



Corporate Sustainability Policy

March 19, 2025

The following is the Corporate Sustainability policy of ASGN Incorporated and its brands (“ASGN”) and outlines the framework, approach, and expectations of ASGN. ASGN is a leading provider of IT services and professional solutions across the commercial and government sectors.

Our Commitment

We believe acting responsibly, with respect to environmental stewardship, social responsibility, and the governance of our business, mitigates our risk and has a positive influence on our long-term financial performance. ASGN is actively integrating corporate sustainability objectives into our overall business strategy and across our brands, operations, and reporting processes.

Our commitment reflects our responsibility to our internal and external stakeholders – our employees, contractors, candidates, clients, investors, and the communities in which we operate. Our commitment also reflects our belief that a strong corporate sustainability approach contributes to better management of our risks and opportunities, resulting in improved long-term value. An interactive dialogue with our stakeholders is important to building strong relationships, maintaining trust, and enhancing our business performance.

Corporate Sustainability Factors, Applicability, and Materiality

ASGN considers corporate sustainability factors throughout our operations and across our brands, including our commercial brands (Apex Systems, Creative Circle and CyberCoders), and our government brand (ECS). We recognize the importance of identifying, assessing, and managing factors material to ASGN and our long-term financial performance.

Our processes and procedures focus on nonfinancial performance indicators that address the Company’s approach towards responsible operations and our impact on society and the environment, as well as other ethical and corporate governance considerations. Failure to address material factors properly could expose ASGN to significant economic, operational, legal, regulatory, or reputational risks. Conversely, addressing these factors proactively could help us identify strategic opportunities, meet competitive challenges, and adapt to evolving market conditions.

Our Corporate Sustainability Approach is structured around our Five Guiding Principles that reflect the material opportunities we deem most relevant to our business model and key stakeholders. They are in the following focus areas: Cybersecurity, Responsible Business, Our Workforce, Social Responsibility, and Environmental Responsibility.

Our Focus Areas & Objectives

Cybersecurity

- Ensure the safety and privacy of sensitive information relating to our clients, employees, and consultants
- Take measures to prevent the breach, loss, or misuse of sensitive data, intellectual property, or digital assets
- Provide a full-time in-house dedicated Enterprise Security Council as well as third-party services to augment our security provisions
- In addition to HIPAA-related trainings when required, provide security training to all employees quarterly
- Meet all legislative and regulatory requirements and audit recommendations regarding Collection, Use, and Control of Customer Information
- Ensure sensitive client, employee, or contractor-related information is handled in a manner that protects personal privacy

Responsible Business

- Uphold principles and ethical standards in business conduct (e.g., fraud, anti-bribery, and corruption), and adherence to legislation and voluntary standards
- Ensure basic rights and freedoms based on important principles like dignity, fairness, respect, and equality
- Provide and require annual training on our Code of Business Conduct and Ethics Policy, and acknowledgement of the following policies: Human Rights, Environmental Management
- Maintain policies and practices that comply with relevant laws and regulations, enabling ASGN to secure contracts with clients across sectors
- Manage and operate our business by taking all of our stakeholders' needs and values into consideration for long-term growth and sustainability

Our Workforce

- Provide a workplace where all employees are safe, and their rights are protected as well as programming that ensures the health, safety, and wellbeing of all employees and contractors
- Take ownership of our problems and challenges and be thoughtful, responsive, and accountable to our employees and consultants
- Provide and support initiatives conducive to maintaining a positive and productive workforce
- Provide updated workforce trainings and professional development opportunities that attract, retain, and develop high-quality employees and contractors with the right skills to deliver on current and future business needs, and succeed in a fast- changing market



Social Responsibility

- Create a positive impact for our stakeholders and community through meaningful employee engagement and volunteerism
- Create positive impacts on local communities through ASGN's and its brands philanthropy programs

Environmental Responsibility

- Comply with all applicable environmental regulations in the management of our operations
- Develop policies, systems, and procedures that ensure we effectively manage environmental impacts arising from our operations
- Improve our operating performance by reducing, where possible, energy, water use, waste, and associated carbon emissions
- Move toward a transition to renewable energy by prioritizing the leasing of net-zero office buildings and buildings with on-site solar when cost comparable.

Contact: esg@asgn.com