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From the President and CEO

Engaging and Utilizing Tomorrow's Workforce Responsibly and Sustainably™



Fellow ASGN Stakeholders,

For more than 30 years our company has been about people. Our corporate mandate has always been to engage and mobilize tomorrow's workforce, responsibly, ethically, and sustainably. With this backdrop of corporate citizenship, it gives me great pleasure to release ASGN's first ESG annual report.

This report is framed by our ESG policy, which we developed in 2019 using gap analysis and competitor benchmarking, together with analyzing four of the most respected ESG agencies: The Dow Jones Sustainability Index (DJSI), Institutional Shareholder Services (ISS), the Sustainability Accounting Standards Board (SASB), and Sustainalytics.

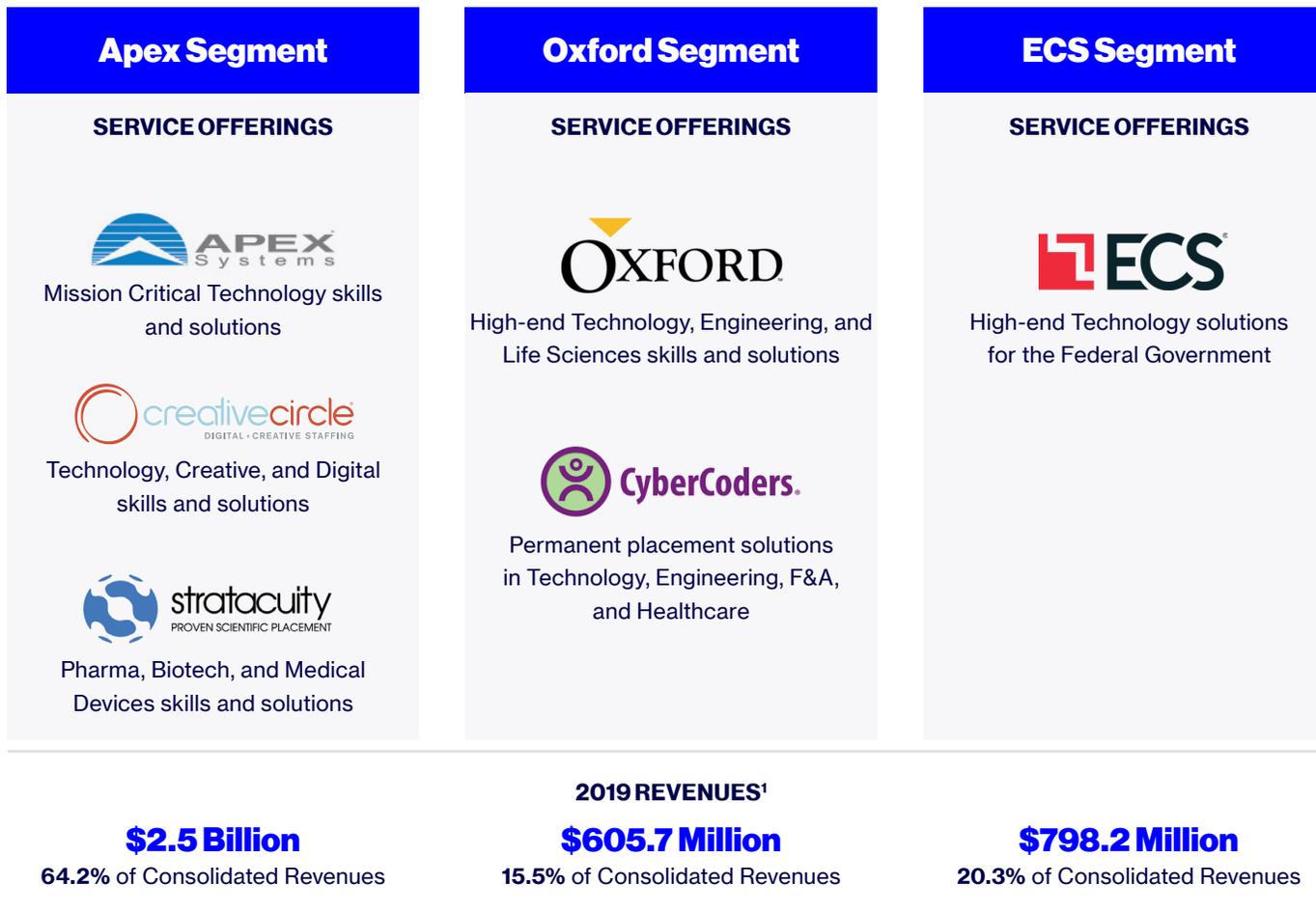
We knew that the process of developing the report would remind us of our strengths—expressed in our policies on environmental impact, philanthropy, and socioeconomic engagement—and our weaknesses, where we have been uneven across our brands and where we have room for growth. As in other areas of business, accurately measuring performance makes it possible to improve.

Even with the challenges and uncertainties of the present economic climate, we are committed to moving forward while evening out our performance. Improving our ESG results will help us continue to create greater value for all of our stakeholders.

With this initial report we share our efforts as a company to be strong stewards of our environment; we highlight the investments we make in our employees, consultants, and communities; and we provide additional transparency on our corporate governance practices. We look forward to measuring our progress and providing annual updates, to ensure that ASGN continues to deliver best-in-class sustainability practices for our employees, for our clients, for our shareholders, and for all of the communities we serve.

Theodore S. Hanson
President and CEO

Business Overview



¹Refer to our Annual Report on form 10-K for the year ended December 31, 2019 as filed with the SEC on March 2, 2020

ASGN is Everywhere

Across North America and Europe, our brands provide services and solutions that improve productivity for leading corporate enterprises and government organizations.



NORTH AMERICA

Offices in the United States and Canada



EUROPE

Offices in Belgium, Ireland, the Netherlands, Spain, Switzerland, and the United Kingdom

Taking Action to Drive Growth

In 2019 ASGN created a comprehensive ESG Policy that is rooted in our mission. It builds on our long-standing policies about data and innovation, human capital, responsible business conduct, and workforce and community well-being. We conducted a gap analysis and a competitor benchmark assessment. We worked with our brands to create an ESG framework that is nimble, allows for growth, is easy to adapt, and gives us a clear picture of how we're doing.

Our ESG framework represents an integrated sustainability strategy, managing impacts with a comprehensive system of reporting to ensure that across our brands we adhere to the same principles.

We believe in engaging stakeholders in our ESG process as part of building strong relationships, maintaining trust and enhancing our business performance. We count among these our stockholders, clients, employees, consultants, governments and regulators, as well as the communities where we do business.

Our commitment reflects our belief that a strong ESG approach contributes to better management of risks and opportunities, directly creating long-term value. How companies manage ESG factors is becoming as important as financial metrics when evaluating corporate performance and potential. ASGN incorporates its sustainability

objectives into its overall corporate business strategy and that of each of its brands.

Looking ahead, we are focused on creating opportunities and launching initiatives across all our brands and communities that reaffirm our commitment to our ESG policy. The greatest opportunities for ASGN are with ESG issues that relate to our expertise in the technology sphere, where they will help us attract and prepare a talent pool for the future workplace, by demonstrating a positive contribution to our employees, our consultants, and the communities where we live and work.



President's Club 2019 Sophomore of the Year recipient



Chicago Schaumburg—Feed My Starving Children packing event

Our Goals for a More Sustainable ASGN



Measure and Improve

ASGN will bring forward meaningful environmental policies across all our brands, setting specific goals, measuring our results, and updating our plan.



Make a Positive Impact

We will continue to make a positive, lasting impact in all our communities by working to improve the health and well-being of our employees and consultants and supporting philanthropic efforts in the communities we serve.



Build Long-Term Financial Value

We are committed to steadily fine-tuning our corporate responsibility policies to support further growth. We will continue to be a leader in our approach to ethics and compliance.

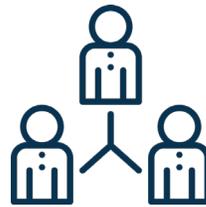
Our ESG Guiding Principles

ASGN structured its ESG approach around four pillars that reflect the ESG opportunities most relevant to our business model and key stakeholders:



I. Data & Innovation

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



II. Human Capital

Leverage our strong presence to attract talent that is representative of the workforce of the future. Support their growth through exceptional working practices and providing well-being initiatives to our employee and consultant populations.



III. Responsible Business

Maintain robust governance and oversight. Improve our operating performance by reducing energy and water use, waste, and carbon emissions, without harming our productivity.



IV. Society

Create a positive impact for our stakeholders and communities through meaningful engagement, charitable contribution and volunteerism.

I. Data & Innovation: Minimizing Data Security Risk, Leading with Innovation



- Information Privacy
- Data Security
- Technology Transformation and Innovation

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

Information Privacy and Data Security

ASGN and its brands have implemented comprehensive policies on Enterprise Risk Management, security and privacy, as well as put in place a robust Cybersecurity Response Plans. We enforce a strict Employee Electronic and Data Security Access Policy, which we review and discuss with all employees. We assess our approach to information and physical security, risk management, incident response, business continuity management, privacy, and protection of confidential

data on a yearly basis, making adjustments to ensure the continued safety and security of our clients, employees, consultants, and all proprietary information.

Our Risk Management, Security and Privacy Program is administered at the enterprise level. All our brands are required to comply with our Acceptable Use of Electronic Communications Policy, which has been designed to comply with all applicable security and privacy laws, regulations, industry standards, and contractual requirements, including the Gramm-Leach-Bliley Act, the Health Insurance Portability and Accountability Act, the Fair Credit Reporting Act, the EU Data Protection

Directive, the Payment Card Industry Data Security Standard, state privacy and security laws, ISO 27001, and the National Institute of Standards and Technology Cybersecurity Framework.

Technology Transformation and Innovation

Looking ahead in the rapidly changing technology landscape, we remain focused on workforce services, technology-based transformation and innovation.

For Our Clients

We seek to strategically understand their technology needs and proactively support them, as we continue to be the leader in providing

the best solutions and talent, and elevating our client's business practices and success.

For Our Stakeholders

We will continue to build resilient workforce services and solutions that increase ASGN's economic value and potential for growth.

For Our Communities

We remain focused on ways to have impact and maximize our philanthropic efforts, ensuring that every dollar donated goes to the communities we serve.

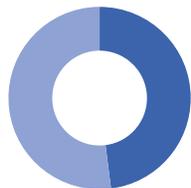
II. Human Capital: Mobilizing, Diversifying and Empowering Our Workforce



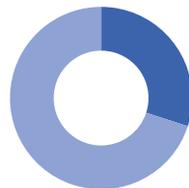
- Diversity and Inclusion
- Working Practices and Employee Well-being
- Employee and Consultant Engagement, Retention and Development
- Collaborative Performance Management

We serve our clients most critical needs. As we deliver technology services to North American and European businesses, we put more than 24,000 people to work every week. Our consistently high performance is based on meeting the needs of our clients and is a reflection of our teams' excellence at work.

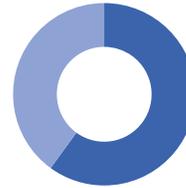
Our Internal Workforce is



48%
women



30%
non-white*



60%
between the
ages of 25-54

*Asian, Black, Hispanic, Indian, and Pacific Islander



We Believe

- That every individual can and must contribute to our success
- That the best solutions have no creative limits
- That bravery is essential to our success
- That we control our destiny
- That winning is fun
- That there is great power in developing each other
- In the power of personal relationships
- In quality, excellence and integrity
- In the power of conversation
- In leading by example

Diversity and Inclusion at ASGN



Our people are the core of our company. When we think about corporate citizenship, how we mobilize and empower our diverse workforce is what sets us apart.

We are an equal opportunity employer. Our [Equal Opportunity Policy](#) is based on the philosophy that all people must be treated fairly and with dignity. Diversity and inclusion are a priority for all our brands. Our diversified talent pool is helping us build a strong workforce and maintain our competitive advantage.

We have always prided ourselves on policies and practices that create a global workplace environment where all employees can fulfill their potential, regardless of differences in backgrounds, beliefs, abilities and experiences.

Over the past two years we have progressed in our internal diversity initiatives. We continue to build on that foundation to forge a more prosperous and productive company. We have made exceptional outreach efforts to African Americans, Hispanics, LGBTQ, Asians, women, veterans and their spouses, and individuals with disabilities, to ensure that they are an important part of our workforce. ASGN always has and will continue to welcome everyone into our global family.

Diversity Leadership Program

At Apex Systems, employees from all ethnicities, races, religions and backgrounds are invited to apply to the Diversity Leadership Program, which includes monthly small group discussions along with quarterly speakers. The intent of these dialogues is personal and professional development for the participants, as well as fostering informal mentoring and corporate citizenship. The topics covered include emotional intelligence, leadership, difficult conversations,

appreciating differences, professional networking and work-life balance. ASGN is working to implement a similar program across all our brands in 2020.

Elevating Our Women at Work and Beyond

Women@Apex is an all-inclusive program sponsored by Apex Systems' Women's Leadership Committee. It is designed to start conversations and empower women at all levels to speak up and be part of the business. Men are also encouraged to collaborate and support. The program consists of quarterly speakers, panel conversations, mentorship, and small group discussion facilitated by Apex's leadership committee. ASGN is working with our other brands to implement a similar Women in Leadership initiative for 2020.

At Creative Circle, almost 50% of the internal management positions are held by women.

BRAND HIGHLIGHT



ECS is providing powerful solutions for a complex world. Working primarily with agencies of the Federal government, ECS takes a collaborative approach to solving its clients' most pressing technical challenges. What's ECS's secret? A staff of 2,700 hardworking, bright, resilient, curious and collaborative professionals.

ECS has two signature philanthropic programs:

- ECS Cares sponsors volunteer activities throughout the year. ECS has nine locations across the country, and ECS Cares allows ECS employees to come together, as colleagues and as a community, to make a difference for others in need.
- ECS Engage allows full-time employees to apply for grants to support their favorite charities, the places where they've donated their own time and resources over the years.

BRAND HIGHLIGHT



Stratacuity, a division in our Apex brand, works with pharmaceutical, biotechnology, and medical device companies to provide consultants. When Stratacuity's clients hire better people, the chances of new life-saving innovations being discovered and approved increase.

- Stratacuity created the Spotlight Award in 2019.
- As part of employee training, and daily routines, they continually focus on their core values.
- The Spotlight Award is given to an employee who exemplifies Stratacuity's core values.
- This is a great opportunity to continuously engage and reward their employees.

Working Practices and Employee Well-Being



Our vantage point as industry leaders gives us insight into the imperative of employee satisfaction, for the individual and for the organization. We know that our success begins with our employees.

Taking Care of Our Employees

At ASGN and across our brands we provide benefits to ensure that we make life better for our employees and their families. We provide medical, dental and vision plans; short- and long- term disability; life and accident insurance; health savings accounts and flexible spending accounts; savings plans; and commuter benefits.

ASGN and its brands also offer qualified U.S. deployed consultants and their dependents access to various benefit options, including medical, dental and vision plans, life insurance, and accident coverage.



Health and Safety Training for Our Employees Across All Our Brands

We are an equal-opportunity employer. In accordance with applicable law, we prohibit discrimination against any applicant or employee on any legally recognized basis, including sex (besides gender this means pregnancy, childbirth, breastfeeding or related medical conditions); race; color; gender (including gender identity and gender expression); national origin; ancestry; citizenship; religion (including religious dress and grooming practices); age; physical or mental disability; medical condition; military or veteran status; genetic information (including testing and characteristics); sexual orientation; registered domestic-partner status; marital status; or any other characteristic protected by federal, state or local law.

Our commitment to equal-opportunity employment applies to all persons involved in our operations. It prohibits unlawful discrimination by any employee, including supervisors and co-workers.

In carrying out this responsibility, we base personnel actions such as compensation, benefits, raises, promotions, and terminations, solely on job-related factors.

Annual Employee Training

Across our brands our employees are required to participate in rigorous Code of Ethics, Anti-Harassment, Security, and Awareness trainings, as are part of onboarding and repeating every year. We find that our employees are more educated and empowered following the trainings and better are able to:

- Understand and integrate our ethics and integrity policy—which consists of business ethics, our code of conduct, financial integrity, and fraud and abuse prevention—into their daily work.
- Understand and articulate our policies on diversity.
- Prevent, or when necessary appropriately report, discrimination, harassment and workplace violence.
- Work with us to bridge the diversity gap, and take an active role in workplace inclusion.
- Understand and overcome unconscious bias in the workplace.
- Understand and follow our policies on cybersecurity, privacy, information security, and record retention.
- Actively participate in our injury and illness prevention policies.

BRAND HIGHLIGHT



Oxford Global Resources is a leader, providing high expertise teams and talent in Information Technology, Engineering, Life Sciences and Healthcare. Oxford is expanding its Learning and Development Programs to continue to attract and retain the best in the industry. Oxford offers over 400 hours of training for:

- New Account Managers and Recruiters Boot Camp: 160 hours over five weeks
- Current Sales and Recruiting Leaders: 97 hours over 12 months
- Emerging Sales and Recruiting Leaders: 104 hours over 12 months
- Account Managers: 30 hours a year

Employee Engagement, Retention and Development



At ASGN and across our brands we are committed to advancing our employees' and consultants' careers, through training and development that support both personal and professional growth. For our deployed consultant workforce we provide continued education, customized training programs and professional development, both on assignment and post-assignment. Our clients benefit from having a well-trained workforce, while our professionals gain enhanced skills and confidence. For our employees, we provide a comprehensive training program that helps them stay ahead and deliver excellent results.

For Our Deployed Consultants

At some of our business units, we offer online training resources and in-person trainings with customized curricula for the specific needs of our clients. We provide fully customizable upskilling, reskilling and continuing education for current and future consultants that we place with clients. This allows us to bridge the technical supply-and-demand gap by taking professionals with a strong knowledge base and turning them into fully qualified technology specialists.

For Our Employees

Some of our business units provide detailed and comprehensive training based on individual job requirements. Our new account managers receive more than 160 hours of training over five weeks, while emerging leaders in sales and recruiting receive more than 104 hours of training over 12 months.



Annual Raffle for a Cause, in 2019 benefiting the American Cancer Society

BRAND HIGHLIGHT



CyberCoders is one of the leading permanent staffing agencies in the country. It works tirelessly to develop, acquire and utilize technology and innovative practices that ensure that its recruiters have access to the timeliest and most relevant employment opportunities to present to qualified candidates.

- In 2019, CyberCoders overhauled its compensation structure to reward hundreds of talented and sought-after recruiters across the country with greater earning potential for high performance.
- The new compensation plan outlines a clear career path to success as an individual contributor or manager, allowing everyone the opportunity for greater growth and success.

Collaborative Performance Management for Our Employees



Employee and Consultant Engagement, Retention and Development

Our research shows that transparent, collaborative performance management is the most effective driver of professional satisfaction and retention for both our employees and consultants.

For Our Employees

Across our brands our performance management process emphasizes clear goals with timely and constructive feedback. We believe performance assessment is a continual activity, not an annual event. We encourage periodic feedback on performance and actions as they relate to our core values.

We consider our employees to be the primary drivers of their own career growth. We encourage them to seek opportunities that are in alignment with their long-term goals. Beyond title changes and pay raises this may include stretch goals, individual development, lateral job changes, cross-functional

training, serving on committees or special projects, or any activity that will allow progress in one's career. We have put in place mechanisms for all employees to feel comfortable that they can communicate their career interests with their manager and to seek guidance and assistance.

For Our Deployed Consultants

We conduct formal performance reviews for our consultants at regular intervals throughout an assignment. Local account managers meet with clients to discuss each consultant's performance, sharing that feedback with the consultant for validation as well as any needed improvement. We work with our consultants to document their goals, focus areas and action steps in our performance management system, revisiting these throughout the assignment to ensure that each deployed consultant is progressing.

Feedback and Engagement to Promote Growth

We take steps to ensure that our employees have a safe space to address concerns and speak freely. All our brands provide an anonymous contact process for raising issues with Human Resources. Several brands give employees an annual Employee Engagement and Satisfaction Survey. Every comment, suggestion and concern raised in these is captured and reviewed, and detailed reports are sent to senior leadership. We follow up to identify issues and implement changes wherever they are appropriate.



III. Responsible Business: Leading Responsibly and Transparently



- Corporate Governance
- Ethics and Integrity
- Environmental Management

The global business environment is undergoing a major transformation, driven by growing public demand for openness, for transparent corporate governance, and for business models supporting sustainability. As the expectations of companies evolves we continue to foster a culture of ethical practices that is maintained across our diverse, highly-skilled workforce. We are committed to serving our clients and the communities we serve with integrity and consistently responsible business practices.

These principles and practices are foundational elements of our company’s success. They make a natural third pillar in our ESG framework. We have created robust policies across our brands to ensure that we continue to operate in accordance with the highest principles of business ethics and conduct.



Apex office in Denver working with Habitat for Humanity

Corporate Governance



We believe that achieving long-term value for our stakeholders begins with robust governance principles and oversight. Policies and practices that comply with sound ethical principles, as well as relevant laws and regulations, are essential to our ability to secure contracts across sectors, to be good citizens in our communities, and to engage a diverse workforce.

We have adopted strong [corporate governance guidelines](#). Together with the charters of the Board committees and the Code of Ethics for Principal Executive Officers and Senior Financial Officers, these provide the framework for our corporate governance.

Audit Committee

The Audit Committee of the Board of Directors 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.

Compensation Committee

The Compensation Committee of the Board of Directors discharges the Board's responsibilities relating to compensation of directors and executive officers and administers ASGN's incentive- and equity-based compensation plans. The Committee is responsible for preparing a report on executive compensation for inclusion in our annual-meeting proxy statement.

Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee is assists in matters of corporate governance, including

- 1) advising on Board and Committee structure, composition and procedures;
- 2) identifying individuals qualified to become Board members, consistent with criteria approved by the Board;
- 3) recommending director nominees for the next annual meeting of stockholders;
- 4) recommending individuals to serve

- as committee members;
- 5) overseeing the evaluation of the Board, committees of the Board and management;
- 6) monitoring the qualifications and performance of, and ASGN's succession planning regarding key executives;
- 7) developing and recommending corporate governance guidelines applicable to ASGN; and
- 8) such other matters as may be referred to the Committee by the Board or required by applicable laws, rules and regulations, the SEC, or the NYSE.

Strategy and Technology Committee

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 Committee is responsible with management for reviewing ASGN's technology road map, ensuring it considers current and future technologies in support of our long-term vision and goals.

For additional information about our Board of Directors, please visit [our website](#).

BRAND HIGHLIGHT



Creative Circle is a leader in digital and creative services. It strives every day to connect the industry's most brilliant minds with innovative companies that are looking for the right teams and talent. Creative Circle keeps its finger on the pulse of its employees' needs through an annual anonymous Engagement and Satisfaction survey. The survey is sent to more than 400 employees, and the results and action plans are shared with all employees.

- 83% employee engagement
- Creative Circle scored the highest with its employees for:
 - Job clarity
 - Recommending Creative Circle as a place to work and its services to potential clients and candidates
 - Employees strongly identifying with Creative Circle and its mission and a strong desire to see it succeed

Ethics and Integrity



Since our incorporation in 1985, ethics and integrity have been central to every decision we make. Our principle-based corporate governance framework is the core of our ESG Policy.

We have established the following policies to foster a culture of ethics and integrity, to preserve and enhance our long-term value, for our stockholders, employees, clients, consultants, and the communities we serve.



Code of Business Conduct and Ethics

ASGN and all our brands subscribe to the highest ethical standards.

Our employees, officers and members of our Board of Directors are expected to conduct business legally and ethically. We insist that our vendors and business associates do the same.

Our Code embodies the Company's commitment to 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 principles and procedures of our Code.

All of our directors, officers and other employees sign an acknowledgment and certification of our Code of Business Conduct and Ethics.

The Code provides guidance on the following topics:

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

BRAND HIGHLIGHT



Apex Systems provides organizations with scalable technology services solutions. They do this with a commitment to diversity and inclusion:

- Apex was recognized as a Top 10 Diversity Leading Employer by the Professional Diversity Network.
- Over the past three years, Apex has placed with our clients more than 4,000 military veterans. Our applicant log includes 6,400+ new veterans, making a total of 594,704 in our database.
- The Apex workforce is 54% women.
- 86.8% of Apex's national prime associate vendors are certified small or minority- or women- owned firms and accounted for \$202 million in revenue.
- To learn more about Apex and its ESG efforts, please read Apex's [2019 Corporate Social Responsibility Report](#).

Environmental Management



ASGN and its brands are committed to following and continuously enhancing our policies, systems and procedures to ensure that we effectively manage and mitigate the negative environmental impacts of our operations. While as a professional services firm our environmental impact is smaller than that of many companies, we are nevertheless committed to improving our operating performance by reducing energy and water use, waste, and carbon emissions.

Across our brands, as we lease office space we consider the sustainability practices of our landlords. Our Calabasas, California, Corporate Services location, for example, uses green cleaning and paper supplies, and HEPA vacuums that are CRI-certified, along with energy-saving occupancy sensors and appliances to reduce water and energy consumption.

Throughout North America many of our locations actively recycle paper, glass, cans and cardboard.

Our real estate footprint

We have over 150 locations worldwide

- Leased offices are typically in Class A office buildings
- We select for proximity to public transportation
- We lease in environmentally certified buildings whenever possible, including LEED, BREEAM, DGNB, PEB and HQE



Sustainability Policies and Stewardship

- E-waste collection of electronics, batteries and light bulbs
- Online platforms have replaced many paper-heavy business processes
- Recycling of all cardboard containers
- Recycling paper documents
- Recycling of toner cartridges
- Environmentally friendly office supplies, such as recycled copy paper

Looking ahead

We are always striving to become better stewards of our environment and the communities we serve. As we look ahead, our goal is to expand our environmental policies, create better mechanisms to collect data about our environmental footprint, set key performance indicators, and measure our progress, so we can improve.

This is How We Celebrate Earth Day!

[Watch Our Team Video](#)



IV. Society: Giving Back is Just Who We Are



- How We Give Back Together
- Our Impact

ASGN has always been and will always be a community of care and commitment. Our goal is to have a positive impact on our stakeholders and the communities we serve, through meaningful engagement, contribution and volunteerism.

One of our core values is “do the right thing.” We practice this across our business, for example in the ethical and fair treatment of our employees and clients, and the ways we train, develop and advocate for our employees. It’s also front and center in our community involvement. Giving back is just who we are.

Together we give back

Over 145

National and Local
Nonprofits Supported

95%

Average Employee
Participation

Over \$550,000

Raised and/or Contributed
in 2019

Over 3,800

Volunteer Hours Logged

A Defined Difference



We are proud to partner with hundreds of nonprofits and support the important work that they do in our communities. Here are some of our partners and the impact we have made:



Education is an important cause to ASGN. We have partnered with various organizations to provide free school supplies to teachers and kids.



Making sure every child and their family has access to food is a cause that ASGN takes seriously. In 2019, we provided over 5,000 meals to needy families across the country.



Homelessness is a national issue. ASGN has seen firsthand in many of our communities the widespread impacts of homelessness resulting from extenuating circumstances in women's lives such as abuse, addiction, and trauma. We have provided support focused on helping the women in our community overcome these obstacles to live an independent life and support their children.



Today's youth will be tomorrow's workforce. Our support has enabled organizations to increase the number of families that they can serve.



The health and wellbeing of our workforce is our number one priority. Supporting research in understanding and preventing cancer is critical to our mission to engage and mobilize tomorrow's workforce. We have contributed over \$1 million to the American Cancer Society since 2009.

Scorecard

ASGN reviews ESG factors and practices throughout our operations and across our brands, including Apex Systems, Creative Circle, CyberCoders, Oxford Global Resources and ECS. We recognize that the relative importance of ESG factors varies by industry, geography and time. Our consideration of ESG is focused on what fits best with ASGN's operations. We've tailored our focus to those areas that matter most to our stakeholders and those that can directly enhance our financial performance. In doing so, we've made great progress to date, and we recognize the need to continue to grow and evolve our efforts.

	DATA & INNOVATION			HUMAN CAPITAL			RESPONSIBLE BUSINESS				SOCIETY	
	Information Privacy	Data Security	Transformation & Innovation	Diversity & Inclusion	Talent Attraction & Development	Working Practices & Employee Wellbeing	Corporate Governance	Environmental Management	Ethics & Integrity	Human Rights	Philanthropy	Socio-economic Impact
ASGN	⬆️	✓	☀️	⬆️	☀️	⬆️	⬆️	⬆️	✓	⬆️	⬆️	☀️
APEX	⬆️	✓	☀️	⬆️	☀️	⬆️	⬆️	⬆️	✓	⬆️	⬆️	☀️
CYBER CODERS	⬆️	✓	☀️	⬆️	☀️	⬆️	⬆️	⬆️	✓	⬆️	⬆️	☀️
CREATIVE CIRCLE	⬆️	✓	☀️	⬆️	☀️	⬆️	⬆️	⬆️	✓	⬆️	⬆️	☀️
ECS	⬆️	✓	☀️	⬆️	☀️	⬆️	⬆️	⬆️	✓	⬆️	⬆️	☀️
OXFORD	⬆️	✓	☀️	⬆️	☀️	⬆️	⬆️	⬆️	✓	⬆️	⬆️	☀️

Legend: ✓ appropriate policies in place ⬆️ focus for improvement ☀️ will be addressed in 2020

Environmental, Social, and Governance Best Practices



Our 2019 ESG Annual Report was developed based on the ASGN ESG Policy, the development of which was informed by a wide range of global best practices and external standards, including the [Dow Jones Sustainability Index \(DJSI\)](#), [Institutional Shareholder Services \(ISS\)](#), [Sustainability Accounting Standards Board \(SASB\)](#), and [Sustainalytics](#).



In short, our comprehensive ESG Policy describes what we believe drives better business. At ASGN, our ESG work and process are managed by the Nomination and Corporate Governance Committee of our Board of Directors, in conjunction with senior management from each of our brands.



This annual report covers our ESG activities for the calendar year 2019. Annual reporting on our ESG progress and activities will allow us to assess the effectiveness and impact of our policy as it relates to our clients, deployed consultants, employees, shareholders and communities. We believe that transparent reporting will allow all of our stakeholders to better assess the long-term investment value of ASGN.



Thanks for reading. Please direct any questions you have regarding our ESG Policy and reporting to ESG@asgn.com.

