ASGN® Incorporated

ESG 2022 REPORT

Engaging and mobilizing tomorrow's workforce responsibly and sustainably

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Latest ESG Initiatives

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

ASGN is committed to creating a more sustainable and inclusive future for all stakeholders. United in purpose, we are rising to the occasion to meet the challenges of an ever-evolving workforce.

With that in mind, I am honored to present our fourth annual Environmental, Social, and Governance (ESG) report. This report is an opportunity to share our Company-wide efforts, celebrate our successes, and present our commitments and vision for a more sustainable future. We approach the management of our ESG program as a living ecosystem that requires steady and enduring attention to continue to evolve and thrive. To improve our ESG practices, in 2021, we conducted and completed a formal and comprehensive materiality assessment in which we identified the ESG topics most important to our stakeholders. The results revealed that data security, diversity, equity and inclusion, and a reduction in greenhouse gas emissions are the most material.

"We've made significant progress since starting our ESG journey four years ago."

In light of these findings, we've taken several steps to address our stakeholders' top priorities. To deepen our commitment to ESG, we hired a Director of Sustainability and a Director of Diversity, Equity and Inclusion ("DEI") to guide our policy development, initiatives and related programming. We also created a Carbon Emissions Reduction Plan, adopted several new policies and updated our Environmental Management Policy which includes prioritizing leasing office space in buildings powered by renewable energy, when cost comparable, to help us progress toward our 2030 greenhouse gas emission reduction goals.
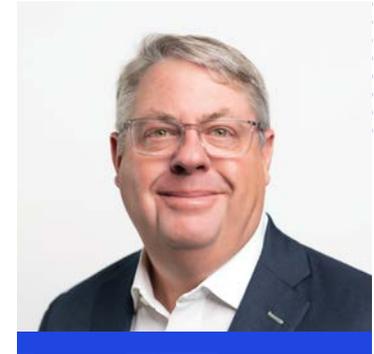
To further support our employees, we are actively aligning our internal benefits with principles on gender equality, establishing a Company-wide employee mentorship program, and piloting a pay equity audit, among other initiatives.

To enhance our data security systems, we've deployed strategic initiatives, such as security measures, advanced business systems and innovative AI/ML applications, that embody our commitment to safeguarding our people, our clients and our data.

As is evident from these examples, and our entire report, we've made great progress since ASGN embarked upon its ESG journey four years ago. That progress, however, is only the beginning.

Going forward, we remain committed to regularly engaging our stakeholders through various means, such as annual employee engagement surveys, public ESG disclosures, and conducting materiality assessments every few years to ensure that we are not only furthering our current efforts but also adapting to the developments and best practices of the future. This continuous engagement will allow us to evolve and improve our ESG program to better serve our stakeholders.

I would like to express my gratitude to our employees, clients, investors, and communities for your ongoing support of ASGN. Together, we are making a positive impact on the lives and communities in which we live and work. We look forward to continuing our path toward a more responsible, ethical, and sustainable future.

Sincerely,

Theodore S. Hanson
CHIEF EXECUTIVE OFFICER
ASGN Incorporated

HIGHLIGHTS

CERP
Established a Carbon Emissions Reduction Plan

WEPs
Aligning with the UN Women's Empowerment Principles

AI/ML
Deploying strategic initiatives

ESG Accomplishments

› ENVIRONMENT

Environmental Responsibility

- Established a Carbon Emissions Reduction Plan
- Became a signatory of the Science Based Target Initiative
- Working to reduce our carbon emissions by 55 percent per internal employee from our 2019 baseline by 2030
- Engaged our Board of Directors on climate-related risks and opportunities

› SOCIAL

Our Workforce and Social Responsibility

- Achieved 40 percent diversity in senior level executive positions in advance of our pledge to accomplish it by 2025
- Became a UN Women's Empowerment Principles Signatory
- Adopted a Company-wide Health and Safety Policy
- Adopted a Company-wide Wellness Policy
- Increased employee engagement by establishing a unified giving program
- Adopted a Company-wide Supplier Diversity Policy

› GOVERNANCE

Responsible Business and Data Security

- Achieved ISO 27001 Certification for our Commercial and Federal Government brands, Apex Systems and ECS
- Attained Level 2 on the Cybersecurity Maturity Model Certification ("CMMC") self-assessment at Apex Systems and ECS
- Expanded our Security Operations Center ("SOC") and earned SOC2 Certification for ECS
- Expanded ESG Reporting Frameworks including: SASB, CDP, TCFD, GRI, S&P CSA and UNCOP

ESG Commitments

› ENVIRONMENT
Environmental Responsibility

- Implement a Carbon Emissions Reduction Plan
- Adopt Sustainable Business Travel Guidelines
- Adopt a Sustainable Procurement Policy
- Develop a Sustainable Supply Chain Program
- Pilot a Sustainable Employee Commuting Pilot Program (2024)
- Submit Science-Based Targets to the Science-Based Target Initiative

› SOCIAL
Our Workforce and Social Responsibility

- Conduct pilot pay equity audit
- Establish a Company-wide employee mentorship program
- Establish a Company-wide diversity council
- Implement Women's Empowerment Principles across all brands
- Continue to increase employee engagement through a giving program
- Create and sponsor programs that support increased employee and corporate participation
- Strive to maintain at least 40 percent diversity in senior-level executive positions

› GOVERNANCE
Responsible Business and Data Security

- Develop an Enterprise Risk Management ("ERM") program, including climate-related risks
- Adhering to the CMMC 2.0 model across all our brands
- Comply with the SEC's forthcoming ESG regulations
- Conduct the Company's second ESG materiality assessment in 2024
- Continue to execute on our strategic digital initiatives and enhance our security posture

ESG Guiding Principles

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

With this in mind, we are proud to share our efforts as a Company to be strong stewards of our environment; highlight the investments we make in our employees and communities; and provide additional transparency in our corporate governance practices.

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.

I. Data Security

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

II. Responsible Business

Maintain robust governance and oversight and the highest standards of honesty, integrity and trustworthiness. Provide and uphold a culture of ethics and integrity. Preserve and enhance our long-term value for our stockholders.

III. Our Workforce

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

IV. Social Responsibility

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

V. Environmental Responsibility

Continually improve our operating performance by conserving resources; reducing our carbon emissions and waste; prioritizing renewable energy when cost comparable; and reusing, repurposing and recycling to protect our shared environment 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, as well as through benchmarking our company's processes and metrics to industry best practices and our peers.

At a high level, our Environmental, Social and Governance (ESG) material issues are the primary topics of this report -- data security, governance, our workforce, social responsibility and environmental responsibility. Our management approach for each topic is rooted in our Guiding Principles. We approach the management of our ESG program as a living ecosystem that requires steady and enduring attention so that we continue to evolve and thrive.

Data Security   Responsible Business   Our Workforce   Social Responsibility   Environmental Responsibility

Please see "Our Approach" under each of our ESG categories for how we view and manage each 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.

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 on how we can better serve our employees as we strive 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 the constructive feedback of our clients and temporary workforce is thoughtfully considered.

We engage our clients and investors through multiple forms of communication, most notably our ESG report and disclosures to several ESG reporting frameworks, our quarterly and annual financial reports, our investor website, and the Sustainability page on our website. We also have an Investor Relations representative, and regularly host an Investor & Analyst Day.

We obtain ratings of our ESG performance based on our public disclosures. We disclosure 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.

Another way we are engaging our stakeholders is through our materiality assessment, which we completed in 2021. 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 going forward, with a new survey augmented by targeted interviews with clients and investors. Conducting materiality assessments inform our ESG programming and ensure that we are capturing the latest insights and priorities of our stakeholders.

Materiality 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, greenhouse gas emissions reduction, gender equality, and pay equity are considered the most material.

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

Importance to ASGN External Stakeholders

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

We conducted our first materiality assessment in the fourth quarter of 2021 to learn how important the various ESG issues were to our key stakeholders (employees, clients and investors) and to gain insights that can be used to guide the Company's ESG strategy, stakeholder engagement and related communications.

We began our assessment by developing a materiality survey based on the spectrum of relevant ESG issues found in the 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 question was also included in the survey, "What other issues are important to consider for ASGN's ESG Program?"

See the **ESG Priorities by Category** table. As is seen on the Materiality Matrix, the highest-ranked sub-areas within the highest-ranked category of "Our Workforce" were gender equality and pay equity; employee DEI programming; and compensation and benefits. This category also had the greatest number of questions from respondents. Within the second-highest ranked category of "Responsible Business," data and security, compliance with environmental and social regulations were ranked the top sub-areas of importance from a total of five questions.

Although Environmental Responsibility ranked fourth in overall categories, environmental compliance and environmental responsibility were ranked as the second and third most important sub-areas within responsible business and social responsibility respectively. Survey respondents ranked waste reduction and recycling, 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 is rated as the most important sub-category, ahead of economic performance and risk management, with corporate performance ranking last in the overall categories.

Open comments in our 2021 Materiality Survey focused on the desire to see more progress in environmental responsibility, increased philanthropy, employee engagement, parental leave benefits Company-wide, an official commitment to working with ethical vendors and clients, and overall corporate accountability.

› Materiality Assessment Survey Results

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

1. Our Workforce
2. Responsible Business
3. Social and Environmental Responsibility
4. Corporate Performance

ESG Priorities by Category

Our Workforce

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

Responsible Business

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

Social & Environmental Responsibility

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

Corporate Performance

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

Addressing our Stakeholders' Concerns

Environmental Responsibility Progress

With respect to environmental responsibility, in 2021, we conducted our first greenhouse gas inventory and officially committed to reducing 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 along the way to achieving our goal. This year, we are working on reducing our carbon emissions by prioritizing leasing office space in buildings powered by renewable energy; crafting Sustainable Business Travel Guidelines and a Sustainable Procurement Policy and developing a sustainable supply chain management program.

Social Responsibility Progress

In terms of progressing in Social Responsibility, in 2021, we established a Company-wide Corporate Social Responsibility ("CSR") committee; and in 2022, we piloted a dedicated charitable giving platform to improve engagement and measurement of our philanthropy efforts.

Employee Engagement

Concerning employee engagement, we are continuing to support the creation of ERGs and ECGs Company-wide. ERGs and ECGs are now in place at our three largest brands: Apex Systems, Creative Circle and ECS. In 2022, we piloted a mentorship program at Apex Systems which is now being launched Company-wide.

Parental Leave

We have made significant Company-wide progress in providing parental leave benefits to our employees. Three to eight weeks of gender-neutral paid family leave is now available for all eligible employees.

Policies

We adopted a Supplier Code of Conduct and we are developing a Sustainable Procurement Policy to communicate to our vendors that unethical business practices will not be tolerated.

Transparency

We are 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.

Our Materiality Matrix and 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 the 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 focus areas where the highest-ranked priorities for both our internal and external stakeholders converge.

These focus areas include Data Security; DEI, greenhouse gas emissions reductions, and Gender Equality and Pay Equity. See the following sections of this year's ESG report for our recent progress in these areas: Data Security; Our Workforce; and Environmental Responsibility.

Business Overview

ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and solutions, including technology and creative digital marketing, across the commercial and government sectors.

ASGN helps corporate enterprises and government organizations develop, implement and operate critical IT and business solutions through its integrated offering of professional staffing and IT consulting. For more information, visit us at asgn.com.

ASGN and its brands had approximately 8,900 internal employees as of December 31, 2022. This represents an approximate 23 percent increase from 2021, due in part to the acquisition of GlideFast Consulting and Iron Vine Security, LLC in 2022.

Internal Employees
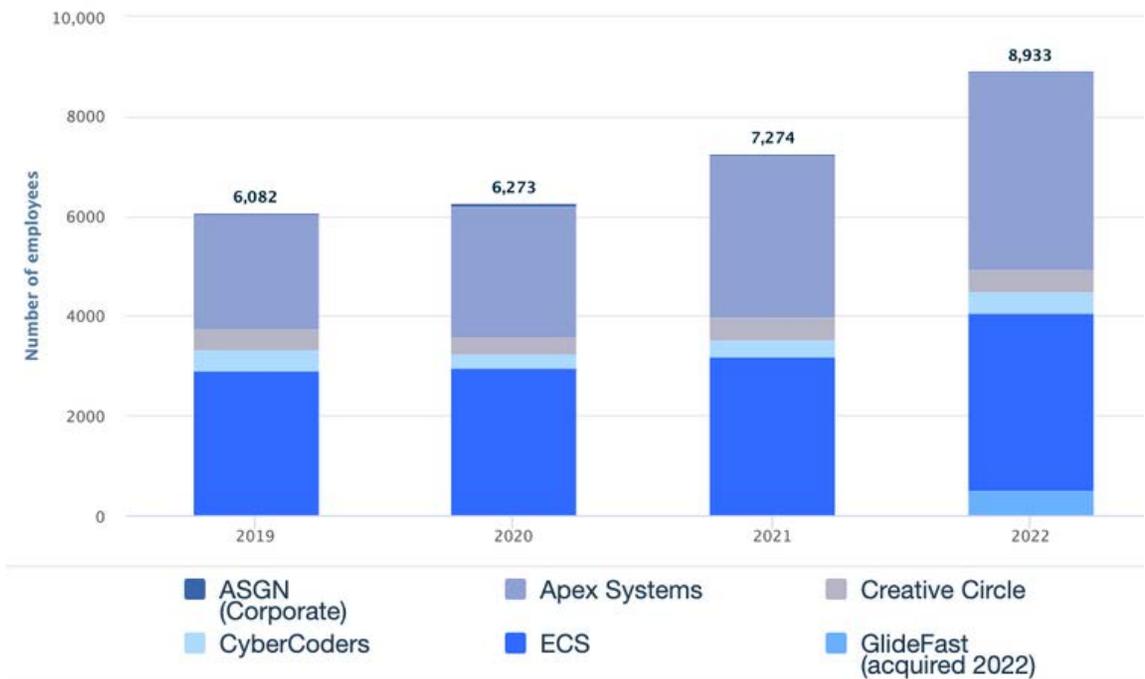
Note: ASGN divested from Oxford Global Resources in July 2021. For our 2022 ESG reporting purposes, we removed Oxford from our data analysis from 2019-2022 to align with the GHG Protocol which requires the removal of divested companies from greenhouse gas (GHG) inventory baseline and subsequent data. ASGN's GHG baseline year is 2019.

Employees by Employment Type

Over 98 percent of ASGN's internal workforce was full-time in 2022. 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' and GlideFast's employees were part-time. ECS, CyberCoders and GlideFast 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.

Brand by Segment

We operate through two segments, Commercial and Federal Government, which promote balance and strength through economic cycles. Our Commercial Segment, which is our largest segment, provides consulting, creative digital marketing and permanent placement services primarily to large enterprises and Fortune 1000 companies. Our Federal Government Segment provides mission-critical solutions to the Department of Defense, the intelligence community and federal civilian agencies. We have grown through a combination of organic growth and strategic acquisitions. We acquired ECS in April 2018 and subsequently, we acquired 11 "tuck-in" acquisitions including GlideFast Consulting that align with our strategy to expand our IT consulting services and solutions capabilities in the commercial and federal government markets.

COMMERCIAL SEGMENT				GOVERNMENT SEGMENT
APEX SYSTEMS	CREATIVE CIRCLE®	CyberCoders.	GlideFast consulting	ECS
Mission critical technology skills and solutions	Technology, creative, and digital skills and solutions	Technology, engineering, finance, accounting and healthcare	Elite ServiceNow partner delivering exceptional solutions through consulting services	High-end technology solutions for the federal government

Featured 2022 Workplace Awards

Company Culture Awards

- **Corporate Leadership Excellence in Business Analysis Advocacy & Corporate Engagement** from the International Institute of Business Analysis for Apex Systems
- **Top 50 Information Security Professionals** from the OnCon Icon Awards for ECS
- **Best Staffing Firm to Work For** from the Staffing Industry Analysts for CyberCoders
- **Best Company for Diversity** from Comparably for CyberCoders
- **Best Company for Women** from Comparably for CyberCoders
- **#8 on Fast 50 List** from the Boston Business Journal for GlideFast
- **Best Company for Career Growth** from Comparably for CyberCoders
- **Best Company Culture** from Comparably for CyberCoders
- **Best CEOs for Diversity 2022** from Comparably for CyberCoders
- **Best CEOs for Women 2022** from Comparably for CyberCoders
- **Best Company Work-Life Balance** from Comparably for CyberCoders
- **Best Company Compensation** from Comparably for CyberCoders

- **Happiest Employees** from Comparably for CyberCoders
- **Top Workplaces USA** from Top Workplaces for CyberCoders
- **Top Workplaces for Appreciation** from Top Workplaces for CyberCoders
- **Top Workplaces for Employee Well-Being** from Top Workplaces for CyberCoders
- **Top Workplaces for Innovation** from Top Workplaces for CyberCoders
- **Top Workplaces for Leadership** from Top Workplaces for CyberCoders
- **Top Workplaces for Professional Development** from Top Workplaces for CyberCoders
- **Top Workplaces for Purpose & Values** from Top Workplaces for CyberCoders
- **Top Workplaces for Work-Life Flexibility** from Top Workplaces for CyberCoders

Featured 2022 Workplace Awards

Client and Talent Satisfaction Awards

- **5 Year Diamond Award for Client Satisfaction** from ClearlyRated for Apex Systems
- **5 Year Diamond Award for Talent Satisfaction** from ClearlyRated for Apex Systems and Creative Circle
- **Best of Staffing® Client Satisfaction Award** from ClearlyRated for Apex Systems, 11 years in a row
- **Best of Staffing® Talent Satisfaction Award** from ClearlyRated for Apex System, six years in a row

Service Provider and Supplier Awards

- **Sourceright Preferred Supplier for the third year in a row** from Randstad for Apex Systems
- **Global Elite Partner of the Year** from ServiceNow for GlideFast
- **America's Elite Partner of the Year** from ServiceNow for GlideFast
- **AWS Managed Service Provider for the eighth consecutive year** from Amazon Web Services for ECS
- **Top 100 MSPs** from ChannelE2E for ECS
- **Top 100 Human Resources Professional Award** for ECS
- **Top 50 Information Security Professional Award** for ECS

DATA SECURITY

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

Prioritizing cybersecurity for digital transformation

We are at the forefront of the hybrid workforce transformation, providing innovative solutions to our clients.

As a digital innovation and transformation company, we are committed to our ever-evolving cyber protocols safeguarding our people, clients, and data. Security is at the core of our growth strategy and central to changing direction with speed and agility.

We have trailblazing proprietary machine learning and artificial intelligence applications that allow us to efficiently match skilled consultants with client project needs, which requires us to securely handle personal information, data and transactions with flexibility and without bias.

> *We recognize the importance of proper cybersecurity measures and data protection. We have created industry best practice security measures and sophisticated business systems to meet the growing needs of our clients and consultants.*

HIGHLIGHTS

ISO 27001

Certification for Apex Systems and ECS

SOC2

Certification for Apex Systems and ECS

CMMC

Adherence across all brands

Key cybersecurity intiatives

We are surpassing our data security commitments.

We achieved the ISO 27001 Certification for our Commercial and Federal Government brands, Apex Systems and ECS. Our largest brands, Apex Systems and ECS, also attained Level 2 on the CMMC self-assessment. Our Security Operations Center ("SOC") grew and earned SOC2 Certification for ECS, our Federal Government Segment.

We are accelerating our sustainability commitments.

We selected Switch as our chief data center vendor because they stand tall as a vanguard in sustainability, zero carbon emissions and water conservation. No emissions were linked to the data center as they utilize 100 percent renewable energy, which is not exchanged for renewable energy credits ("RECs").

We continue to expand crucial cybersecurity measures.

We invested in continuous penetration testing, endpoint protection, cloud security, vulnerability management, and data loss prevention, featuring insider threat detection. We keep a watchful eye on potential

hazards 24/7, year-round, with our Security Operations Center. We continue to execute our strategic digital initiatives and enhance our security posture. Our priority remains to deliver value to our stakeholders and clients while nurturing an environment of innovation and trust. At the heart of ASGN is our commitment to enhancing the lives of our clients and employees through innovative technology and productivity tools. As we look to the future, we remain steadfast in our commitment to ESG principles, striving to positively impact the world of work, creating a lasting legacy for future generations.

> *"Our priority remains to deliver value to our stakeholders and clients while nurturing an environment of innovation and trust.*
>
> *We are enhancing the lives of our clients and employees through innovative technology and productivity tools."*

Steve Hittle
SVP, Chief Information Security
Officer, ECS

Cybersecurity Strategy and Readiness

ASGN takes an enterprise approach to data protection and cybersecurity, focusing on continual process and technology improvements to enable safety, security and information privacy.

North American companies are the most frequent targets of cyber attacks. The professional services and consulting industry – including ASGN – is particularly vulnerable. Despite this exposure, we had a strong track record of preventing attacks or incursions in 2022. All ASGN's brands now align to the CMMC 2.0 framework, have implemented common technology and data protection and cybersecurity controls and processes, providing a unified approach to our cybersecurity measures.

Threat Actor Risk Assessment

As part of our cybersecurity process, we conduct regular threat actor risk assessments. High-risk espionage threats are primarily from Russian, Chinese, and North Korean sources, while Iranian sources present a moderate risk. Regarding destructive and disruptive threats, Russian actors again pose a high risk, while Chinese, North Korean, and Iranian actors pose a moderate risk. Russian and North Korean actors pose an increased risk for cybercrime. Chinese and Iranian actors present a moderate risk for cybercrime. Based on historical evidence, Russian actors pose the highest risk to ASGN across all attack categories, with cyber espionage and cybercrime being the most significant risk categories.

The CMMC Program

Established by the U.S. Department of Defense ("DoD"), the CMMC Program outlines standards and best practices for companies supporting the defense industrial base. This standard certifies that U.S. government contractors and suppliers have the necessary safeguards to protect information assets within their supply chain. The framework is crucial in safeguarding ASGN, our clients, talent, and our data from cybersecurity threats, including those posed by advanced persistent threats that are widely reported in the media.

The program includes flexible implementation, a three-level streamlined model and clarified assessment processes. The DoD plans to enforce a single set of rules with the Cyber Accreditation Body overseeing third-party assessors, and we are prepared to comply when this goes into effect.

A Common CMMC 2.0 Framework

All of ASGN's brands, including commercial and government business units, have implemented the CMMC 2.0 framework, providing a unified approach to our cybersecurity measures. This standard, established by the DoD, certifies that U.S. government contractors and suppliers have the necessary safeguards to protect information assets within their supply chain. CMMC 2.0 is the current version of this program and builds upon the initial framework's best practices to enhance the cybersecurity of the Defense Industrial Base ("DIB") against evolving threats.

The CMMC 2.0 framework aims to safeguard sensitive unclassified information the DoD shares with contractors and subcontractors, ensuring that Federal Contract Information and Controlled Unclassified Information are protected appropriately. The framework is crucial in safeguarding ASGN, clients, our employees and consultants' systems, data and confidential Company policies and procedures from cybersecurity threats, including those posed by advanced persistent threats that are widely reported in the media.

> **CMMC 2.0 COMPRISES 131 CONTROLS COVERING THESE EIGHT TENENTS**

1. Endpoint Security

2. Security Analytics & Operations

3. Web Security

4. Cloud Security

5. Vulnerability Management

6. Third Party Risk Assessment

7. Phishing Awareness & Security Training

8. Data Loss Prevention

As part of the CMMC program, all DIB contractors must implement specific cybersecurity protection standards and, as required, conduct self-assessments or obtain third-party certification to be eligible for DoD contract awards.

Vulnerabilities and Exploits

ASGN continually conducts detection and remediation of potential vulnerabilities. In 2022, there were no significant exploits detected.

Penetration Testing for Enhanced Security

ASGN conducts penetration tests (pentests) to detect potential security gaps in cloud and on-premise systems. These tests continuously simulate cyber-attacks on physical hardware, network endpoints, and critical applications such as Oracle, SQL and web services. The Pentest Team collaborates with the SOC to develop new, custom analytics for monitoring and improving the organization's security posture.

The ECS Security Operations team has achieved several successes, including establishing a Cyber Fusion Center, a Tiger Team Tuning Project that reduced alarms by 94 percent, and deploying SecOps Dashboards in ServiceNow®. The team has also actively participated in cyber threat intelligence, vulnerability management and the CMMC program.

Third-Party Vendor Risk Management Assessment

During November and December 2022, we deployed CyberGRX, a third-party vendor risk management tool that assesses our third-party suppliers, at ECS, our Federal Government Segment brand, and Apex Systems, our largest Commercial Segment brand.

Adaptation and Continuous Improvement

Data privacy and security is critical in today's digital landscape. Through our managerial responsibility, dedicated security team, Security Operations Center, employee training and ongoing audits and compliance, we strive to maintain the trust and confidence of our clients, employees and partners. Our commitment to continuous improvement and adaptation to evolving threats provides the highest levels of protection for the sensitive information entrusted to us.

Operational Readiness

We maintain a vigilant approach to cybersecurity and implement robust practices designed to reduce the impact of any incident.

KEY OPERATIONAL READINESS FOCUS AREAS INCLUDE:

> **Business Continuity and Disaster Recovery Policies**

ASGN has business continuity and disaster recovery policies to ensure our business operations' recoverability. These plans undergo annual testing to confirm critical business functions can continue with minimal disruption in unforeseen circumstances. The outcome learnings are used to reduce the impact of any incident.

> **Disaster Recovery Times and Preparedness**

Ensuring business continuity during an unplanned event is vital. That is why we have implemented measures that enable ASGN to reinstate business operations within 72 hours, with data loss limited to just 24 hours. Our disaster recovery drills, and desktop simulations of disruptions are conducted annually, ensuring that our leadership team, and all stakeholders involved, know their roles in advance.

> **Data Centers**

We are consolidating our data center locations while keeping them geographically dispersed. Many of our systems are now cloud-based, providing redundancy and reliability that enable 24/7 operations. These measures ensure the continued safety and security of client, employee and consultant data and ASGN's proprietary information.

Information Privacy and Training

We have implemented comprehensive policies across ASGN on security and privacy, and have a robust Cybersecurity Response Plan in place.

Our strict Acceptable Use of Electronic Communications Policy complies with all applicable global security and privacy laws, regulations, industry standards and contractual requirements, ensuring the protection of confidential data. We are committed to developing a comprehensive risk management program across ASGN, commencing in 2023.

Remote Access Technologies

During 2022, ASGN significantly improved remote access technologies to strengthen personal data protection. These changes included endpoint monitoring and remote access technologies, which ensure the continued safety of our client, employee, and ASGN data.

We are are continually improving our remote technologies and all aspects of cyber safety through 2022 and beyond. In early 2021, we achieved the ISO 27001 (International Organization for Standardization) certification.

Security Audits of Technologies and Practices

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

Information Privacy and Data Security

ASGN and our brands have implemented comprehensive policies across ASGN on enterprise risk management, security and privacy, as well as implementing a robust Cybersecurity Response Plan.

Risk Management, Security and Privacy

ASGN and our brands maintain partnerships with leading cloud, cyber

and AI/ML providers and hold specialized certifications in their technologies. Our Risk Management, Security and Privacy Program is administered at the enterprise level. Every year, we assess our approach to information and physical security, risk management, incident response, business continuity management and personal data privacy and protection.

Data Privacy and Security Breaches

ASGN and our businesses did not have any material cybersecurity breaches in 2022. All of ASGN business operations have data privacy and security programs aligning with local laws and regulations.

Privacy Risk Assessments or Audits

ASGN re-assesses our approach to information security, privacy and protection of confidential data annually, adjusting our controls to ensure the continued safety and security of our clients, employees, consultants, and all proprietary information. Our audits include the following: annual third-party audits, internal audits, compliance audits, risk assessments, incident response audits.

Cybersecurity and ESG

Cybersecurity and digital privacy are critical components in safeguarding ASGN's assets. ASGN is actively optimizing its resources. As a responsible corporate citizen, ASGN recognizes the importance of maintaining high data security standards in all aspects of its operations.

Cybersecurity Governance

In 2021, ASGN's Board of Directors set the tone for ASGN implementing people, process and technology to achieve and sustain the appropriate cybersecurity posture for ASGN. The Board of Directors Strategy and Technology Committee focuses on technology and cybersecurity, while the Board's Audit Committee also reviews data security breaches or other issues. Furthermore, we have third-party services that augment our internal security capabilities. We update technology, data protection and cybersecurity policies and procedures on an ongoing basis.

We are committed to ensuring the safety and privacy of sensitive information relating to our clients, employees and consultants. As a large IT consulting firm, data protection and cybersecurity are essential to our operations. Cyber technology and data protection program design, installation and monitoring are core services we provide our global clients through our Apex Systems and ECS brands.

Management Approach

ASGN's data protection and cybersecurity governance structure enables transparency and visibility to key stakeholders:

- Board of Directors
- Strategy and Technology Committee
- Board's Audit Committee
- ASGN CEO

The Board of Directors Strategy and Technology Committee focuses on technology and cybersecurity, while the Board's Audit Committee also reviews data security breaches or other issues. Further, we have third-party services that augment our internal security capabilities. We update technology, data protection and cybersecurity policies and procedures on an ongoing basis.

Data Protection and Cybersecurity Operational Structure

Two key enabling bodies, ASGN's Security Council and the Security Operations Center, provide the structure necessary to set policy and direction as well as operationalize our required security posture.

Enterprise Security Council

ASGN's Enterprise Security Council guides the business and reports to the Board's Strategy and Technology Committee. Our CIOs across our brands lead our Enterprise Security Council, representing ASGN and its Government and Commercial Segments. These leaders have backgrounds and extensive experience in security operations, business process re-engineering, software development, ERP systems and operating multinational-wide area networks. The Enterprise Security Council also comprises a team of Cybersecurity Information Professionals (CISP) representing our brand-specific system engineers and security administrators. The charter of the security council is to establish overall ASGN data protection and cybersecurity policies, manage emerging security threats, mitigate security risk and protect assets. The team's responsibility includes meeting legislative and regulatory requirements and audit recommendations. The Enterprise Security Council meets monthly and provides updates and advises the CEO, the Strategy and Technology Committee, and the Board of Directors on a quarterly basis.

Security Operations Center

ECS provides a critical security control function for ASGN. As our Managed Services Provider for clients and our internal operations, ECS operates a Security Operations Center ("SOC") that monitors, detects and responds to all cybersecurity threats across our organization. Our SOC works around the clock, filtering system logs and looking for global threats with our proprietary artificial intelligence ("AI") and machine learning ("ML") tools. We perform non-stop active hunt and forensic analysis inspection of our network, looking for malware and intrusions.

Employee Training on Data Privacy and Cybersecurity Matters

We provide data privacy and cybersecurity training to all employees. This training includes email security, passwords and authentication, mobile device security, public Wi-Fi security, social engineering (phishing) and additional new threat vectors as needed. Additional HIPAA training is provided to employees with access to protected healthcare data. Further, all new hires are now enrolled in data privacy and security training during onboarding.

Audits, Compliance and Certifications

ASGN takes a structured approach to risk evaluations and compliance with audit, regulatory, legal and ASGN policy requirements.

ASGN is committed to upholding the highest standards in cybersecurity and regulatory compliance. We conduct regular internal and external audits to ensure adherence to our security policies and procedures and identify improvement areas. Our audits include the following:

1. **Annual third-party audits:** ASGN engages reputable third-party auditors to conduct comprehensive assessments of our security practices, infrastructure and compliance with industry standards and regulations.

2. **Internal audits:** In connection with their audits of internal controls over financial reporting, our internal audit function reviews security policies, procedures and controls as they relate to IT General Controls.

3. **Compliance audits:** ASGN remains compliant with relevant international, U.S. federal and state regulations, including GDPR, HIPAA, HITECH and other data privacy laws. We continuously monitor regulatory changes and update our policies and procedures accordingly.

4. **Risk assessments:** Our security team conducts periodic risk assessments to identify potential vulnerabilities and threats and implement appropriate countermeasures to mitigate risks.

5. **Incident response audits:** ASGN has a robust incident response plan in place, which is regularly tested and audited to ensure the effectiveness of our response to security incidents.

In addition to these audits, ASGN collaborates with industry partners, law enforcement agencies and government organizations to share intelligence and best practices related to cybersecurity. This collaboration helps us stay ahead of emerging threats and continuously improve our security posture.

CERTIFICATIONS

ASGN achieved ISO 27001 Certification for our largest Commercial and Federal Government Segment brands, Apex Systems and ECS. Also, we expanded our Security Operations Center and obtained SOC2 Certification for ECS, our federal government brand.

Collection, Use and Control of Information

As an IT Consulting firm, ASGN routinely collects personal information provided in good faith by clients, suppliers, employees, and prospective employees. Our privacy policies honor that trust and clearly explain how we use and protect personal information.

Data Privacy Policies

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

Breaches of Customer Privacy

We did not receive any substantiated complaints concerning breaches of customer privacy in 2022 from regulatory bodies or other outside parties. In 2022, ASGN launched bi-annual independent external audits of our Information Security Policies and Systems.

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**

If required by law, upon request, we will grant reasonable access to the personal information that we have about individuals. In some instances, applicable laws or regulatory requirements may allow or require us to refuse to provide some or all the personal information we hold about a person.

> **Request deletion of their personal information**

You may request that we delete your personal information. In some instances, applicable laws or regulatory requirements may allow or require us to refuse a deletion request. For example, we may keep your personal information as needed to comply with our legal obligations, resolve disputes and enforce agreements. The Employee Privacy Policy is in ASGN's and each brand's Employee Handbook.

Cybersecurity and ESG

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

> **Designated Persons and Department Responsible for Privacy Policy**

Our ASGN brand Chief Information Officers ("CIO"), Chief Human Resources Officer, and Chief Legal Officer are all responsible for our privacy policy, along with our Enterprise Security Council which monitors our data loss and cybersecurity controls to protect sensitive and other IT/data security subjects. In addition, each brand CIO assumes the role of Chief Privacy Officer for the brand.

> **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. Designated Persons and Department Responsible for Privacy Policy: Our ASGN brand Chief Information Officers ("CIO"), Chief Human Resources Officer, and Chief Legal Officer are all responsible for our privacy policy, along with our Enterprise Security Council which monitors our data loss and cybersecurity controls to protect sensitive and other IT/data security subjects. In addition, each brand CIO assumes the role of Chief Privacy Officer for the brand.

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 stockholders.

We are building a brighter, more ethical and responsible future together

We uphold the highest standards of honesty, trustworthiness, and transparency in all aspects of our business, ensuring we create long-term value for our employees, clients, and stockholders.

We are excited to share with you our progress and commitment to responsible business practices that promote a culture of ethics and integrity. We have made significant strides in our corporate governance, such as engaging our Board of Directors on identifying climate-related risks and opportunities, establishing a Company-wide Supplier Diversity Policy, and integrating ethics and integrity questions into our annual engagement survey. These achievements showcase our dedication to continuous improvement and evolving responsibilities.

As we look ahead to 2023, our commitments include: establishing a comprehensive enterprise risk management ("ERM") Program, including climate-related risks; conducing materiality assessments every three years; and complying with the Security and Exchange Commission's ("SEC")'s forthcoming Environmental, Social, and Governance ("ESG") regulations.

ASGN is 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, Human Resource & Employment Services sector-specific ESG measures, and the International Sustainability Standards Board ("ISSB") 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. In 2022, we integrated business ethics and integrity questions into the survey, further 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 are led by 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

ERM
We are establishing an Enterprise Risk Management program

UNGC
United Nations Global Compact Corporate Participant

ESG
Framework alignment

Corporate Governance

In 2022, ASGN proudly became an official corporate participant of the United Nations Global Compact.

To elevate our commitment to the health and wellbeing of humanity and our environment, and deepen our dedication to good governance, ASGN became a corporate participant of the UNGC in 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 being incorporated into our policies, procedures and strategies.

ASGN's Company-wide ESG related policies:

- **ESG Policy**
- **Anti-Corruption Policy**
- **Anti-Harassment and Discrimination Policy**
- **Board Diversity Policy**
- **Employee Wellness Policy**

- **Environmental Management Policy**
- **Human Rights Policy**
- **Supplier Code of Conduct Policy**
- **Supplier Diversity Policy**
- **Workplace Health and Safety Policy**

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

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

- 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")
- UNGC Communication on Progress ("COP")

ASGN also aligns with MSCI's ESG ratings methodology and Human Resource & Employment Services sector-specific ESG measures., as well as with the new ISSB IFRS standards on sustainability and climate disclosures. The ISSB was established at the 2021 United Nations Climate Change Conference COP26 to develop a comprehensive global baseline of sustainability disclosures.

Active listening inspires positive change in the workplace, and helps boost employee engagement, productivity and job satisfaction. Feedback from our internal and external stakeholders allows us to address concerns and improve our business practices so that we continue to add value. To determine what matters most to our employees, clients, investors and other key stakeholders, we conducted a Materiality Assessment in 2021. In 2024 we will renew our initial assessment with an updated survey, augmented by key stakeholder interviews.

Furthermore, we recognize the importance of well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns. In 2021, we unified our efforts and standardized our employee engagement data collection, tracking and reporting systems across all our brands to ensure we are capturing comparable feedback to enhance our Company-wide approach to continually improving our programs and processes for the benefit of our employees, contractors, clients and investors.

In 2022, we integrated business ethics and integrity questions into our newly unified Company-wide employment engagement survey to ensure we are meeting the evolving needs of our workforce and proactively addressing any areas in need of improvement. Our Company-wide engagement survey has 52 questions that span key subject areas from workplace satisfaction to communications and teamwork, to training and development and company culture. In addition, there are two open comment sections for feedback on any topic of concern. ASGN's overall participation rate in the 2022 employee engagement survey was 71 percent.

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 environmental, social and governance (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.

As noted, in 2023 ASGN is developing a comprehensive ERM program that will include a focus on climate-related risk management to assess the likelihood of these risks, their potential impacts, and the severity of the impacts on the business. In 2022, we engaged our Board of Directors on the TCFD and climate-related enterprise risk management, and we will continue to do so annually. We also engaged climate-risk experts at NASDAQ to help our leadership across the brands identify ASGN's inherent and emerging climate risks and opportunities, impacts on our business strategy, and ways we can strengthen our business resilience.

Our processes and controls for reporting ESG matters across our operations and supply chain are evolving along with multiple disparate standards for identifying, measuring, and reporting ESG metrics, including ESG-related disclosures that may be required by the SEC, European and other regulators, and such standards may change over time, which could result in significant revisions to our current goals, reported progress in achieving such goals, or ability to achieve such goals in the future. For additional details on ASGN's risk assessment and management strategies, 2022 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 reviews these Guidelines annually or more often if deemed necessary.

Board Oversight

The Nominating and Corporate Governance Committee ("NCGC") of ASGN's Board oversees the Company's ESG and diversity equity and inclusion ("DEI") efforts, including this annual ESG report. In addition, the Audit Committee of ASGN's Board oversees the quality and integrity of our related financial reporting. 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. In 2022, ESG was added as one of the four non-financial metrics that impact our CEO's annual bonus. The target goal included achievement of ESG commitments made for 2022 and other improvements in ESG performance. 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 and 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 as well.

In 2022, the NCGC and the full Board received bi-annual updates on ESG. In 2021, a Company-wide Corporate Social Responsibility ("CSR") Committee was established 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.

Governing Bodies and Charters

The Nominating and Corporate Governance Committee assists in matters pertaining to corporate governance, including ASGN's evolving ESG Program.

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

The Compensation Committee responsibilities relating to the fair compensation of directors and executive officers and administering 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 2022, the Compensation Committee set the performance target for senior 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, to ensure that the Company's executives were aligned with the Company's long-term benefit.

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

The Nominating and Corporate Governance Committee assists with:

- Advising on Board and Committee structure, composition and procedures;
- Identifying individuals qualified to become Board members, consistent with criteria approved by the Board;
- Recommending director nominees for the next annual meeting of stockholders;
- Recommending individuals to serve as committee members;
- Overseeing the evaluation of the Board, committees of the Board and management;
- Monitoring the qualifications and performance of, and ASGN's succession planning regarding, key executives;
- Developing and recommending corporate governance guidelines applicable to ASGN;
- Overseeing the ESG and DEI efforts of the Company, including the Company's annual ESG report;
- Other matters as 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 ("NYSE").

Ethics and Compliance

We pride ourselves on being a fair and ethical employer which upholds universal human rights, supports the continual advancement of diversity, equity 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 Policy 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 Ethic's principles and procedures, which provides guidance on:

- Compliance with Laws, Rules and Regulations
- Confidential Information
- Conflicts of Interest
- Lobbying and Political Activity
- Anti-Kickback Act
- Procurement Integrity
- Contract Negotiation and Pricing
- Anti-Trust and Bid-Rigging Issues
- How to Raise Good-Faith Questions and Concerns
- Corporate Opportunities

- Record Keeping
- Protection and Proper Use of Company Assets
- Public Disclosure
- Equal-Employment Opportunity and Harassment
- Reporting and Anti-Retaliation Policy
- Duty and Procedures to Report Questionable Accounting or Auditing Matters
- What Type of Activities Should Be Reported, and What We Will Do
- Reporting and Anti-Retaliation Policy

The purpose of our Anti-Corruption Reporting and Whistleblower Policy is to ensure that all Company employees understand the general requirements of international laws relating to anti-bribery and anti-corruption. All employees of the Company, including officers and directors, must comply with this Policy.

Our Anti-Harassment and Discrimination Policy was created to ensure all employees are treated with dignity and respect, treat others with dignity and respect, and work to maintain an environment that is free from harassment. The policy is also designed to remind employees that sexual harassment, or any other form of harassment or discrimination based on a protected characteristic (e.g., age, gender, race, religion, disability, etc.), is against the law and will not be tolerated at ASGN.

The basic principles of human rights align with our Company values and commitment to the highest standards of business practices and performance in all that we do. The scope of our Human Rights Policy is extensive and a violation of this 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 provide a healthy and safe workplace for all.

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

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. In 2021 we created and adopted a 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 are also creating a Sustainable Procurement Policy, which will set forth specific expectations of our supply chain partners to help ensure they are operating in accordance with our Environmental, Social and Governance ethos, policies, and programming.

Supplier Diversity Programs

To increase our support of women-owned and minority-owned businesses, in 2022 we created and adopted a Supplier Diversity Policy with a Company-wide goal of obtaining 50 percent of our supplier contracts with businesses owned by women or other underrepresented groups.

In 2022, Apex Systems contracted with 132 vendors classified as diverse, constituting 32 percent of Tier Two direct spend for client projects, while 91 percent of Apex's 56 nationwide "approved associate vendors" are certified as diverse. ECS has an established and robust program that proactively recruits diverse suppliers (small businesses, woman-owned small businesses, small businesses in Historically Underutilized Business Zones (HUBZones), veteran-owned small businesses, service-disabled veteran-owned small businesses, and small disadvantaged businesses. In 2022, ECS contracted with 382 diverse vendors, resulting in 60 percent of total vendors being classified as diverse.

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 exceptional and innovative working practices to deliver excellent results to our clients.

Our success as a Company is a reflection of our incredible team

We take pride in fostering a diverse, equitable, and inclusive workplace dedicated to continual improvement.

At the core of our business, you will find the heartbeat of our success – our passionate workforce. We are thrilled to share some of our recent achievements on this journey.

We have:

1. Surpassed our goal of achieving 40 percent diversity in senior-level management positions by 2025

2. Became a UN Women's Empowerment Principles ("WEPs") Signatory

3. Adopted Company-wide policies promoting Employee Wellness, Workplace Health & Safety

4. Adopted a Company-wide Supplier Diversity Policy

Our workforce 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 our consultants. We have made significant strides in our Diversity, Equity, & Inclusion ("DEI") programming, ensuring everyone at our Company feels a sense of belonging.

Our New Commitments Include:

1) Conducting a pay equity audit at Apex Systems, ASGN's largest commercial brand

2) Implementing the WEPs across our brands

3) Establishing a Company-wide employee mentorship program and diversity council

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.

We are actively working on Company-wide DEI initiatives, from increasing diversity amongst senior executives to adopting a new Supplier Diversity Policy. We also support the development of Employee Resource Groups ("ERGs") across all our brands, fostering a more inclusive workplace for our diverse employees.

"Through our commitment to diversity, equity, and inclusion, we will continue to grow and thrive as a business, driving innovation and delivering exceptional value to our clients and stakeholders."

Michele McCauley
Chief Human Resources Officer

HIGHLIGHTS

40%
Diversity in senior-level management

Pay Equity
Audit for 2023

UNGC
Sustainable Development Goals

Diversity, Equity, & Inclusion

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

We approach our DEI efforts with awareness, action, accountability, and actively promote 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 stockholders.

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 stockholders
- 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, and Recognition

ECS
Grit, Excellence, Drive, and Community

GlideFast
To the Moon | Ubuntu (Being self through others) | Let's Go! | One of Us

Company-wide DEI Initiatives

- **Actively increasing diversity amongst senior executives**, including diversity in race, ethnicity, gender, gender identity, sexual orientation, age and abilities
- **Establishing multi-level DEI committees** for all operating units
- **Developing a Company-wide mentorship program** to provide continued hands-on support to our employees
- **Working toward integrating Allyship Trainings** into hiring process for all leadership to help eliminate subtle and ingrained biases in the workplace
- **Supporting the development of Employee Resource Groups** ("ERGs") across all our brands
- **Supporting DEI-focused non-profit organizations**
- **Adopted a Supplier Diversity Policy** to encourage all business units to proactively engage with Minority Business Enterprises, Women-owned Business Enterprises and Disadvantaged Business Enterprises

Reducing Unconscious Bias

At Apex Systems, they evaluate language in interview questions and educate their recruiters on differences between "culture-fit" and "culture-add." Apex Systems casts a wide net into the candidate pool to ensure inclusivity and identifies resources with strong outreach to diverse areas. Apex Systems further understands the demographics of where it is hiring, and Affirmative Action Plans are in place for relevant markets. Apex Systems also partners with WayUp and Handshake to fully tap into diverse networks. Handshake gives Apex Systems access to over 40 percent of universities across the country with the option to focus on underrepresented institutions. Apex Systems also utilizes WayUp's D&I Analytics dashboard to uncover aspects of the company's process that may be hurting their ability to hire diverse talent.

Creative Circle has mandatory foundational DEI trainings for every hiring manager including three courses: Countering Unconscious Bias, Inclusive Communication, and Identifying Microaggressions. Additional eCornell DEI coursework is also mandatory for all Managing Directors. Creative Circle uses a structured and behavior-based interview process and structured interview guides for managers. Creative Circle has removed unnecessary criteria from roles where appropriate including specific college-level degrees and previous design/creative/digital experience knowing these verticals have historically excluded many communities and identities. Creative Circle also trains their recruiters to help combat bias in the hiring process.

Diverse Talent Retention

The aim of our new employee mentorship program is to help grow and retain the diversity of our talent pool. We continue to make our teams and offices as inclusive as possible so that we can retain diverse talent across the organization. Some of the steps we are taking include training our leaders to lead inclusively and encouraging employees to join and participate in ERGs either as self-identified members of those communities or as allies seeking to learn more. To encourage participation from our diverse employees, we are increasing communication, internal marketing, and access to our employee development programs with the goal of improving participation from our diverse employees.

Board Diversity

We have an 11-member Board of Directors. As of December 31, 2022, three of our Board members were women, nine members self-identify as white, and two members self-identify as non-white (Asian and Hispanic). Sixty-four percent of our Board members were between the ages of 45-64 while 36 percent were over the age of 65.

Board Diversity - Gender
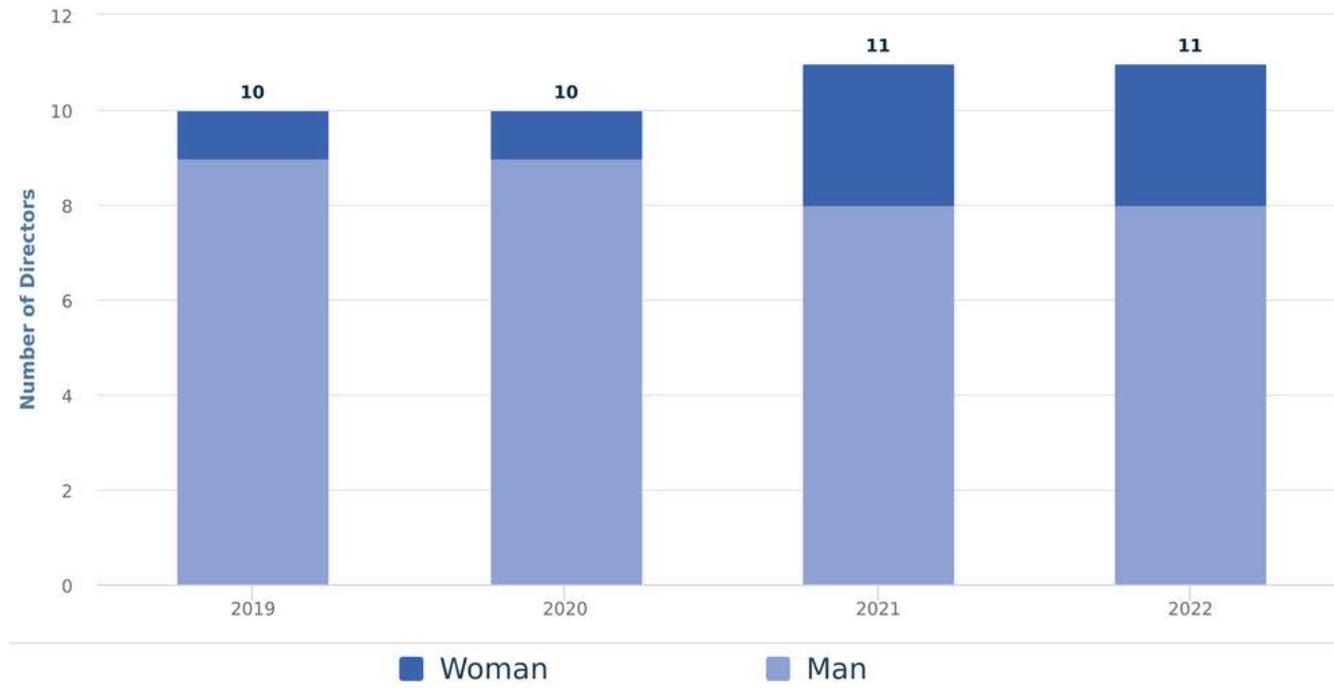
Board Diversity - Ethnicity
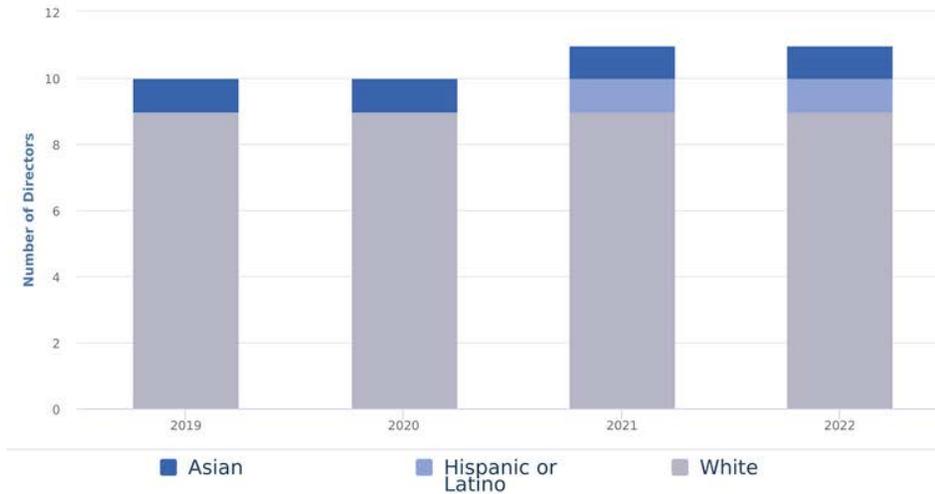

Board Diversity - Age Group
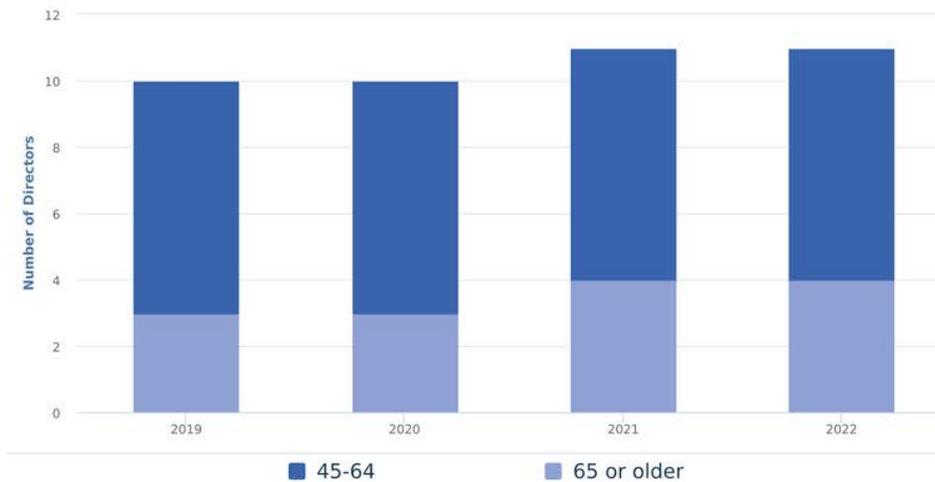
Employee Diversity

The diverse perspectives and life experiences of our team members are an asset to ASGN and the value we create for our stakeholders. To measure the makeup of our teams, factors like gender identity or expression, ethnicity, age, veteran status, and other characteristics are a starting point for consideration.

As of December 31, 2022, 42 percent of our U.S. internal employees were identified as women. In 2022 we implemented our first Company-wide anonymous Employee Engagement Survey. Demographic questions included options to disclose identification with historically underrepresented groups. More than 70 percent of employees participated in the Survey. Although the 2022 EEO-1 report did not collect those who identified as non-binary, the Survey results found several employees self-identified as non-binary in that year.

U.S. Internal Employee Gender
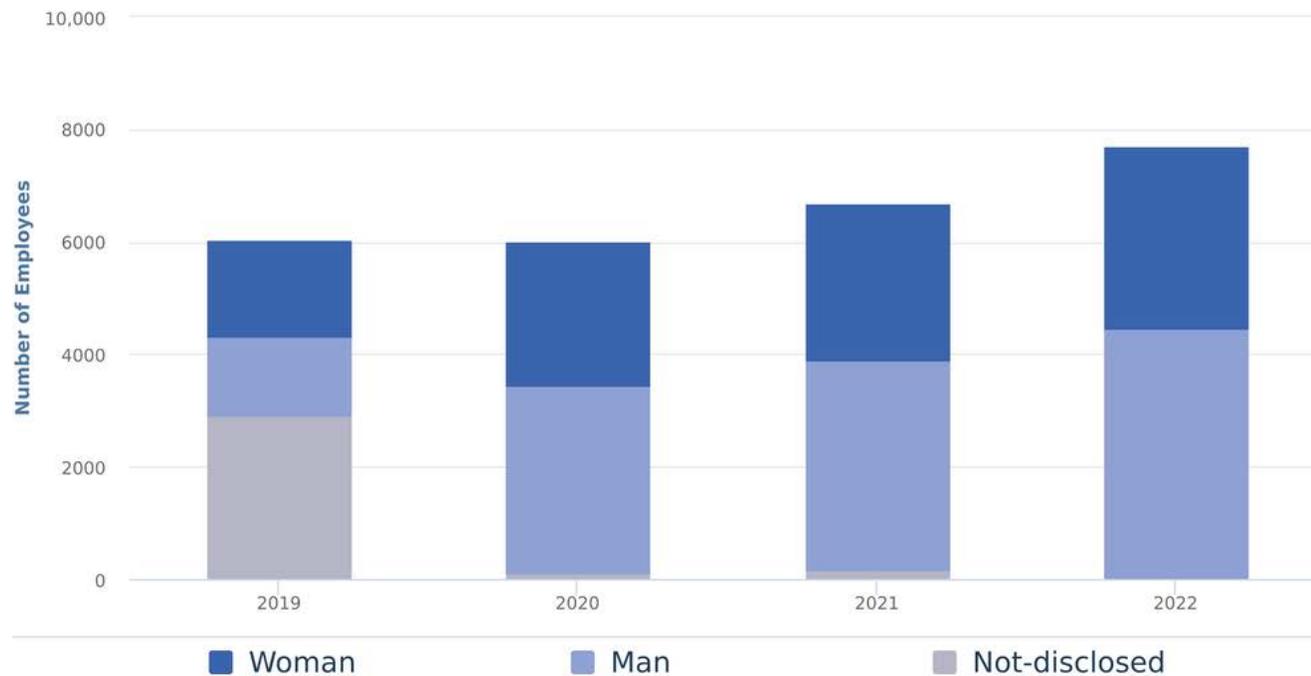
Our 2022 Employee Engagement Survey also found more than five percent of our Commercial segment employees identified as non-heterosexual and more than five percent of employees identified as having a disability. In our Federal Government segment, more than 25 percent of our employees identified themselves as veterans.

U.S. Internal Employee Ethnicity

We collect standardized ethnicity information for our U.S.-based employees. In 2022, 33 percent of our U.S. based internal workforce were from underrepresented racial and ethnic groups.

Approximately 13 percent of our U.S. employees self-identified as African American/Black, eight percent as Asian, seven percent as Latinx/Hispanic, and four percent identified as two or more races.
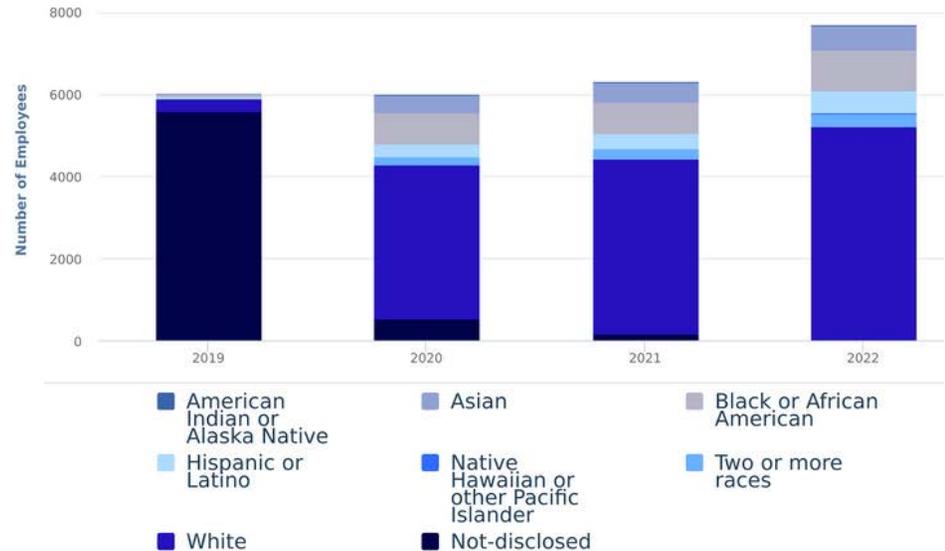
U.S. Internal Employee Age Group

Our U.S. employees in the 18-29 age bracket held steady at 30 percent of our total workforce from 2021 to 2022. The majority of our workforce is in the 30-44 group, which increased from 42 percent to 44 percent, while our 45-64 age group reduced from 27 percent to 24 percent, and our 65 or older group increased from one percent to three percent.
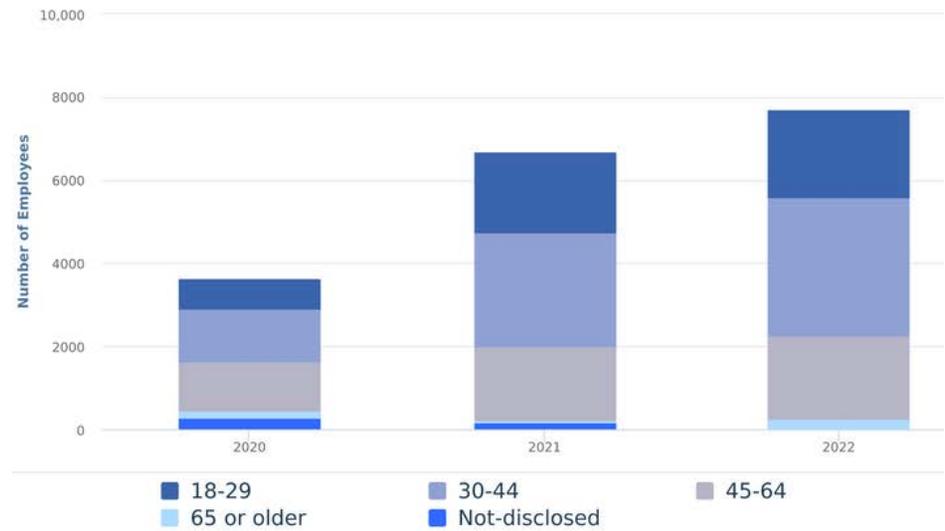
Diversity in Leadership Positions

As of December 31, 2022, approximately 35 percent of ASGN's senior executive leadership were executives/senior level officials and managers who self-identify as women, while 8.7 percent of our senior executives self-identify as non-white men. We proudly exceeded our goal of achieving 40 percent diversity, including racial and ethnic diversity, gender, sexual orientation, physical abilities, and veteran status) in senior level executive positions by 2025 well ahead of schedule. As of December 31, 2022, 43.7 percent of executive/senior-level officials and managers self-identify as women or non-white men. We are committed to sustaining and advancing our diversity in executive leadership.

Vendor Diversity Initiatives

In 2022, we established a [Supplier Diversity Policy](#) to ensure all our brands proactively increase the diversity of their suppliers. Our two largest brands, Apex Systems and ECS, already had robust and impactful vendor diversity programs.

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 2022, members of our vendor management teams attended the National Minority Supplier Development Conference

and the American Staffing Association's Staffing World Conference to network with minority staffing firms and continue to learn industry leading best practices. Apex Systems' Director of Strategic Sourcing served as the 2022 Chair for the American Staffing Association's Inclusion, Diversity and Equity Advocacy ("IDEA") Group. In 2022, Apex Systems contracted with 132 vendors classified as diverse, constituting 32 percent of Tier Two direct procurement for client projects, while 91 percent of Apex Systems' 56 nationwide "approved associate vendors" are certified as diverse.

ECS has an established and robust program that proactively recruits diverse suppliers (small businesses, woman-owned small businesses, small businesses in HUB Zones, veteran-owned small businesses, service-disabled veteran-owned small businesses, and small disadvantaged businesses. In 2022, ECS contracted with 382 diverse vendors, constituting 60 percent of total vendors classified as diverse.

Focused Non-profit Support

Apex Systems works closely with two non-profit organizations, WayUp and Handshake, to assist with hiring from diverse populations. Creative Circle has an ongoing partnership with the Emma Bowen Foundation focused on connecting diverse populations with employment opportunities.

Employee Resource Groups

Employee Resource Groups ("ERGs") are voluntary employee-led DEI-based groups formally supported by an organization with the aim to foster a diverse and inclusive workplace aligned with the organizations they serve.

ERGs focus on creating equitable pathways for historically underrepresented groups. ERGs help support our Company-wide DEI goals by providing our diverse employees with a safe space to seek support, share ideas, and help them prepare to move up within the Company. ERGs are organized based on self-identified common identities, or backgrounds (e.g. gender, ethnicity, and religious affiliation) with the goal of providing opportunities to network and create a more inclusive workplace by aligning business objectives with employee interests. They are also designed to help diverse employees be better prepared to move up within the organization. Allies may be invited to join the ERG to support their colleagues. At ASGN, ERGs are expected to meet at least quarterly and hold at least three events annually and provide development opportunities for members.

We promote and support the development of ERGs across brands to further support the well-being of the diverse array of our employees. To date, three of our brands – Apex Systems, Creative Circle and ECS – have active ERGs and Employee Community Groups ("ECGs") in place. We are exploring opening membership in our existing ERGs to employees in our other brands to facilitate and accelerate the process of enabling our employees to participate in ERGs Company-wide.

> Supporting ERGs at Apex Systems

Apex Systems has focused on ERGs as a business tool to identify employees across diverse backgrounds interested in or ready for leadership positions. Through the ERGs, Apex Systems is providing additional development and networking opportunities so that these groups have more access to information and connections they will need to advance their careers. The team at Apex Systems has taken a strategic focus around internal marketing to assure that all employees are aware of the channels available for them to be able to advance their careers. Apex Systems also piloted a successful mentee-led mentorship program and we are rolling out the program Company-wide in 2023 to create more opportunities for networking and development. Program Pilot mentees reported receiving help with navigating interpersonal challenges and preparing to take the next steps in their careers, while participating mentors reported on the value of developing the next generation of leaders at the Company.

Apex Systems has about 100 active ERG participants and growing. Apex Systems supports their ERGs by offering ERG Co-Chairs additional training and support to understand how their volunteer roles fit into the overall organizational strategy. The team has provided one-on-one-strategy planning with the Diversity Manager and meet regularly to assure their ERGs have the support they need. The DEI Committee is led by Apex Systems' HR department, with support from sales leads across the organization to help provide clarity and direction related to obtaining buy-in across Apex Systems. To make new employees feel welcome and included, Apex Systems created an ERG Virtual Fair to highlight our employee groups. Through this program, new employees can see who is driving the inclusive culture within Apex Systems and better understand how to leverage the ERGs for professional growth and development.

Apex System's ERGs

- **50Forward@Apex – Experienced Professional |** The 50 Forward ERG supports the multi-generation workforce of today. With a focus on continued professional development, workforce reentry, as well as adaptation to both technological and cultural changes, this group seeks to connect all generations at Apex Systems to drive industry-leading innovation.

- **Black@Apex - Black/African American |** The Black ERG provides tools on how to best navigate unfamiliar spaces and be successful in networking and professional growth. Through training, events, speaking engagements, etc. we seek to bridge the gap and be a voice for our community. Our goal is to make sure this community has the resources needed to expand within Apex Systems and create opportunities and a platform for their voices to be heard.
- **DAE@Apex (Disability Awareness and Education) – Disabled/Caregivers |** The DAE ERG is committed to connecting disabled employees and caretakers across the organization. We focus on increasing accessibility and awareness around the unique experiences within this community.
- **Families@Apex – Parents/Caregivers |** The Families ERG mission is to create a community that supports working families at Apex Systems. This group seeks to explore both shared and unique experiences that connect us. The goal is to cultivate a community of parents, caregivers, and those connected by choice, as well as allies who can share knowledge and foster career development.
- **Multicultural@Apex – Global Cultural Awareness |** The Multicultural ERG's mission is to celebrate, educate, and create awareness of the unique cultures the Apex Systems community represents, and promote equality, growth of knowledge and preservation of diversity across multiple countries.
- **PRIDE@Apex – LGBTQ+ |** The PRIDE ERG focuses on cultivating a culture of openness, belonging, and acceptance throughout Apex. This group works to raise awareness of LGBTQ experiences as an important part of the Apex Systems community. We want to inspire employees to capitalize on diversity and shape an environment of inclusion.
- **VALOR@Apex – Military/Reserves/Vets/Spouses |** The VALOR ERG is a community for those who have served or currently serve in the military, their families, and those who support them. This group seeks to provide members with a professional network and assist veterans during their transition into civilian life within Apex Systems.
- **Women@Apex – Women |** The Women ERG is committed to connecting, empowering, and developing those who identify as women at Apex Systems. Uplifting women to be strategic partners for innovation within the organization to keep Apex Systems a strong leader in the industry.

> Supporting ERGs at Creative Circle

Creative Circle supports nine employee volunteer groups: six ERGs and three ECGs, with 10 to 40 members per group. Each Creative Circle ERG partners with corporate teams to create employee policy changes, collaborate on internal communications and external marketing, and create and execute at least one all-company learning event.

- **Black Women of Creative Circle** | Mission: Black Women of Creative Circle, a community of women dedicated to elevating our voices, to promote equity and a safe space for present and future employees.
- **Embracing Neurodiversity** | Mission: Provide support and assistance to those who experience a life of neurodiversity, whether directly or indirectly. Neurodiversity refers to variations in the human brain regarding sociability, learning, attention, mood, and other mental functions. It includes those on the Autism spectrum, those who may have neurodevelopmental conditions such as ADHD, and several related developmental differences. As both affinity group members, family members, and allies, the spectrum of what is covered is quite varied. We also understand that everyone is unique, and one size does not fit all.
- **Hola! (Hispanic/Latinx)** | Mission: Create opportunities to learn more about the Hispanic/Latinx culture through food, language, traditions, and discussions about topics that affect the community. We also strive to connect with the community as a resource in the creative industry and recruiting field. This ERG also serves as an environment for those who do not identify as Hispanic/Latinx but love the culture/food/traditions.
- **Parents & Caregivers** | Mission: Empower and nurture Creative Circle's parent and caregiver community, leverage collective knowledge in support of creating healthy and productive life - inclusive of work - relationships.
- **Prism (LGBTQ+)** | Mission: Cultivate an inclusive community that provides both a safe space and support for our corporate lives. Just as a natural prism can be used to see all the wavelengths and colors of visible light - the mission of Prism is to help us see these differences in each of us, but in a holistic way that positively recognizes each one of us for who we are: lesbian, gay, bisexual, transgender, queer, or are inquisitive or questioning. We welcome all who identify in whole or in part, as well as our allies, and invite you to join us as we work together to address these varied communities' interests.
- **Shalom: Celebrating Jewish Culture** | Mission: A group for Circlers (Jewish and Allies alike!) to learn about Jewish culture, share stories, and have fun! Shalom has three meanings: Hello, Goodbye and Peace. This group focuses on Hello and Peace!

> Supporting ERGs at ECS

In 2022, ECS' DEI Executive Council sponsored the DEI Working Group to support the development of 10 ERGs at ECS, and one ECG (Employee Community Group). Charter templates and guidelines were created for each ERG. Nominations and elections were held for each ERG, and the newly installed officers completed their first training out of a series of training courses offered. The training is geared toward their roles and responsibilities as officers, how to create a safe space for their members, and how to build strong foundations for their organizations. ECS' ERGs goals must correlate with DEI SMART (Specific, Measurable, Attainable, Realistic, and Time-bound) objectives, including:

- Provide perspective, community embedment, and outreach to their specified cohort demographic and allies;
- Enhance belonging for cohort demographics and identify opportunities to connect, share, and learn across ECS;
- Establish a recruiting pipeline for increased representation and retention of the cohort demographic group within ECS, and provide career-focused support for its members;
- Increase opportunities for ECS to give back via philanthropy and volunteering to the greater community.

> 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. ECGs in place or in development at Apex Systems, Creative Circle, and ECS include the following topics: Environmental Sustainability, Grief & Bereavement, Employee Culture, and Wellness. Employee participation in ECGs across our brands is on the rise and our leadership are supporting these efforts.

- **Creative Circle's Sustainability ECG (Leading Green)** is focused on raising awareness and increasing engagement on matters pertaining to environment and sustainability.
- **Creative Circle's Grief & Bereavement ECG** provides support and resources including a monthly call to connect for those who are returning to work after experiencing a loss. The Employee Culture ECG at Creative Circle promotes intentional culture and welcomes diverse perspectives.

ECS'S ERGS

- **Asian**
- **Black**
- **Caregivers**
- **Hispanic**
- **LGBTQIA+**
- **Professionals with Disabilities**
- **Seasoned Professionals**
- **Veterans**
- **Women**
- **Young Professionals**

LEADING GREEN MISSION

- Advance sustainable practices to make sustainability integral to the fabric of Creative Circle
- Engage the company in an ongoing dialogue about sustainability and enhance communications across all segments of the community
- Instill a culture of sustainable long-term planning and forward-thinking

Training and Development

ASGN is recognized as a reliable IT and professional services leader that demonstrates the highest level of professionalism across all aspects of our business. ASGN is fully dedicated to professional development and career advancement of our employees and consultants. ASGN provides 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, Apex Systems provides continuing education, customized training programs and professional development, both during and post-assignment, for our deployed consultant workforce.

Welcoming 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 help them settle in. Additionally, each new hire attends trainings to help them become familiar with their role and the Company as a whole. GlideFast has a buddy program and uses Slack to onboard new hires. CyberCoders has an especially robust 10-day onboarding process, including 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. All new hires meet the President of the Company during their first week to set the tone that CyberCoders is a supportive environment that honors individuality and authenticity. Other new hire programming includes daily games on the engagement tool Kahoot, peer-to-peer break-out sessions, one-on-one mentorship with the manager, and New Hire Small Group Cohort Sessions to build community and reduce the anxiety of large group interactions. To get conversations flowing, L&D professionals drive engagement by opening up about favorite books, outdoor activities, movies etc. Finally, CyberCoders also invites new hires into a Team Chat to further stimulate engagement and share ideas.

At ECS, new employees receive a welcome packet upon hire and are provided with an orientation about the work environment and culture. Robust onboarding is also provided at Creative Circle to all new employees, including an open forum and all-Company introductions and monthly virtual meetups.

In 2022, more than 262,000 hours were provided Company-wide to our approximately 8,900 internal employees, for over 29 hours of training per person throughout the year.

## Hours of Training
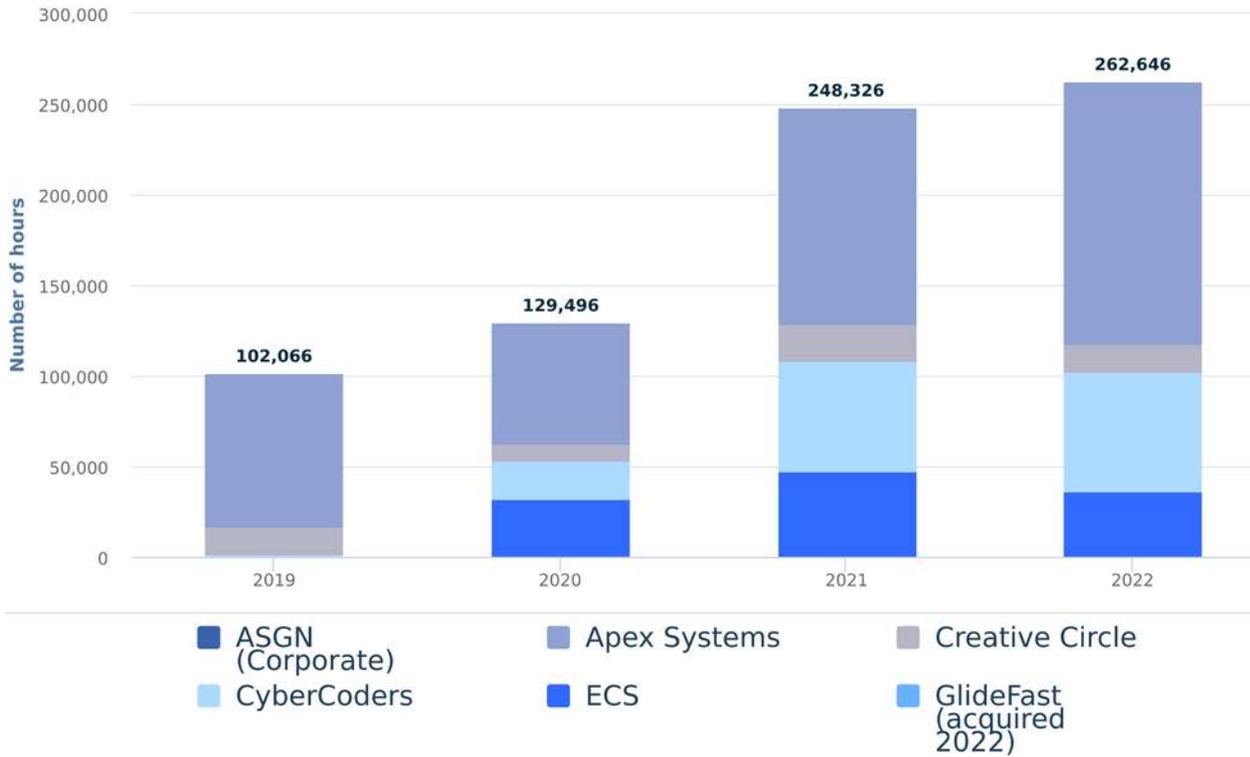
Training Types

1) **Compliance, Data Security and Ethics**

2) **DEI**

3) **Role Specific Trainings**

4) **New Manager Trainings / Emerging Leadership**

5) **Leadership-focused training**

6) **Other ongoing trainings**

Role-specific trainings include: new hire training and orientation for recruiters and account managers; advanced training for tenured recruiters and account managers on such topics as virtual selling, relationship building, consulting services, rate negotiation, time management and advanced sourcing techniques; internship training focused on sourcing candidates; technical training for recruiters and account managers to build technical knowledge within the skill areas we place contractors; sales, extended sales and Recruiter Toolbox Talks. Training types categorized as "Other" include optional self-development trainings which can be completed through our online learning platforms. Topics range from management, leadership, and communication skills to technical subjects.

Hours of Training by Type
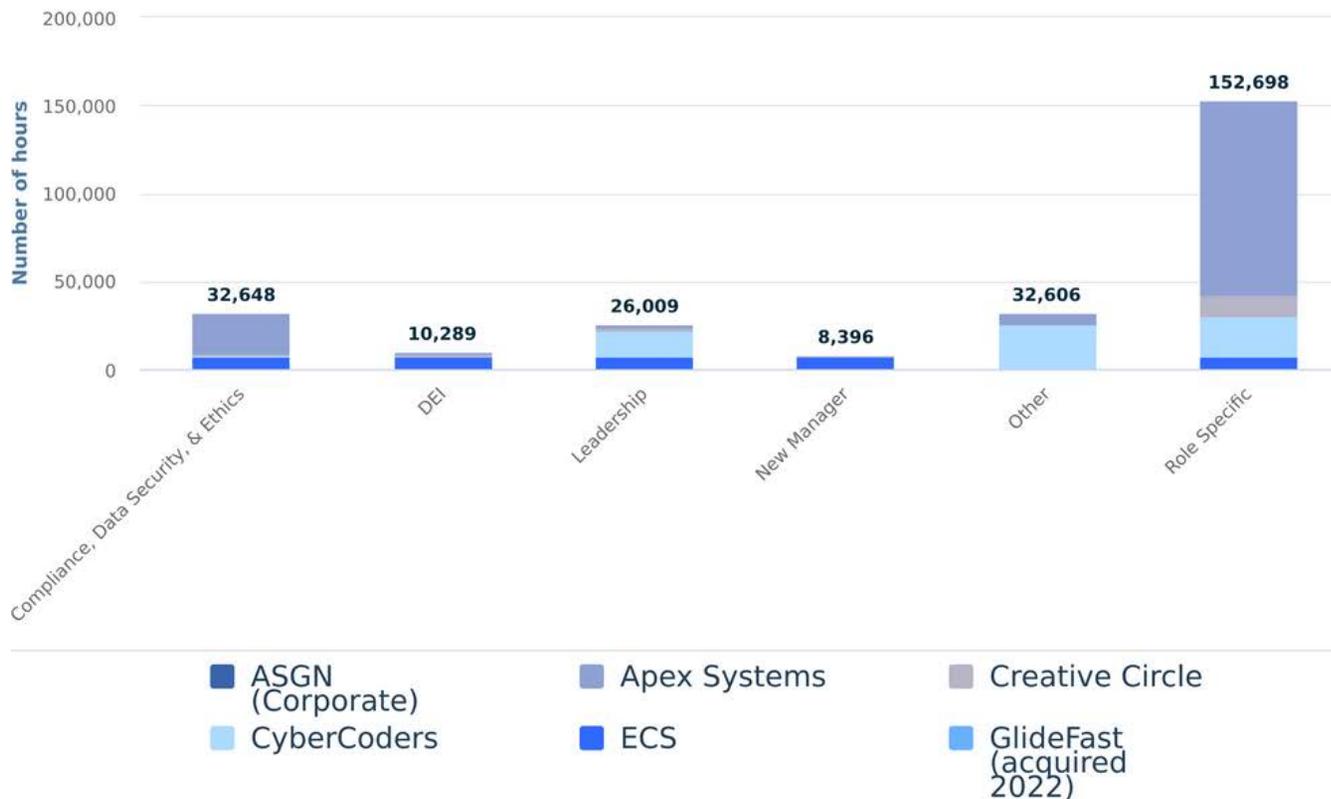
"All our brands have training programs in place that enable our employees to increase their skills, progress to senior positions and obtain professional certifications."

DEI Training

All new hires with management responsibilities are trained on DEI so they understand their contribution to promoting an inclusive and healthy work environment as well as the DEI resources available. Our DEI Leadership Trainings focus on educating and equipping leaders to understand their role in supporting DEI efforts across the organization, including cognitive bias, allyship, and advocacy. Current demographics and ways to help improve the retention and promotion of diverse employees by creating inclusive and equitable teams are discussed in the trainings. Leaders leave these trainings with a new understanding of DEI in the workplace and the tools they need to affect change.

At Apex Systems, DEI training Leadership training is provided for employees with at least one direct report. Creative Circle provides mandatory foundational DEI training for every hiring manager including Countering Unconscious Bias, Inclusive Communication and Identifying Microaggressions. Additional DEI coursework is also mandatory for Creative Circle's Managing Directors. At CyberCoders, new hires are provided with DEI training, and all employees receive annual certification on DEI. Further, DEI 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. The mandatory trainings comprise of four 90-minute sessions. In 2022, a total of 10,289 hours of DEI training was provided Company-wide.

Other Trainings

ASGN employees can take self-paced training through our third-party vendor, Skillsoft, which provides formal training to prepare for a variety of business and technical certifications. An extensive library of online training is available for employee development that may help them improve their skills for their current roles.

Creative Circle offers monthly webinars led by the DEI Council and individual ERGs. The Emerging Leaders Program is offered every quarter and is open to every Creative Circle employee with a manager nomination. Bimonthly webinars and learning podcasts are also open to Creative Circle employees year-round. Through eCornell and the Association of Training and Development, a variety of leadership and role-specific coursework and certifications is made available to Creative Circle employees. CyberCoders additional training covers topics such as sales enablement, career advancement for non-managers, and training on our proprietary tools and processes. 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 Training Program to enhance the necessary skills to achieve their desired progress. We are developing a full leadership preparation training

pathway to encourage a sustained and systematic approach to the development of essential skills to succeed in senior positions at ECS. GlideFast runs an internal "GlideFast Consulting University" program which trains new hires without technical backgrounds on ServiceNow and pays for their certification exams.

All our brands have training programs in place that enable our employees to increase their skills, progress to senior positions and obtain professional certifications.

Initiatives for Talent Development and Training (2022)

BRAND	Are training programs in place enabling non-managers to progress to more senior positions?	Are training programs in place that enable employees to obtain certifications or degrees?	Are training programs for non-managers focused on enabling employees to meet the skills of their current position?
ASGN (Corporate)	Yes	Yes	Yes
Apex Systems	Yes	Yes	Yes
Creative Circle	Yes	Yes	Yes
CyberCoders	Yes	Yes	Yes
ECS	Yes	Yes	Yes
GlideFast (acquired 2022)	Yes	Yes	Yes

Employee Engagement and Wellbeing

We know that listening inspires positive change in the workplace, and helps boost employee engagement, job satisfaction and productivity.

We recognize the importance of annual well-designed employee engagement surveys to maintain a fresh perspective on employee interests and concerns. As such we standardized our employee engagement survey data collection, tracking and reporting systems across our brands to ensure we are using consistent metrics to measure our progress. Prior to 2021, ASGN and each brand conducted their own employee engagement surveys. The 2022 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. A significant portion of our employees (71 percent), participated in the survey, providing an accurate and representative insight into how our employees feel about their workplace. Based on the survey, we found that the vast majority of our employees (84 percent) felt engaged in their work.

Supporting Our Employees

Apex Systems has abundant employee wellness resources, including mental health related supports, self-care, peer support, talk therapy, and physical healthcare options. Gym membership reimbursement is also offered. Employee feedback on wellness related programs is encouraged. CyberCoders provides employees with mental health information through the DEI Committee and Pride Panel and through various awareness events. CyberCoders also has a "Get Outdoors" employee engagement program that includes step and run competitions and supplies all employees with a pair of Nike athletic shoes to promote healthy and active lifestyles. Employee promotional items such as hiking backpacks, beanies, and jackets encourage physical activity.

In 2022, Creative Circle created the Employee Culture and Community Development Department to provide individual and group wellness and support sessions, and enhanced benefits for mental and emotional health support. ECS's Wellness Employee Community Group was formed to provide a sharing environment for employees interested in pursuing physical and mental health and wellness goals.

Cultivating a culture of authenticity

An inclusive culture is critical and therefore the company strives to create an environment where everyone is comfortable.

At Apex Systems, communication, accountability, and transparency are paramount. An inclusive culture is critical and therefore the company strives to create an environment where everyone is comfortable. Leaders are encouraged to hire people with different lived experiences and backgrounds, and they are 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 Apex Systems department will get involved to provide mediation, training, or additional support. In addition, as of September 2022, all leaders participate in DEI Leadership training so that they can understand the organizational goals as well as their role in helping us achieve those goals.

Creative Circle's president leads quarterly "All Calls" with all employees to share company news and encourage engagement. All communications and performance evaluations focus on the brand's four core values of connection, evolution, community, and excellence. In 2022, Creative Circle established a dedicated Employee Culture and Community Development Group to augment the support of our diverse workforce. ECS has an "ECS Leads" monthly leadership series geared towards empowering, coaching, and developing leadership skills and resources. The series highlights employees from various professional and personal backgrounds who share how they overcame obstacles and persevered.

Team Building Opportunities

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 has a budget for in-person and virtual team building events arranged case by case.

CyberCoders has many team building opportunities including Dare to Lead Senior Leadership Training and Daring Teams Facilitated Trainings, The Culture Code book workshops, and Level-Up Programs including peer to peer sharing, mentorship circles, 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

In 2022, Apex Systems offered #IamRemarkable training as a workshop to help empower women and diverse employees to become more comfortable with self-promotion and confidently progressing their careers.

All employees have access to Percipio trainings that will help them with career development. Creative Circle offers bimonthly learning webinars and learning podcasts to all employees. ECS' ECS Leads program provides tools, practices, and coaching to inspire participants to identify

their leadership style, opportunities for growth, and actionable next steps. CyberCoders hosts associate manager workshops, "Dare to Lead" senior leadership trainings, and "The Culture Code" manager workshops. ECS currently has four Centers of Excellence for employee growth and are adding two more in 2023.

We Support Working Parents

All our commercial segment 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 and offer Dependent Care accounts for our U.S. internal employees. In addition, Apex Systems, Creative Circle and ECS support our family-focused ERGs to provide a safe space for caregivers to share challenges of working and balancing responsibilities.

Employee Health Benefits

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; short-term and long-term disability plans, 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. Our non-U.S. employees are provided benefit plans commensurate with peer companies in their countries. Some of the ASGN brands also contribute up to $30 for a monthly gym/health club membership . 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.

In 2022, ASGN adopted a Company-wide Employee Wellness Policy which outlines the benefits at all brands, which will be updated from time to time as benefits evolve. Also see ASGN's Workplace Health and Safety Policy for more details.

> Featured Brand Benefits

- **Apex Systems:** Virtual yoga, wellness events, an emotional wellbeing intranet page with access to apps, training courses, mental healthcare support, books, services, podcasts on selfcare, stress reduction and mindfulness
- **Creative Circle:** Snooze Week over the winter holidays, $5,000 for adoption assistance, paid sabbatical for employees with 10 years of service
- **CyberCoders:** Dependent Care accounts for working parents; pet insurance
- **ECS:** tuition reimbursement for a wide range of educational programs, as well as student loan repayment assistance for new employees.
- **GlideFast:** Unlimited PTO and the ability to work from anywhere with a good internet connection

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 be lateral job changes, cross-functional training, serving on committees or special projects, or any activity that will help to progress 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 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
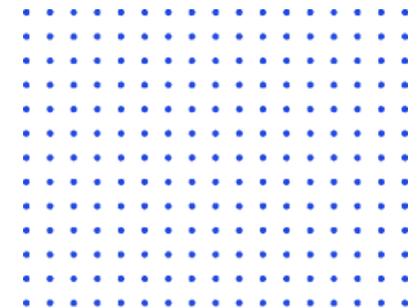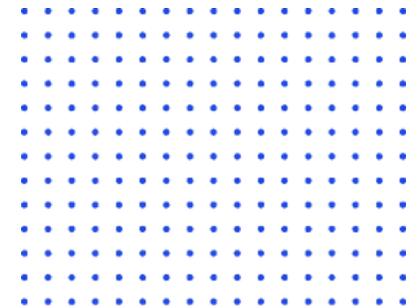
the next steps toward advancement. By empowering our employees to grow, we have found this leads to higher workplace satisfaction and greater retention. In addition, satisfied employees are more likely to encourage others to work for us. Our employees are our best recruiters.

We use integrated online tools to implement our annual performance management reviews. One hundred percent of our internal commercial segment employees receive performance reviews. After a gradual increase in performance reviews, ECS, our Federal Government segment brand, had a slight decline from 88 percent in 2021 to 86 percent in 2022. Nevertheless, ECS remains committed to continually improving upon the percentage of their employees receiving performance reviews.

Employees Receiving Regular Performance Reviews

Legend:
- ASGN (Corporate)
- Apex Systems
- Creative Circle
- CyberCoders
- ECS
- GlideFast (acquired 2022)
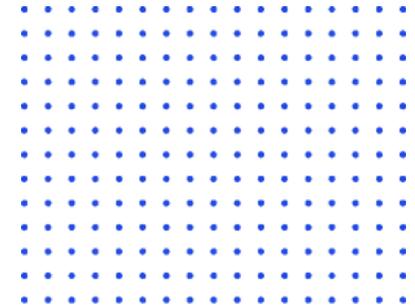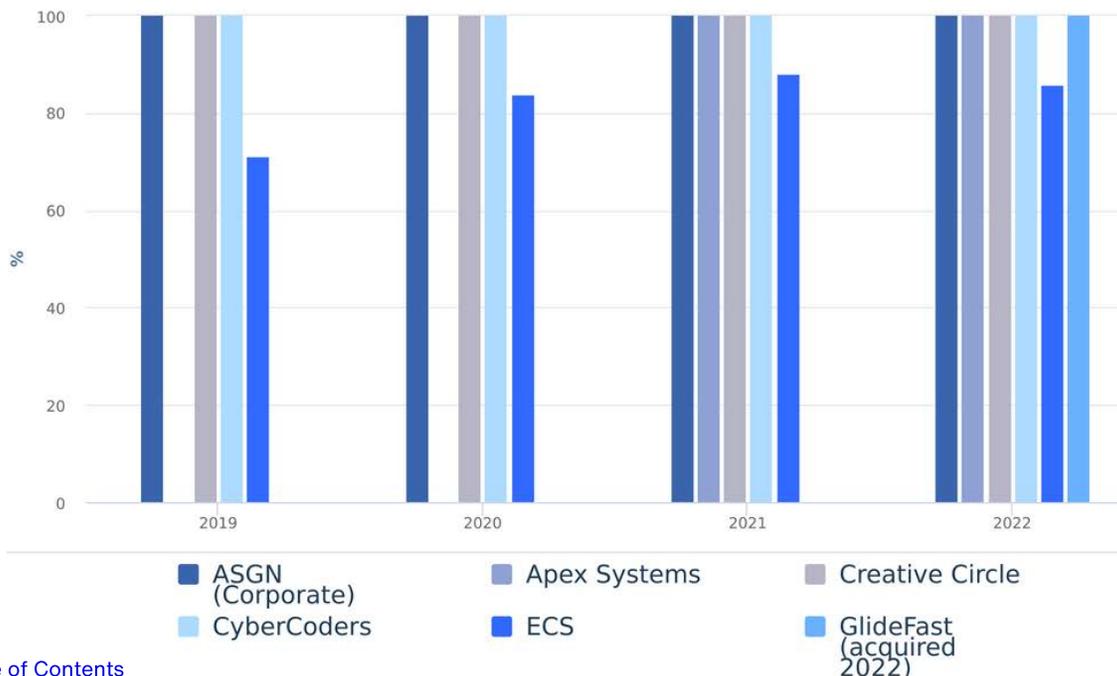
We believe empowered employees are stronger and therefore we take steps to ensure our employees have a safe space to address any of their concerns and speak freely. We offer an anonymous contact process for raising issues and maintain an anonymous hotline to ensure all employees can safely lodge complaints and report workplace issues and potential violations. As of December 31, 2022, no bargaining agreements were in place at ASGN or within any of ASGN's operating segments.

Workforce Planning

A Spotlight on Apex

Apex Systems trains and equips all managers to have conversations with employees throughout the year about long-term aspirations and career pathing. 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. The 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 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 as well as utilizing 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. 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.

Turnover

In 2021, ASGN Corporate, Creative Circle, and CyberCoders' involuntary turnover rates decreased at a commensurate rate to the increases of 2020 due to the larger economic impacts of COVID-19, while Apex and ECS stayed steady that year.

In 2022, Apex Systems' involuntary turnover decreased after a modest increase in 2021, and with the exception of CyberCoder's slight increase, all other brands had the same involuntary turnover rate in 2022.

Involuntary Turnover Rate
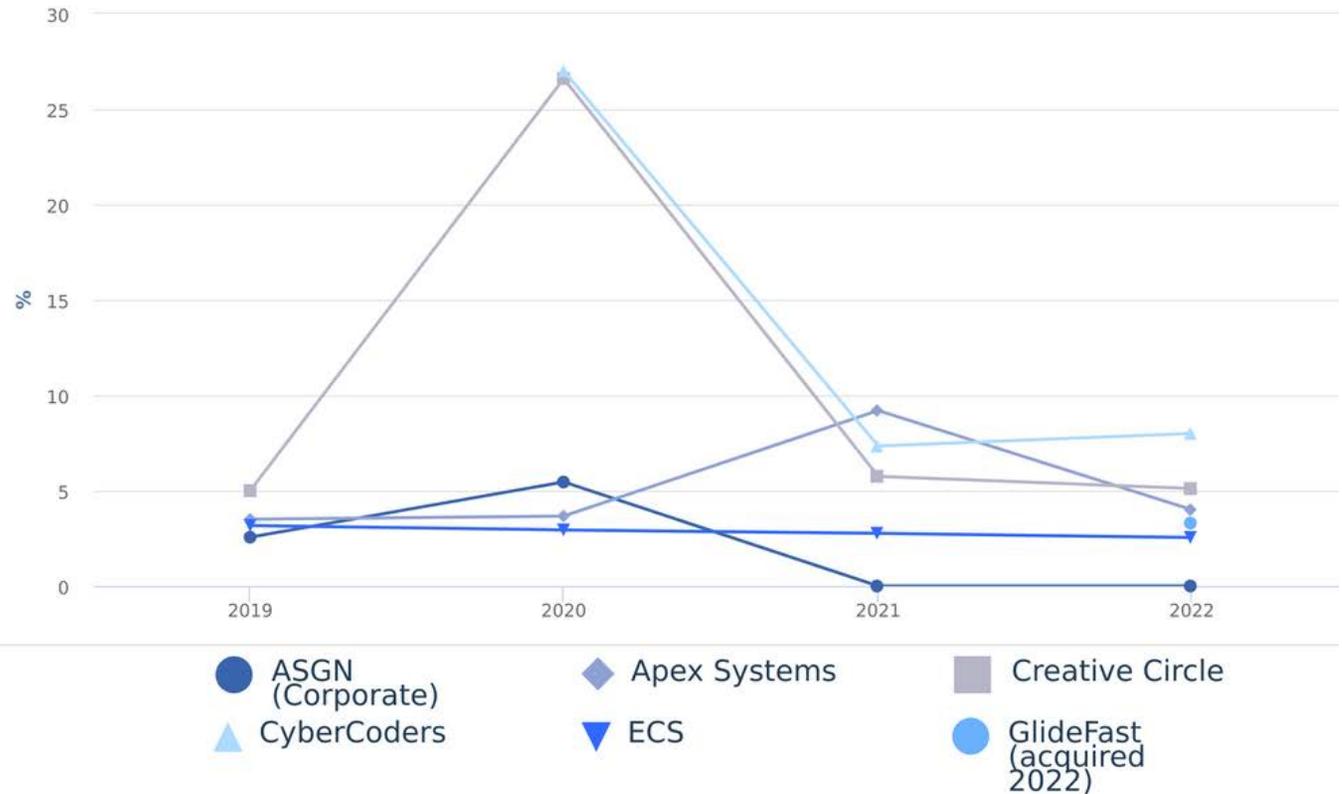
Voluntary Turnover Rate

In 2022, our voluntary turnover rates dropped at CyberCoders and ECS while our voluntary turnover rate ticked up at ASGN Corporate, Creative Circle and Apex Systems.

The past two years were an unusually strong job market, which impacted voluntary turnover. ASGN Corporate's voluntary turnover rate has been historically low.
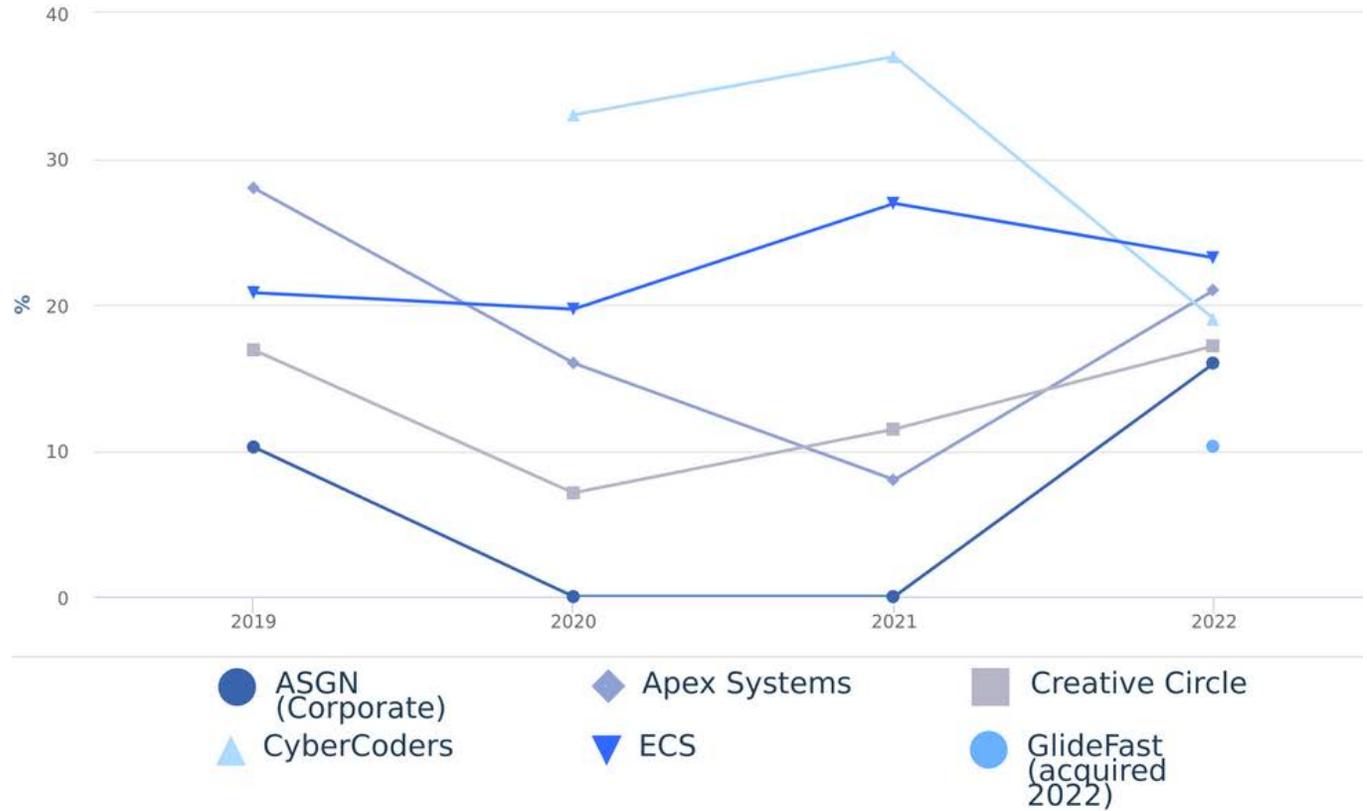
Executive Pay

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 that is consistent with our corporate objectives and stockholder interests. Our policy is to provide a competitive total compensation package that shares our success with our named executive officers, as well as other employees, when our goals are met. Each year, ASGN publishes a thorough description and analysis of our directors' and senior executives' compensation in our Proxy, including a description of the total compensation of our CEO in **ASGN Incorporated's Annual Reports & Proxies**.

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.

Working together can make a lasting, 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've made significant progress and are excited to share our 2022 ESG Report, which highlights our commitment to social responsibility. In 2022, we streamlined our approach to corporate giving and employee engagement and offered a paid philanthropy day to encourage all our employees to give back to their communities, and they responded by volunteering over 4,600 hours to causes they found meaningful.

Our 2023 Social Responsibility Commitments

1) Continue to increase employee engagement through ASGN's giving and social impact programs.

2) Create and sponsor programs that support increased employee and corporate participation.

HIGHLIGHTS

4.6k+
Hours volunteered

400+
Non-profits impacted by our efforts

STEM
Programs supported

Our employees also raised over $540,000 for over 400 non-profit organizations while volunteering thousands of hours in our local communities. In 2022, ASGN and its employees supported a remarkable 432 non-profit organizations, with employee participation in philanthropic activities at an all-time high.

Furthermore, our commitment to upskilling, mentoring, and career advancement extends beyond our company, touching the lives of countless individuals through intentional and focused programs including STEM programs, training opportunities, and partnerships with organizations like Year Up, ACT-IAC, the Emma Bowen Foundation and ServiceNow.

"We are sincerely grateful for the passion and commitment our employees have shown to making the world a better place. As we look forward to 2023 and beyond, we will continue support charitable contributions, employee community engagement, and volunteerism."

Tai Dotson
Director of Diversity, Equity and Inclusion

Community Engagement

We are proud of our efforts to be more charitable and engaged with the communities we serve, and live in.

After a dip in 2020 due to the pandemic, our employee participation in philanthropic activities has been on the rise. We piloted a new charitable giving platform with first the small team at ASGN corporate, then expanded to include Apex Systems and Creative Circle.

Our goal was to make it easier to measure employee involvement and increase participation in philanthropic efforts. In 2022, ASGN and our employees supported 432 non-profit organizations, more than doubling the number of organizations we supported in 2021.

Employee Participation (%)
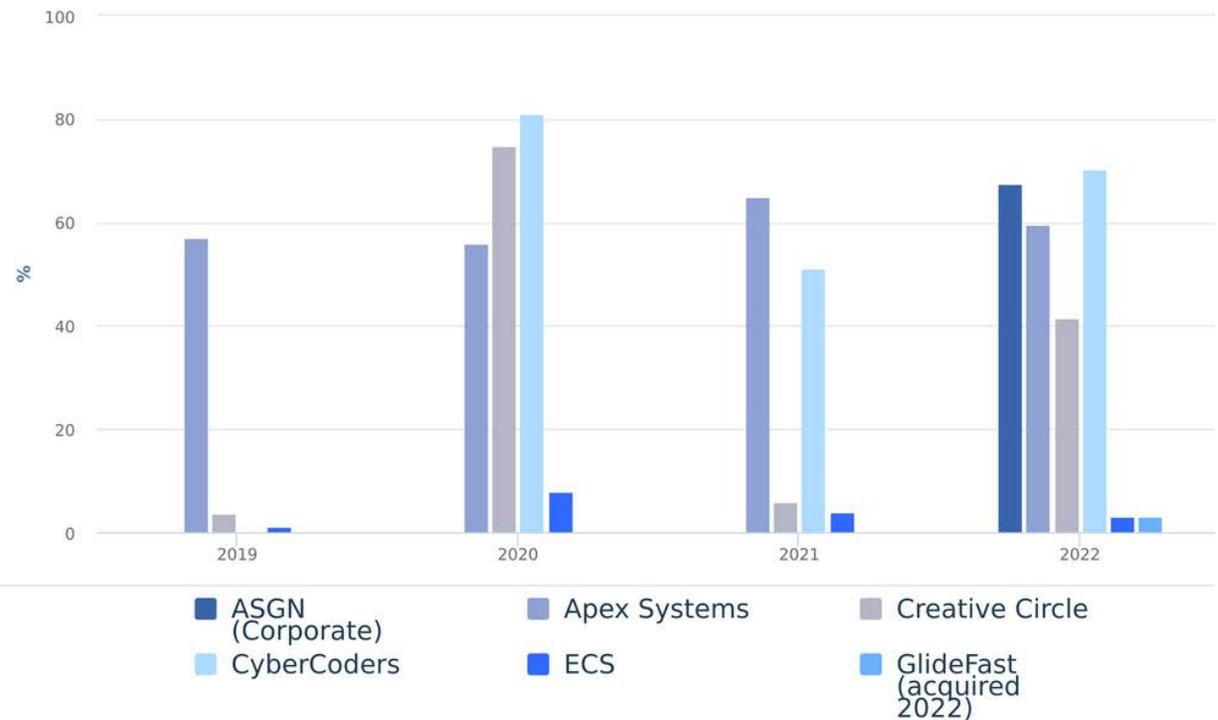
This is the first year we measured individual employee participation in community campaigns, donating and volunteering across all brands (with the exception of GlideFast, acquired mid-2022) In 2022, brands with the highest employee community participation rates were CyberCoders at 70 percent, ASGN Corporate at 67 percent and Apex Systems at 60 percent. For CyberCoders, this was a nearly 20 percent increase over last year. This was the first year we measured ASGN Corporate employees' participation in community engagement, due to the pilot of the new charitable giving platform. In addition to employee participation, Apex Systems achieved 100 percent branch participation in philanthropic activities this year. Our Company-wide total employee community volunteer hours of 4,669 in 2022 exceeded our pre-pandemic total of 3,443 in 2019.

Volunteer Hours
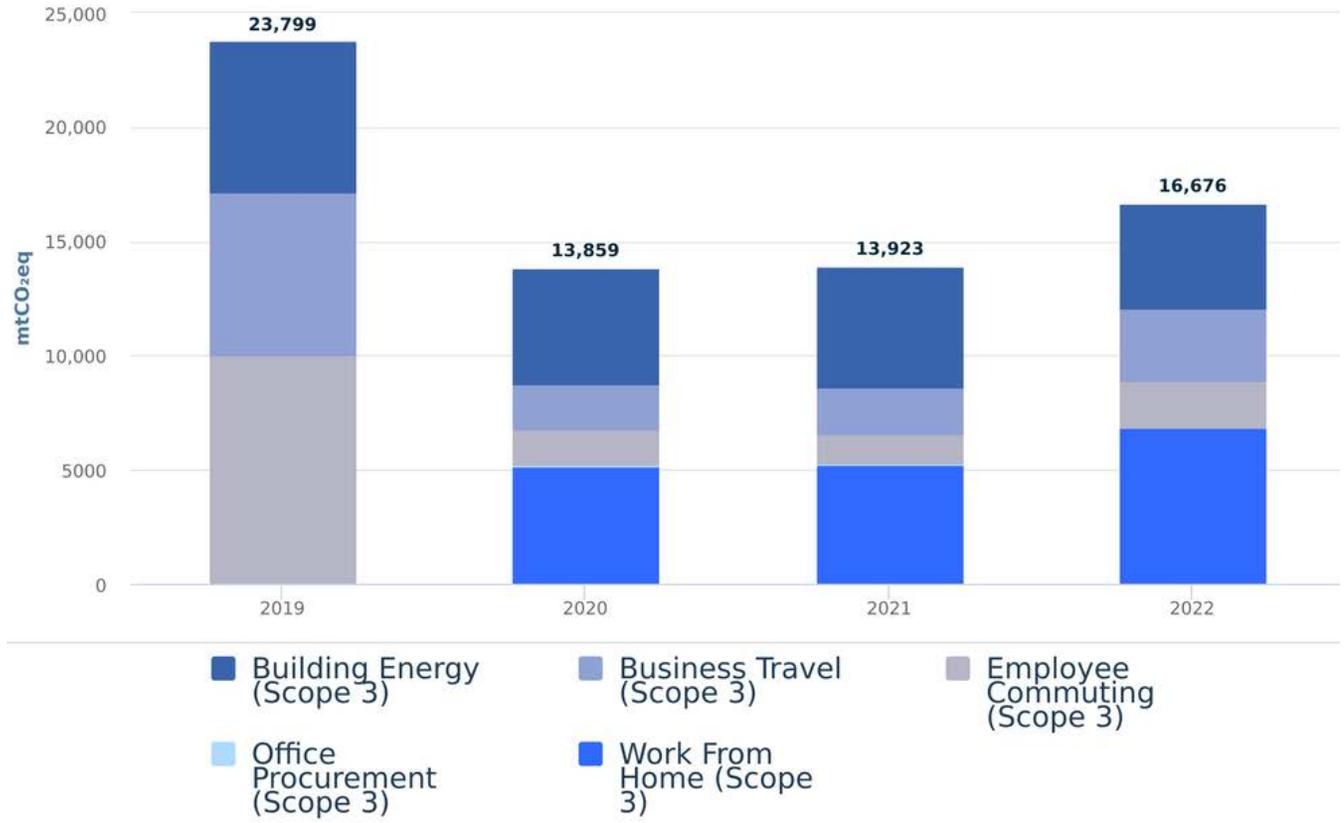
Quarter of Caring | Apex Systems

Through the Quarter of Caring program, Apex Systems has been encouraging employees to donate and volunteer to support charities and other non-profits in our communities for over nine years. Apex System's successful philanthropic program is an inspiration to us all and has elevated our Company-wide culture of caring.

In 2022, Apex Systems supported 196 non-profits, participated in 40 fundraisers, and raised over $262,000. The Apex Systems' team supported 185 kids in need through the Daymaker Program's "Making Spirits Bright" campaign, donating 458 gifts. Apex Systems also hosted four fundraising events – A Magic Show, Hurricane Relief, Gamers vs. Cancer and Story Time. The Magic Show charity event raised over $2,000 for the Disabled American Veterans and the Wounded Warrior Project, while Story Time raised $3,400 for Year Up, a young adult-focused workforce development program with a mission to close the opportunity divide.

More Apex Systems Donation Highlights: Nashville Rescue Mission received the largest donation from Apex Systems and its employees, followed by Feeding America – a nationwide network of food banks. On top of a $5,000 donation from the company, Apex Systems' employees volunteered at the Roc Solid Foundation packing "Ready Bags" and building playsets for children fighting cancer. In alignment with the team's core values, Apex Systems' employees participated in the Dress for Success clothing drive, donating 150 business outfits. Finally, a particularly fun philanthropic endeavor in 2022 was Apex Systems' pet photo contest fundraiser which included friends and family and raised over $3,200 for the Houston Society for the Prevention of Cruelty to Animals.

Circle of Caring | Creative Circle

Circle of Caring is Creative Circle's giving program that supports local communities with charitable contributions to local nonprofits. In 2022, Creative Circle and employees raised more than $71,000 and supported 142 organizations. Each office employee resource group ("ERG") and employee community group ("ECG") selected a local nonprofit to support through the charitable giving program. In 2022, Creative Circle donated to over 140 organizations – a notable 32 percent increase over the prior year. Among others, recipients in 2022 included Saint Jude, NARAL Pro-Choice America Foundation, Students Learn Students Vote Coalition, Spread the Vote, Register Her, and Ballotpedia.
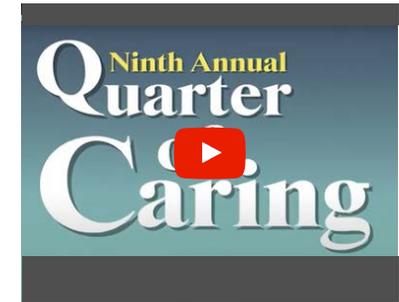
ECS Cares and ECS Engage | ECS

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, which both provide employees the opportunity to give back to selected causes. Through these programs, ECS supported 44 non-profit organizations and raised over $125,000.

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. By collectively supporting one cause at a time, ECS creates a powerful wave of positivity while nurturing a strong company culture. ECS Cares held blood drives in the Fairfax, Virginia and O'Fallon, Illinois offices, collecting 52 units of blood. Six offices participated in Toys for Tots toy drives, collectively donating over 450 toys from employees to children in need. ECS Cares supported nine organizations through four fundraising campaigns raising over $19,000 in employee donations. Employee donations were matched dollar for dollar by ECS.

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 2022, ECS Engage supported 31 employee nominated organizations awarding over $40,000 in grants.

Diversity, Community and Youth | CyberCoders

During Black History Month, CyberCoders donated to the Black Mental Health Alliance, and purchased coffee from a Black-owned business, and gifted it to their employees. In April 2022, the company raised money for the Ukraine Crisis Relief Fund to provide humanitarian aid to Ukrainian refugees. During Pride Month, CyberCoders purchased Pride Hats from Stuzo Clothing, a LGBTQ+-owned company. During Skin Cancer Awareness Month, the company held a raffle and employees raised donations for the American Cancer Society. CyberCoders hosted an informational session about melanoma prevention and the importance of early detection. In the final quarter of the year, traditionally known as the Season of Giving, CyberCoders supported six charitable organizations including Don't Be a Monster, which provides bullying prevention assemblies to schools across the United States; the Movember Foundation to support men's health; Feeding America to help end hunger in the United States; Girls Who

Code to help build the world's largest pipeline of female engineers; GLSEN to ensure LGBTQ students are able to learn and grow in a school environment free from bullying and harassment; and the Trevor Project to end suicide among LGBTQ young people. CyberCoders' total company and employee contributions during the Season of Giving totaled $18,000.

GlideFast Gives | GlideFast

GlideFast's philanthropic program, GlideFast Gives, runs quarterly social media fundraisers for a variety of non-profit organizations. GlideFast supports Year Up, SNUG, the Joe Andruzzi Foundation, and many other impactful community-based organizations. In 2022, GlideFast donated laptops to Year Up students, and provided a presentation about the return on investment to support organizational success for SNUG (guns spelled backwards). The Joe Andruzzi Foundation is a non-profit organization that raises funding to support cancer patients and their families. During the winter holiday season, several employees in GlideFast's Canadian office hosted supported the Toronto Firefighters annual toy drive by donating more than 60 toys for children in need. In 2022, GlideFast donated over $20,000 to over 20 non-profit organizations.

Upskilling, Mentoring and Career Advancement Programs for Our Community

In 2022, ASGN's largest commercial brand, Apex Systems, supported 30 STEM programs, including Year Up, Intellectual Point and IIBA Global, as well as Veteran-focused partnerships including Vets2PM SkillBridge Residency – touching a total of 11,946 people across 171 events. Moreover, Apex's STEM donations have doubled each year over the past three years from $10,000 in 2020 to $40,000 in 2022.

ECS, ASGN's Federal Government division, is continuing its sponsorship of the American Council for Technology-Industry Advisory Council (ACT-IAC) and participates in their program events and training offerings. In 2022, several ECS staff graduated from ACT-IAC's Associates Program. The Associates Program prepares entry-level professionals, with up to six years of experience, for their future roles as leaders in government and industry. This unique program fosters career growth through coaching, classroom training, and independent and team exercises.

ASGN's newest brand, GlideFast, provides ServiceNow training for external audiences, including ServiceNow fundamental courses. GlideFast also sponsors the annual ServiceNow Knowledge Conference, local ServiceNow events, and developer meetups, allowing developers in the ServiceNow ecosystem to network and exchange knowledge. In 2022, GlideFast+ was launched, a virtual training platform for external audiences that covers all elements of ServiceNow. Additionally, GlideFast provides "Share the Wealth" videos on YouTube that are accessible by external audiences and teach the fundamentals of ServiceNow and IT operations management ("ITOM"). GlideFast also provides mentoring opportunities and volunteers with Year Up. GlideFast Consulting University ("GCU") recruits externally and hires individuals who are passionate about learning coding and ServiceNow. The company provides education and training on ServiceNow and at the end of the program, the GCU enrollees take the ServiceNow certification test, paid for by GlideFast.

Corporate Giving

Together, ASGN Incorporated and our employees raised $540,239 in 2022 for over 400 non-profit organizations. A special shout out to our generous employees who raised or donated 31 percent of this amount. While our ASGN Corporate brand makes up less than half a percent of our team members, just under 10% of our financial philanthropy efforts were contributed by this group.

Financial Contributions
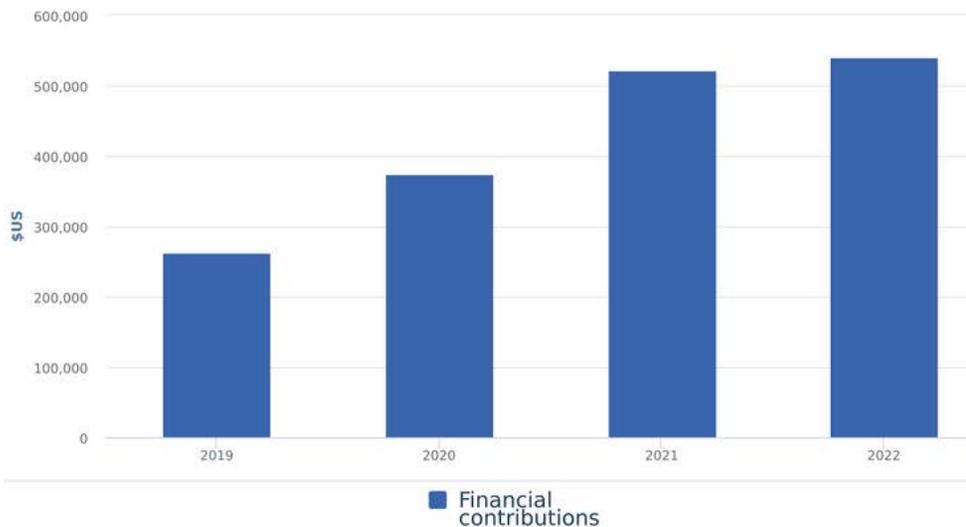
Financial Contributions by Brand (2022)
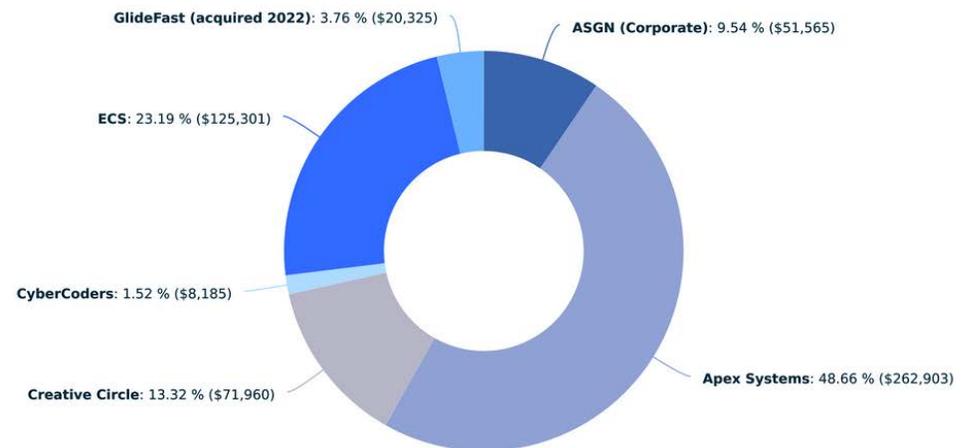
GlideFast (acquired 2022): 3.76 % ($20,325)
ASGN (Corporate): 9.54 % ($51,565)
ECS: 23.19 % ($125,301)
Apex Systems: 48.66 % ($262,903)
CyberCoders: 1.52 % ($8,185)
Creative Circle: 13.32 % ($71,960)

ENVIRONMENTAL RESPONSIBILITY

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

We are implementing our carbon emission reduction plan

focused on renewables, waste reduction, low-carbon transportation choices, and fostering a sustainable supply chain.

We have demonstrated a steadfast determination to fulfill our 2022 Environmental Responsibility Commitments. These include establishing a Carbon Emissions Reduction Plan ("CERP"); becoming a signatory of the Science Based Target Initiative ("SBTi"); expanding our ESG reporting frameworks; obtaining third-party assurance of our greenhouse gas ("GHG") inventory; and engaging our Board of Directors on climate-related risks and opportunities.

Our comprehensive approach to achieving our carbon emissions reduction target includes updating our Environmental Management Policy, adopting Sustainable Business Travel Guidelines, and piloting a Sustainable Employee Commuting program in 2024.

We are fostering a more sustainable supply chain by implementing a Sustainable Procurement Policy and developing a Sustainable Supply Chain Program. We are also reducing the use of paper and disposable plastics in our offices and seeking leases in buildings with renewable energy capabilities when cost comparable.

HIGHLIGHTS

SBTI
Alignment

Supply Chain
Sustainability Engagement

ECGs
Sustainability-focused

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Our comprehensive approach to achieving our carbon emissions reduction target includes updating our Environmental Management Policy, adopting Sustainable Business Travel Guidelines, and piloting a Sustainable Employee Commuting program in 2024.

Additionally, we are supporting a growing culture of environmental stewardship among our employees. The expansion of our sustainability-focused Employee Community Groups ("ECGs") is a heartening 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 towards a more sustainable future.

We engaged our Board of Directors on climate-related risks and opportunities in 2022, and we will continue to do so on a regular basis. We also engaged climate-risk experts to help our leadership across the brands identify impacts on our business strategy, and ways we can strengthen our business resilience. For more information, see our updated TCFD report in our Transparency Section.

"We are on a trajectory toward sustainability and climate resilience and look forward to sharing our future achievements and milestones with you as we continue to advance our objectives."

Shea Cunningham
Director of Sustainability

Our Emissions

We are committed to annually tracking and reporting our carbon emissions. In addition to conducting an updated GHG inventory, we obtained third-party certification of our 2019 baseline and 2022 GHG inventories.

Our carbon reduction initiatives will be adjusted as needed to achieve our 2030 goal of a 55 percent reduction of greenhouse gases ("GHGs") from our 2019 baseline per the intensity of our employees.

ASGN contracted a third-party vendor to prepare its 2019-2022 GHG inventories. The 2019-2022 GHG inventories were recalculated for the following reasons:

- To account for the divestiture of Oxford Global Resources in July 2021. Oxford was removed from the 2019-2022 inventories to align with the GHG Protocol which requires the removal of divested companies from greenhouse gas (GHG) inventory baseline and subsequent data.
- To revise the methodology used for procurement estimates from emissions factors based on manufacturing of items to a spend-based methodology. Our revised third-party assured inventory found our procurement-related emissions were less than one percent of total emissions for all years 2019-2022, thus they have been deemed immaterial to the Company.
- To include a Work from Home emissions category.
- To reduce the need for estimations and improve data coverage and quality across each category.

ASGN's 2022 GHG inventory and 2019 baseline inventory were third-party assured.

See our Emission Appendix below for additional information on assumptions, methodologies, data uncertainties and recalculations.

Emissions Sources

ASGN's 2022 organizational and operational boundaries were held consistent with past years' inventories, thus all emissions were once again reported as indirect within the Scope 3 category. One hundred percent of ASGN's GHGs remain categorized as indirect, Scope 3 per the GHG Protocol, as we have no fleet of vehicles, all office space is leased, and ASGN continues to lack operational control of the leased offices. However, we are working toward gaining more operational control of our leased offices as our leases expire by negotiating new leasing terms, including direct access to utility bills, submetering and direct control of energy efficiency measures. This would be a gradual process that will depend on our real estate options per region and may result in a gradual shift from Scope 3 to Scope 2 emissions in our building energy emissions.

Our GHG emission source data categories included upstream leased space electric and gas consumption, employee business travel, employee commuting, procurement of goods and services, and data center energy consumption. Our third-party vendor applied emissions factors to the source data and calculated total CO2e emissions values for the years 2019 – 2022 and followed GHG Protocol's Corporate Value Chain Accounting and Reporting Standard to determine ASGN's appropriate Scope and utilized the GHG Protocol's Operational Control approach. Per Appendix A. Accounting for Emissions from Leased Assets, "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 if the decision is disclosed and justified in the public report." ASGN does not currently have operational control of any leased offices, and therefore, all 2019-2022 leased asset emissions were calculated as Scope 3 emissions. In addition to the GHG inventory and recalculations, we obtained third-party certification of our 2019 baseline and 2022 GHG inventories.

In 2022, ASGN produced a total of 16,676 metric tons of carbon dioxide equivalency (CO2e). Per the revised calculations, in our baseline year of 2019, we produced a total of 23,799 metric tons of carbon dioxide equivalency across all our brands. Our emissions increased by 16 percent from 2021 to 2022, as business travel increased and more employees began commuting to the office. This was to be expected as the post-pandemic recovery accelerated. Nevertheless, our 2022 emissions still represents in a 30 percent reduction from our 2019 baseline. Also importantly, our emission intensity per employee decreased, as we improved as we improved operational efficiencies.

ORGANIZATIONAL AND OPERATIONAL BOUNDARIES

"One hundred percent of ASGN's GHGs remain categorized as indirect, Scope 3 per the GHG Protocol, as we have no fleet of vehicles, all office space is leased, and ASGN continues to lack operational control of the leased offices."

Scope 3 Emissions

Although our total emissions increased over the past two years, our emissions intensity per internal employee decreased, representing a 52.5 percent reduction from our 2019 baseline. Our challenge will be to further reduce and maintain our emissions reductions while we continue to grow our business. We will do so by continuing to engage in carbon emission reduction strategies targeting our building, business travel, employee commuting and work from home emissions.
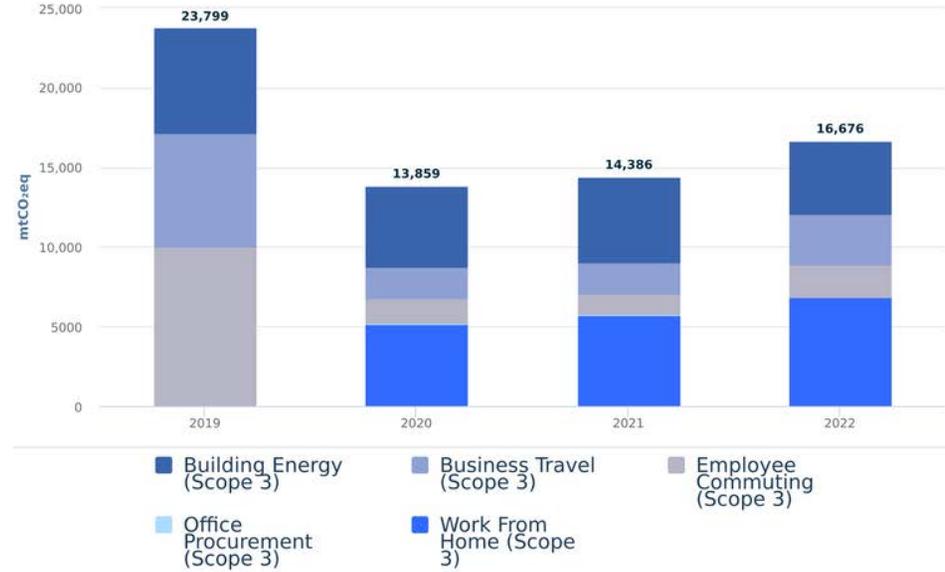
Emissions [mtCO₂eq]	2019	2020	2021	2022
Building Energy (Scope 3)	6,605	5,120	5,323	4,588
Business Travel (Scope 3)	7,196	1,948	2,028	3,206
Employee Commuting (Scope 3)	9,928	1,574	1,278	2,045
Office Procurement (Scope 3)	71	56	61	16
Work From Home (Scope 3)	-	5,161	5,696	6,820
Total	23,799	13,859	14,386	16,676

Scope 3 by Category (2022)

In 2022, 41 percent of emissions came from work from home; 28 percent from Building Energy; 19 percent from Business Travel; 12 percent from Employee Commuting; and less than one percent from procurement. The largest emissions reductions between 2019 to 2022 came from Employee Commuting (79 percent), Business Travel (55 percent), and Building Energy (31 percent).

Business Travel (Air Travel): 8.51 % (1,419)
Business Travel (Hotel Stays): 3.24 % (541)
Business Travel (Rental Cars): 7.48 % (1,247)
Business Travel (Train Travel): 0.00 % (0)
Employee Commuting: 12.27 % (2,045)
Office Electric: 22.76 % (3,795)
Office Gas: 4.75 % (793)
Office Procurement: 0.09 % (16)
Work From Home: 40.90 % (6,820)
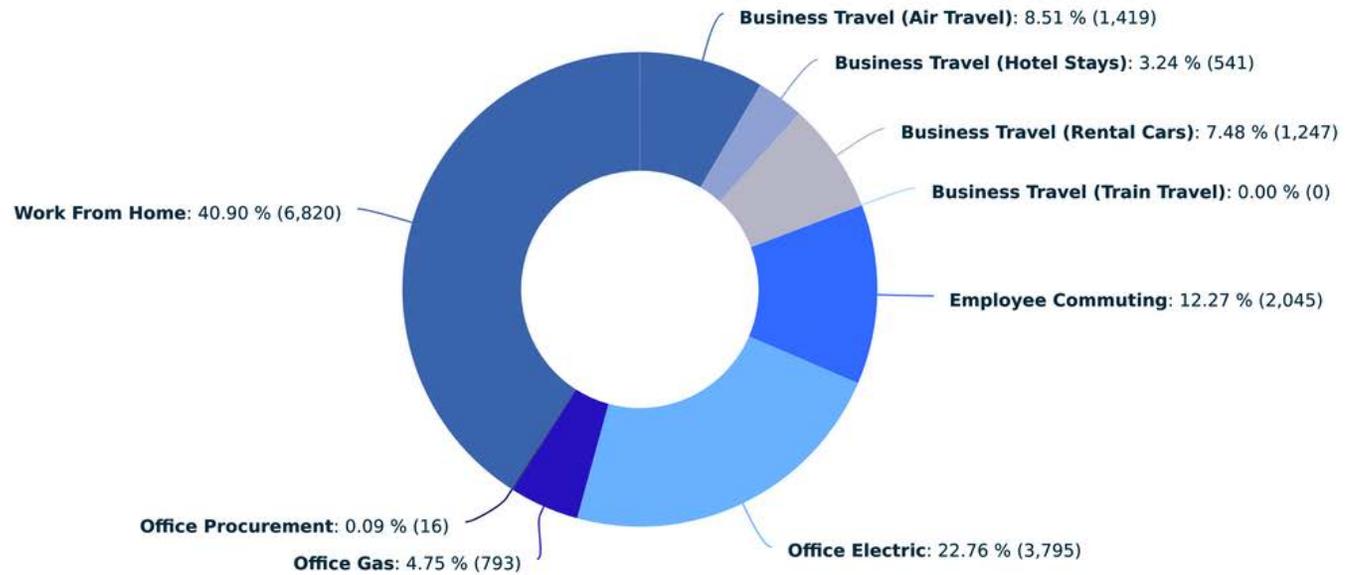
Emission Intensities and Targets

Our 2030 emissions target is 1.77 metric tons of CO2e per internal employee. This target represents a 55% reduction from 2019, our baseline year, when our emissions were 3.91 metric tons of CO2e per internal employee.

In 2022 our emissions were 1.87 metric tons of CO2e per internal employee, which reflects a 52.5 percent reduction from our 2019 baseline. The reduction in our emissions intensity in 2022 is primarily due to a decrease in our building footprint and an increase in employees over the course of the year.

Emissions Intensity per Internal Employee

Legend:
- Building Energy (Scope 3)
- Business Travel (Scope 3)
- Employee Commuting (Scope 3)
- Office Procurement (Scope 3)
- Work From Home (Scope 3)
- Emissions per Internal Employee

Building Energy Intensity (kBtu/sqft)
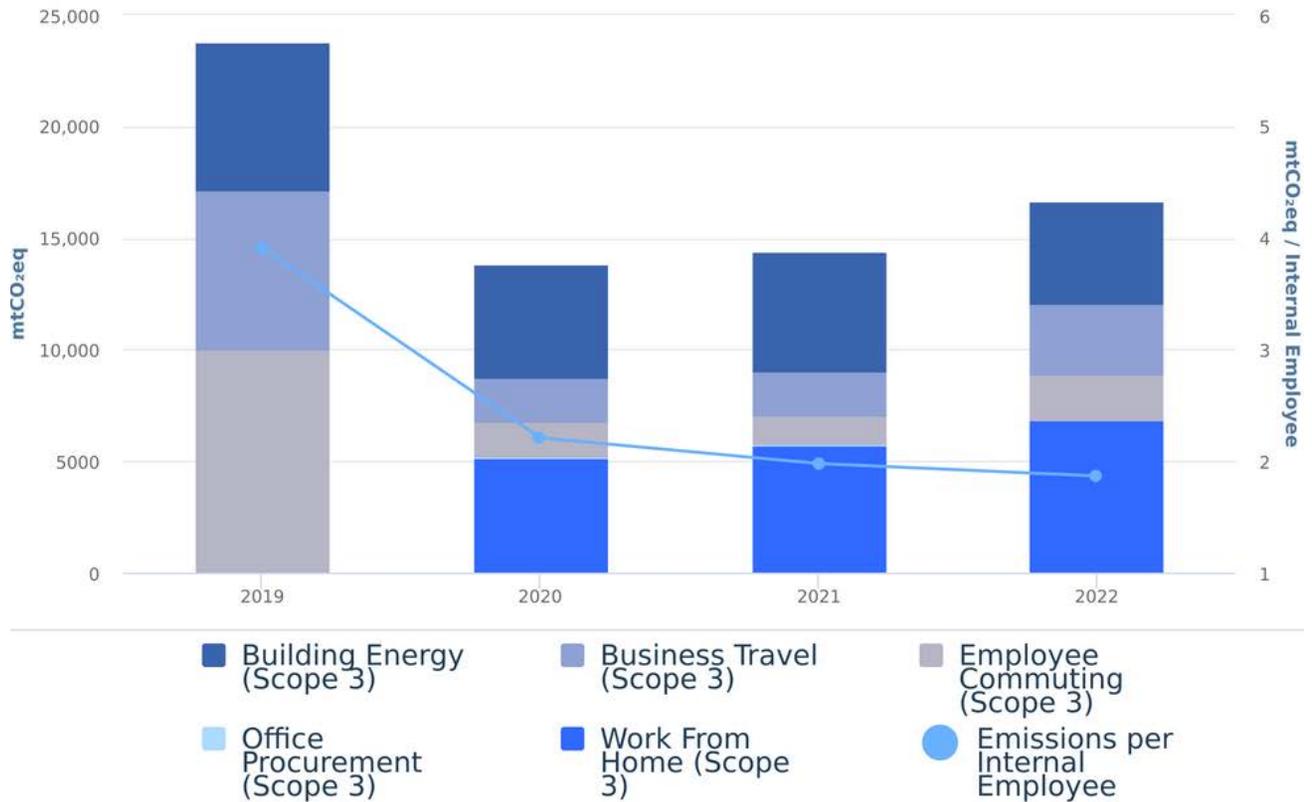
Our building energy intensity per square foot declined across the Company, with particularly remarkable reductions from Apex and Creative Circle.

CyberCoders' workforce went substantially remote in 2022.
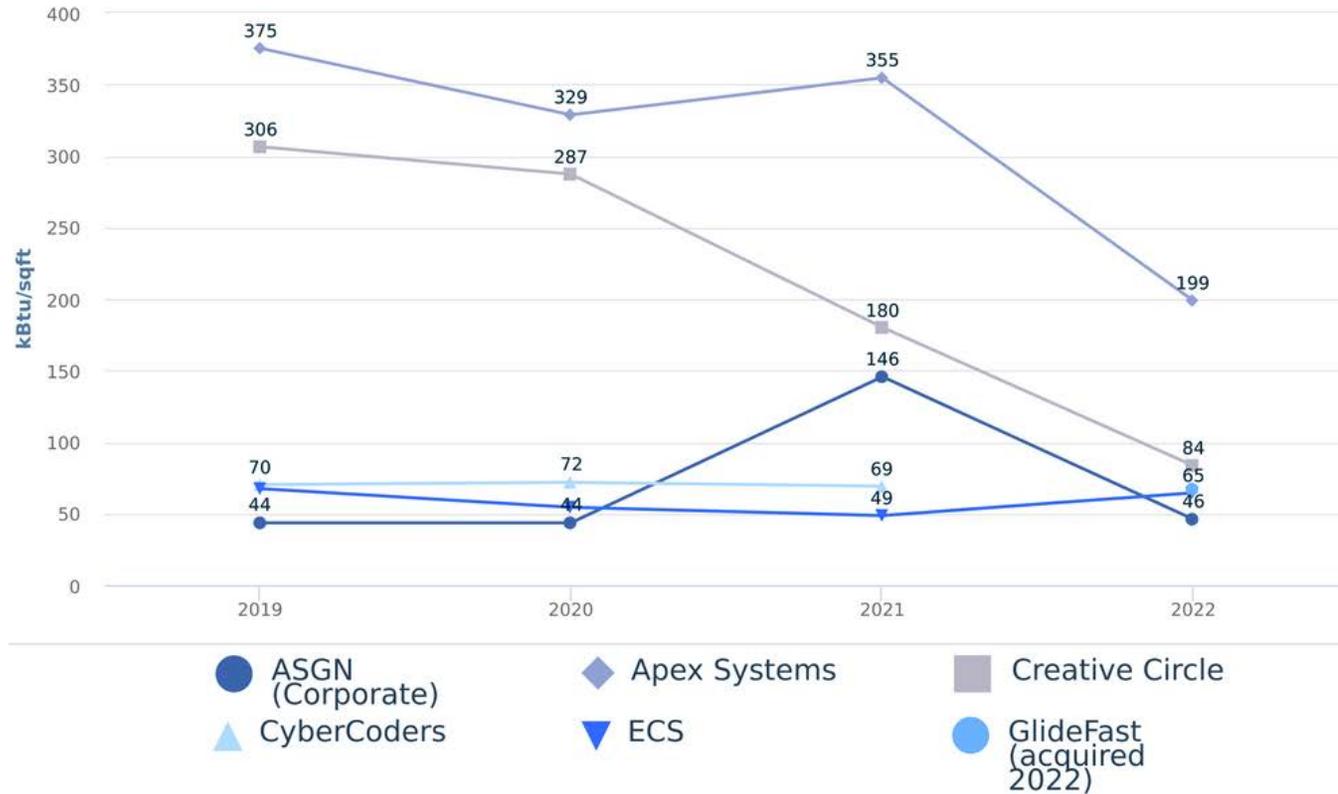
Building-related and Work from Home Emissions

ASGN realized a 31 percent decrease in its building-related emissions in 2022 over 2019. Building operations, reported within the Scope 3 category "Upstream Leased Assets", is one of the largest portions of ASGN's 2022 inventory, accounting for approximately 28 percent.

Upstream leased space energy consumption and associated GHGs have decreased as ASGN, and brands have deliberately reduced leased office space due to the rise in telecommuting because of the COVID pandemic. A substantive percentage of employees will continue to work from home while others will permanently transition to hybrid work schedules, coming into the office one to three days per week.

However, we must also account for our Work from Home energy consumption and associated emissions. Consequently, our Work from Home emissions offset some of the savings from our reduced building energy emissions, which have substantively and steadily increased since 2020, as the number of our employees has also increased through organic growth and acquisitions. Since we lease our office space in buildings and we do not have operational control that would allow us to implement energy efficiency measures, as leases expire, we are seeking new leases in buildings with on-site solar or those that procure or commit to procuring renewable energy when regionally available and cost comparable. This will result in a gradual shift from Scope 3 to Scope 2 emissions if we are successful in the endeavor.

We are also raising awareness about on-site renewables and renewable energy procurement amongst our employees through regular communications, and we will be implementing an annual Company-wide survey to track the adoption of energy efficiency measures and renewable energy procurement across our brands. As office leases are renewed, facilities teams aim to negotiate for direct access to utility bills, the installation of sub-metering, and the inclusion of green clauses into the new contracts to allow ASGN to coordinate with the building owners to implement energy efficiency measures such temperature setbacks, shortening HVAC schedules and ventilation hours.

Building Energy (Natural Gas and Electricity (kBtu))

Legend:
- ASGN (Corporate)
- CyberCoders
- Apex Systems
- ECS
- Creative Circle
- GlideFast (acquired 2022)
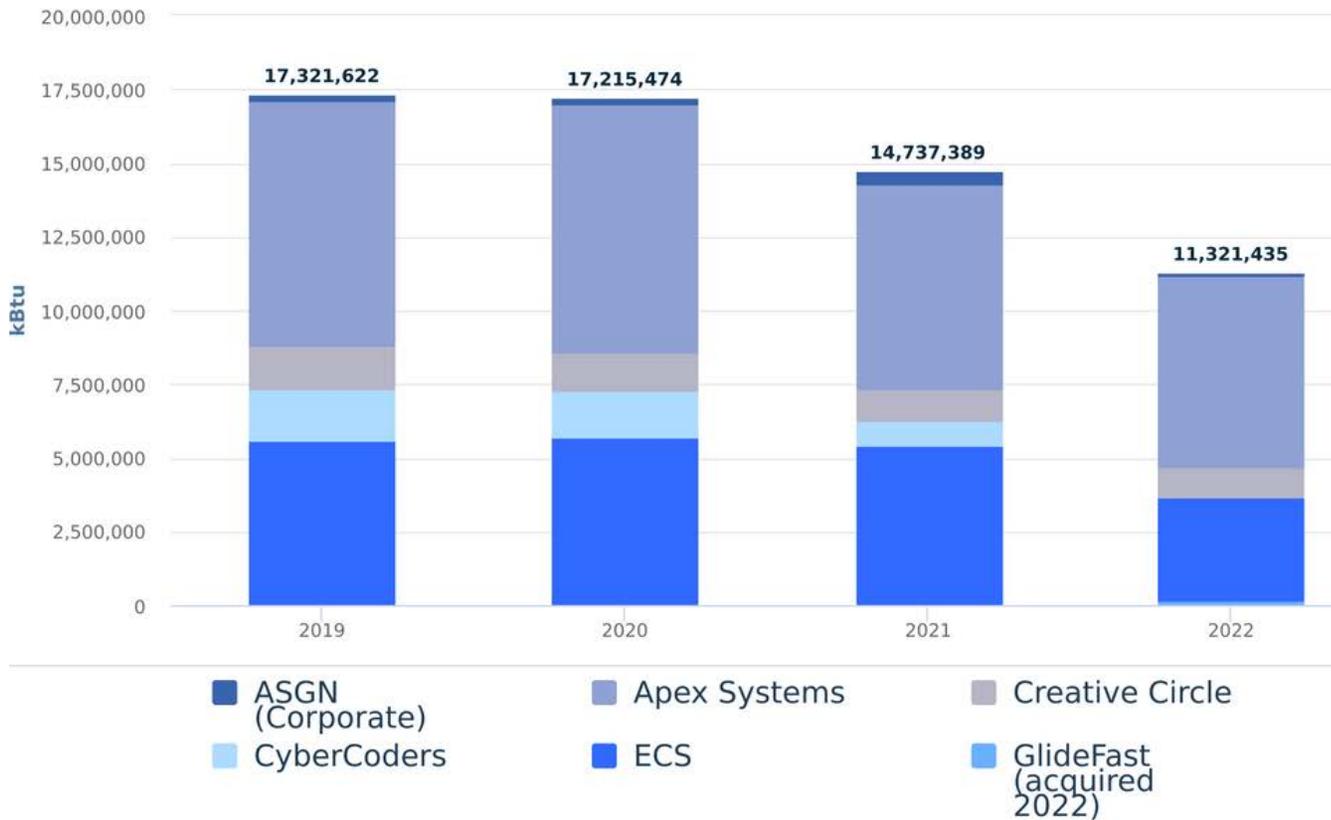
Data Centers

We selected our primary data center vendor because it is a leader in ESG and sustainability, zero carbon emissions, water reuse, and is powered 100 percent by renewable energy. No emissions were assumed from our primary data center as they use 100 percent renewable energy which is not sold for renewable energy credits (RECs). Although the data center calculates a small fraction of Scope 1 and 2 emissions due to refrigerant leaks and generator diesel fuel use, this number is not material as total emissions related to ASGN's use would amount to less than one metric ton of CO_2e. We aim to improve our energy-related data collection for all our data centers in 2023 to further improve upon the quality of our overall GHG inventory.

Employee Commuting and Survey

In 2022, we surveyed our internal employees on the frequency of their commute to the office, and their mode of transportation to better understand their commute, remote working patterns, and improve our GHG data accuracy. Approximately 2,425 employees or 27 percent of total internal employees at the time participated in the survey. The survey found approximately 57 percent of employees were fully remote, 37 percent worked from home one to four days per week, while only about 7 percent continued to work exclusively at the office. Approximately 86 percent of employees who worked in the office drove to work, while nine percent used public transportation and the remaining five percent rode their bike or scooter or walked to work. Of those who drove to the office, approximately 93 percent drove standard vehicles, five percent drove hybrids and two percent drove either an EV or a biofuel car. Approximately five percent of employees carpooled. We will continue to survey our employees annually and do our best to increase participation and the accuracy of our data. Looking ahead to 2024, we plan to pilot a Sustainable Employee Commuting program to incentivize our employees to carpool, take public transportation, drive EVs and ride their bikes to work, to further reduce our transportation-related carbon emissions.

Business Travel

Business travel emissions dramatically decreased by over 73 percent from 2019 to 2020. Although business travel has resumed and emissions have increased, they remain over 55 percent lower in 2022 than they were in 2019 on an absolute and per internal employee basis. We aim to maintain and further improve this reduction from our baseline by adopting and conducting outreach on our new Sustainable Business Travel Guidelines. Our Sustainable Business Travel Guidelines aim to raise awareness about the less carbon-intensive options currently available. When net-zero flights and hotels become more widely available, and we are better able to track our progress, these guidelines will inform the creation of an official policy.

We aim to maintain and further improve this reduction from our baseline by adopting and conducting outreach on our new Sustainable Business Travel Guidelines. Our Sustainable Business Travel Guidelines aim to raise awareness about the less carbon-intensive options currently available.

Business Travel (Mode of Transportation)
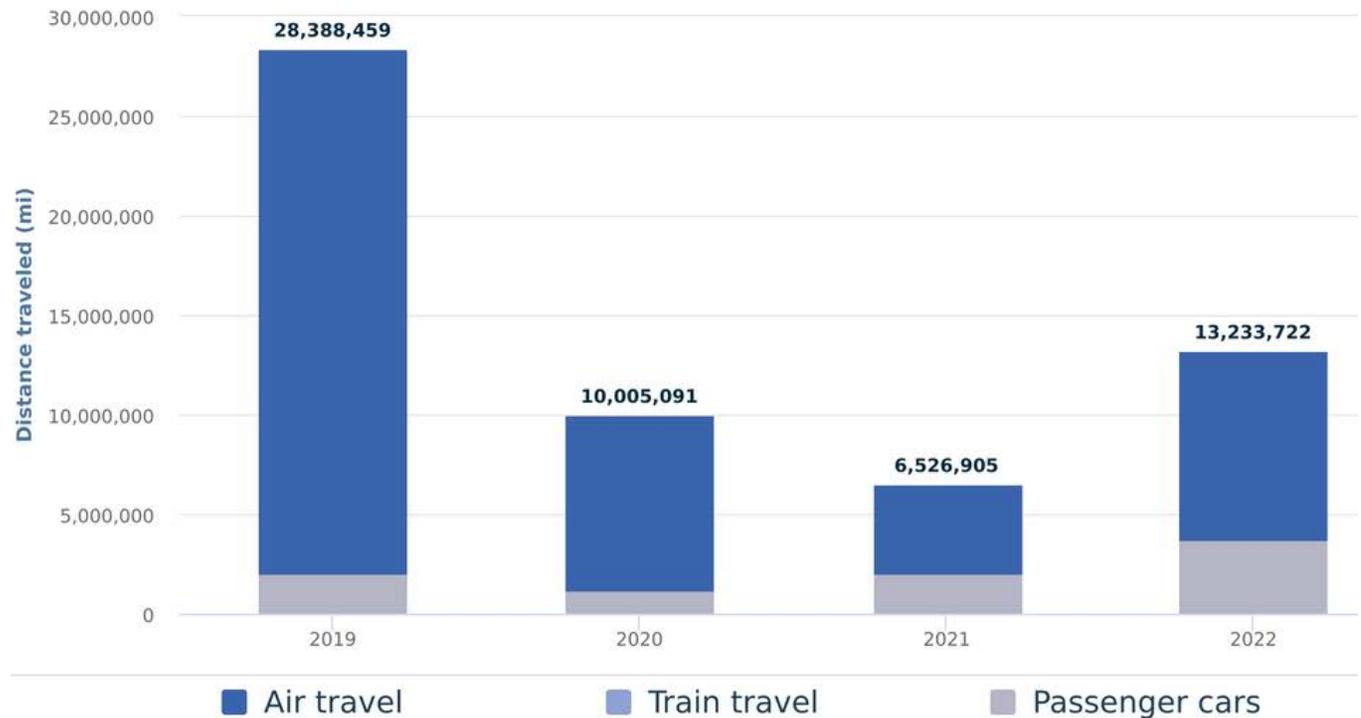
Procurement

Procurement amounts to less than one percent of total emissions, with a declining percentage year over year due in part to an increasingly reduced use of paper, other office supplies, and office space. Due to its insignificance, we will likely exclude this category going forward.

Our 2022 Emissions by Brand

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

Scope 3 Emissions (mtCO2eq) by Brand (2022)

- GlideFast (acquired 2022): 4.50 % (751)
- ASGN (Corporate): 1.33 % (222)
- ECS: 30.24 % (5,042)
- Apex Systems: 56.11 % (9,356)
- CyberCoders: 2.94 % (489)
- Creative Circle: 4.89 % (815)
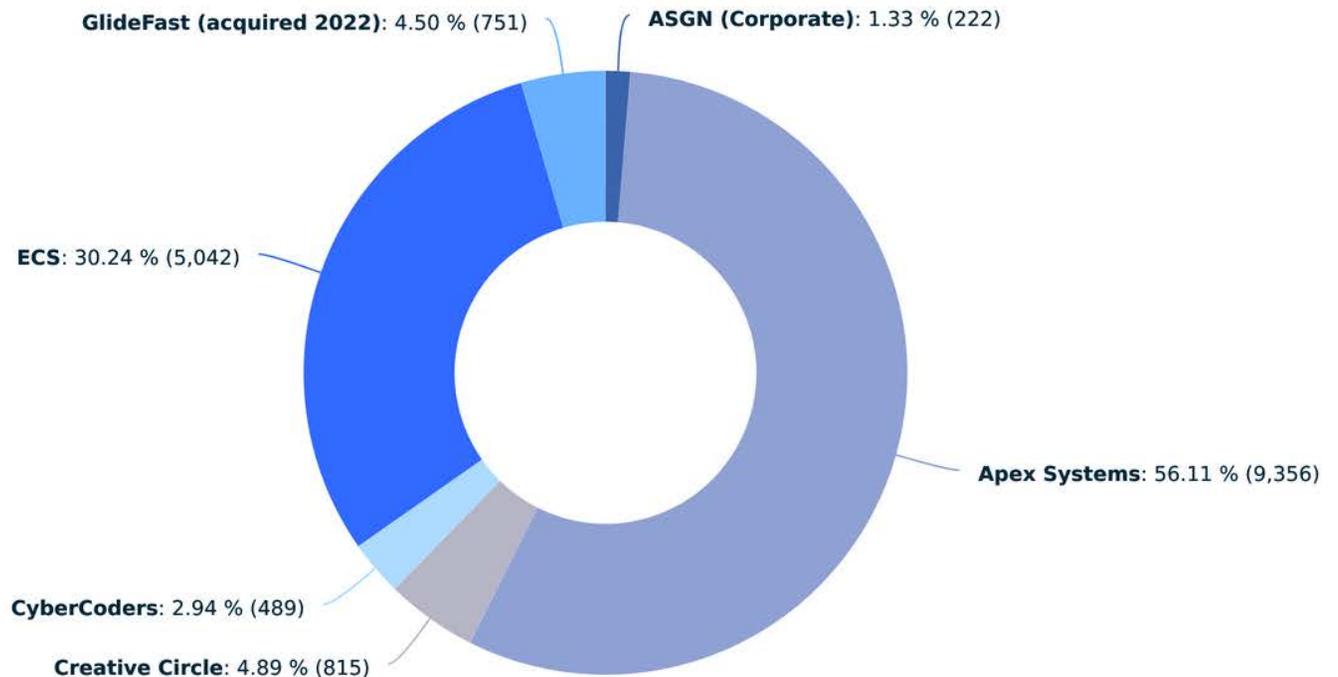
In 2022, we established a Carbon Emissions Reduction plan and across the company we are working to reduce our carbon emissions by 55 percent per internal employee from our 2019 baseline by 2030. See Reducing Our Impact for our carbon reduction initiatives.

Appendix
Methodology and Assumptions

Accounting Standard & Boundaries

- Standard: The Greenhouse Gas Protocol, a corporate Accounting and Reporting Standard (revised edition). World Resources Institute.
- Organizational Boundary: Control approach – operational
- Operational Boundaries: No direct emissions. Indirect emissions calculated as described in "Scope Category Summary" below.

Breakdown by Brand

InSite included emissions calculations for the following brands:
- ASGN Corporate
- Apex
- Creative Circle
- CyberCoders
- ECS
- GlideFast

Oxford, sold in 2021, was excluded from the 2022 inventory, and 2019 baseline values were recalculated to exclude this brand too.

Scope Category Summary

The emissions calculations included the following Scope Categories, as determined to be material by the business type:
- 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 2 or Scope 3, InSite followed GHG Protocol's Corporate Value Chain Accounting and Reporting Standard. For this report, InSite utilized the Operational Control approach. Consulting "Appendix A. Accounting for Emissions from Leased Assets", Table A.1 Endnote 3 states "Some companies may be able to demonstrate that they do not have operational control over a leased asset held under an operating lease. In this case, the company may report emissions from the leased asset as scope 3 as long as the decision is disclosed and justified in the public report." ASGN does not have operational control of any leased assets within 2022.

Baselining and adjustments to business units over time

To maintain like-to-like comparison, properties that are no longer a part of the portfolio should be removed from the baseline calculation after the sale occurs. For this report, Oxford is excluded as the sale occurred in July 2021, and all 2019 – 2021 values have been adjusted to no longer include these emissions.

Following the verification process for ASGN's 2019 and 2022 inventory totals, recalculations were performed across all inventory years 2019-2022 to correct for errors, updated sources of information (e.g. accurate internal employee counts versus incomplete office-level headcounts), or a change in methodology (see: procurement methodology below).

Explanation of Data Uncertainty

Many assumptions were made during the calculation of ASGN's GHG baseline and subsequent year emissions. Specifically, 67 percent of buildings did not have obtainable energy 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 years' headcount methodology, the participation rate was 27.2 percent, so all values were heavily 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/week value was calculated for each brand, and then 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.

Finally, some data may have been missing or incomplete, such as certain brands that were not able to track flights beyond June or missing procurement spend values for the corporate office. 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. One known data gap was the exclusion of the two CyberCoders leased facilities. These are facilities ASGN is trying to vacate and saw low usage from employees. Its emissions in the previous year only accounted for 1.65% of the total, and given the nature of the offices' utilization, not considered material for continued inclusion.

Emissions Factor References

Emissions factors have been sourced from the GHG Protocol Emissions Calculation Tool, U.S. EPA database, or other appropriate references based on InSite's best engineering judgment. The following is a list of assumptions/methodology choices made and references used by InSite. AR4 global warming potentials were utilized for all 2022 inventory calculations to keep consistent with prior years. The impact of not utilizing AR6 is not considered material in the broader scheme of the inventory.

- **Locations**
  - Facilities with the sq. ft value left blank were not included.

- **Procurement Data**
  - Emission Factors referred from "Supply Chain Emission Factors for U.S. Industries Commodities" (EPA, 2016)
  - Excluded equipment lease from procurement emission calculations
  - Fixed Asset CapEx (computer) - 0.007 kg CO2e/2018 USD
  - Office Supplies and Papers - 0.005 kg CO2e/2018 USD
  - ASGN Corporate Office was excluded from calculations. Noted data gap by ASGN.
  - **DEFINITIONS**
    - Fixed Asset CapEx: Electronics like computers, printers, monitors, keyboards, cords, mice, etc.
    - Office Supplies: Paper, ink, pens, highlighters, desk supplies
  - 2019 – 2021 ASGN inventory totals were recalculated utilizing this methodology

- **Data Centers**
  - Excluded from inventory due to lack of underlying data. Noted gap by ASGN.

- **Business Travel**
  - GlideFast flight data for July-December was calculated using the flight distance between the departing and destination cities.
  - There was no city data or flight data listed for GlideFast for January-June which was prior to ASGN's acquisition of the company in July 2022; the July-December data was duplicated to extrapolate these values.
  - If a specific city or airport code was not listed and only the state abbreviation was given, the capital city of that state was used.
  - For each flight listed, one return flight was assumed.
  - If a flight was listed with a negative value for distance, a distance of 0 was assumed.
  - All data that was reported in kilometers was converted to miles using a conversion rate of 0.6213711.
  - GHG Protocol Emissions factors were utilized.
  - Using our flight data given, the number of return flights and the total distance values were used to calculate the distance per trip. This value was used to categorize the flight as short, medium, or long haul.
  - Hotel stay emissions factors utilized were from the [UK 2022 conversion factors condensed set](#).

- **Energy (Natural Gas)**
  - If a natural gas value was listed as "Will Not Disclose," CBECS 2018 gas intensity calculations were performed. If natural gas values were blank, we assumed no natural gas was on site.
  - CBECS 2018 gas intensity calculations were performed if the provided therms/sq 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
    - therms were assumed.
    - Natural gas emissions factors were calculated utilizing the EPA's Climate Leadership Simplified GHG Emissions Calculator (SGEC).

- **Electricity**
  - Emissions Factors
    - U.S. emissions factors were calculated utilizing the EPA's Climate Leadership Simplified GHG Emissions Calculator (SGEC, eGRID).
    - The following were used as sources for international electricity in reference to IEA emissions factors:
      - [Canada (Ontario)](#) – 28 g/kWh
      - [Mexico](#) – 300 g/kWh
      - [India](#) - 0.809 tonnes/MWh
  - 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 35.00 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.

- **Commuting**
  - Commuting totals were extrapolated given a 27.2% survey completion rate (per ASGN). Emissions factors from the EPA's SGEC tool were utilized (specific ones used found in the "emissions factors" tab of "Employee commute survey calculations".
  - Hybrid cars & biofuel assumed efficiency found from US Department of Energy study.
  - If employees noted car usage, assumed car travel for indicated commute days.
  - Assumed 25 daily miles for all survey participants that selected "over 20".
  - 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 commuting survey to determine the average numbers of remote days worked per week, broken down by individual brands.
  - This value was extrapolated across ASGN's internal employee totals to then calculate the numbers of remote days/week/brand.
  - Assumed 48 working weeks per direction by ASGN.
  - 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 Carbon Emission Reduction Strategy

ASGN established a carbon emission reduction target of 55 percent from our 2019 baseline per internal employee. Although, as of 2022, we have made a remarkable 30 percent reduction in our overall GHGs since 2019 we know that COVID-19 stay-at-home orders and the associated worldwide decrease in business travel were the primary reasons for the significant emission reductions in 2020 and 2021. As we emerge from the COVID crisis and normalize our daily habits and business practices, ASGN's emissions only rose by four percent between 2020 to 2021 and by 16 percent from 2021 to 2022 as business travel continued to increase and more employees began returning to the office on a more regular basis. This was to be expected as the post-pandemic recovery accelerated. The 48 percent increase in ASGN's total number of employees from 2019 to 2022 also impacted our overall emissions. Nonetheless, we are diligently working on implementing measures to reduce our carbon emissions from office buildings, employee commuting, and business travel.

We are also utilizing intensity targets per internal employee. Our emission reduction intensity target of a 55 percent reduction from our

2019 baseline by 2030 per internal employee is 1.77. In 2019 our emission intensity per internal employee was 3.93 metric tons of CO_2e. In 2022 our emission intensity decreased to 1.87, a 52.5 percent reduction from our baseline. Our challenge will be to further reduce and maintain our emissions reductions while we continue to grow our business. We will do so by continuing to engage in carbon emission reduction strategies targeting our building, business travel, employee commuting and work from home emissions.

We updated our Company-wide Environmental Management Policy to include our carbon reduction commitment as well as a commitment to minimize our consumption of natural resources, reduce pollution throughout our business operations and procurement opportunities, and track and report our progress on key measures to the extent reasonably possible. The most material areas for our business are energy efficiency and renewables, responsible transportation, waste reduction and water conservation, and sustainable procurement. We also recognize the importance of engaging our employees in our environmental stewardship journey.

Energy Efficiency and Renewables

The most effective way we will be able to reduce our building-related energy is by prioritizing our leases in net-zero office buildings and buildings that are LEED certified located close to public transportation and/or have on-site solar or are procuring renewable energy from local utilities and other local energy providers. Also, as we negotiate new leases, we will work with our facilities managers to employ more active energy efficiency measures for our office buildings, as well as assist our employees who continue to work from home with energy conservation measures, and information on residential energy efficiency and renewable energy programs.

Employee Commuting and Business Travel

Our commercial brands will continue to allow our employees to work from home and have hybrid schedules as we have been able to maintain high productivity levels since COVID-19 stay at home orders went into effect. Now that we are emerging from the pandemic, more employees returned to the office in 2022 than they did in 2021. We expect even more will do so this year. Nevertheless, we also expect hybrid schedules to be here to stay, as will virtual meetings for a sizable portion of our business. Work from home and virtual meetings are proving to be productive, cost-efficient, and help reduce our carbon impact. These are two significant post-2019 shifts in how our industry, and indeed the world, does

business. We will further underscore and support this change in our new Sustainable Business Travel Guidelines and our forthcoming Sustainable Employee Commuting Pilot to help ensure the return to the office has a lighter carbon footprint.

Our Sustainable Business Travel Guidelines aim to raise awareness about the less carbon-intensive options currently available. 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 with the goal of setting a measurable target for reducing our transportation-related emissions going forward.

As our 2022 Company-wide employee commute survey revealed, approximately 57 percent of employees were fully remote, 37 percent worked from home one to four days per week, while only about 7 percent continued to work exclusively at the office. Approximately 86 percent of employees who worked in the office drove to work, while nine percent used public transportation and the remaining five percent rode their bike

or scooter or walked to work. Of those who drove to the office, approximately 93 percent drove standard vehicles, five percent drove hybrids and two percent drove either an EV or a biofuel car. Approximately five percent of employees carpooled. We will continue to survey our employees annually and do our best to increase participation to increase the accuracy of our data.

Looking ahead to 2024, we plan to pilot a Sustainable Employee Commuting program to incentivize our employees to carpool, take public transportation, drive EVs and ride their bikes to work, to further reduce our transportation-related carbon emissions. To underscore our support of these changes we are prioritizing office buildings with electric vehicle (EV) parking and charging stations, and secure bicycle parking and showers.

Waste Reduction and Water Conservation

Actively 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, 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 will leverage sustainable procurement techniques including increased purchasing of office, kitchen and bathroom papers with recycled content, Energy Star or EPEAT-certified electronic equipment, and third-party certified non-toxic cleaning products. Eliminating the use of chemical and aerosolized air fresheners to reduce pollution and support the health and well-being of our workforce will be encouraged.

Sustainable Supply Chain

In 2023 we will also adopt a Sustainable Procurement Policy and develop a Sustainable Supply Chain Program which will include building awareness amongst our current and future suppliers about all our ESG policies, including the Supplier Code of Conduct and Sustainable Procurement policies, identifying our key suppliers across all brands, and surveying them on their sustainability and ESG practices.

We rely on our supply chain business partners to provide the goods and services we need 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 our 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 will set forth expectations of our supply chain partners to operate in accordance with our internal Environmental, Social and Governance ("ESG") ethos,

policies and programming. As part of our vendor selection process, ASGN will regularly evaluate suppliers through surveys and publicly available data to assess the sustainability of our supply chain, and mitigate our environmental, legal and financial risks.

Employee Engagement and Environmental Responsibility

Many of our employees are passionate about their environmental stewardship, as evidenced by our growing environmentally focused Employee Community Groups ("ECGs"), and we are eager to support them. We are stepping up our environmental awareness employee engagement efforts with waste and carbon reduction initiatives, tangible ways for our employees passionate about the environment to become more aware of our business-related environmental impacts and initiatives and be part of the solution. This includes regular Company-wide communications assisting our employees who continue to work at home with energy, water and waste reduction measures, and information on residential renewable energy programs.

Our Carbon Emission Reduction Efforts

We are dedicated to continually improving our energy conservation efforts and efficiencies, reducing our waste, and increasing the procurement of renewables to be environmental stewards and making progress toward our 2030 carbon emissions reduction goal for our employees, clients, investors, and communities around the world.

We are also on track to establish our science-based GHG reduction targets.

Finally, we will revisit our baseline assumptions and calculations annually to best ensure we are accurately measuring our operational impact and accounting for mergers or acquisitions.

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 2022, with comparative data dating back to 2019. The data in this report includes ASGN Corporate, Apex Systems, Creative Circle, CyberCoders, and GlideFast from our commercial segment and ECS from our federal segment. For our 2022 ESG reporting purposes, we removed Oxford from our data analysis from 2019-2022 to align with the GHG Protocol which requires the removal of divested companies from greenhouse gas ("GHG") inventory baselines and subsequent data. ASGN divested from Oxford Global Resources in July 2021. ASGN's GHG baseline year is 2019. This is the first year we had our GHG inventory third-party certified and the second year we conducted a Company-wide GHG inventory (via a third-party vendor).

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

- Our Company
- Data Security
- Responsible Business
- Our Workforce

- Social Responsibility
- Environmental Responsibility
- Transparency

Our ESG disclosures align with the following reporting frameworks: the Carbon Disclosure Project ("CDP"), the Global Reporting Initiative ("GRI"), 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 2022 COP report see ASGN's UNGC webpage.

Forward-Looking Statements

Certain statements made in ASGN's 2022 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, 2021 as filed with the SEC on March 1, 2022 and Current Reports on Form 8-K also filed with the SEC. The forward-looking statements in 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, 2022.

2022 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 STANDARD NUMBER & TITLE	DISCLOSURE NUMBER AND TOPIC	RESPONSE / ANSWER LOCATION
GRI 102: General Disclosures	102-1 Name of the organization; nature of ownership and legal form; location of headquarters; countries of operation	ASGN Incorporated Headquarters: 4400 Cox Road, Suite 110, Glen Allen, VA 23060 Countries: US, Canada, Mexico, India, Spain, Netherlands, UK
GRI 102: General Disclosures	102-2 Entities included in the organization's sustainability reporting	Business Overview
GRI 102: General Disclosures	102-3 Reporting period, frequency and contact point	The reporting period for this report is the calendar year 2022. All information in this report is as of December 31, 2022, unless otherwise stated. Currently ASGN Incorporated is reporting on ESG on an annual basis. Contact: ESG@asgn.com
GRI 102: General Disclosures	102-4 Restatements of information	This is ASGN Incorporated's second GRI Report.

GRI 102: General Disclosures	102-5 External assurance	ASGN's 2019 and 2022 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.
GRI 102: General Disclosures	102-6 Activities, value chain and other business relationships	ASGN Incorporated's 2022 Annual Report
GRI 102: General Disclosures	102-7 Employees	Business Overview Our Workforce
GRI 102: General Disclosures	102-9 Governance Structure and Composition	Investor Relations: Corporate Governance
GRI 102: General Disclosures	102-10 Nomination and selection of the highest governance body	ASGN Incorporated's 2023 Proxy Statement
GRI 102: General Disclosures	102-11 Chair of the highest governance body	Ashad Matin is ASGN Incorporated's Chairman of the Board Arshad Matin is an independent board member.
GRI 102: General Disclosures	102-12 Role of highest governance body in overseeing management of impacts	Corporate Governance Guidelines
GRI 102: General Disclosures	102-13 Delegation of responsibility for managing impacts	Corporate Governance Guidelines
GRI 102: General Disclosures	102-14 Role of the highest governance body in sustainability reporting	Corporate Governance Guidelines
GRI 102: General Disclosures	102-15 Conflicts of interest	ASGN Incorporated's 2023 Proxy Statement
GRI 102: General Disclosures	102-16 Communicating critical concerns	ASGN Incorporated's 2023 Proxy Statement

GRI 102: General Disclosures	102-17 Collective knowledge of highest governance body	ASGN's Board of Directors
GRI 102: General Disclosures	102-18 Evaluation of the performance of the highest governance body	This is an internal assessment process of the board of directors and committees. There is an annual review of all board committees including internal peer reviews and self-assessments. Reviews are compiled and summarized into an internal annual board report. In addition, shareholders can vote by proxy based on their assessment of the board.
GRI 102: General Disclosures	102-19 Remuneration policies	ASGN Incorporated's 2023 Proxy Statement
GRI 102: General Disclosures	102-20 Process for determining remuneration	ASGN Incorporated's 2023 Proxy Statement
GRI 102: General Disclosures	102-21 Annual total compensation ratio	ASGN Incorporated's 2023 Proxy Statement
GRI 102: General Disclosures	102-23 Policy Commitments	Anti-Corruption Policy Anti-Harassment & Discrimination Policy Code of Business Conduct & Ethics Policy Environmental Management Policy Human Rights Policy Supplier Code of Conduct Policy
GRI 102: General Disclosures	102-25 Processes to remediate negative impacts	Whistleblower Procedures
GRI 102: General Disclosures	102-26 Mechanisms for seeking advice and raising concerns	Whistleblower Procedures

GRI 102: General Disclosures	102-27 Compliance with laws and regulations	There were no significant instances of non-compliance in 2022
GRI 102: General Disclosures	102-28 Membership Associations	United Nations Global Compact, Staffing Industry Analyst Association, American Staffing Association
GRI 102: General Disclosures	102-29 Approach to stakeholder engagement	Our ESG Approach Materiality Assessment
GRI 102: General Disclosures	102-30 Collective Bargaining agreements	ASGN does not have any collective bargaining agreements at this time.

MANAGEMENT APPROACH

GRI STANDARD NUMBER & TITLE	DISCLOSURE NUMBER AND TOPIC	RESPONSE / ANSWER LOCATION
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Our ESG Approach Materiality Assessment
GRI 103: Management Approach 2016	103-2 The management approach and its components	Our ESG Approach Materiality Assessment
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach (same topics as above)	Our ESG Approach Materiality Assessment

ECONOMIC PERFORMANCE

GRI STANDARD NUMBER & TITLE	DISCLOSURE NUMBER AND TOPIC	RESPONSE / ANSWER LOCATION
GRI 201: Economic Performance	201 Economic Performance Management Approach	ASGN Incorporated's 2022 Annual Report

GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	[ASGN Incorporated's 2022 Annual Report](#)
GRI 201: Economic Performance	201-2 Financial implications other risks and opportunities due to climate change	[ASGN Incorporated's 2022 Annual Report](#)
GRI 201: Economic Performance	201-3 Defined benefit plan obligations and other retirement plans	[ASGN Incorporated's 2022 Annual Report](#)
GRI 201: Economic Performance	201-4 Financial assistance received from government	Not applicable. None were received.

ANTI-CORRUPTION

GRI STANDARD NUMBER & TITLE	DISCLOSURE NUMBER AND TOPIC	RESPONSE / ANSWER LOCATION
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	Internal Audit facilitates an annual fraud risk assessment (FRA) with the divisions that includes, among other things, risks related to corruption. This assessment is performed by key financial personnel who evaluate risks and identify processes and controls that mitigate those risks. This analysis is aggregated and reviewed by Internal Audit and management, and the results are shared with the Audit Committee.
GRI 205: Anti-Corruption	205-2 Communication and Training on Anti-corruption Policies and Procedures	All internal employees, including the CEO, receives annual Code of Business Conduct and Ethics compliance training. ASGN's Board of Directors sign off on the policy annually. In addition, employees in Canada are trained on the Foreign Corrupt Practices Act (FCPA). [Anti-Corruption Policy](#)
GRI 205: Anti-Corruption	205-3 Confirmed incidents of corruption and actions taken	Confirmed zero incidents
GRI 205: Anti-Corruption	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Confirmed zero incidents

ENVIRONMENT

GRI STANDARD NUMBER & TITLE	DISCLOSURE NUMBER AND TOPIC	RESPONSE / ANSWER LOCATION
GRI 301: Environment Materials	301 Materials Management Approach	Environmental Responsibility Environmental Management Policy
GRI 302: Environment Energy	302 Energy Management Approach	Environmental Responsibility Environmental Management Policy
GRI 303: Environment Water	303 Water Management Approach	Environmental Responsibility Environmental Management Policy
GRI 305: Environment Emissions	305 Emissions Management Approach	Environmental Responsibility Our Emissions
GRI 305: Environment Emissions	305-1 Direct GHG Emissions (Scope 1)	Environmental Responsibility Our Emissions
GRI 305: Environment Emissions	305-2 Indirect GHG Emissions (Scope 2)	Environmental Responsibility Our Emissions
GRI 305: Environment Emissions	305-3 Other Indirect GHG Emissions (Scope 3)	Environmental Responsibility Our Emissions
GRI 305: Environment Emissions	305-4 GHG emissions intensity	Environmental Responsibility Our Emissions
GRI 305: Environment Emissions	305-5 Reduction of GHG emissions	Environmental Responsibility Our Emissions Reducing our Impact
GRI 306: Environment Waste	306 Waste Management Approach	Environmental Responsibility Environmental Management Policy Reducing our Impact

GRI 307: Environmental Compliance	307 Environmental Compliance Management Approach	Environmental Management Policy
GRI 308: Supplier Environmental Assessment	308 Supplier Environmental Assessment Management Approach	Supplier Code of Conduct Policy

SOCIAL

GRI STANDARD NUMBER & TITLE	DISCLOSURE NUMBER AND TOPIC	RESPONSE / ANSWER LOCATION
GRI 401: Employment	401 Employment Management Approach	Our Workforce
GRI 401: Employment	401-1 New Employee Hires and Turnover	Our Workforce Performance Management
GRI 401: Employment	401-2 Benefits Provided to Full-time Employees	Our Workforce Benefits
GRI 404: Training and Education	404-1 Average Hours of Training per year per Employee	Our Workforce Training & Development
GRI 404: Training and Education	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	Our Workforce Training & Development
GRI 404: Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	Our Workforce Performance Management
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	ASGN's Board of Directors Our Workforce

GRI 406: Non-Discrimination	406-1 Incidents of Discrimination and Corrective Action Taken	There were no reported incidents of discrimination warranting corrective action in 2022. ASGN has a whistleblower hotline where employees can report incidents of discrimination. Corrective actions related to discrimination are usually handled by Human Resources and/or our Legal Team.
GRI 415: Public Policy	415-1 Political Contributions	None
GRI 418: Customer Privacy	418-1 Customer privacy and data management approach	Data Security

2022 SASB INDEX
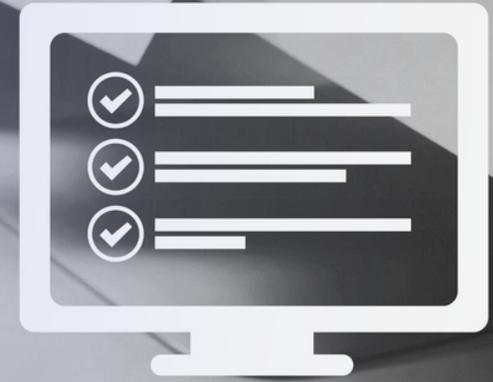
Sustainability Accounting Standards Board ("SASB") standards prioritize sector-specific reporting for financial materiality. SASB standards are aimed at serving the needs of most investors and providers of financial capital.

DATA SECURITY & INNOVATION

CODE	METRIC	LOCATION / DISCUSSION
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Data Security Cybersecurity Strategy and Readiness Information Privacy and Training
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

WORKFORCE DIVERSITY & ENGAGEMENT

CODE	METRIC	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 Diversity, Equity & Inclusion (DEI)
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 2022 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 2022 employee engagement survey was 71 percent. Employee Engagement and Wellbeing

PROFESSIONAL INTEGRITY

CODE	METRIC	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	METRIC	LOCATION / DISCUSSION
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Business Overview Diversity, Equity & Inclusion (DEI)
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.

2022 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 are organized into sections that align with the TCFD 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

TCFD METRICS	RESPONSE
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.

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. In 2022, a Director of Sustainability was hired to lead and manage the overall ESG program and is supported by other staff and outside consultants as needed. In addition to reporting to the Board, NCGC and CEO, the Director of Sustainability reports to and receives input from a newly-formed ESG Committee that includes, among others, the Chief Financial Officer ("CFO") and Chief Legal Officer ("CLO"). In addition to engaging our Board of Directors and NCGC on climate-related risks and opportunities, we hired a third-party vendor with expertise on this topic 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. The engagement consisted of a primer on climate-related risk and opportunity assessment and management, a 10-question survey based on the TCFD and a live workshop to review results and answer questions. This initial engagement has helped inform ASGN's 2022 TCFD report. Given we are in the early stages of engaging our leadership on this topic, the following disclosures are preliminary and will evolve, as needed, over time.

(2) STRATEGY

TCFD METRICS	RESPONSE
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. Based on the initial engagement of our leadership and supported by industry-specific research, we have preliminarily identified ASGN's key climate-related risks as regulatory and legal, reputational and operational. In 2023, we will commence the establishment of a company-wide Enterprise Management Program ("ERM"), which will include the assessment, monitoring and management of climate-related regulatory requirements, risks and opportunities 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.

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

(Continued)

Emerging Regulatory and Legal 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 diversity 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 2022 Annual Report on Form 10-K. We are monitoring the evolving landscape of required disclosures from various regulatory bodies such as the U.S. Securities and Exchange Commission's proposed rules that would standardize mandatory climate-related disclosures for publicly-listed companies.

Reputational Risks:

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 diversity 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 2022 Annual Report on Form 10-K. We also respond to numerous sustainability supplier questionnaires from our clients every year on carbon 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.

Operational/Physical 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 2022 Annual Report on Form 10-K.

Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. **(Continued)**	**Opportunities:** Planning for climate adaptation and resilience also presents an opportunity for innovation in technology, which can potentially lead to business expansion. Opportunities include the development of service offerings such as the implementation of ESG reporting platforms. 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.
Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	In 2023, we will commence the establishment of a Company-wide ERM Program, which will include the assessment, monitoring and management of climate-related regulatory requirements, risks and opportunities, the results of which would be factored into our financial planning process as needed. 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, ASGN is making sustainability an integral part of its 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 committed to adopting a Sustainable Procurement Policy and establishing a Sustainable Supply Chain program which will include surveying our key suppliers on their own carbon emission reduction targets and strategies.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degress celcius or lower scenario.	ASGN will consider climate-risk scenario planning as part of the upcoming ERM process.

(3) RISK MANAGEMENT

TCFD METRICS	RESPONSE
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 vendor to 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 that includes climate-related risk management. ASGN's ERM program will include the assessment, monitoring and management of climate-related regulatory requirements, risks and opportunities. The program will focus on addressing potential damage to ASGN's reputation based on the probability and potential impact of key factors identified during the assessment process. Factors likely to be reviewed for impact include employee health and safety; business operations and financial health; offices and data centers; legal and regulatory requirements; the protection of intellectual property and other sensitive information pertaining to the Company and its clients and suppliers. ASGN's climate-related risk identification and assessment process will utilize both qualitative and quantitative approaches. The risk from physical climate-related events may be assessed quantitatively using an enterprise risk framework based on the probability of occurrence and severity. The total financial impact from a specific event can include 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.
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; (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 will stay apprised of international guidelines, standard, and climate change news and trends to stay informed and help prioritize climate risks and opportunities, and update management strategies as needed.

Describe the organization's processes for managing climate-related risks. **(Continued)**	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 all of 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.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	In 2023, we will commence the establishment of a Company-wide ERM Program, which will include the assessment, monitoring and management of climate-related regulatory requirements, risks and opportunities, the results of which would be factored into our financial planning process as needed.

(4) METRICS AND TARGETS

TCFD METRICS	RESPONSE
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas ("GHG") emissions, and the related risks.	Our Emissions Emission Intensities and Targets Our Carbon Emission Reduction Strategy

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

ASGN made a commitment to reduce our emissions by 55 percent from our 2019 baseline per internal employee by 2030. We are focusing our strategic emission reduction efforts on the following four categories: building energy, business travel, employee commuting, and procurement. In 2023, ASGN will submit our GHG emission reduction targets to the SBTi for official validation. Our Carbon 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 waste; and employee commuting and business travel-related emissions. We will track our performance through our annual GHG emissions inventory and by surveying our employees annually on their commuting practices, modes of transportation, and energy procurement for their home offices.

Climate-Related Risk Assessment and Management Performance Metrics:

- Annual reporting of third-party verified GHG inventory
- Annual reporting of GHG reduction progress
- Policies, procedures, and practices developed, reviewed, and updated

Alignment with the Ten Principles of the UNGC

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

> **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 & 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 work against corruption in all its forms, including extortion and bribery.	Anti-Corruption Policy

Alignment with the United Nations SDGs

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

Focus: Gender Equality and Reduced Inequalities

Based on the 2021 materiality assessment of our business stakeholders, 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 becoming a corporate participant within 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. Through our participation in the SDG Accelerator Program, we have established a goal of 40% women and diverse people (including racial and ethnic diversity, sexual orientation, physical abilities, and veteran status) in senior executive positions by 2025. We proudly accomplished this goal ahead of schedule and we are committed to continually improve

our workplace diversity. Furthermore, we are elevating our employee engagement and DEI efforts and improving our demographic data collection by allowing 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 will better inform our employee initiatives.

OUR IMPACT

- ✓ Our Workforce
- ✓ DEI
- ✓ Employee Engagement & Wellbeing
- ✓ Training & Development
- ✓ Social Responsibility
- ✓ Community Engagement
- ✓ Corporate Giving

SDG Business Alignment

Additionally, our business model and ESG strategy aligns with other critically important Sustainable Development Goals. Specifically, we are committed to contributing positively and making continual progress in the following four additional SDGs:

3 GOOD HEALTH AND WELL-BEING

SDG 3 - Good health and well-being

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

OUR IMPACT

- ✓ Employee Engagement & Wellbeing
- ✓ Benefits
- ✓ Social Responsibility
- ✓ Community Engagement
- ✓ Corporate Giving
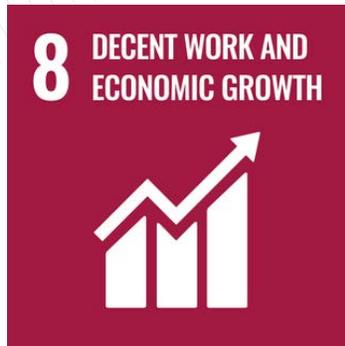
SDG 8 - Decent work and economic growth

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

OUR IMPACT

- ✔ Our Company
- ✔ Responsible Business
- ✔ Our Workforce
- ✔ Employee Engagement
- ✔ Training & Development

SDG 9 - Industry, Innovation, and Infrastructure

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

OUR IMPACT

- ✔ Our Company
- ✔ Data Security

SDG 13 - Climate action

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

OUR IMPACT

- ✔ Environmental Management Policy
- ✔ Environmental Responsibility
- ✔ Our Emissions
- ✔ Reducing our Impact

ABOUT ASGN INCORPORATED

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

Our latest ESG information is available at asgn.com/sustainability