



Board Diversity Policy

Effective December 8, 2021

Diversity, Equity and Inclusion (“DEI”) is inextricably linked to the mission and core values of ASGN Incorporated (“ASGN”) which include:

- A steadfast commitment to constant learning, evolving and adapting;
- Being thoughtful, helpful and responsible to our colleagues, clients and stockholders;
- Taking ownership of our problems and challenges and focusing on being accountable; and
- Empowering our employees, candidates and clients to succeed and achieve excellence.

ASGN is committed to a diverse, inclusive, and equitable workplace where all Board members, leadership, employees, candidates, clients and suppliers feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, religion, or any other bias. Furthermore, ASGN is committed to modeling DEI and maintaining fair and equal treatment for all.

Our Board’s commitment to provide DEI-informed leadership:

- We dedicate time and resources to diversity within our Board and leadership positions.
- We are committed to advocating against systemic inequities that impact our work at the Board level and address it according to this policy and in accordance with our mission.
- We are committed to leading with respect and tolerance and to challenging commonly accepted notions about what constitutes strong leadership.
- We aim to recognize and address inequities in our policies, programs, and services.

In addition, ASGN pledges to promote DEI company-wide by engaging in the following actions:

- We have and will continue to review ways in which we can foster DEI within our Board and leadership positions.
- We maintain a system to promote DEI awareness and address biases during our recruiting, hiring, evaluating, onboarding and training processes.
- We use our influence and resources to support initiatives that promote DEI and challenge any inequitable and oppressive systems and policies throughout the company.
- We strive to support an environment where each and every employee thrives personally and professionally.

See [ASGN’s Environmental Social Governance Report](#) for current Board composition and DEI programming.