

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

Verification Scope

ASGN Incorporated

26745 Malibu Hills Road
Calabasas, CA 91301

Reporting Period: 01/01/2023 – 12/31/2023

Geographic Boundary: Worldwide

Facilities, physical infrastructure, activities, technologies, and processes:
130 leased offices

GHG Sources, Sinks, and/or Reservoirs:

Scope 1 - natural gas
Scope 2 – purchased electricity

Boundary Method: Operational Control

GHG Gases: CO₂, CH₄, N₂O, HFCs

Level of Assurance: Limited

Materiality: +/-5% quantitative, qualitative based upon requirements specified within verification criteria

Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- World Resources Institute/World Business Council for Sustainable Development's "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" dated 2011
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions



Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

Positive Verification (limited Assurance) – Scope 1 and 2 GHG assertion prepared in all material respects with the reporting criteria

Verification Qualifications

– None

Verified Emissions

Emissions Summary – Tonnes CO ₂ e	
Scope	Total (tCO ₂ e)
Scope 1	24.82
Scope 2 - Location	112.49

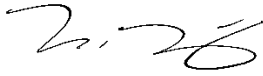
Lead Verifier



DATE: 04-18-2024

Dave Jonas, Director, SCS Climate Services
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

Independent Reviewer



DATE: 04-19-2024

Nicole Muñoz, Vice President
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

Verification Scope

ASGN

ASGN Incorporated, 26745 Malibu Hills Rd. Calabasas, CA 91301, United States.

Reporting Period: 01/01/2023 – 12/31/2023

Geographic Boundary: United States

Facilities, physical infrastructure, activities, technologies, and processes:

130 leased offices and data centers

GHG Sources, Sinks, and/or Reservoirs:

Scope 3 - Cat 1 - Purchased Goods & Services

Scope 3 - Cat 2 - Capital Goods

Scope 3 - Cat 6 - Business Travel

Scope 3 - Cat 7 - Employee Commuting

Scope 3 - Cat 8 - Upstream Leased Assets

Boundary Method: Operational Control

GHG Gases: CO₂, CH₄, N₂O

Level of Assurance: Limited

Materiality: +/-5% quantitative, qualitative based upon requirements specified within verification criteria



Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- World Resources Institute/World Business Council for Sustainable Development's "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" dated 2011
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions

Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

Positive Verification (Limited Assurance) – Scope 3 GHG assertion prepared in all material respects with the reporting criteria

Verification Qualifications

– None

Verified Emissions

2023 Emissions Summary	
Scope	MT CO ₂ e
Scope 3 - Cat 1 - Purchased Goods & Services	490.50
Scope 3 - Cat 2 - Capital Goods	1,700.93
Scope 3 - Cat 6 - Business Travel	6,565.23
Scope 3 - Cat 7 - Employee Commuting	11,462.83
Scope 3 - Cat 8 - Upstream Leased Assets	4,724.61

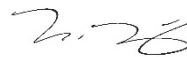
Lead Verifier



DATE: 4-19-2024

Henry Bart, *Technical Specialist II, SCS Climate Services*
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
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Independent Reviewer



DATE: 4-24-2024

Nicole Muñoz, *Vice President*
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