



Supplier Sourcing Policy

Effective March 19, 2025

Purpose

ASGN Incorporated along with its subsidiaries (collectively, “ASGN” or the “Company”) are committed to continually supporting, promoting, and increasing representation from various backgrounds, experiences, and perspectives, including within our supplier network. This Supplier Sourcing Policy applies to our subcontractors who provide materials and services. The policy is meant to serve as a guide to ASGN in developing a more expansive supplier bidding process and for establishing procedures that promote a wide-ranging supplier directory inclusive of large, medium, and small businesses as well those classified as Disadvantaged Business Enterprises (collectively, “DBE Suppliers”) and Historically Underutilized Business Zone (HUBZone) Businesses by relevant state and local regulations.

Implementation and Tracking Procedures

ASGN will make a good-faith effort to implement the following:

1. Vendor Management at ASGN and its subsidiaries will maintain databases of prospective subcontractors, including tracking the type of supplier used; and
2. Continually look to enhance the Company’s sourcing of supplier by identifying new prospective subcontractors, including those characterized as DBE or HUBZone, through ongoing market research and reviews of state and local lists.

Review

This policy, associated procedures, and spend tracking will be reviewed by Senior Management annually to track performance and determine if changes are necessary. ASGN reserves the right to revise, amend, terminate, and interpret this policy.