

GHG Emissions Verification Limited Assurance Statement

Intertek Health Sciences Inc. dba Intertek Assuris ("Intertek") has been contracted by ASGN, Inc. ("ASGN") for independent third-party verification of Scope 3 Categories 1, 6, 7, and 8 Greenhouse Gas (GHG) emissions for their operations in USA, Canada, Mexico, Europe, and India, for the reporting periods of 2019 (January – December) and 2022 (January – December) to a limited assurance level. The verification was performed in accordance with the requirement of the International Standard on Assurance Engagements (ISAE) 3000 (revised) for Assurance Engagements other than Audits or Reviews of Historical Financial Information and International Standard on Assurance Engagements (ISAE) 3410 for Assurance Engagements on Greenhouse Gas Statement.

Roles & Responsibilities

The management of ASGN is responsible for the organization's GHG emissions information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation, and determination of GHG emissions for the organization.

Intertek's responsibility is to express an independent verification opinion on the GHG emissions inventory and report for the periods January 1, 2019, to December 31, 2019, and January 1, 2022, to December 31, 2022. Intertek affirms our independence from ASGN and, to our knowledge, free from bias and conflicts of interest with the organization.

Scope of Verification

The organizational boundary was established following the operational control approach. The scope of this engagement covered GHG emissions sources for ASGN's operations and offices in USA, Canada, Mexico, Europe, and India. The verification included verification of Scope 3 GHG emission, as follows:

- **Scope 3 Category 1:** Purchased goods and services
- **Scope 3 Category 6:** Business travel
- **Scope 3 Category 7:** Employee commuting
- **Scope 3 Category 8:** Upstream leased assets

Objectives

The objectives of this limited assurance verification exercise were, by review of objective evidence, to confirm whether any evidence existed that the GHG emissions, as declared in the organization's GHG inventory were not: accurate, complete, consistent, transparent, and free of material error or omission in accordance with the criteria outlined below.

Criteria

Criteria against which the verification assessment was undertaken, includes:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for Assurance Engagements other than Audits or Reviews of Historical Financial Information.
- International Standard on Assurance Engagements (ISAE) 3410 for Assurance Engagements on Greenhouse Gas Statement.

Level of Assurance

The level of assurance agreed is that of limited assurance. A materiality level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Conclusion & Verification Opinion

Intertek performed verification work to obtain the information, explanations, and evidence that we considered necessary to provide a limited level of assurance based the verification plan prepared at project initiation. The verification was conducted with regard to the GHG emissions inventory, reporting and supporting records for CY2019 and CY2022. The assessment included the collection of evidence supporting the reported data and checks of compiled data, emissions factors, calculation methodologies, data collection and management systems and referenced verification criteria and reporting standards. The verification statement shall be interpreted with the GHG assertion of ASGN as a whole.

Intertek followed a risk-based approach to verification, by initially identifying risks associated with the GHG emissions inventory and controls in place to mitigate risks. The examination included assessment, on a limited sample set, of evidence relevant to the reporting of GHG emissions information.

The GHG emissions information for the periods January 1, 2019 to December 31, 2019 and January 1, 2022 to December 31, 2022 was verified by Intertek to a limited assurance level, consistent with the agreed verification scope, objectives, and criteria. All errors and corrective action in reported data identified during the verification process have been duly corrected and/or accepted. 100% of Scope 3 emissions are verified as follows:

| Scopes | GHG Emission 2022 (tCO ₂ e) | GHG Emission 2019 (tCO ₂ e) |
|--|--|--|
| Scope 3 Category 1: Purchased goods and services | 15.77 | 71.12 |
| Scope 3 Category 6: Business travel | 3,206.33 | 7,195.59 |
| Scope 3 Category 7: Employee commuting | 8,865.78 | 9,927.62 |
| Scope 3 Category 8: Upstream leased assets | 4,587.67 | 6,604.89 |

Assurance Statement

Based on the data and information provided by ASGN, Intertek concludes with limited assurance that there is no evidence that the GHG emissions assertion: is not materially correct, is not a fair representation of the GHG emissions data and information and is not prepared in accordance with the criteria listed above.

Attestation



Nkiruka Ubah, Verifier
Senior Sustainability Consultant
Intertek Assuris
18th April 2022



Beth Mielbrecht, Reviewer
Associate Director
Intertek Assuris
18th April 2022

No member of the verification team (stated above) has a business relationship with ASGN Inc, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.