have operational control) at ASGN's Corporate Headquarters in Glen Allen, VA and its corporate office in Calabasas, CA. Our Scope 1 and 2 direct emissions and direct emissions intensity by internal employees have dramatically decreased since 2021. In addition, we proudly achieved ISO 14001 certification for our Corporate Headquarters.

SCOPE 3 EMISSIONS
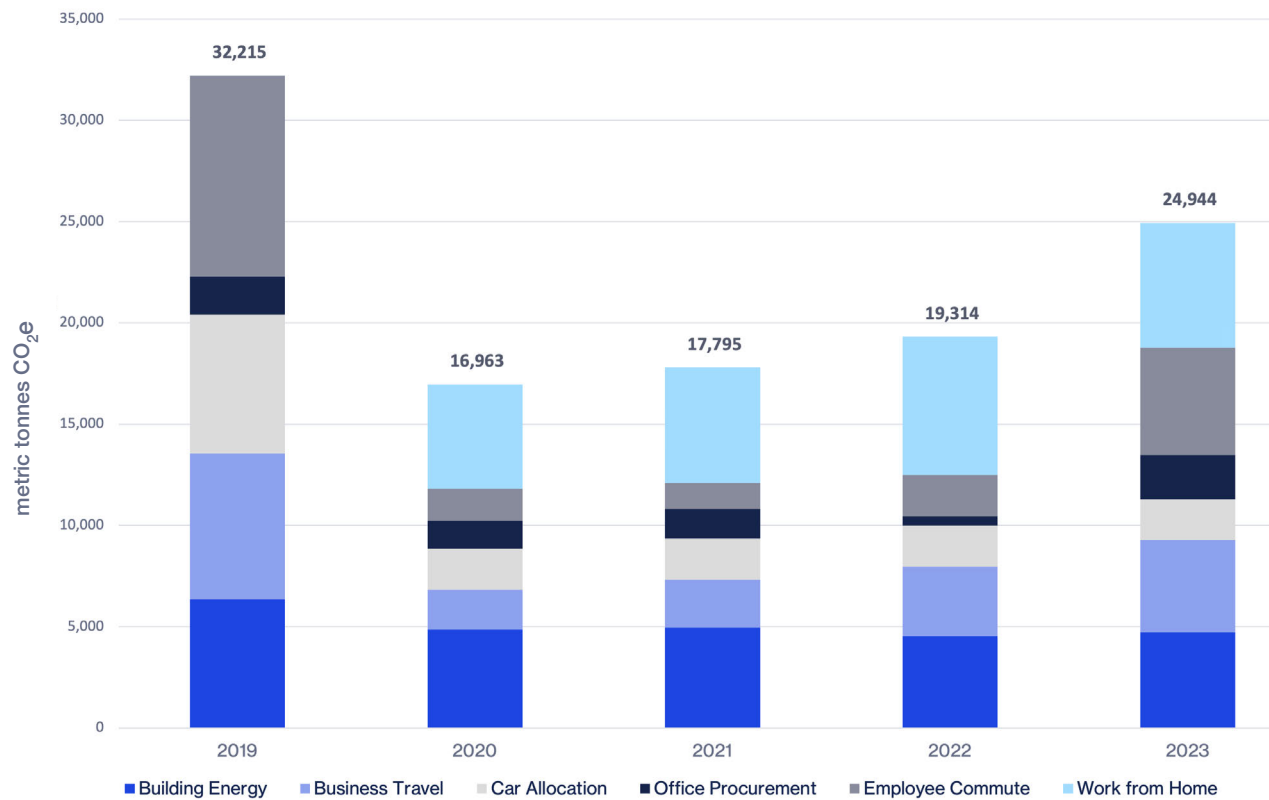
SCOPE 3 BY CATEGORY (2023)
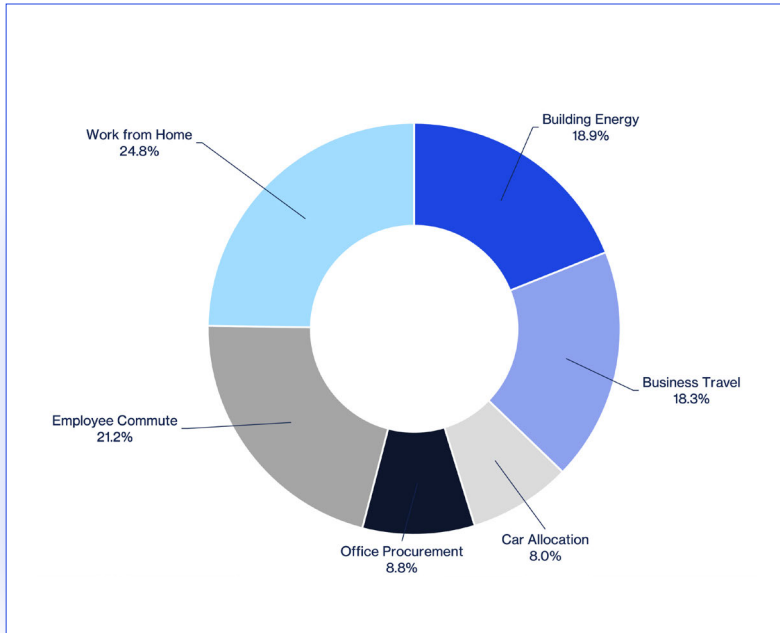
SCOPE 3 EMISSIONS INTENSITY PER INTERNAL EMPLOYEE
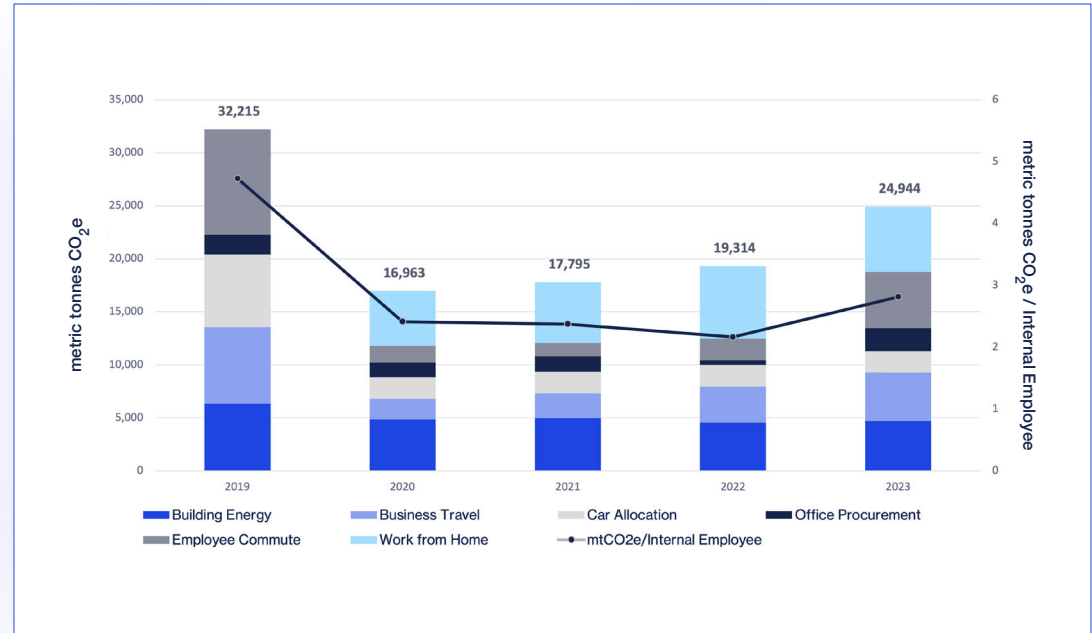
> ## Emission Intensities and Targets

Our 2030 emissions emission intensity target is 2.60 metric tons of CO2e per internal employee. This target represents a 55 percent reduction from 2019, our baseline year, when our emissions were 4.77 metric tons of CO2e per internal employee. In 2023, our emissions intensity was 2.83 metric tons of CO2e per internal employee, which reflects a 40.6 percent reduction from our 2019 baseline. However, our emissions intensity increased by 36 percent from 2022, when the intensity was 2.07, mainly as a result on increased commuting and business travel.

BUILDING ENERGY (ALL SCOPES)
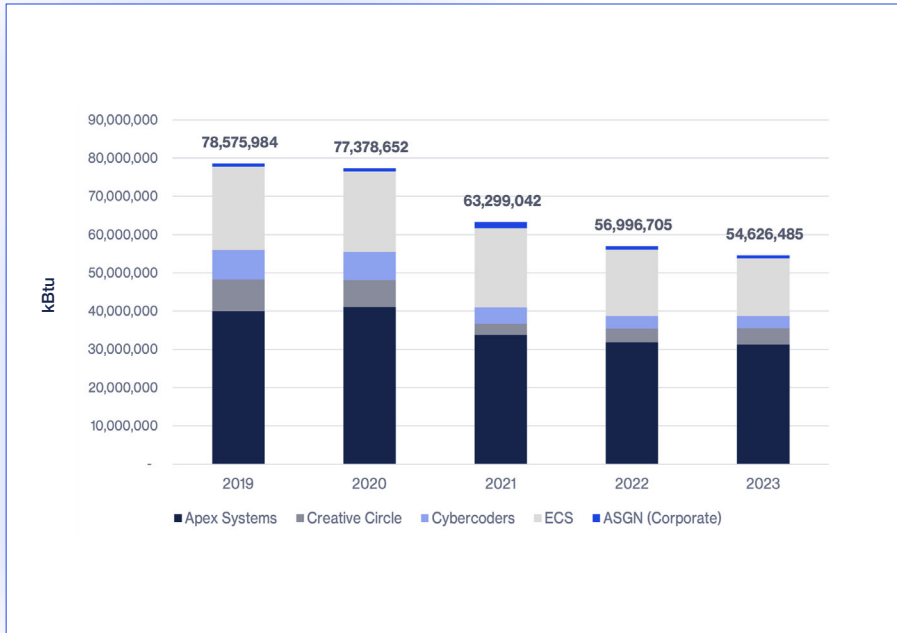
BUILDING ENERGY INTENSITY
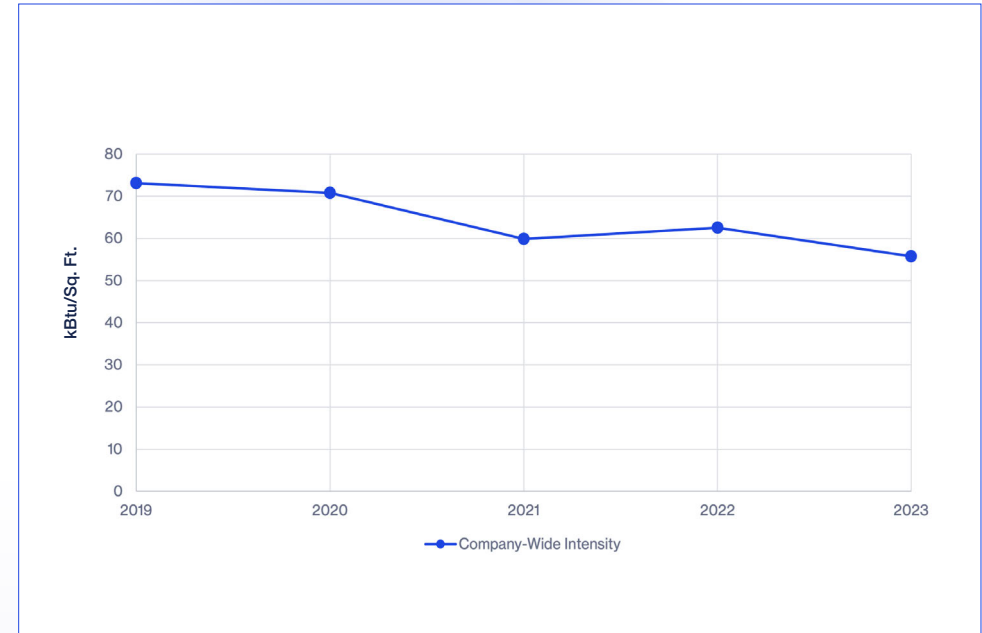
› Building Energy (Natural Gas and Electricity)

Our building energy has decreased by 30% since 2019 as our offices become more energy efficient and the overall grid becomes cleaner.

› Building Energy Intensity (kBtu/sq. ft.)

Our building energy intensity per square foot continues to decline across the Company, due to an increase in efficiencies and the overall grid's gradual increase in cleaner energy. In 2023, ASGN's Building Energy Intensity was 23.8 percent lower than 2019, and 10.3 percent lower than 2022.

› Building-Related and Work-from-Home Emissions

ASGN realized a 26 percent decrease in its building-related emissions in 2023 over 2019. Building operations account for approximately 20 percent of our total emissions.

ASGN and our brands are continuing to reduce leased office space due to hybrid work arrangements. Our Work-from-Home emissions offset some of the savings from our reduced building energy emissions, which have steadily increased since 2020 as the number of our employees has increased over the years.

We are seeking leases in buildings with on-site solar, or those that procure renewable energy when cost comparative.

We are also raising awareness about on-site renewables and renewable energy procurement amongst our employees through regular communications, and our Company-wide Employee Commute and Work from Home Survey, which tracks the adoption of energy efficiency measures and renewable energy procurement across our brands. As office leases are renewed, facilities teams work on negotiating for direct access to utility bills and the inclusion of green clauses in the new contracts to allow ASGN to coordinate with the building owners and implement energy efficiency measures such as occupancy sensors, smart thermostats, temperature setbacks, shortening HVAC schedules, and ventilation hours.

› Data Centers

We selected our data center vendors because of their leadership in sustainability, zero carbon emissions, and water reuse. Each of our data centers are **100 percent powered by renewable energy**.

› Procurement

Our emissions from procurement increased to nine percent in 2023 due to office consolidations and the purchasing of new office equipment, furniture, and supplies to accommodate new, smaller office spaces.

› Employee Commute

In 2023, we implemented our second annual Employee Commute and Work from Home Survey, where we surveyed our internal employees on the frequency of their commute to the office, their mode of transportation, remote working patterns, and their procurement of renewable energy for their home offices.

In 2024, we are piloting a Sustainable Employee Commuting program to learn how best to incentivize our employees to carpool, take public transportation, drive EVs, or ride their bikes to work, reducing transportation-related carbon emissions.

SURVEY HIGHLIGHTS

- Approximately 3,247 employees participated in the survey, for a 38 percent response rate, and a 33 percent increase in participation from 2022.

- The survey found approximately 55 percent of employees were fully remote, while only about seven percent continued to work exclusively at the office.

- Eighteen percent of employees commuted to the office twice a week.

- Approximately 86 percent of employees who worked in the office drove to work, while seven percent used public transportation, and the remaining seven percent rode their bike or scooter or walked to work.

- Of those who drove to the office, approximately 93 percent drove standard vehicles, four percent drove hybrids, and three percent drove EVs.

- Approximately four percent of employees carpooled.

- Approximately six percent of employees had on-site solar at their place of residence, while another six percent of employees purchased renewable energy from their local energy provider.

BUSINESS TRAVEL (MODE OF TRANSPORTATION)

> ## Business Travel

Business travel emissions dramatically decreased by approximately 37 percent from 2019 to 2023. However, business travel and related emissions increased by 33 percent from 2022 to 2023. Given the nature of our business, we recognize this will continue to be a challenge, especially until renewable energy options are more readily available for business travel. In the interim, we will continue to emphasize our Sustainable Business Travel Guidelines across our brands.

2023 EMISSIONS BY BRAND (MT CO$_2$3)- ALL SCOPES

Cybercoders 4.5%
ASGN Corporate 0.9%
Creative Circle 6.3%
ECS 21.9%
Apex 66.4%
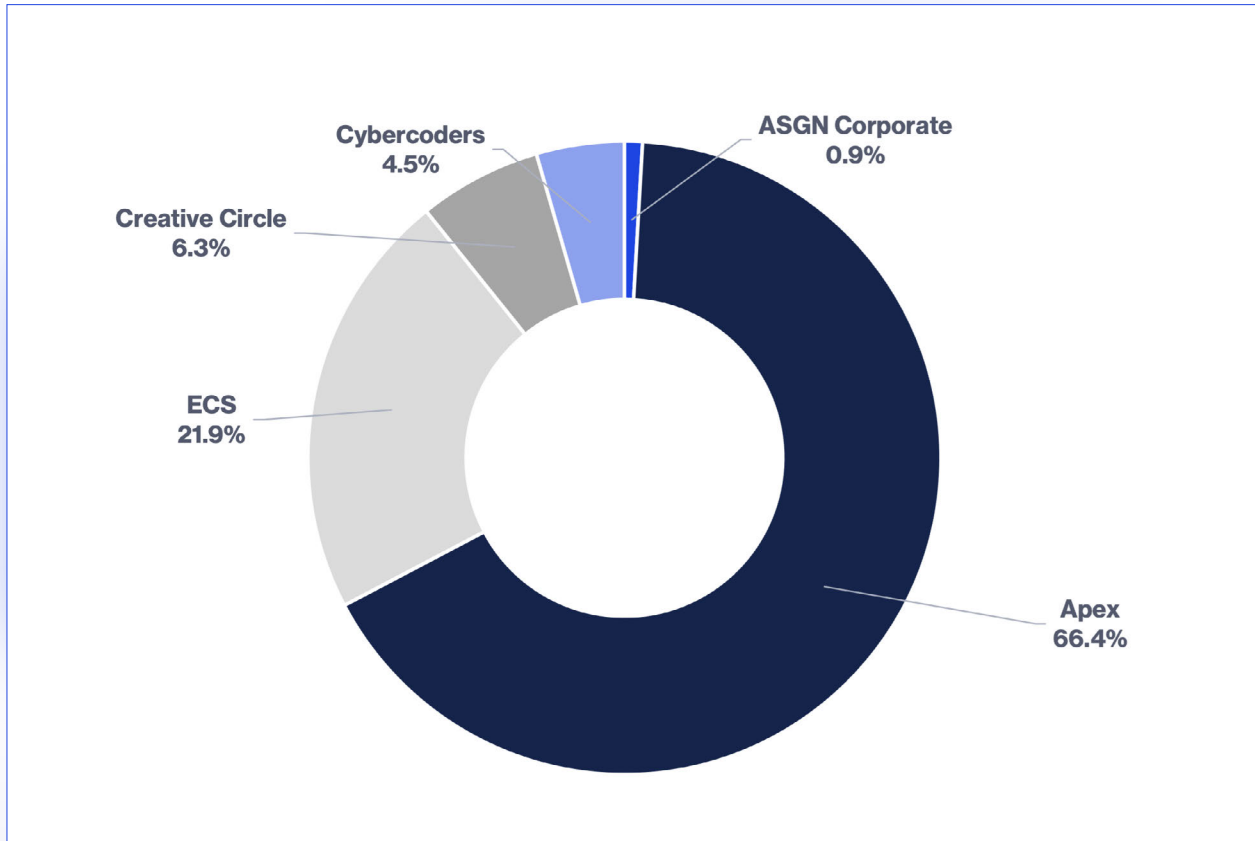
> ## Our 2023 Emissions by Brand

Our emissions by brand are commensurate with the size of each brand by revenues and the number of employees.
Apex Systems is our largest brand followed by ECS, Creative Circle, CyberCoders and ASGN Corporate.

2023 Methodology and Assumptions Appendix

> ## Accounting Standard & Boundaries

- Standard: The Greenhouse Gas Protocol, a corporate accounting and reporting standard (revised edition), World Resources Institute.

- Organizational Boundary: Control approach – operational; direct and indirect emissions were calculated as described in the "Scope Category Summary" below.

> ## Scope Category Summary

The emissions calculations include the following Scope Categories, as determined to be material by the business type:

- **Scope 1 & 2:** Two operationally controlled facilities

- **Scope 3:** Upstream Leased Space electric and gas consumption (see description below)

- **Scope 3:** Employee Business Travel

- **Scope 3:** Employee Commuting

- **Scope 3:** Employee work-from-home emissions (reported within "Employee Commuting" for formalized purposes)

- **Scope 3:** Procurement of goods (office supplies, computers, etc.)

To determine whether Upstream Leased Space emissions fall under Scope 1, 2 or Scope 3, InSite, our third party GHG inventory consultants, 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 only had operational control of two of its leased assets in 2023.

> ## Baselining and Adjustments to Business Units

ASGN reclassified its Apex Systems Glen Allen corporate headquarters, and its corporate office in Calabasas, as Scope 1 & 2, which was applied retroactively to all inventory years 2019-2023. ASGN is a major tenant in these two locations and pursuing energy-saving measures. Through our improved data collection efforts, we retroactively included car allowance data, as car allowances have been provided to select ASGN employees throughout our reporting period.

› Explanation of Data Uncertainty

Assumptions were made during the calculation of ASGN's 2023 GHG emissions, as is common for Scope 3 emissions. Specifically, 35 percent of buildings did not have obtainable electric consumption data, and kWh/sf estimates were used. Additionally, employee commuting data was obtained from a distributed survey. While this survey is considered more accurate than the previous year, the participation rate was 38.2 percent, so values were extrapolated to represent the full employee body. This survey also served as the foundation for ASGN's work from home calculations. The survey participants were taken as representative of ASGN's broader employee base's patterns of behavior, so an average work-from-home days per week value was calculated for each brand and extrapolated across all employees to complete the calculations. These calculations are further based on national averages of home energy consumption per person, which are not very precise.

Some data may have been missing or incomplete, such as for certain brands that could not provide air trip mileage. Mileage was assumed based on extrapolations from other brands. Another area of data gap was refrigerant usage at some facilities. However, the refrigerant emissions are nominal and likely immaterial to inclusion within ASGN's boundaries. InSite assigned each Scope 3 category a "data completeness" score to help ASGN understand areas of outstanding data and continue to improve collection methodologies for future years.

› Emission Appendix: 2023 Emissions Factor References & Calculation Methodology

EMISSION FACTOR REFERENCES

Emission factors have been sourced from the GHG Protocol Emissions Calculation Tool, the US EPA database, the IEA Emissions database, or other appropriate references based on InSite's best engineering judgment. The following is a full list of assumptions and methodology choices made and references used by InSite. AR4 global warming potentials were utilized for all 2023 inventory calculations to remain consistent with prior years. The impact of not utilizing AR6 is not considered material in the broader inventory scheme, as found in the side-by-side calculations.

Scope 1 and 2 Calculations (operationally controlled facilities), and Scope 3: Upstream Leased Assets

- Locations
  - Facilities with a one square foot value or less, or left blank, were not included
  - External data centers were excluded from inventory due to net-zero operations of facility operators, Switch and NTT
- Energy (Natural Gas)
  - If a natural gas value was listed as "N/A," the facility was assumed to have no natural gas on-site. Values left blank were assumed to be data gaps, and CBECS 2018 gas intensity calculations were performed.

- CBECS 2018 gas intensity calculations were performed if the provided therms/square foot exceeded a value of 1.00. CBECS calculations were not blanketly applied to leverage actual data where available.

- If natural gas units were not specified as provided by ASGN, InSite used best judgement of the appropriate unit, with preference given to therms per past ASGN direction.

- Natural gas emissions factors were found in the EPA's GHG Emission Factors Hub (2024).

- External data centers were excluded from inventory due to net-zero operations of facility operators, Switch and NTT.

• Electricity

- Emission Factors

  • US emission factors were calculated utilizing the EPA's Subregion Output Emission Rates (eGRID2022).

  • The following were used as sources for international electricity:

    - Canada (Ontario) – 30 g/kWh

    - Mexico – 300 g/kWh

    - India - 0.809 tonnes/MWh

    - UK – 0.01792 kg/kWh

- CBECS 2018 electricity intensity calculations were performed for all missing electrical data in facilities where leased square footage was available.

- If the provided electricity intensity exceeded 40.00 kWh/square foot, or was less than 1.00 kWh/square foot, CBECS estimations were utilized instead. CBECS calculations were not blanketly applied to leverage actual data where available.

Scope 3: Procurement Data: Capital & Purchased Goods and Services

• Emission Factors referred from 'Supply Chain GHG Emission Factors for US Commodities and Industries v1.1.1 Category' (EPA, 2020).

Scope 3 Business Travel

• ECS does not have train travel data available, and is a known data-gap for this category.

• ECS air travel was only able to be provided as a count of trips.

  - Mileage was assumed based on extrapolations from the other brands.

• Some rental car data included an "unassigned" category for the brand. These were apportioned across the brands based on the available brand data and % of driven distance.

• All data that was reported in kilometers was converted to miles, using a conversion rate of 0.6213711 kilometers per mile.

• Emissions factors for flights, rental cars, and trains were found in the EPA's GHG Emission Factors Hub (2024).

- Hotel stay emissions factors utilized were from UK 2022 conversion factors condensed set: **https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022**
  - Car Allowance:
    - 17% of total car allowance stipend assumed to be spent on mileage, per past methodology.
    - $3.52 assumed average 2023 price per gallon per Statista.com.
    - % employees driving EVs and hybrids extrapolated from commute survey dataset.

Scope 3: Employee Commute

- Commuting totals were extrapolated given a 38.22% survey completion rate.
- Emission factors from the EPA's GHG Emission Factors Hub (2024) were utilized.
- Hybrid cars assumed efficiency found from US Department of Energy study: **https://afdc.energy.gov/vehicles/electric_emissions_sources.html**
- Assumed 48 working weeks.

Work from Home Emissions

- Utilized methodology described in the white paper by Anthesis "Estimating Energy Consumption & GHG Emissions for Remote Workers", February 2021, which was provided to ASGN by Microsoft.
- Utilized ASGN's employee commute survey to determine the numbers of remote days worked per week, broken down by individual brands.
- Values extrapolated across brands based on survey completion rate, as previously stated in "Employee Commute".
- Assumed 48 working weeks. Only utilized emissions factors based on average American consumption, as the commute survey did not allow for international extrapolation.
- Utilized IEA baseline residential average intensities for North America and baseline incremental ratios, as described within the white paper.
- The national average carbon dioxide output rate for electricity generated in 2019 was 884.2 lbs. CO_2 per megawatt-hour (EPA 2021). Utilized this national average for calculations.
- The average carbon dioxide coefficient of natural gas is 0.0550 kg CO_2 per cubic foot (EIA 2022). The fraction oxidized to CO_2 is 100 percent (IPCC 2006). Utilized this average for calculations.

Reducing our Environmental Impact

› Our Emission Reduction Strategy

In addition to our near-term emission reduction target of 55 percent from our 2019 baseline per internal employee by 2030, ASGN has established a net-zero by 2050 emission reduction target. We also achieved ISO 14001 certification for our Corporate Headquarters in Glen Allen, Virginia.

As of 2023, we reduced our overall GHGs by 23 percent from our 2019 baseline. Initial progress in reducing our emission footprint was largely aided by COVID-19 stay-at-home orders and the associated worldwide decrease in business travel. That said, as we normalize our post-COVID daily habits and business practices, the emission reduction challenge has naturally become greater. Nonetheless, even as we return to more normalized levels of travel and expand our workforce, we are continuing to work diligently on implementing measures to reduce our Company-wide emissions.

Our Company-wide Environmental Management Policy includes our commitment to reduce our emissions and 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. The material areas that are most important for our business are; energy efficiency and renewables, responsible transportation, waste reduction and sustainable procurement. We also recognize the importance of engaging our employees in our environmental stewardship journey.

› Energy Efficiency and Renewables

We are reducing our building-related emissions by prioritizing our leases in net-zero office buildings and buildings that are LEED certified, and located close to public transportation, and/or have on-site solar or are procuring renewable energy from local utilities and other local energy providers. As we negotiate new leases, we are exploring active energy efficiency measures for our office buildings and assisting our employees who work from home with energy conservation measures and information on residential energy efficiency and renewable energy programs and related resources.

In our all-electric Corporate Headquarters in Glen Allen, Virginia, where we achieved ISO 14001 certification, we will procure 100% renewable energy beginning in 2024.

› Employee Commuting and Business Travel

ASGN's brands continue to allow our employees to work from home and have hybrid schedules. Although hybrid schedules remain for most of our employees, more of our employees commuted to the office in 2023, which led to an uptick in our employee commute emissions. As such, we are piloting a Sustainable Employee Commute Program in 2024 to learn how we can best motivate our employees to carpool, take public transportation, participate in active transportation, and drive electric vehicles ("EVs"), to reduce our employee commute-related

emissions. To underscore our support of these changes, we prioritize office buildings near readily available public transportation with EV parking and charging stations, and access to secure bicycle parking and showers. We are educating our employee base on ways to limit our emissions by underscoring the importance of reducing transportation-related emissions in our **Sustainable Business Travel Guidelines**, our annual Employee Commute and Work-from-Home Survey, and our 2024 Sustainable Employee Commuting Pilot.

Our **Sustainable Business Travel Guidelines** encourage virtual meetings to reduce travel when feasible, taking trains instead of planes when possible, prioritizing EV rental cars, biofuel and electric-powered flights and green-certified hotels. We are also working on standardizing the tracking of our business travel to set a measurable target for reducing our transportation-related emissions going forward.

› Waste Reduction and Water Conservation

Engaging in waste reduction and water conservation measures is an essential part of being an environmentally responsible business. We are reducing our waste by continuing to move toward paperless systems, reducing and recycling our mixed recyclables and hazardous waste (e.g., electronics, toner cartridges, and batteries), upcycling our office supplies, and transitioning from single-use disposable items (e.g., water bottles, cups, plates, and utensils) to reusable dishware whenever possible. We are conserving water by prioritizing buildings with high-efficiency water appliances in the bathrooms and kitchens.

› Sustainable Procurement

We are leveraging sustainable procurement techniques including; purchasing Energy Star or EPEAT-certified electronic equipment, kitchen and bathroom papers with recycled content, and third-party certified non-toxic cleaning products as we did during the ISO 14001 certification process of our Corporate Headquarters.

› Sustainable Supply Chain

In 2023, we adopted a **Sustainable Procurement Policy** and are currently piloting a Sustainable Supply Chain Program. This program will include building awareness among our current and future suppliers about our ESG policies, including the **Supplier Code of Conduct** and **Sustainable Procurement Policy**, as well as identifying our key suppliers across all brands, and surveying these suppliers on their sustainability and ESG practices.

We rely on our supply chain business partners to provide the goods and services necessary to conduct our business. We pride ourselves on conducting our business with integrity and respect for all. By establishing clear sustainability parameters for our suppliers, we amplify our sustainability impact, improve transparency, and reduce risks for our Company and clients. Our expectation is that our suppliers will adhere to the principles and values consistent with our own sustainability standards and to the principles of the United Nations Global Compact to which we are committed. Our Sustainable Procurement Policy sets forth expectations for our supply chain partners to operate in accordance with our internal ESG ethos, policies, and programs. As part of our vendor selection process, ASGN regularly evaluates suppliers through surveys and publicly available data to assess the sustainability of our supply chain, and mitigate our environmental, legal and financial risks.

> ## Environmental Stewardship, Employee Engagement, and ISO 14001 Certification

Many of our employees are passionate about environmental stewardship, as evidenced by our growing environmentally focused Employee Community Groups ("ECGs") and cross-company collaborations. We are continuing to step up our Company-wide employee engagement efforts to increase awareness about our collective environmental impacts, waste and emission reduction initiatives, and tangible ways for our employees to be part of the solution. Our Company-wide communications include topics such as; how to engage in energy efficiency and waste reduction and how to find rebates to help our employees implement energy efficiencies and renewables in their home offices. In 2023, we launched a quarterly webinar series on environmental engagement with our largest commercial brand, Apex Systems, and created a "**10 Steps Toward a Zero Waste Office**" e-book with Creative Circle, our marketing and creative services commercial brand.

Finally, an integral part of the ISO 14001 Certification of our Corporate Headquarters in Glen Allen, Virginia, is continual education on environmental management system best practices. As such, all our ASGN Corporate and Apex Systems employees completed an educational course to ensure their understanding of the international standard, ASGN's environmental commitments and progress, and their role in assisting ASGN on this journey.

TRANSPARENCY

About this Report

Our goal is to provide accurate data and clear information about ASGN's annual ESG progress and initiatives, and engage our internal and external stakeholders in a continuous dialogue about our ESG performance.

> ## Transparency enhances accountability and builds trust.

This report reflects ASGN Incorporated's ("ASGN") Environmental, Social and Governance ("ESG") performance during the calendar year of 2023, with comparative data dating back to 2019, ASGN's GHG baseline year. The data in this report includes ASGN Corporate, Apex Systems, Creative Circle and CyberCoders, from our Commercial Segment, and ECS from our Federal Government Segment.

This is the third year we have conducted a Company-wide GHG inventory (via a third-party vendor), and the second year our GHG inventory was third-party assured. See our **Limited Assurance and GHG Inventory** Statements.

> **Our report includes a comprehensive scope of our ESG disclosures by reporting frameworks and the following categories:**

CYBERSECURITY

RESPONSIBLE BUSINESS

OUR WORKFORCE

SOCIAL RESPONSIBILITY

ENVIRONMENTAL RESPONSIBILITY

TRANSPARENCY

Our ESG disclosures align with the following reporting frameworks: the Carbon Disclosure Project ("CDP"), EcoVadis, the Global Reporting Initiative ("GRI"), Sustainability Accounting Standards Board (SASB), the S&P Corporate Sustainability Assessment ("CSA"), and the Task Force on Climate-Related Financial Disclosures ("TCFD"). As a corporate participant of the United Nations Global Compact ("UNGC"), we also demonstrate our alignment with the UN's Sustainable Development Goals ("SDGs") and the 10 Principles of the UNGC, and report to the UNGC Communication on Progress ("COP"). You can find ASGN's disclosures to the following frameworks in our Transparency section: GRI, SASB, TCFD, UNGC and the UN SDGs. We report directly to each respective agency for the remaining disclosures. For our UNGC COP report, see **ASGN's UNGC webpage**. Our CDP, EcoVadis, and S&P CSA submissions can be found on their respective reporting portals.

› Forward-Looking Statements

Certain statements made in ASGN's 2023 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. 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, 2023, as filed with the SEC on February 23, 2024, and Current Reports on Form 8-K also filed with the SEC. The forward-looking statements in these 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.

› Rounding Adjustments

Numerical figures included in this report have been subject to rounding adjustments. Accordingly, numerical figures shown as totals in various tables may not be arithmetic aggregations of the figures that precede them. In addition, we round certain percentages presented in this report to the nearest whole number. As a result, figures expressed as percentages in the text may not total 100% or, as applicable, when aggregated may not be the arithmetic aggregation of the percentages that precede them. Unless specified otherwise, figures are provided as of December 31, 2023.

2023 GRI INDEX

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

GENERAL DISCLOSURES

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 2-1	General Organizational Profile	ASGN Incorporated Headquarters: 4400 Cox Road, Suite 110, Glen Allen, VA 23060 Countries: U.S., Canada, Mexico, India, France, Spain, Netherlands, UK
Disclosure 2-2	Entities included in the organization's sustainability reporting	ASGN Corporate, Apex Systems, Creative Circle, CyberCoders and ECS; Countries: U.S., Canada, Mexico, India, France, Spain, Netherlands, UK
Disclosure 2-2	Organization entity structure and approach for sustainability reporting	**Business Overview** **ASGN Incorporated's 2023 Annual Report**
Disclosure 2-3	Reporting period, frequency and contact point	January 1, 2023 - December 31, 2023; annual; **ESG@asgn.com**

▲ TRANSPARENCY

Disclosure 2-4	Explain any restatements from prior reporting periods	This is ASGN Incorporated's third GRI Report. No significant restatements reported.
Disclosure 2-5	External assurance	ASGN's 2019, 2022 and 2023 GHG emission inventories were third-party verified with limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised) for Assurance Engagements other than Audits or Reviews of Historical Financial information and ISAE 3410 for Assurance Engagements on Greenhouse Gas Statement.
Disclosure 2-6	Total Headcount	**Business Overview**

ACTIVITIES AND WORKERS

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 2-7	Total number of employees	**Our Company**
Disclosure 2-7	Percentage of voluntary turnover	**Our Workforce**
Disclosure 2-7	Percentage of promotions by ethnicity	**Our Workforce**
Disclosure 2-7	Employee Demographics - Non-Binary by ethnicity	**Our Workforce**
Disclosure 2-7	Percentage of Executives level and above	**Our Workforce**

Disclosure 2-7	Employee Demographics - Female by ethnicity	**Our Workforce**
Disclosure 2-7	Percentage of Directors level and above	**Our Workforce**
Disclosure 2-7	Employee Demographics - Male by ethnicity	**Our Workforce**
Disclosure 2-7	Employee Demographics by Worker Classification	**Our Workforce**
Disclosure 2-7	Percentage of involuntary turnover	**Our Workforce**
Disclosure 2-7	Percentage of manager level and above	**Our Workforce**

GOVERNANCE

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 2-9	Governance structure and composition, including committees and stakeholder representation	**Investor Relations: Corporate Governance**
Disclosure 2-10	Nomination and selection of the highest governance body	**ASGN Incorporated's 2024 Proxy Statement**
Disclosure 2-11	Chair of the Highest Governance Body	Arshad Matin is **ASGN Incorporated's Chair of the Board**; Arshad Matin is an independent board member.

Disclosure 2-12	Roll of the highest governance body in overseeing the management of impacts	**Corporate Governance Guidelines/Nominating and Corporate Governance Committee**
Disclosure 2-13	Delegation of responsibility for managing impacts	**Corporate Governance Guidelines/Nominating and Corporate Governance Committee**
Disclosure 2-14	Role of the highest governance body in sustainability reporting	**Responsible Business**
Disclosure 2-15	Conflicts of interest	**ASGN Incorporated's 2024 Proxy Statement**
Disclosure 2-16	Communication of critical concerns	**ASGN Incorporated's 2024 Proxy Statement**
Disclosure 2-17	Collective knowledge of the highest governance body	**Corporate Governance Guidelines/Nominating and Corporate Governance Committee**
Disclosure 2-18	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.
Disclosure 2-19	Renumeration policies	**ASGN Incorporated's 2024 Proxy Statement**
Disclosure 2-20	Process to determine renumeration	**ASGN Incorporated's 2024 Proxy Statement**
Disclosure 2-21	Annual Total Compensation Ratio	**ASGN Incorporated's 2024 Proxy Statement**

STRATEGY, POLICIES, AND PRACTICES

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 2-22	Statement from the BoD or senior executive on relevance of sustainable development to the organization and its strategy for contributing to sustainable development	**A Word from the CEO**
Disclosure 2-23	Describe organization's policy commitments for responsible business conduct, human rights, the approving authority within the organization, extent of its application within the organization, and communication of the policy to stakeholders	**Anti-Corruption Policy** **Anti-Harassment & Discrimination Policy** **Code of Business Conduct & Ethics Policy** **Environmental Management Policy** **Human Rights Policy** **Supplier Code of Conduct Policy**
Disclosure 2-25	Describe the policy and process to address negative impacts identified by the organization	**Whistleblower Procedures**
Disclosure 2-26	Explain the mechanism by which individuals can seek advice on implementing the organization's policy and raise concerns	**Whistleblower Procedures**
Disclosure 2-27	Significant instances of non-compliance and determination	There were no significant instances of non-compliance in 2023.
Disclosure 2-28	Industry associations in which the company has a significant role	ASGN is a member/corporate participant in the following industry associations: U.S. Chamber of Commerce, **United Nations Global Compact**

STAKEHOLDER ENGAGEMENT

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 2-29	Describe how the organization engages stakeholders	**Our ESG Approach** **Materiality Assessment**
Disclosure 2-30	State whether the organization controls the working conditions of employees not covered by labor unions	ASGN does not have any collective bargaining agreements at this time.

ECONOMIC PERFORMANCE

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 201-1	Management of Economic Performance	**ASGN Incorporated's 2023 Annual Report**
Disclosure 201-1	Compile a direct economic value generated and distributed (EVG&D) statement from data in the organization's audited financial or profit and loss (P&L) statement, or its internally audited management accounts	**ASGN Incorporated's 2023 Annual Report**
Disclosure 201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	**ASGN Incorporated's 2023 Annual Report**

Disclosure 201-3	Organization's plans, liabilities and general resources	**ASGN Incorporated's 2023 Annual Report**
Disclosure 201-4	Total monetary value of financial assistance received by the organization from any government by country	Not applicable. None were received.
Disclosure 205-1	Percentage of operations assessed for risks related to corruption	Internal Audit facilitates an annual fraud risk assessment (FRA) with all ASGN 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.
Disclosure 205-2	Total number of employees that the organization's anti-corruptions policies and procedures have been communicated to, broken down by employee category	All internal employees, including the CEO, receive 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.
Disclosure 205-2	Anti-corruption policies and procedures communicated to any other persons or organizations	**Anti-Corruption Policy**
Disclosure 205-3	Number of confirmed incidents of corruption and actions taken	Confirmed zero incidents
Disclosure 206-1	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Confirmed zero incidents

MATERIAL TOPICS

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 3-1	Describe the process to determine material topics	**Our ESG Approach** **Materiality Assessment**
Disclosure 3-2	List material topics and changes to them since the last reporting period	**Our ESG Approach** **Materiality Assessment**
Disclosure 3-3	For each material topic, describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; describe its policies or commitments regarding the material topic; describe the actions taken to manage the topic and related impacts.	**Our ESG Approach** **Materiality Assessment**

ENVIRONMENT

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 301	How does the organization manage materials?	**Environmental Responsibility** **Environmental Management Policy**
Disclosure 302	How does the organization manage energy?	**Environmental Responsibility** **Environmental Management Policy**
Disclosure 303	How does the organization manage water and effluents?	**Environmental Responsibility**

Disclosure 305	How does the organization manage emissions, including explanations of whether offsets were used to meet the targets, including the type, amount, criteria, or scheme of which the offsets are part.	**Environmental Responsibility** **Our Emissions**
Disclosure 305-1	Total gross direct (Scope 1) GHG emissions	**Environmental Responsibility** **Our Emissions**
Disclosure 305-2	Total gross energy indirect (Scope 2) GHG emissions	**Environmental Responsibility** **Our Emissions**
Disclosure 305-3	Total Gross other indirect (Scope 3) GHG emissions	**Environmental Responsibility** **Our Emissions**
Disclosure 305-3	Standards, methodologies, assumptions, and/or calculation tools used for Scope 3 GHG emission calculations	**Environmental Responsibility** **Our Emissions**
Disclosure 305-4	GHG emissions intensity ratio for (Scope 3) GHG emissions	**Environmental Responsibility** **Our Emissions**
Disclosure 305-5	GHG emissions reductions for (Scope 3) GHG emissions	**Environmental Responsibility** **Our Emissions** **Reducing our Impact**
Disclosure 306	Report how the organization manages waste	**Environmental Responsibility** **Reducing Our Impact** **Environmental Management Policy**
Disclosure 307	Environmental Compliance Management Approach	**Environmental Responsibility / Our Approach** **Environmental Management Policy**
Disclosure 308	Management of suppliers' environmental assessment	**Supplier Code of Conduct Policy**

Disclosure 308-1	Percentage of new suppliers that were screened using environmental criteria	Supply Chain Pilot Program underway
Disclosure 308-1	Number of suppliers that were screened using environmental criteria	Supply Chain Pilot Program underway
Disclosure 308-1	Number of suppliers	Supply Chain Pilot Program underway

MANAGEMENT APPROACH

GRI 2021 STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 401	Employment Management Approach	**Our Workforce / Our Approach**
Disclosure 401-1	Total number of employee turnover	**Our Workforce / Performance Management**
Disclosure 402-1	Benefits which are standard for full-time employees, but are not provided to temporary or part-time employees by location	**Our Workforce / Benefits**
Disclosure 403-1	Scope of workers, activities, and workplaces covered by the occupational health and safety management system	All brands of ASGN and the assigned employees are covered by a health and safety program. Each brand incorporates health and safety into their Employee Handbook, with additional safety initiatives based on state specific compliance requirements. (e.g. CA)

Disclosure 403-8	Types of workers that have been excluded from disclosure GRI 403-8, if any	No internal employees are excluded.
Disclosure 403-8	Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used	Injury and Illness data is collected by Risk Management for compliance and reporting purposes, claims management activity, and financial forecasting.
Disclosure 403-9	Number of non-employee fatalities as a result of work-related injury	Zero
Disclosure 403-9	Number of employee high-consequence work-related injury	Zero
Disclosure 403-9	Number of non-employee recordable work-related injury	Zero
Disclosure 403-9	Number of non-employee high-consequence work-related injury	Zero
Disclosure 403-9	Number of employee recordable work-related injury	Zero
Disclosure 403-9	Number of employee fatalities as a result of work-related injury	Zero
Disclosure 404-1	Total number of training hours undertaken by employees by employee category	**Our Workforce** **Training & Development**
Disclosure 404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills	**Our Workforce** **Training & Development**

Disclosure 404-3	Percent of employees who received regular performance reviews by employee category	**Our Workforce - Performance Mgmt**
Disclosure 405-1	Percentage of individuals within the organization's governance bodies by ethnicity	**Our Workforce - Board Diversity**
Disclosure 405-1	Percentage of individuals within the organization's governance bodies by age group	**Our Workforce - Board Diversity**
Disclosure 405-1	Percentage of individuals within the organization's governance bodies by gender	**Our Workforce - Board Diversity**
Disclosure 406-1	Total number of incidents of discrimination	We had no instances in which a court found us liable for discrimination in 2023. 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.
Disclosure 414-1	Percentage of new suppliers that were screened using social criteria	Supply Chain Pilot Program underway
Disclosure 414-1	Number of suppliers assessed for social impacts	Supply Chain Pilot Program underway
Disclosure 415-1	Total monetary value of financial and in-kind political contributions made directly and indirectly by country	None
Disclosure 418-1	If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	No substantiated complaints were made in 2023.
Disclosure 418-1	Total number of identified leaks, thefts, or losses of customer data	Zero

2023 SASB INDEX

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.

DATA SECURITY & INNOVATION

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-230a.1	Description of approach to identifying and addressing Cybersecurity risks	Cybersecurity Cybersecurity Strategy and Readiness Information Security & Privacy
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Collection, Use and Control of 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 2022. Collection, Use and Control of Information

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WORKFORCE DIVERSITY & ENGAGEMENT

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	**Our Workforce** **Global Culture & Inclusion**
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	**Performance Management**
SV-PS-330a.3	Employee engagement as a percentage	The 2023 Company-wide annual engagement survey had 52 questions that spanned 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 were also two open comment sections for feedback on any topic of concern. ASGN's overall participation rate in the 2023 employee engagement survey was 72 percent. In addition, our Company-wide employee participation in philanthropic activities was at an all-time high in 2023, as our employees logged over 6,000 hours of volunteer time - a 28 percent increase from 2022.

PROFESSIONAL INTEGRITY

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-510a.1	Description of approach to ensuring professional integrity	**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.

SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	ASGN has not incurred monetary losses during the reporting period as a result of material legal proceedings associated with professional integrity.

ACTIVITY METRIC

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	**Business Overview**
SV-PS-000.B	Employee hours worked; percentage billable	We do not report total number of employee hours worked or percentage billable as that is ASGN confidential information.

2023 TCFD INDEX

The Task Force on Climate-related Financial Disclosures ("TCFD") provides a framework of recommended disclosures for corporate reporting on climate-related risks and opportunities. ASGN's response to the TCFD recommendations is organized into four sections in alignment with the TCFD reporting framework: (1) Governance, (2) Strategy, (3) Risk Management, and (4) Metrics and Targets. ASGN aims to continuously enhance our understanding of the potential impacts of climate-related risks and opportunities for our business, so we can strengthen our resilience to these risks and actualize related opportunities.

(1) GOVERNANCE

RECOMMENDED DISCLOSURE	RESPONSE
a) Describe the board's oversight of climate-related risks and opportunities.	The full Board oversees the Company's overall risk management. ASGN's Board-level Nominating and Corporate Governance Committee ("NCGC") is responsible for the oversight of the Company's climate-related risks and opportunities. The NCGC evaluates and prioritizes climate-related 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. The NCGC is also responsible for overseeing the Company's overall Environmental Social and Governance ("ESG") performance, disclosure, strategies, goals, objectives, and evolving ESG risks and opportunities. The Board is updated on the Company's ESG progress, including on climate-related issues, bi-annually, while the NCGC is updated quarterly.

b) Describe the management's role in assessing and managing climate-related risks and opportunities.	The CEO shares the responsibility for overseeing the assessment and management of climate-related risks and opportunities with the Board, NCGC, and the Audit Committee. A Director of Sustainability manages the overall ESG program and reports into the VP of Investor Relations. In addition to also reporting to the Board, NCGC and CEO, the Director of Sustainability reports to and receives input from an ESG Committee that includes, among others, the Chief Financial Officer ("CFO"), Chief Legal Officer ("CLO"), and the Chief Human Resources Officer ("CHRO"). ASGN also initially hired third-party vendors with expertise on climate-related risks to engage key leaders across the Company on identifying climate-related risks and opportunities, potential impacts on our business, and ways to strengthen ASGN's business resilience. The engagement included participation from ASGN's ESG Committee, CFOs from each brand and other key staff, and consisted of a primer on climate-related risk and opportunity assessment and management, a survey based on the TCFD and a live workshop to review results and answer questions. After this initial engagement, in 2023, we initiated our first comprehensive enterprise risk assessment, considering climate risks among other enterprise risks, and launched a Company-wide ERM Program. The ERM Program is now in its final stages, with the Company's enterprise risk profile and mitigation plans for each prioritized risk completed. As our ERM Program is in its initial stages, the following disclosures are preliminary and will evolve, as needed, over time. We also achieved ISO 14001 certification of ASGN headquarters in Glen Allen, Virginia, which demonstrates our commitment to running our business responsibly and sustainably and to integrating environmental practices into our operations.

(2) STRATEGY

RECOMMENDED DISCLOSURE	RESPONSE
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	ASGN defines the short-term as three to five years, the medium-term as four to nine years, and the long-term as 10 years or more. In 2023, we initiated our first comprehensive enterprise risk assessment. ASGN's management completed its enterprise risk profile and developed mitigation plans for each prioritized risk. Initially, 21 risks were identified through a bottoms-up assessment. Executive management then met to consolidate, prioritize, and calibrate these risks, ultimately focusing on eight key risks. Risks deemed low or unlikely were either de-escalated or merged with other risks. Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control. Considering our industry and company characteristics, the Company believes that its preparedness gap for climate risks is moderate.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

(Continued)

Reputational Risks: Our brand and reputation are associated with our public commitments to various ESG initiatives, including our goals relating to sustainability and culture and inclusion. Our disclosures on these matters and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation, and adversely affect our client relationships or our recruitment and retention efforts, as well as expose us to potential legal liability. For more information, refer to Item: **1A – Risk Factors in our 2023 Annual Report on Form 10-K.** We also respond to numerous sustainability supplier questionnaires from our clients every year on our emission reduction targets and supply chain emission reduction initiatives, and report on our progress through annual ESG reporting frameworks including the CDP, the GRI and the S&P CSA.

Compliance/Regulatory Risks: Our ESG commitments and disclosures may expose us to reputational risks and legal liability. Our brand and reputation are associated with our public commitments to various ESG initiatives, including our goals relating to sustainability, and culture and inclusion. Our disclosures on these matters and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation, and adversely affect our client relationships or our recruitment and retention efforts, as well as expose us to potential legal liability. For more information, refer to Item: **1A – Risk Factors in our 2023 Annual Report on Form 10-K**. We are monitoring the evolving landscape of required disclosures from various regulatory bodies such as the SEC's proposed rules that would standardize mandatory climate-related disclosures for publicly listed companies.

Operational and Financial Risks: The physical impacts of climate change, which include an increase in the frequency and intensity of extreme heat days, drought, wildfires, landslides, storms, and sea level rise, can negatively affect business activities and lead to sudden and significant changes in regional and global economic conditions and cycles. For more information, refer to Item: **1A – Risk Factors in our 2023 Annual Report on Form 10-K.**

Opportunities: Planning for climate adaptation and resilience also presents an opportunity for innovation in technology, which can potentially lead to business expansion. Opportunities may include developing future service offerings, such as implementing ESG reporting platforms with our technology partners that allow for increased auditability and transparency of the data collected. As such, we are in the process of exploring this opportunity and have embarked on the initial stages of developing these capabilities. 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 online 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.

b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	In 2023, we initiated our first enterprise risk assessment and launched a Company-wide ERM Program. ASGN is in the process of making its operations more resilient to climate-related risks by prioritizing leasing offices in buildings with on-site renewables or that procure renewable energy, encouraging low-carbon business travel and promoting sustainable commuting options. Furthermore, sustainability is becoming an integral part of ASGN's business strategy. ASGN's operations are guided by our Environmental Management Policy, which includes integrating sustainability measures and processes into our business operations. With respect to our supply chain, the magnitude of impact related to climate change risks and opportunities is considered low for the short-term. Nevertheless, we have adopted a Sustainable Procurement Policy, and we are piloting a Sustainable Supply Chain Program which includes surveying our key suppliers on their own emission reduction targets and strategies.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including 2 Degrees Celsius or lower scenario.	Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control. Considering our industry and company characteristics, the Company believes that its preparedness gap for climate risks is moderate.

(3) RISK MANAGEMENT

RECOMMENDED DISCLOSURE	RESPONSE
a) Describe the organization's processes for identifying and assessing climate-related risks	ASGN is in the early stages of engaging our CEO, Board of Directors, NCGC and leadership on climate-related risks and opportunities. As previously noted, we hired a third-party subject expert to initially engage key leaders across the Company on identifying climate-related risks and opportunities, potential impacts on our business strategy, and ways to strengthen ASGN's business resilience. This engagement underscored the importance of developing a comprehensive ERM program.

a) Describe the organization's processes for identifying and assessing climate-related risks **(Continued)**	ASGN's ERM Program is focused on mitigating potential damage to the Company's reputation by addressing key factors identified during the risk assessment process. These factors include employee health and safety, business operations and financial health, offices and data centers, legal and regulatory requirements, and the protection of intellectual property and other sensitive information related to the company, its clients, and suppliers. ASGN's climate-related risk identification and assessment process utilized qualitative and quantitative approaches. The risks were assessed quantitatively using an enterprise risk framework based on the probability of occurrence and severity. The total financial impact from a specific event includes analyzing lost productivity or potential revenue gain from climate-related opportunities. The monitoring process of risks and opportunities will be ongoing and reported to the CEO and NCGC bi-annually, or more frequently if deemed necessary.
b) Describe the organization's processes for managing climate-related risks	A multi-layered approach will be used to prioritize and manage climate-related risks and opportunities. ASGN will follow the universal principles of risk management: (1) avoid risks if possible; (2) reduce risks through mitigation measures; and (3) control the risk to the extent possible. Risks faced by our clients, investors, and suppliers and their impact on our overall risk response will be considered as well. ASGN stays apprised of international guidelines, standards, and climate change news and trends to remain informed, help prioritize climate risks and opportunities, and update management strategies as needed. Identified and assessed risks will be prioritized based on the potential impact on the Company. Although we will do our best to mitigate disruptions, we are unable to protect our stakeholders against all climate-related occurrences. Our business continuity and disaster recovery plans may not be effective if catastrophic events occur where large numbers of our people are located.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	As noted, ASGN began its first comprehensive enterprise risk assessment and began to establish a Company-wide ERM Program in 2023. Following an initial bottoms-up identification of risks, executive management met to consolidate, prioritize, and calibrate these risks, ultimately focusing on eight key risks. Risks deemed low or unlikely were either de-escalated or merged with other risks. Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control. Considering our industry and company characteristics, the Company believes that its preparedness gap for climate risks is moderate.

(4) METRICS AND TARGETS

RECOMMENDED DISCLOSURE	RESPONSE
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	ASGN's Climate-Related Risk Assessment and Management Performance Metrics: • Annual reporting of third-party verified GHG inventory; • Annual reporting of GHG reduction progress; and • Policies, procedures, and practices developed, reviewed, and updated on an ongoing basis.
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas ("GHG") emissions, and the related risks.	Intra-report links to: **Our Emissions**, **Reducing Our Environmental Impact** Also see our CDP submission.
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	ASGN has a near-term emission reduction target of 55 percent from our 2019 baseline per internal employee by 2030. In 2023, we established a net zero by 2050 target. We submitted our GHG emission reduction targets to the SBTi for official validation. At ASGN, we are focusing our strategic emission reduction efforts on the following four categories: building energy, business travel, employee commuting, and procurement. Our Emission Reduction Plan and Environmental Management Policy include prioritizing leasing office space in LEED-certified buildings, buildings with on-site solar power, or buildings that purchase renewables through local energy providers when cost comparable; increasing our energy efficiencies by engaging in energy conservation when possible; reducing our office waste; and encouraging low-carbon employee commuting and business travel practices. We track our performance through our annual third-party assured GHG emissions inventory and by surveying our employees annually on their commuting practices, including modes of transportation, and energy procurement for their home offices.

Alignment with the Ten Principles of the UNGC

ASGN has incorporated the Ten Principles of the United Nations Global Compact ("UNGC") into our policies, procedures, and strategies. This upholds not only our basic responsibility to our community and planet, but also sets the stage for our long-term success. See **ASGN's UNGC Communication on Progress**.

HUMAN RIGHTS

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	**A Word from the CEO** **Ethics and Compliance** **Human Rights Policy** **Anti-Harassment & Discrimination Policy**
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	**A Word from the CEO** **Ethics and Compliance** **Human Rights Policy** **Anti-Harassment & Discrimination Policy**

LABOR

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
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 Conduct & Ethics Policy** **Anti-Harassment & Discrimination Policy**

ENVIRONMENT

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
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.	**Environmental Responsibility** **Environmental Management Policy**
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	**Environmental Responsibility** **Environmental Management Policy**

ANTI-CORRUPTION

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
Principle 10: Businesses should Anti-Corruption Policy work against corruption in all its forms, including extortion and bribery.	**Anti-Corruption Policy**

Alignment with the United Nations SDGs

ASGN is a proud corporate participant of the United Nations Global Compact ("UNGC"). We 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, as well as our local and global communities.

› **Focus: Gender Equality and Reduced Inequalities**

Per the nature of our business, we are committed to making a direct, meaningful, and measurable positive impact on the United Nation's goals of **SDG 5: Gender Equality and SDG 10: Reducing Inequalities.**

In addition to being a corporate participant of the UNGC, ASGN participated in the UNGC's SDG Accelerator Program to 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. We are continually improving our workplace diversity, including supporting women and historically excluded people (including racial and ethnic diversity, sexual orientation, physical abilities, and veteran status) in senior executive positions. We are continually elevating our employee engagement and Culture and Inclusion efforts, including the establishment of a Mentorship Program and a Culture and Inclusion Council. We are also enhancing our demographic data collection by capturing voluntary, anonymous disclosure of gender identity, sexual orientation, physical abilities, and veteran status. These categories go beyond those typically asked for in the US EEO-1 form, and better inform our employee initiatives.

› SDG Business Alignment

Moreover, our business model and ESG strategy align with other critically important SDGs. Specifically, we are committed to contributing positively and making continual progress in the following four areas:

SDG 3 - GOOD HEALTH AND WELL-BEING

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. See our **Employee Wellness Policy** and **Workplace Health and Safety Policy**. 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**
✔ **Social Responsibility**
✔ **Community Engagement**
✔ **Corporate Giving**

SDG 8 - DECENT WORK AND ECONOMIC GROWTH

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 continue to thrive. We also know a happy workforce is a productive workforce, and therefore contributes to our economic growth and overall prosperity as a company.

OUR IMPACT:

✔ **Our Company**
✔ **Responsible Business**
✔ **Our Workforce**
✔ **Employee Engagement**
✔ **Training and Development**

SDG 9 - INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Our Board's Strategy and Technology Committee and new Company-wide Cybersecurity Council meet regularly to discuss cybersecurity, innovation, and security roadmap planning efforts. We are committed to continual improvement of our remote technologies and all aspects of cyber safety, as well as fostering inclusive innovation to ensure equal access for people across the spectrum of physical abilities.

OUR IMPACT:

✓ **Our Company**
✓ **Cybersecurity**

SDG 13 - CLIMATE ACTION

We are committed to reducing our carbon emissions by 55% by 2030, per our 2019 baseline and to being net zero by 2050. We have an evolving emissions reduction plan and have submitted our near-term and net zero targets to the Science-Based Target Initiative ("SBTi"). We are guided by our **Environmental Management Policy**, **Sustainable Procurement Policy**, and **Sustainable Business Travel Guidelines**, and we achieved ISO 14001 certification of ASGN's Glen Allen, Virginia, Corporate Headquarters.

OUR IMPACT:

✓ **Environmental Responsibility**
✓ **Our Emissions**
✓ **Reducing our Environmental Impact**

ABOUT ASGN INCORPORATED:

ASGN Incorporated (ASGN: NYSE) is a leading provider of IT services and solutions to the commercial and government sectors. ASGN helps corporate enterprise and government organizations develop, implement, and operate critical IT and business solutions through its integrated offerings. For more information, visit **asgn.com**. For our latest ESG updates, please visit **asgn.com/sustainability**.

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