

**ASGN**<sup>®</sup>  
Incorporated

# **CORPORATE SUSTAINABILITY**

**REPORT | 2024**



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Our report is available at [asgn.com/sustainability](https://asgn.com/sustainability)

We believe transparency builds trust and leads to progress.





# OUR COMPANY



**Theodore S. Hanson**  
Chief Executive Officer

# Fellow ASGN Stakeholders

**As the world of corporate sustainability continues to rapidly evolve, we stay closely connected to the needs and values of our key internal and external stakeholders.**

In our 2024 Corporate Sustainability Report, we review and analyze the topics of greatest importance to our employees, our clients, and our stockholders. Understanding that these priorities change over time, we were pleased to have refreshed our Materiality Assessment.

While our full report will delve into our Materiality Assessment results in greater detail, cybersecurity and data privacy, alongside responsible technology and innovation, were identified as two of the top six material topics. These findings are consistent with the increasing volume of data, cloud, cybersecurity, and AI work within our pipeline.

Recognizing the critical importance of cybersecurity and data privacy, this past year, we continued to demonstrate our commitment to the highest standards of information security, achieving ISO 27001 recertification for our largest brands. By implementing this internationally-recognized framework, we ensure that our data security practices meet stringent criteria, offering our stakeholders confidence in the reliability and safeguarding of their data.

A robust corporate governance framework was also highlighted as essential to long-term stakeholder value. In 2024, we continued to make significant strides in corporate governance, including performing updates on our Enterprise Risk Management (ERM) risk profile through regular risk assessments and check-ins with risk owners and their teams.

As a leader in IT services and solutions, we strive to deliver excellence and innovation across all aspects of our business. Not only do we uphold the highest standards for data security and corporate governance, but we also dedicate our efforts to ensuring we remain an employer of choice. Results of our annual employee engagement survey show that 90 percent of respondents would recommend ASGN to prospective employees, while 92 percent would endorse ASGN to clients. These are industry-leading statistics indicative of the strong culture we have built across our Company over years and decades.



As we diligently enhance our internal initiatives, we also strive to create a meaningful impact on our communities and the environment. In 2024, we took an important step in our efforts to reduce our greenhouse gas emissions by aligning our emission reduction targets with the Science Based Targets initiative (SBTi).

The examples just provided highlight only a fraction of our sustainability achievements in this past year, and I am pleased to confirm that our achievements have only grown in 2025. Moving forward, we will continue to evolve our Corporate Sustainability Program to reflect changes in the IT industry and overall market dynamics, while still focusing on the topics most material to our key stakeholders. Reporting on corporate sustainability trends is a collective effort, and we extend our gratitude for your continued support.

Sincerely,

**Theodore S. Hanson**

**CHIEF EXECUTIVE OFFICER** | ASGN Incorporated

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# Sustainability Accomplishments

## **Cybersecurity and Responsible Business**

- Implemented Company-wide ERM Program
- Achieved Recertification of ISO 27001, the international standard for information security
- Maintained High Standard of Disclosure: CDP, GRI, SASB, TCFD

## **Our Workforce and Social Responsibility**

- Increased Employee Participation in Company-wide Mentor Program
- Enhanced Supplier Sourcing and Procurement Strategies
- Completed over 200,000 hours of Company-wide Training

## **Environmental Responsibility**

- Aligned Emission Reduction Targets with the SBTi
- Maintained ISO 14001 Certification of ASGN's Corporate Headquarters
- Surveyed Top Suppliers as part of Supply Chain Management Program



# Guiding Principles

**Our approach to Corporate Sustainability is built around five guiding principles that reflect the topics most relevant to our business and stakeholders.**

These principles demonstrate our commitment to maintaining robust corporate governance practices, investing in our employees and communities, upholding the highest levels of transparency, and being steadfast stewards of the environment.



## I. CYBERSECURITY

Monitor, identify, and address enterprise security risks. Foster a culture of innovation and alignment with leading technology partners.



## II. RESPONSIBLE BUSINESS

Maintain robust governance and oversight. Provide and uphold a culture of ethics and integrity to preserve and enhance long-term stakeholder value.



## III. OUR WORKFORCE

Support employee development and retention by offering access to training, career mobility, and growth pathways. Maintain a positive workplace and people-first environment.



## IV. SOCIAL RESPONSIBILITY

Create meaningful impact through charitable contributions and volunteerism. Uplift communities in which employees live and work.



## V. ENVIRONMENTAL RESPONSIBILITY

Reduce our environmental footprint by conserving resource usage. Strive to lower greenhouse gas emissions.

# Our Sustainability Approach

**We view our corporate sustainability efforts as an ongoing, iterative process that is informed by our key stakeholders. We benchmark our processes and metrics against industry best practices and our peers.**

At a high level, our Corporate Sustainability Report addresses cybersecurity, responsible business, our workforce, social responsibility, and environmental responsibility. Our management approach for each of these topics is rooted in our Guiding Principles.

While we maintain these principles to ensure consistency and auditability of our data, changing industry and market dynamics may require us to evolve our policies over time.

Please refer to the section labeled **Our Approach** under each report category to learn more about how we manage specific sustainability topics. Each section includes details on our related policies and achievements.



**CYBERSECURITY**



**RESPONSIBLE BUSINESS**



**OUR WORKFORCE**



**SOCIAL RESPONSIBILITY**



**ENVIRONMENTAL RESPONSIBILITY**



# Engaging Our Stakeholders

**Our stakeholders include employees, consultants, clients, investors, and the communities where we live and work.**

We engage our employees through regular training and skill-building workshops, our corporate giving program and related events, and by supporting [Employee Community Groups \(ECGs\)](#). Additionally, we conduct annual engagement surveys to better understand how we can create an environment where everyone can thrive personally and professionally.

We engage our clients through customer experience surveys, such as ClearlyRated, to measure their satisfaction with our team. We carefully review survey responses to ensure that constructive feedback is thoughtfully considered.

We engage with our investors through various channels, including quarterly and annual SEC filings, press releases, conferences and roadshows, and our website, including our Sustainability Microsite that hosts our Corporate Sustainability Report.

Investors and clients also rely on our disclosures aligned with key sustainability reporting frameworks. We align our efforts with leading standards, including:

- [The Carbon Disclosure Project \(CDP\)](#)
- [The Global Reporting Initiative \(GRI\)](#)
- [The Sustainability Accounting Standards Board \(SASB\)](#)
- [The Task Force on Climate-related Financial Disclosures \(TCFD\)](#)

These ratings help us identify areas for review and improvement.



# Materiality Assessment

**ASGN conducted its first Materiality Assessment in 2021. As is natural, priorities shift over time, and so in 2024, with the assistance of third-party experts, we updated our Materiality Assessment in which we asked respondents to prioritize the top five most important sustainability topics for ASGN to address over the next one to three years.**

Our assessment process was methodical and strategic. We began by researching applicable standards and frameworks, as well as conducting an audit of peer practices. As an aside, in 2024, ASGN was assigned a new GICS (Global Industry Classification Standard) Code by the joint MSCI and S&P committee responsible for such classifications, moving from the Industrials industry (sub-category Human Resources and Employment Services) to the Information Technology industry (sub-category IT Consulting & Other Services). With the majority of ASGN's revenues now in higher-end, high value IT consulting, it was determined that the Company's prior classification was no longer applicable. Our peer audit therefore reflected this shift in our GICS Code.

Following this assessment, we created a repository of the most pertinent sustainability topics and developed a survey to distribute to our key stakeholders (employees, clients, and investors). Stakeholder groups were assigned weightings based on their relative influence on our Company. Questions were divided into three pillars: 1) Our Workforce, 2) Responsible Business, and 3) Environmental Responsibility, which were then further broken down into corresponding subtopics. The results of the survey were used to develop a weighted materiality matrix based on stakeholder priorities and the relative weightings assigned to stakeholder groups.

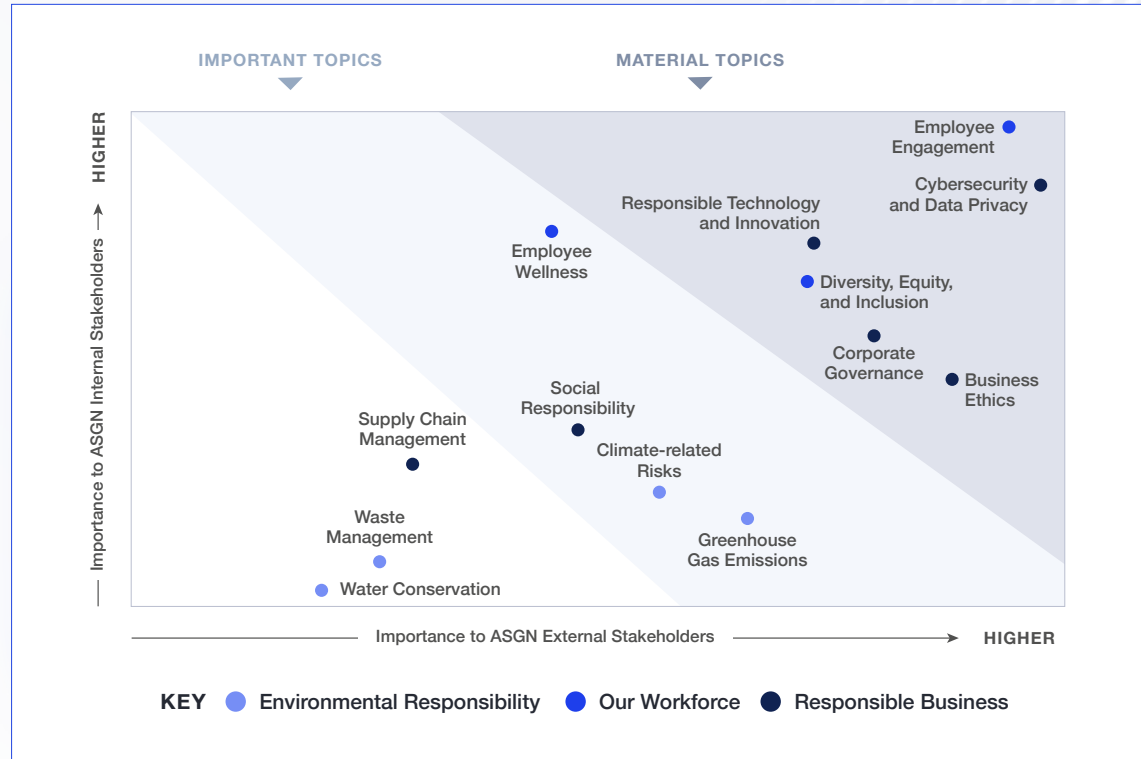




# 2024 Materiality Matrix

As shown in the materiality matrix, six topics were identified as the most material to ASGN’s business over the next one to three years.

These topics include Employee Engagement, Cybersecurity and Data Privacy, Responsible Technology and Innovation, Diversity, Equity, and Inclusion, Corporate Governance, and Business Ethics. Employee Engagement rose considerably as a material topic to both internal and external stakeholders. Responsible Technology ranked second highest for internal stakeholders, while Business Ethics ranked second highest for external stakeholders. Responsible Technology, including its subtopics (see "Priorities by Category" table), was a new topic added to our Materiality Assessment in 2024 following an in-depth review of peer topics and industry benchmarks.



\*Based on MSCI, SASB GRI, UN SDGs, ASGN's Survey, and top client and investor priorities. Internal stakeholders include employees, contractors, and candidates. External stakeholders include clients, investors, and analysts.



Compared to our 2021 results, Employee Engagement and Cybersecurity and Data Privacy significantly increased in importance. Diversity, Equity, and Inclusion and Employee Wellness continue to be priorities for stakeholders at the time we conducted our Materiality Assessment in September 2024. Climate-related topics, although highly rated by external stakeholders, were considered less important by internal stakeholders. Within the climate-related categories, assessing and managing impacts of current and future climate-related risks and setting and adhering to greenhouse gas emission reduction targets were most important to our external stakeholders. Reflecting the understanding that ASGN is a professional services company, water conservation and waste management were found to be of least concern by both internal and external respondents.

Open comments in our 2024 Materiality Assessment echoed the findings on material topics.

*Respondents highlighted the importance of information security, employee training on data privacy and protection, and the monitoring of emerging system threats as critical to ASGN.*

Additionally, stakeholders emphasized the significance of fostering employee engagement and retention through professional development and continuous learning. As with our 2021 Materiality Assessment, we reviewed these recommendations to consider ways to enhance and evolve our Company-wide sustainability efforts in the future.

## PRIORITIES BY CATEGORY

1

### Employee Engagement

- Employee engagement and satisfaction
- Employee recruitment and retention
- Professional development and continuous learning
- Performance management

2

### Cybersecurity and Data Privacy

- Security of company information
- Compliance with data protection and privacy laws
- Employee training on data privacy and protection
- Monitoring of emerging threats

3

### Responsible Technology and Innovation

- Responsible and ethical development and use of technology
- Pursuit of innovation and advanced technologies to deliver value to customers, society, and the environment
- Technology programs established that enable a company's strategic plans



# How We are Addressing our Stakeholders' Concerns

## › Employee Engagement

ASGN is dedicated to the professional development and career advancement of our employees and consultants. We offer a wide range of targeted training programs to enable our employees to stay ahead of industry advancements and deliver high-quality results to our clients. Our performance management process is ongoing and emphasizes clear goals across our brands. For more information on employee training and our engagement survey results, please refer to the [Our Workforce](#) section of this report.

## › Cybersecurity and Data Privacy

ASGN maintains a security-first mindset, focused on upholding the highest safety and risk mitigation standards. In 2023, we established an Enterprise Security Council that unifies security professionals across our commercial and government brands. Our cybersecurity practices align with the Cybersecurity Maturity Model Certification (CMMC) standards, created by the Department of Defense (DoD), to ensure strict cybersecurity practices for companies in the defense supply chain. Additionally, our brands engage in a third-party vendor risk management process, assessing, monitoring, and managing the risks

associated with working with external vendors or service providers, particularly in areas of data protection and privacy laws. For additional information our cybersecurity efforts and best practices, please refer to the [Cybersecurity](#) section of this report.

## › Social Responsibility

In 2024, we expanded our charitable giving platform across more of our brands as a means to increase community engagement and philanthropy. Our largest brand, Apex Systems, achieved a 50 percent increase in Employee Community Group (ECG) membership, showcasing the strong growth in our employee-driven initiatives.

Our second largest brand, ECS, continued to maintain its strong philanthropy mission through its two initiatives, ECS Cares, which sponsors volunteer activities throughout the year, and ECS Engage, which enables employees to apply for grants to support their favorite charities. For more information on our philanthropic efforts, please refer to the [Social Responsibility](#) section of this report.



## › Environmental Responsibility

In 2024, we took a key step in our greenhouse gas (GHG) emission reduction efforts by aligning our emission reduction targets with the Science Based Target initiative (SBTi) (see our [Environmental Responsibility](#) section for detailed targets).

As a professional services provider, the vast proportion of our emissions are derived from indirect emissions (Scope 3) related to employee commuting and leased facilities. Understanding that to be the case, as previously noted, our stakeholders identified climate risk as a lower priority in our Materiality Assessment. Nevertheless, we recognize the importance of reducing our carbon footprint and the broader impact our efforts will have on future generations. As such, over the past year, we piloted a number of programs to help push forward our path to emissions reduction. We launched a sustainable commute pilot to encourage low-carbon transportation, surveyed top suppliers to align corporate sustainability policies, and conducted our third annual employee commute and work-from-home survey to understand and promote sustainable commuting behaviors.

## › Supply Chain Management

Our [Supplier Code of Conduct](#) and [Sustainable Procurement Policies](#) clearly communicate our expectations to our vendors. In 2024, to better understand our suppliers' expectations and assess their adherence to sustainability guidelines and benchmarks, we conducted a Company-wide sustainable supply chain survey of our top 25 suppliers.

This was a solid first start in expanding our knowledge of our supplier sustainability initiatives. As a follow-up to our survey, we provided each of our participants with a summary of these findings so they too could benefit from the information gathered. Results of this survey can be found in the [Environmental Responsibility](#) section of this report.

## Transparency

- › Our commitment to [Transparency](#) is reflected in our annual disclosures aligned with key sustainability reporting frameworks, including the Carbon Disclosure Project (CDP), EcoVadis, UN Global Compact - Communication on Progress (UNGC-COP), International Sustainability Standards Board (ISSB), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

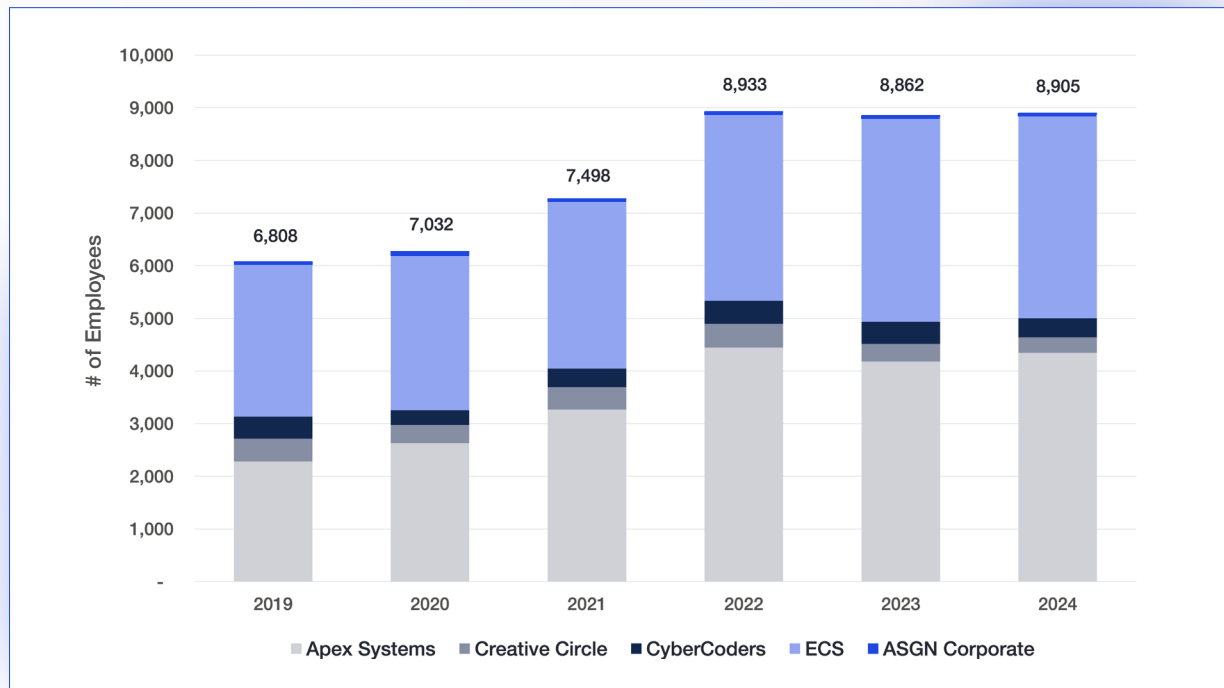
We are expanding our transparency efforts by implementing ServiceNow as a centralized solution for enterprise-wide data collection to support our annual sustainability reporting. The use of the ServiceNow platform is expected to improve the quality and auditability of our data, enhance our benchmark alignment, and assist with GHG emissions tracking. These improvements are geared toward helping us better align with the priorities of both our internal and external stakeholders.

# Business Overview

**ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and solutions to the commercial and government sectors.**

ASGN helps corporate enterprises and government organizations develop, implement, and operate critical IT and business solutions through its integrated offerings. ASGN and its brands had approximately 9,000 internal employees as of December 31, 2024.

**ASGN INTERNAL EMPLOYEES BY BRAND**





# Employees by Employment Type

In 2024, over 98 percent of ASGN's internal workforce was full-time.

- 100 percent of employees at ASGN Corporate, Apex Systems, and Creative Circle were full time.
- Over 96 percent of ECS employees and 99 percent of CyberCoders employees were full time.

Beyond our internal employees, ASGN maintains a robust talent pool of contingent labor in the commercial industry. This includes onshore, nearshore, and offshore professionals deployed on shorter-duration, solution-specific engagements, or longer-term consultative projects. Additionally, we have a skilled team of experts on the federal side of our business, providing IT solutions for the DoD, the intelligence community, and other critical agencies in support of national security.

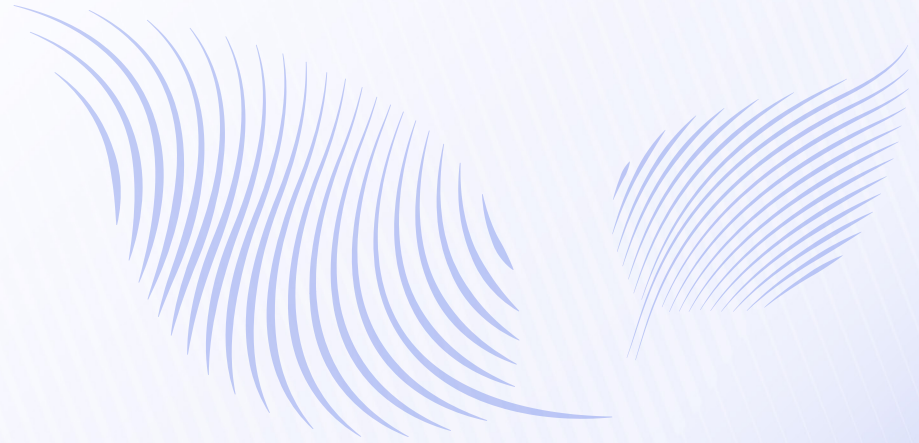
## ASGN's Company Segments

- > ASGN provides information technology services and professional solutions through the Company's two segments, the Commercial and Federal Government, which together span multiple key industry verticals. This structure promotes balance, strength, and resilience throughout economic cycles.

ASGN has grown through a combination of organic growth and strategic acquisitions. Over the last five years, the Company has completed nine "tuck-in" acquisitions. Each of these acquisitions align with ASGN's strategy to expand IT consulting services and solutions capabilities, offer higher-value technical solutions, and become a leading provider of these high-end services to the commercial and federal government markets.

**Commercial Segment:** Our largest segment, by revenue, offers a wide range of IT services and solutions to large mid-market and Fortune 1000 companies. Growth in this segment is driven by digital transformation and innovation needs, including AI, workforce mobilization, and modern enterprise requirements across key industry verticals.

**Federal Government Segment:** This segment provides mission-critical solutions to defense and intelligence, national security, and other clients including civilian agencies, state and local entities, and commercial enterprises. Growth here is fueled by advanced solutions in cloud and enterprise IT, cybersecurity, AI/ML, and digital transformation in both the public and private sectors.



# ASGN Brands

## ASGN Incorporated



Leading global technology services firm specializing in AI, data, enterprise platforms, cloud and infrastructure, and cybersecurity solutions for enterprise customers



Leading marketing and creative services company supporting Fortune 1000 customers



Nationwide recruiting firm leveraging proprietary technology to match top talent with contract and permanent roles



Advanced technology solutions provider focused on data and AI, cybersecurity, and enterprise transformation solutions



# 2024 Featured Workplace Awards



ASGN's brands continued to win many workplace awards in 2024, including Company Culture, Service Provider and Supplier, and Industry Talent and Client Satisfaction Awards.

## COMPANY CULTURE AWARDS:

- **Great Place to Work® Award:**  
Mexico for Apex Systems
- **Great Place to Work® Award:**  
Best Workplace for Women for Apex Systems
- **Great Place to Work® Award:**  
United Kingdom for Apex Systems
- **Military Friendly Award:**  
Military Friendly Employer; Spouse Friendly Employer for Apex Systems
- **Hire Heroes USA Award:**  
Top Employer for Apex Systems
- **Richmond Times Dispatch:**  
Top 10 Workplace for Large Companies for Apex Systems
- **The Washington Post:**  
Top Workplaces 2024 for ECS
- **Comparably Best Company for:**  
Women; Culture, Leadership and Career Growth; Compensation; Work-Life Balance; Sales Team for CyberCoders
- **USA Today:**  
Top Workplaces for Innovation, Work-Life Flexibility, Employee Well-being, Professional Development, Compensation and Benefits, Leadership, Purpose & Values for CyberCoders
- **SIA:**  
Best Staffing Firms to Work for with 200-500 Employees for CyberCoders



# 2024 Featured Workplace Awards



## SERVICE PROVIDER AND SUPPLIER AWARDS:

- **Military Friendly Award:** Military Friendly Supplier for Apex Systems
- **Top 100 Vertical Market MSPs (Ranked #1 on ChannelE2E)** for ECS
- **Top 5 in Contract Obligations for Federal AI/ML in 2024** for ECS
- **Palmetto Award:** Cyber Defense Competition Professional Champion for ECS
- **CMS Honor:** Award for Operational Excellence for ECS
- **Davey Awards:** Silver Winner for Craft-Art Direction for ECS

## TALENT AND CLIENT SATISFACTION AWARDS:

- **ClearlyRated:** Best of Staffing Client Satisfaction – 10 Year Diamond for Apex Systems
- **ClearlyRated:** Best of Staffing Talent – 5 Year Diamond for Apex Systems
- **SIA:** Global Power 150 Women in Staffing for Apex Systems
- **Washington Executive Top Execs to Watch** for ECS
- **Top National Security Execs to Watch** for ECS
- **Top CIOs to Watch** for ECS
- **Top Cybersecurity Execs to Watch** for ECS
- **Top ESG Execs to Watch** for ECS
- **Pinnacle Awards:** National Security/DHS Executive of the Year for ECS
- **WashingtonExec:** MarCom Execs to Watch for ECS
- **Top 100 Human Resources Professional** for ECS
- **OnCon Icon Awards:** Top 50 Information Security Team and Marketing Team for ECS
- **ClearlyRated:** Best of Staffing Client Satisfaction for Creative Circle
- **ClearlyRated:** Best of Staffing Talent – 5 Year Diamond for Creative Circle
- **ClearlyRated:** Largest Marketing/Creative Staffing Firms in the U.S. for Creative Circle



# CYBERSECURITY

**GUIDING PRINCIPLE:**

Monitor, identify, and address enterprise security risks. Foster a culture of innovation and alignment with leading technology partners.

# Safeguarding Today, Securing Tomorrow

**We are dedicated to driving transformative growth while simultaneously maintaining the highest safety and risk mitigation standards.**

At ASGN, we prioritize a security-first mindset that leverages cutting-edge technologies to pave the way for sustained progress and resilience in a dynamic marketplace. Our cybersecurity strategy combines safety, innovation, and careful risk management to move our organization forward with confidence. ASGN recognizes and upholds its managerial responsibility by investing in a dedicated security team, a robust Security Operations Center, comprehensive employee training, and rigorous audits to ensure compliance.



## HIGHLIGHTS

### ISO 27001

Upgrade and Recertification

### SOC 1 & SOC 2

Type II Reports 2024

### HITRUST

r2 Interim Assessment 2024

### PCI DSS v4.0

Upgrade and Recertification

# Key Cybersecurity Initiatives

## › Enhanced Cybersecurity Protections

We strengthen our cybersecurity protections by using Artificial Intelligence (AI) and Machine Learning (ML) technologies. These tools help us improve our defenses against cyber threats, detect unusual activities more accurately, and respond to incidents faster. This proactive approach enables us to stay ahead of new threats while also keeping our digital assets safe in today's fast-evolving technological landscape.

## › Unified Cybersecurity Collaboration

Our Enterprise Security Council brings together cybersecurity experts from all of our brands and serves as a collaborative platform for professionals to share knowledge, best practices, and strategies to improve our organization's cybersecurity practices. By combining the expertise and diverse viewpoints of our Company-wide cybersecurity team, we strengthen our defenses, optimize resources, and address cybersecurity challenges as a unified group.

Our Company's Chief Information Security Officer leads our Enterprise Security Council, which is comprised of CIOs from our brands who collectively represent ASGN. Complementing their expertise, the Council includes a dedicated team of Certified Information Security Professionals (CISP), brand-specific engineers, and security administrators.

Together, these leaders bring a wealth of experience in security operations, business process re-engineering, software development, ERP systems, and the management of multinational-wide area networks. The Council's primary mandate is to generate comprehensive data protection and cybersecurity policies for ASGN, oversee the management of emerging security threats, proactively mitigate security risks, and safeguard our valuable assets.

## › Empowering Risk-Based Governance

ASGN adopts an enterprise-wide approach to data protection and cybersecurity. We regularly refine our processes and technologies to enhance our safety and security and ensure our compliance and resilience in the face of evolving threats.

We conduct routine internal and external audits of our security policies and procedures to identify areas for improvement. Audits may range from annual third-party audits to internal risk assessments, compliance audits, and incident response audits.

ASGN also actively collaborates with industry partners, law enforcement agencies, and government organizations to exchange best practices and ensure we remain vigilant against emerging security threats.

# Our Approach

**ASGN adopts an enterprise-wide perspective on data protection and cybersecurity, steadfastly concentrating on the perpetual refinement of processes and technologies to fortify safety, bolster security, and uphold the sanctity of information privacy.**

Through an unwavering commitment to excellence, we chart a course towards fortified defenses, ensuring compliance and resilience in the face of evolving threats, thereby safeguarding the fabric of digital trust and integrity.

*“Our unwavering focus on a security-first mindset ensures that we stay ahead of emerging cyber threats, fostering trust among all our stakeholders. By continually advancing our cybersecurity posture, we create a secure environment where innovation thrives and confidence is built.”*



**Steve Hittle**  
SVP, Chief Information Security Officer, ECS

# Cybersecurity Strategy and Readiness

## › Threat Actor Risk Assessment

Our Federal Government Segment, ECS, serves as our Company-wide provider for cybersecurity. ECS maintains an Advanced Research Center (ARC), which performs continual risk assessments of threat actors, including Advanced Persistent Threats (APT), cybercriminals, and hackers, who are known to target ASGN, our brands, or similar industries. ECS reports on threat actor risk in several ways. First, ECS highlights threat actor activity to ASGN security teams during weekly and ad-hoc security meetings. Second, ECS provides executive summary reviews of threats targeting ASGN during quarterly Enterprise Security Council meetings, which include C-level leadership across ASGN. Finally, ECS reports on key threats to the ASGN Board of Directors.

## › Unified Baseline Cybersecurity Framework

ASGN's approach to data protection and cybersecurity is comprehensive. This unique approach distinguishes us from our competitors and solidifies our position as a trusted leader in cybersecurity. We prioritize continuous enhancements in processes and technologies to uphold safety, security, and information confidentiality and maintain our ethical integrity and adherence to moral conduct. An integral aspect of our strategy is our alignment with the Department of Defense's Cybersecurity Maturity Model Certification (CMMC) 2.0 framework across all our brands. ASGN's baseline security framework is also built upon the protocols of the National Institute of Standards and Technology Guidance, or NIST SP 800-171. Aligning with the CMMC and NIST, amongst other industry protocols (see right), demonstrates our commitment to standardized technology and data protection protocols.

### ASGN CYBERSECURITY STANDARDS AND BEST PRACTICES

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- ISO 27001:2022
- ISO 27017:2015
- ISO 20243:2018
- ISO 9001:2015
- ISO 20000-1:2018
- CMMI DEVELOPMENT ML3
- CMMI SERVICES ML 3
- SOC 2 Type II
- SOC 1 Type II
- ITIL
- HITRUST
- PCI DSS
- CMMC
- NIST SP 800-171



## › National Institute of Standards and Technology Guidance - NIST SP 800-171

As part of the CMMC program, all Defense Industrial Base (DIB) must implement specific cybersecurity protections and potentially obtain a third-party certification to be eligible for Department of Defense (DoD) contract awards. This requirement is specific for DoD contracts that handle:

- ITAR or export-controlled data
- Controlled unclassified information (CUI)
- Controlled technical information (CTI)

### CMMC MATURITY LEVEL 2 REQUIREMENTS INCLUDE 110 CONTROLS GROUPED UNDER 14 DOMAINS INCLUDING:

- |                                      |  |
|--------------------------------------|--|
| 1. Access Control                    | 9. Personnel Security                    |
| 2. Audit and Accountability          | 10. Physical Protection                  |
| 3. Awareness and Training            | 11. Risk Assessment                      |
| 4. Configuration Management          | 12. Security Assessment                  |
| 5. Identification and Authentication | 13. System and Communications Protection |
| 6. Incident Response                 | 14. System and Information Integrity     |
| 7. Maintenance                       |  |
| 8. Media Protection                  |  |

## › Vulnerabilities and Exploits

ASGN continues to take a proactive stance in prioritizing security for our organization. We employ robust detection and remediation measures to minimize potential vulnerabilities and exploits. Our approach involves a multi-layered strategy incorporating advanced threat detection technologies, continuous monitoring, and proactive security protocols. Through regular security assessments and audits, we promptly identify and address potential weaknesses in our systems and networks, ensuring we stay one step ahead of potential threats.

## › Penetration Testing

ASGN regularly conducts penetration tests (pen tests) to identify and rectify potential security vulnerabilities within our cloud-based and on-premises systems. These tests entail continuous cyber-attack simulations targeting various facets, including physical hardware, network endpoints, and mission-critical applications like Oracle, SQL, and web services. Our Security Operations Center (SOC) spearheads the development of bespoke analytical solutions to enhance the organization's security posture.

## › Advanced Technological Infrastructure and Toolsets

ECS oversees our SOC, which supports both clients and internal operations. This SOC operates 24/7 and provides monitoring, detection, and response services to cybersecurity threats pervasive across our organizational landscape. Leveraging cutting-edge technologies such as AI/ML tools, our SOC filters system logs, enabling the timely identification of global threats. The ECS Security Operations team has achieved notable milestones



by establishing a cutting-edge Cyber Fusion Center. Leveraging their expertise, the team has successfully deployed SecOps Dashboards within the ServiceNow platform, facilitating streamlined monitoring and response capabilities.

In tandem with this vigilant oversight, ASGN maintains a strategic initiative to leverage AI and ML technologies to boost our resilience against evolving threats. By integrating these advanced technologies into our defense toolkit, we enhance our capacity to detect anomalies with precision, respond to incidents swiftly and efficiently, and anticipate emerging risks proactively.

### › **Third-Party Vendor Risk Management**

ASGN maintains a standardized protocol for assessing risk levels associated with our third-party vendors. We empower our teams Company-wide with heightened visibility and control over risks associated with our third-party ecosystem, ensuring the integrity and security of our operations when engaging with outside vendors. By systematically assessing and managing risks posed by third-party suppliers, ASGN reinforces our stakeholders' trust and confidence, solidifying our position as a leader in cybersecurity and risk management within the IT services industry.

### › **Resiliency and Recovery**

ASGN's information security program is designed to fortify our operational resilience and safeguard critical assets. Our approach encompasses a holistic framework that addresses cybersecurity, physical security, and resilience initiatives. We maintain robust business continuity and disaster recovery policies to safeguard our business operations. These

plans undergo annual testing to ensure minimal disruption in the face of unforeseen circumstances. Insights gleaned from these tests empower us to minimize the impact of any potential security incident.

Woven into the fabric of our strategy are privacy measures aimed at preserving the confidentiality and integrity of sensitive data. In an era where data breaches pose substantial threats to businesses and their stakeholders, our steadfast dedication to safeguarding privacy underscores our commitment to trust, integrity, and long-term success.

### › **CIO Vulnerability Status Roundtables**

ECS chairs a monthly meeting with CIOs from all ASGN brands and their security leads to review current open vulnerabilities. These meetings involve discussions around prioritized remediation, current remediation status, and blockers to remediation. As the cybersecurity lead for ASGN, ECS sets guidelines for the entire Company to close open vulnerabilities and track progress.

### › **Enhanced Cybersecurity Risk Governance and Oversight**

As a publicly traded company, ASGN is subject to the jurisdiction of the U.S. Securities and Exchange Commission (SEC), including the SEC's Cybersecurity Disclosure Rule published in July 2023. This ruling requires public companies to disclose any material cybersecurity incidents they experience and to annually provide investors with information regarding cybersecurity risk management strategies and governance. We continue to support a security-first culture among all brands by implementing a robust information security program and governance structure.



# Information Security and Privacy

**ASGN maintains comprehensive security and privacy policies that adhere to global security and privacy laws, regulations, and industry standards. These policies are the cornerstone of our cyber defense strategy and ensure the safeguarding of our sensitive data.**

Our cybersecurity incident response plan is also central to our defense posture. This plan outlines a systematic approach to incident detection, response, and recovery, empowering us to mitigate cyber threats swiftly and decisively, thus minimizing potential disruptions to our operations.

Our Acceptable Use Policy embodies our commitment to compliance obligations and maintaining our risk posture. Aligned with global security and privacy laws, regulations, industry standards, and contractual requirements, it addresses unauthorized access, misuse of confidential data, and safeguards our organizational integrity and reputation.

Looking forward to 2025, we remain steadfast in our commitment to maintaining a comprehensive risk management program across ASGN. We will continue to take a proactive stance in identifying, assessing, and mitigating risks across all facets of our operations to strengthen resilience and ensure business continuity. By continuing to enhance our cyber defense posture, upholding stringent compliance standards, and embracing proactive risk management practices, we will navigate the complexities of the digital landscape.



## › **Enhanced Cybersecurity Governance & Oversight**

Preserving data protection and cybersecurity principles is a cornerstone of our operational efficacy and core competency when delivering services. The Strategy and Technology Committee, operating under the authority of the Board of Directors (Board), is dedicated to the oversight of technology and cybersecurity matters Company-wide. The Board's Strategy and Technology Committee diligently reviews data security and privacy matters impacting all ASGN brands. Additionally, strategic collaborations with third-party service providers bolster our internal security capabilities, augmenting our resilience against emerging threats.

Our Legal Department and Security Council monitor the evolution of mandates from regulating bodies, such as the SEC and other federal entities. These teams ensure that our technology, data protection, and cybersecurity policies and procedures meet the latest requirements.

## › **Linking Cybersecurity to Enterprise Risk Management**

At the heart of effective risk management lies proactively identifying, assessing, and mitigating potential threats and vulnerabilities. Mitigation of cybersecurity-related issues are therefore a core component of our enterprise risk management (ERM) program. Through the lens of cybersecurity, we confront a rapidly evolving array of risks, ranging from malicious cyberattacks to data breaches and regulatory non-compliance. In this context, our cybersecurity program is vital in protecting our digital assets and infrastructure against external threats while also promoting resilience and continuity in the face of adversity.

## › **Cybersecurity Training and Awareness Program**

ASGN boasts a comprehensive information security training program with annual training sessions and security awareness initiatives. This program was created to impart pertinent information and security knowledge to all employees by fostering a deep understanding of their roles and responsibilities in safeguarding the confidentiality, integrity, availability, and privacy of ASGN and its brands' information and systems. ASGN's cybersecurity training curriculum takes a holistic approach and addresses a broad spectrum of topics, including the protection and secure handling of sensitive, confidential, public and private information.

# Audits, Compliance, and Certifications

ASGN engages third-party auditors, recognized for their expertise, to comprehensively evaluate our security practices, infrastructure, and adherence to industry standards and regulations. These rigorous assessments enable us to uphold the highest security and compliance standards, providing invaluable insights into areas for enhancement and optimization.

## › Internal Audits

Our internal audit function oversees internal controls over financial reporting and reviews our security policies, procedures, and controls. This integrated approach ensures alignment with regulatory mandates and bolsters confidence in the integrity and efficacy of our security mechanisms.

## › Compliance Audits

ASGN adheres to many international, U.S., federal, and state regulations, including the Global Data Protection Regulation (GDPR), the Health Insurance Portability and Accountability Act (HIPAA), the Health Information Technology for Economic and Clinical Health Act (HITECH), the Defense Federal Acquisition Regulation Supplement (DFARS), and other pertinent data privacy laws. Through continuous monitoring and proactive measures, we vigilantly track regulatory changes, aligning our policies and procedures to reflect evolving compliance requirements. This commitment safeguards the privacy and confidentiality of sensitive data.

## › Incident Response Audits

ASGN's incident response plan ensures the swift and decisive handling of security incidents. Regular testing and auditing of this plan validate its effectiveness, affirming our preparedness to respond to security incidents and minimizing potential disruptions to our operations.

ASGN encourages collaborative partnerships with industry peers, law enforcement agencies, and government organizations. This collaborative ecosystem facilitates the exchange of intelligence and best practices in cybersecurity, enabling us to remain at the forefront of emerging threats. These partnerships are a testament to our commitment to continuous improvement and bolster our resilience in an ever-evolving threat landscape.



# Collection, Use, and Control of Information

**As a leading provider of IT services and solutions, ASGN regularly receives personal data from clients, suppliers, and employees, all shared in good faith.**

Respect for this entrusted information is fundamental to our operations. Our privacy policies reflect this commitment, clearly outlining how we handle and protect personal data. We hold ourselves to the highest standards of integrity, ensuring that each piece of information is treated with care and utilized only for its intended purpose, safeguarding the trust placed in us by our stakeholders.

## › Data Privacy Policies

These policies advise individuals regarding their rights and choices concerning personal information and explain how clients can reach us with privacy-related questions.

› [ASGN Privacy Policy](#)

› [Apex Systems Privacy Policy](#)

› [Creative Circle Privacy Policy](#)

› [CyberCoders Privacy Policy](#)

› [ECS Privacy Policy](#)

## › Customer Privacy

ASGN undergoes a bi-annual independent external audit of our Information Security Policies and Systems. We received no substantiated complaints concerning breaches of customer privacy from regulatory bodies or other outside parties in 2024.



## › Data Subjects’ Control Over Their Information

As described in our privacy policies, ASGN’s data subjects (individuals whose personal data can identify them) can make the following choices regarding their personal information:

- **REQUEST ACCESS TO THEIR PERSONAL INFORMATION**

If required by law, upon request, we will grant reasonable access to the personal information that we have about individuals. In some instances, applicable laws or regulatory requirements may allow or require us to refuse to provide some or all the personal information we hold about a person.

- **REQUEST DELETION OF THEIR PERSONAL INFORMATION**

You may request that we delete your personal information. In some instances, applicable laws or regulatory requirements may allow or require us to refuse a deletion request. For example, we may keep your personal information as needed to comply with our legal obligations, resolve disputes, and enforce agreements. Our Employee Privacy Policy is included in all of our brands’ employee handbooks.

## › To enable the effective implementation of ASGN’s privacy policy, we have the following mechanisms in place:

- **DESIGNATED PERSONS AND DEPARTMENT RESPONSIBLE FOR PRIVACY POLICY**

Our ASGN brand Chief Innovation Officer, Chief Human Resources Officer, and Chief Legal Officer are all responsible for our privacy policy. Our Enterprise Security Council monitors our data loss and cybersecurity controls to protect sensitive information, IT systems, and other security subjects. In addition, each brand CIO assumes the role of Chief Privacy Officer for the brand.

### HOW TO RAISE CONCERNS ABOUT DATA PRIVACY

All data subjects can request information or raise concerns by contacting our privacy team at [myprivacy@asgn.com](mailto:myprivacy@asgn.com) or **800-536-1390**. This is a managed process where we collect requests and communicate with those who contact us regarding their concerns.



# RESPONSIBLE BUSINESS

**GUIDING PRINCIPLE:**

Maintain robust governance and oversight. Provide and uphold a culture of ethics and integrity to preserve and enhance long-term stakeholder value.



# Together, we are building a brighter, more ethical, and responsible future.

**At ASGN, we uphold the highest standards of honesty, trustworthiness, and transparency in all aspects of our business, ensuring that we are creating long-term value for our employees, clients, and investors.**

We are pleased to share our progress and commitment to responsible business practices. In 2024, we continued to make significant strides in corporate governance, including conducting a Company-wide enterprise risk assessment and maintaining our Enterprise Risk Management (ERM) Program. We also aligned our emission reduction targets with the Science Based Targets initiative (SBTi).

To further enhance transparency and align with industry best practices, we report to several sustainability frameworks, standards, and disclosures, including the Carbon Disclosure Project (CDP), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and United Nations Global Compact - Communication on Progress (COP).

We also align with MSCI's ESG rating methodology and the International Sustainability Standards Board (ISSB) of the International Financial Reporting Standards (IFRS).

We understand the power of active listening, and by engaging with our stakeholders and incorporating their feedback, we continue to enhance our business practices. Along those lines, in 2024 we updated our Materiality Assessment to align with the interests of our key stakeholders.



Our employee engagement survey is another critical tool for understanding and addressing the needs of our workforce. We conduct an annual Company-wide engagement survey across all our brands, solidifying our commitment to continually improving our programs and processes for the benefit of everyone involved with ASGN.

*“Our commitment to ethics and integrity is the bedrock of our business practices. By prioritizing transparency and accountability, we ensure that every decision we make reflects our dedication to stakeholder welfare and the sustainability of our operations. This approach not only drives our success but also builds trust and long-term value for our employees, clients, and investors.”*



**Jennifer Painter**  
SVP, Chief Legal Officer and Secretary

## HIGHLIGHTS

### ERM Program

Successful iteration of Company-wide ERM Program

### Emission Reduction Targets

Aligned targets with the SBTi

### Sustainable Sourcing Program

Effectively conducted pilot survey of top suppliers

# Frameworks, Standards, and Disclosures

Business transparency strengthens business accountability. We are transparent in our sustainability efforts by reporting to the following frameworks, standards, and disclosures.

> [CDP](#)

> [EcoVadis](#)

> [GRI](#)

> [TCFD](#)

> [SASB](#)

> [UN SDGs](#)





## › Risk Management

Managing our corporate sustainability risks and opportunities is one of the many factors that shape the public perspective of our brand and our overall corporate reputation. Any failure or perceived failure to achieve or accurately report on our commitments could adversely affect our client relationships or our recruitment and retention efforts. Corporate sustainability risks and opportunities for professional services companies, such as ASGN, include keeping pace with technological change, exposure to cybersecurity and data breaches, recruiting and retaining highly skilled professionals, ensuring workplace health and safety, and maintaining compliance with associated employment laws and regulations, amongst others. For a full list of Company risk factors, please refer to our [2024 Annual Report](#).

To further enhance our risk management and prioritize risks that could impact the Company's performance objectives, ASGN launched a comprehensive ERM Program. The enterprise risk profile and corresponding mitigation plans were finalized in 2024. As the ERM Program matures, disclosures will be refined and updated, and these updates are part of our overall Company-wide processes and controls for reporting on sustainability matters across our operations and supply chain.

ASGN's Audit Committee collaborates with management to maintain a robust ERM framework and effective risk policies. The Committee also annually reviews the Company's Enterprise Risk Profile to make

any necessary changes. Our ERM efforts are focused on proactively addressing risks related to system and data security, financial fraud or loss, macroeconomic changes, regulatory shifts, and other significant events that could impact the business.

For additional details on ASGN's current risk assessment and management strategies, see our [2024 TCFD Report](#).

## › Corporate Governance Guidelines

Robust governance principles are essential for long-term stakeholder value. Policies and practices that comply with ethical principles, as well as relevant laws and regulations, are key to successfully securing client contracts, effectively engaging with our workforce, and consistently contributing to our communities.

Our Board adopted [Corporate Governance Guidelines](#) to preserve and strengthen the Board's structure and processes. Together with the [Committee Charters](#), the Company's [Code of Business Conduct and Ethics](#) for Directors, Executive Officers, and Financial Officers, provide us with a clear and transparent framework for corporate governance. The Board's [Nominating and Corporate Governance \(NCG\) Committee](#) reviews our Guidelines annually or more often if deemed necessary.



## › Board Oversight, Governing Bodies, and Charters

ASGN's Board comprises various committees responsible for managing different aspects of the Company's risks.

[The NCG Committee](#) assists in all matters pertaining to corporate governance, such as advising on committee structure and overseeing Board evaluations. The NCG Committee also oversees the Company's Sustainability efforts, including our annual Corporate Sustainability Report. ASGN's Corporate Sustainability Committee meets quarterly to discuss key matters and prepare updates for the NCG Committee. The Corporate Sustainability Committee is led by our Vice President of Investor Relations and includes ASGN's Chief Legal Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Accounting Officer, and executives from our two largest brands, Apex Systems and ECS. The NCG Committee receives at least bi-annual updates on Company-wide Corporate Sustainability efforts, while the full Board receives an annual update.

[The Strategy and Technology Committee](#) assists with the annual review of ASGN's strategic plan, progress in strategic plan execution, and any recommended updates based on changes in the market and other factors. The Strategy and Technology Committee also oversees the Company's cybersecurity plan maintenance and responses, and is further tasked to oversee ASGN's technology roadmap, ensuring it considers current and future technologies in support of the Company's long-term vision and goals.

[The Compensation Committee](#) oversees the fair compensation of directors and executive officers and the administration of ASGN's incentive and equity-based compensation plans. The Committee is responsible for monitoring qualifications, performance, and succession planning for key executives, and for preparing a report on executive compensation for inclusion in the proxy statement for our Annual Meeting of Stockholders. The Compensation Committee also sets executive performance targets based on certain financial metrics, ensuring these metrics are aligned with long-term stakeholder value.

[The Audit Committee](#) is responsible for oversight of the independence and qualifications of outside auditors; the performance of the internal and external audit function; the accounting and reporting practices of ASGN; the quality and integrity of financial reports and the financial management process; compliance with legal and regulatory requirements; and compliance with the ethics programs established by management and the Board.

# Ethics and Compliance

**We pride ourselves on being a fair and ethical employer that upholds universal human rights and provides a healthy and safe workplace.**

Through the various Company policies described in the following section, we promote our commitment to ethics and compliance, ensuring a fair and professional work environment.

## SELECT COMPONENTS OF ASGN'S CODE OF BUSINESS CONDUCT AND ETHICS

- Confidential Information
- Conflicts of Interest
- Lobbying and Political Activity
- Anti-Kickback Act
- Procurement Integrity
- Contract Negotiation and Pricing
- Anti-Trust and Bid-Rigging Issues
- Public Disclosure
- Equal-Employment Opportunity and Harassment
- Reporting and Anti-Retaliation Policy



Our [Code of Business Conduct and Ethics](#) is reviewed annually and updated as needed. This policy embodies the Company's commitment to conduct our business with the highest ethical standards in accordance with applicable laws, rules, and regulations. We take a zero-tolerance approach to bribery and corruption, and are committed to always acting professionally, fairly, and with integrity.

Our [Anti-Corruption Reporting and Whistleblower Policy](#) provides all Company employees with an understanding of the general requirements of U.S. and international laws regarding anti-bribery and anti-corruption. All employees of the Company, including officers and directors, are provided with annual anti-corruption training and must comply with this Policy.

Our [Anti-Harassment and Discrimination Policy](#) was created to ensure all employees are treated with dignity and respect, and that we work to maintain an environment that is free from harassment. This Policy is also designed to remind employees that any form of harassment or discrimination is against the law and will not be tolerated at ASGN.

Our [Human Rights Policy](#) commits ASGN to respecting and supporting human rights and providing a working environment free from any form of harassment or discrimination. ASGN also appreciates it when our suppliers, business partners, and clients adopt similar policies within their own businesses.

Our [Workplace Health and Safety Policy](#) was created to bolster the support of our employees and underscore our commitment to providing a healthy and safe workplace for all.

Our [Whistleblower Procedures](#) enable anyone within or outside our Company to report a complaint (anonymously or by name) regarding ASGN's accounting or auditing matters. All ASGN brands also maintain an anonymous hotline and/or an anonymous intranet suggestion box to ensure all employees can safely lodge complaints and report workplace issues and potential violations without recourse.

Our [Supplier Code of Conduct Policy](#) is to legally ensure the ethical conduct of any supplier who contracts with ASGN or its brands. Failure to comply with the Supplier Code of Conduct may result in termination as an ASGN Supplier. Our employees, officers, and members of our Board of Directors are expected to conduct business in a legal and ethical manner, and we hold our vendors and business associates to the same standards.

Our [Sustainable Procurement Policy](#) furthers the mission of our Supplier Code of Conduct and sets forth specific expectations of our supply chain partners.

Our [Supplier Sourcing Policy](#) outlines a structured bidding process and procedures that support a broad supplier network, including businesses of all sizes and those recognized under applicable state and local regulations.



# OUR WORKFORCE

**GUIDING PRINCIPLE:**

Support employee development and retention by offering access to training, career mobility, and growth pathways. Maintain a positive workplace and people-first environment.

# Our workforce is the driving force behind our success.

ASGN takes pride in fostering a positive workplace environment. Our workforce is the core of our business and the driver of our success. We are proud to share the highlights of our most recent achievements on our journey of continual improvement.

## 1 Mentorship Program

Our Company-wide mentorship program, ASGN Engage & Empower, continues to foster an environment where employees can grow, learn, and achieve their full potential. In 2024, participation in the program increased by 26 percent, reflecting the program's growing impact and value across the organization. Additionally, we successfully implemented a new mentorship platform technology at the end of the year, enhancing the program's reach and effectiveness.

## 2 Social Responsibility Council

We established a Social Responsibility Council that integrates the functions and objectives of our culture and philanthropy teams across the Company. Through collaboration and innovation, the Council works to strengthen our organizational culture, support meaningful engagement, and contribute to long-term, sustainable success.

## 3 Performance Management

ASGN is a people business, and our people are our best asset. Fostering career development through a robust performance management program remains a key focus of our Company-wide efforts. In 2024, we are proud to report that 100 percent of employees across our brands received performance management reviews. These efforts drive improved performance and increased retention rates.

## › Our team is the driving force behind our success.

We are committed to professional development and career advancement, while supporting the health and well-being of our employees and consultants.

Aligned with the United Nations Sustainable Development Goals (SDGs), we are dedicated to Good Health and Well-Being (SDG 3) and Decent Work and Economic Growth (SDG 8). We remain focused on delivering measurable improvements, ensuring our employees feel protected, engaged, and valued. We pride ourselves in providing fair wages, benefits, and social protections for our employees so that they can continue to thrive.



*“Our dedication to fostering positive workplace cultures drives innovation, fuels our growth, and delivers exceptional value to our clients and investors.”*



**Michele McCauley**  
Chief Human Resources Officer

# Global Culture

**We are committed to fostering positive workplace cultures where every voice is respected, valued, and empowered to contribute. Our approach is rooted in awareness, action, and accountability, ensuring that all employees feel a sense of belonging and are supported in reaching their full potential.**

By actively seeking professionals with varied backgrounds and life experiences, we enrich our creativity, innovation, and productivity. Through continuous improvements to our policies and practices, we strive to create an environment that not only empowers our teams, but that also delivers meaningful value to our clients and broader stakeholders. Together, we are building a workplace culture that thrives on collaboration, respect, and shared success.



## Our Core Values by Brand

### ASGN CORPORATE



- We empower our employees and clients to succeed and achieve excellence.
- We have a steadfast commitment to constant learning, evolving, and adapting.
- We are responsive, respectful, and helpful to our colleagues, clients and stakeholders.
- We take ownership of our problems and challenges, and focus on being accountable.
- We create solutions and actively engage in continual improvement.

### APEX SYSTEMS



Will Win | Do the Right Thing | Make Others Better | Respect for All

### CREATIVE CIRCLE



Connection | Evolution | Community | Excellence

### CYBERCODERS



Authenticity | Collaboration | Innovation | Achievement | Recognition

### ECS



Grit | Excellence | Drive | Community



## COMPANY-WIDE CULTURE INITIATIVES

- **ASGN Engage & Empower Mentorship Program:** A mentee-led program that saw a significant increase in participation as brands were added. In 2025, the program began to leverage a new technology platform to enhance program management.
- **Enhanced Supplier Sourcing:** Focused efforts on supplier sourcing to cultivate a dynamic professional pipeline, ensuring access to a wide range of skills, perspectives, and expertise.
- **Refined Recruitment Processes:** Comprehensive interviewing and strategic needs analysis to align hiring with organizational values and goals.
- **Varied Training Frequencies:** Established training programs with varied frequencies to support continuous employee development.

### > Evolving Our Approach to Social Impact

In 2024, ASGN advanced its commitment to fostering a positive workplace culture. Throughout the year, we found an increasing alignment of our culture and philanthropy efforts, and, as such, decided a more unified approach was needed. These findings led to the creation of a new council, the Social Responsibility Council, which brings together members from Apex Systems, Creative Circle, CyberCoders, and ECS to drive collaboration and innovation across our organization.

While still in its early stages, our new council will work toward ensuring a cohesive strategy for advancing ASGN’s social impact. Beyond advancing social impact, the Council has been tasked with helping to ensure consistent strategy and messaging across the organization, and with identifying and leveraging overlapping social and philanthropic areas to enhance effectiveness and reach. By uniting forces, we will enable more comprehensive reporting and tracking of our progress. With an outcome-focused approach, we believe that our Social Responsibility Council will enhance ASGN’s reputation as an employer of choice and serve as a key retention driver in a competitive business environment. The establishment of the ASGN Social Responsibility Council marks a pivotal development in our effort to unify cultural strategies and ensure a consistent and integrated approach across our brands. We remain committed to evaluating and enhancing our strategies to ensure that our practices not only reflect our values, but also drive meaningful progress within our organization and across the communities we serve.

### > Enhanced Supplier Sourcing

ASGN remains dedicated to maintaining a dynamic and robust supplier network through our enhanced supplier sourcing initiatives. These efforts align with our organizational goals by strategically expanding our supplier base, facilitating a broad skill pipeline, and cultivating partnerships with businesses that bring a wide range of expertise and innovative approaches to the table. By integrating best practices into our procurement processes, we enable our supplier relationships to reflect our commitment to forward-thinking solutions, collaborative partnerships, and sustainable growth.

# Employee Community Groups

**Employee Community Groups (ECGs) remain a cornerstone of our efforts to foster a positive workplace experience for all employees across ASGN.**

These voluntary, employee-led groups, which are open to all employees, provide a platform for employees to connect, share ideas, and support one another. Organized around common interests, backgrounds, or experiences, ECGs offer networking opportunities, professional development, and a sense of belonging, while contributing to a more collaborative workplace culture. Allies are encouraged to participate, fostering learning and mutual support across the organization.

In 2024, we successfully expanded access to ECGs, ensuring all employees across every brand at ASGN can participate. This milestone reflects our commitment to enhancing employee well-being, career development, and a workplace where every individual feels valued, supported, and empowered to succeed.



# Training and Development

**ASGN is proud to be a leader in IT services and solutions, known for delivering excellence and innovation across all aspects of our business.**

We are deeply committed to the growth and career advancement of our employees and consultants, offering a wide range of targeted training programs designed to keep our teams at the forefront of industry advancements and equipped to deliver exceptional results for our clients.

Through continuing education, customized training initiatives, and development opportunities, we empower our workforce to build skills, adapt to evolving challenges, and achieve their full potential. These efforts reflect our dedication to fostering a culture of learning, growth, and excellence across the organization.



## **ASGN**

At ASGN, we are committed to ensuring every new hire feels welcomed, supported, and prepared to succeed from day one. Our onboarding process is designed to provide a seamless transition into the organization, combining comprehensive training with personalized touches to foster connection and engagement.

## **APEX SYSTEMS**

At Apex Systems, new employees receive tailored welcome packages and are encouraged to connect with tenured team members, creating a sense of belonging and community. Structured training programs help new hires familiarize themselves with their roles, the company culture, and the resources available to support their growth. To further enhance the onboarding experience, we incorporate interactive elements such as virtual engagement tools, peer-to-peer sessions, and one-on-one mentorship opportunities. By prioritizing a thoughtful onboarding process, we set the foundation for long-term success and engagement.

## **ECS**

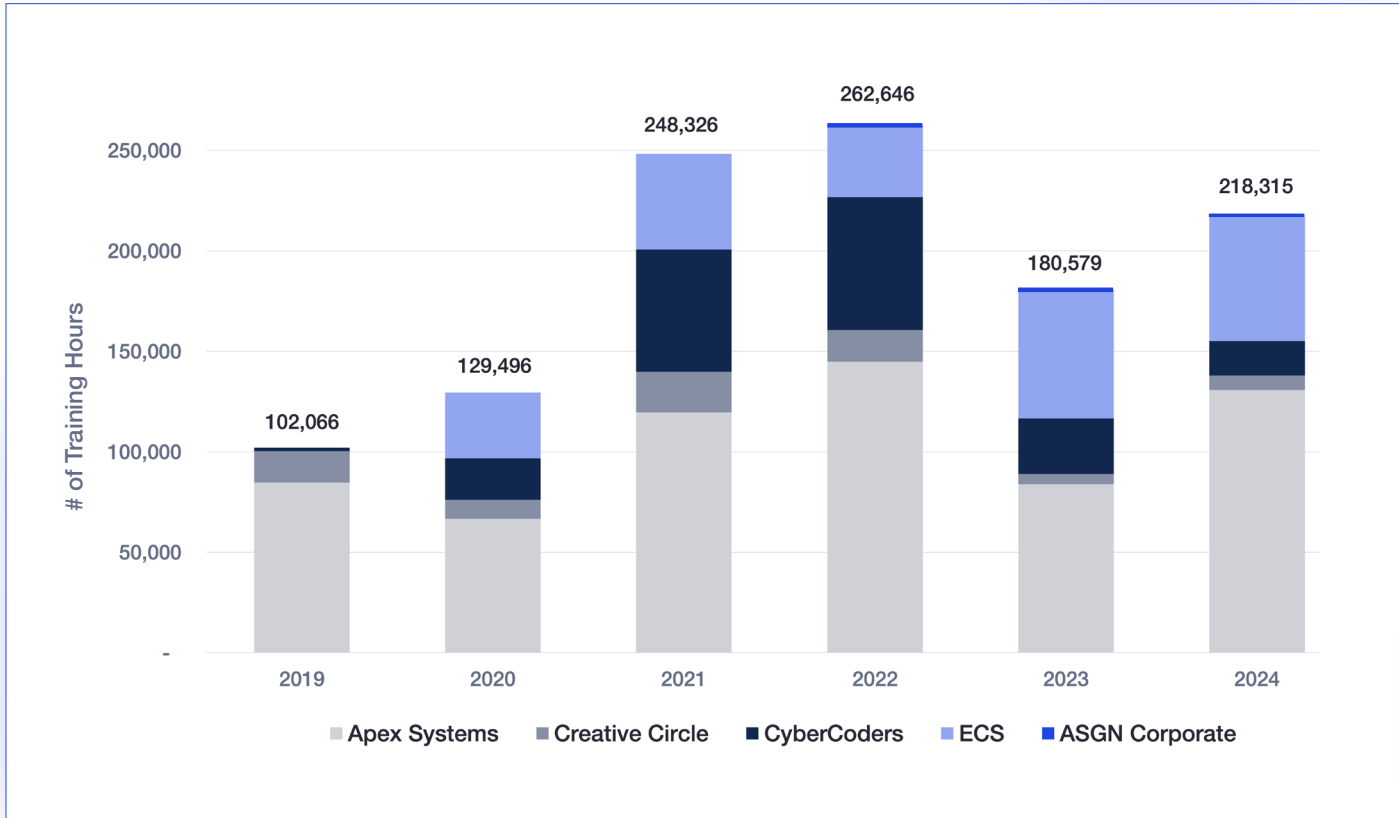
At ECS, new employees participate in a weekly live virtual orientation designed to create an engaging and impactful first-day experience. This comprehensive one-hour session introduces new hires to ECS' capabilities, organizational structure, benefits, professional development resources, and IT support. Additionally, ECS has implemented a streamlined new hire training path within its payroll management system, making it easier for new hires to access key tools, understand their next steps, and feel connected from day one. These enhancements help minimize first-week confusion, foster early engagement, and accelerate productivity.

## **CREATIVE CIRCLE**

Creative Circle's onboarding process is thoughtfully designed to foster connection and readiness from day one. New employees are welcomed with personalized company welcome packages and participate in a structured first-day orientation, co-led by our Employee Culture and Community Development (ECCD) and Internal Recruiting teams. This session introduces new hires to organizational history, structure, core values, and guiding principles—laying a strong foundation for cultural alignment and long-term engagement.



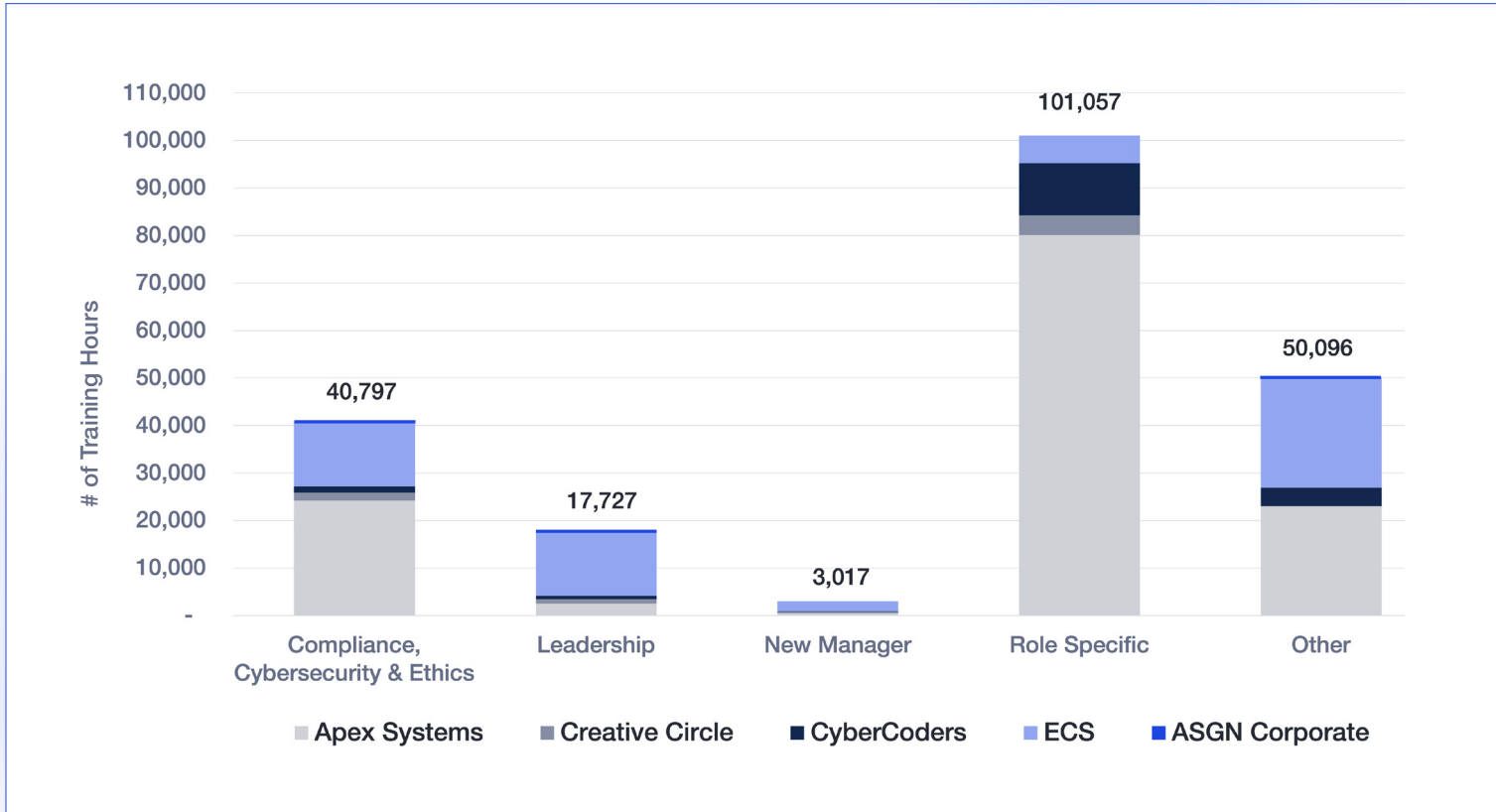
## 2024 TOTAL TRAINING HOURS BY BRAND



**20+ hours**  
of training per  
employee.

In 2024, ASGN provided more than 200,000 hours of Company-wide training to our approximately 9,000 internal employees. The increase in training hours was a direct result of more hiring activity as compared to the prior year.

## 2024 TOTAL TRAINING HOURS BY TRAINING TYPE



ASGN’s respective brands provide a variety of trainings, ranging from role specific to leadership and compliance. Role specific trainings include topics such as new hire training and orientation; advanced training for tenured recruiters and account managers on topics such as virtual selling, relationship building, and consulting services; and technical training in the skill areas we place professionals. Training types categorized as “Other” include on-demand optional self-development trainings, which can be completed through our online learning platforms. Topics range from management and leadership to communication skills and technical subjects.

## › **Cybersecurity, Ethics, and Compliance Training**

We remain steadfast in our commitment to maintaining a robust and comprehensive risk management program across ASGN. This proactive approach enables us to identify, assess, and mitigate risks across all aspects of our operations. By continuously enhancing our cyber defense posture, upholding rigorous compliance standards, and embracing forward-looking risk management practices, we are well positioned to navigate the complexities of today's digital landscape with confidence and resilience.

Our Strategy and Technology Committee, operating under the oversight of the Board of Directors, guides ASGN's technology and cybersecurity strategy. We comply with a wide range of international, federal, and state regulations, including GDPR, HIPAA, HITECH, DFARS, and other relevant data privacy laws. The committee ensures that our technology, data protection, and cybersecurity policies are regularly reviewed and updated to align with evolving client expectations and regulatory requirements.

To support this framework, our information security training program is carefully designed to equip all employees with essential security knowledge. Through annual training sessions and ongoing awareness initiatives, we ensure that every team member understands their individual role in protecting the confidentiality, integrity, availability, and privacy of ASGN's information and systems.

**This comprehensive curriculum covers the secure handling of sensitive, confidential, public, and private data, reinforcing our culture of security and accountability.**



## › Other Trainings

All ASGN's brands have training programs in place that enable our employees to increase their skills, progress to senior positions, and obtain professional certifications. Our initiatives for talent development and training include programs that enable non-managers to acquire the skills needed both for their current positions, and to be able progress to more senior positions. Our employees can also supplement these trainings with self-paced training through a third-party vendor that provides formal training programs to prepare for a variety of business and technical certifications. An extensive library of online training is available for employee development.

### **APEX SYSTEMS**

Apex Systems' Leadership Development program is geared toward field employees with at least six months of experience, allowing them to explore and build skills for future leadership opportunities. The company's "Emerging Leaders" program is for employees with at least two years of experience who have proven successful in their current role to develop the next level of leadership skills, typically graduating to manage a branch, national account, or other function of the business. The programs featured in these development offerings have shifted over time to reflect Apex Systems' market positioning and customer demand.

### **CREATIVE CIRCLE**

Creative Circle's Emerging Leaders Program is offered each quarter and open to all Creative Circle employees with a manager nomination. Bi-monthly webinars and learning podcasts are also open to Creative Circle employees year-round. A variety of leadership and role-specific coursework and certifications are available to Creative Circle employees through third-party vendors on an ongoing basis. Additional training includes career advancement training for non-managers and training on our proprietary tools and processes.

### **ECS**

ECS provides multiple training options along with a training and tuition allotment of \$5,000 per year. ECS employees can work with our Technology and Program Management Centers of Excellence or use an online IT training program to enhance the necessary skills to achieve their desired progress. ECS has a full leadership preparation training pathway in place to encourage a sustained and systematic approach to the development of essential skills necessary to succeed in senior positions. All training is geared toward supporting employee retention.

# Employee Engagement

**We recognize the importance of annual, well-designed employee engagement surveys to maintain a fresh perspective on employee interests and priorities.**

Our 2024 Company-wide annual engagement survey featured 52 questions covering key areas such as workplace satisfaction, communication and teamwork, and training and development. The survey also included two open-ended sections for employees to share feedback on any topic of interest. With a participation rate of 72 percent, the results provide a statistically reliable snapshot of employee sentiment. Notably, 85 percent of respondents reported feeling engaged in their work, 90 percent said they would recommend our Company to prospective employees, and 92 percent indicated they would endorse ASGN to clients. These results were benchmarked against top-performing North American organizations in our industry that conduct regular engagement surveys. Across all categories, ASGN's scores met or exceeded industry standards, reflecting strong performance and a positive workplace culture.

**90%** recommend ASGN to prospective employees.  
**92%** would endorse ASGN to clients.

## › Team Building Across our Brands

Team building is a well-ingrained aspect of Apex Systems' culture. Team building events may include learning a new language together, visiting a museum and sharing a meal with one another, or volunteering at an organization that supports the local community.

Creative Circle also actively recognizes the importance of team building opportunities, and hosts in-person and virtual events. CyberCoders' team building opportunities include facilitated training, workshops, peer-to-peer sharing, and mentorship activities.



ECS hosts an annual Pitch Day in which employees are encouraged to present proposals for a solution, service, or product that could have a significant impact on our customers and their missions. By providing a platform for real-time feedback and coaching, ECS empowers its employees to uncover great ideas and develop professionally.

### › **Personal Growth Workshops**

All ASGN employees have access to an online platform that provides on-demand career development coursework. Creative Circle offers bi-monthly learning webinars and learning podcasts to all employees. CyberCoders hosts associate manager workshops, “Dare to Lead” senior leadership training, and “The Culture Code” manager workshops. The ECS Leads program provides tools, practices, and coaching to inspire participants to identify their leadership style, opportunities for growth, and actionable next steps. ECS also has six Centers of Excellence for employee growth.

### › **Investing in Employee Health and Well-Being**

ASGN and our brands provide a comprehensive selection of health benefits for our U.S. internal employees and their families, including: medical and behavioral health care; dental and vision coverage; short-and long-term disability; life and accident insurance; health savings accounts and flexible spending accounts; accrued paid time off, floating holidays, paid family leave, and parental bonding leave; tuition reimbursement; 401(k) with a

Company match; an employee stock purchase plan (ESPP); and commuter benefits in certain locations. Gym membership reimbursement is also offered, and most employees continue with flexible work schedules unless on-site work is required by the client. To further support the mental health of our employees, ASGN provides a variety of resources, including stress management courses and Employee Assistance Programs (EAPs).

Our non-U.S. employees are provided with benefit plans commensurate with peer companies in their respective countries. ASGN and its brands also offer qualified U.S. deployed consultants and their dependents access to various benefit options, including medical, dental, and vision plans, life insurance, and accident coverage. All brands allow remote/hybrid and/or flexible workdays depending on the nature of the position

See [ASGN's Company-wide Employee Wellness Policy](#) and [Workplace Health and Safety Policy](#) for more details.

### › **We Support Working Parents**

All of our brands encourage parents to use the flexibility offered with remote or hybrid work schedules to take care of their family needs. We further support our employees with small children at home by offering Dependent Care accounts for our U.S. internal employees. In addition, we support our family-focused ERGs to provide a safe space for caregivers to share the challenges of working and balancing responsibilities.

# Performance Management

## **Communicating career interests and employee development is at the heart of our performance management process.**

We encourage everyone at ASGN to seek opportunities that align with their long-term career goals, whether that be lateral job changes, cross-functional training, serving on committees or special projects, or any activity that will help to advance their career.

Our performance management process emphasizes clear goals combined with timely and constructive feedback. Performance assessment is an ongoing activity. We use integrated online tools to implement our annual performance management reviews. In addition to our year-end annual reviews, we encourage intermittent feedback at least every four to six months. We strive to ensure our employees feel safe and comfortable when seeking guidance and assistance, as well as communicating their interests with their managers. We encourage our employees to reflect on what they have accomplished and how they can continue to grow and develop both

professionally and personally. Our leadership teams are regularly trained to ensure this is a meaningful and productive process.

Once self-assessments are completed, employees meet one-on-one to discuss personal career growth goals, where they are encouraged to ask how to best prepare themselves to take the next steps toward advancement. Empowering our employees to grow leads to higher workplace satisfaction and greater retention. In addition, satisfied employees are more likely to encourage others to work for ASGN and our brands. Our employees are truly our best recruiters. In 2024, 100 percent of employees across all brands received performance reviews.

At ASGN, we believe empowered employees are stronger, and therefore we take steps to ensure our employees have a safe space to address any of their concerns and speak freely. We offer an anonymous contact process for raising issues and maintain an anonymous hotline to ensure all employees can safely lodge complaints and report workplace issues and potential violations without recourse.

# A Spotlight on Apex Systems

## › Services Certification Program (SCP)

As ASGN continues to evolve its business toward higher-end, high-value IT consulting services, our brands are developing new training programs that support this evolution. In 2022, Apex Systems launched the Services Certification Program to support this strategic shift. The program was designed to equip sales teams with the skills to build deeper relationships within client organizations, identify larger consulting opportunities, and effectively communicate Apex Systems' consulting capabilities.

In 2023, a more advanced tier of the program was introduced, expanding the focus to cover the full sales lifecycle of a solutions opportunity—from discovery through project launch. This tier provides targeted training for a range of roles, from sales personnel to executive leadership, emphasizing key competencies such as solution framing, validation, and discovery.

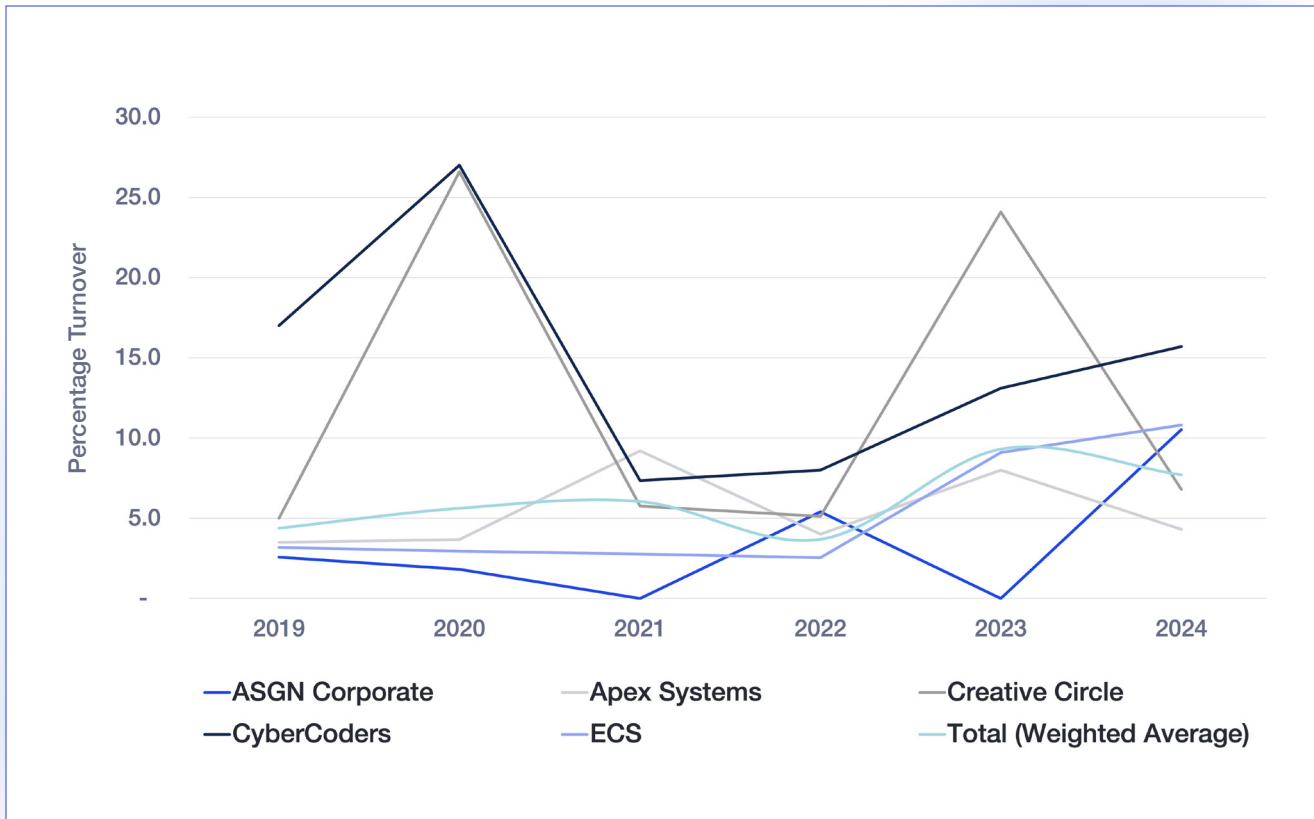
**By 2024, Apex Systems' Training & Development team assumed ownership of the program, overseeing its management, participant rosters, and facilitation. The SCP follows a structured, three-phase, solutions-oriented workflow:**

- 1. Discovery** – Conducting pre-sales analysis to understand client needs.
- 2. Framing Solutions** – Structuring and articulating solutions in a client-centric context.
- 3. Validation** – Ensuring the proposed solution aligns with and fulfills the client's objectives.

While the SCP has already shown strong results, it remains in a growth phase. To ensure high-quality outcomes, Apex Systems has limited participation to small cohorts. These groups engage in a blended learning environment that includes mentorship, hands-on activities, and observational exercises—fostering practical application and deeper learning.

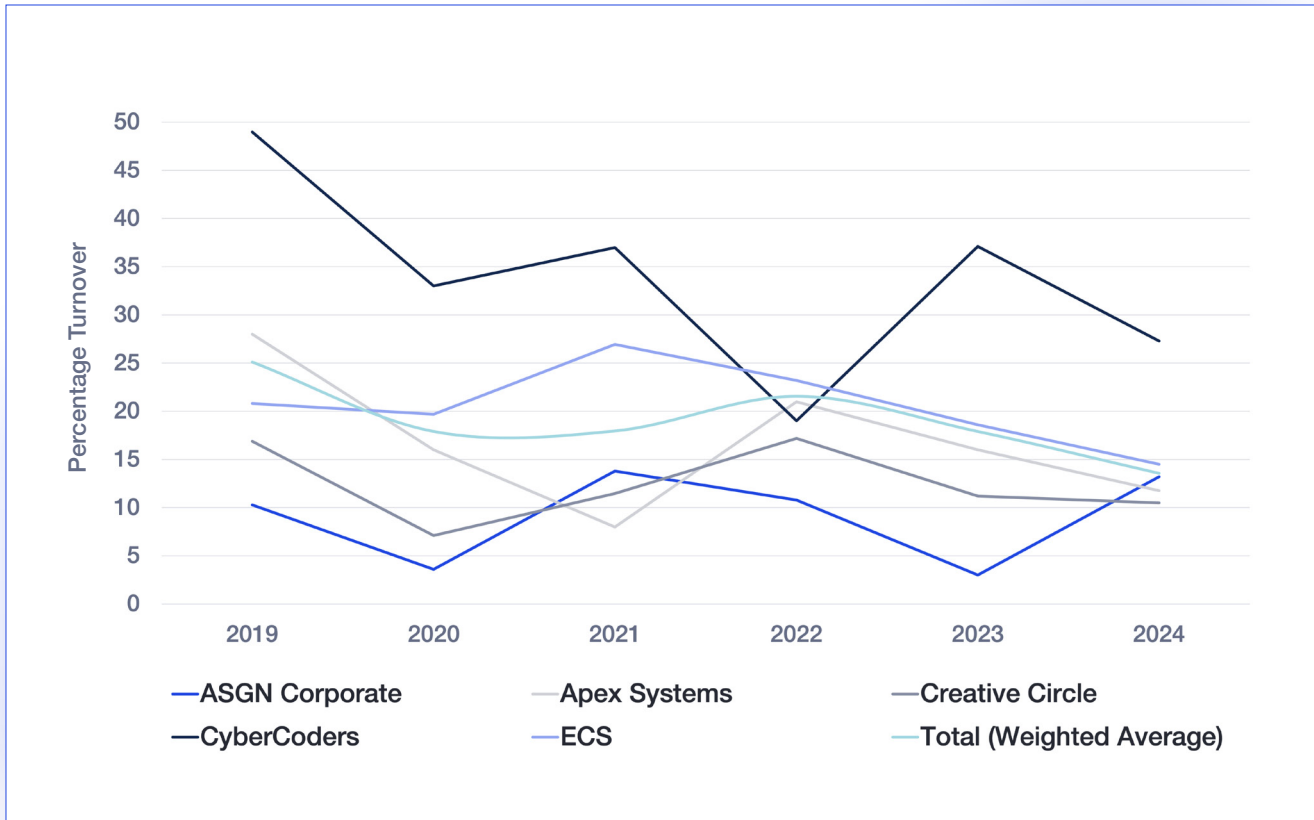


## INVOLUNTARY TURNOVER RATE BY BRAND



Involuntary turnover rates decreased at both Apex Systems and Creative Circle, dropping to four and seven percent, respectively. CyberCoders' involuntary turnover rate increased to 16 percent. CyberCoders involuntary turnover rate in 2024 fluctuated due in part to differences in their business models, which focus more on permanent placement and full-desk recruiting. The total weighted average for all brands in 2024 was just under **eight percent**.

## VOLUNTARY TURNOVER RATE BY BRAND



In 2024, the Company-wide weighted average for voluntary turnover declined from 17.9 percent in 2023 to 13.5 percent in 2024.

## › Executive Pay

The Board's Compensation Committee is responsible for the compensation of ASGN's executive officers. None of ASGN's executives serve as members of the Compensation Committee. For a list of current members of ASGN's Compensation Committee, please refer to our [Committee Composition Chart](#).

Our executive compensation program is designed to attract and retain high-caliber executive officers and to motivate and reward performance consistent with our corporate objectives and stockholder interests. Our policy is to provide a competitive total compensation package that shares our success with our named executive officers, as well as other employees, when our goals are met. We believe that our executive compensation program is crucial in driving our business strategy and aligning our leadership team with the interests of our stockholders.

Each year, ASGN publishes a thorough description and analysis of our directors' and senior executives' compensation in our [proxy statement](#), including a description of the total compensation of our CEO.

*Our executive compensation program is designed to attract and retain high-caliber executive officers.*



# SOCIAL RESPONSIBILITY

**GUIDING PRINCIPLE:**

Create meaningful impact through charitable contributions and volunteerism. Uplift communities in which employees live and work.



# Purpose in Action: Building a Legacy of Shared Success

**At ASGN, social sustainability is driven by the belief that empowered employees create enduring impact. In the following section of this report, we highlight examples over the past year in which each of our brands continued to make a meaningful impact on the communities in which our professionals live and work.**

In 2024, we strengthened our Company-wide culture of caring through strategic collaborations, digital innovation, and a sharpened focus on measurable outcomes. In doing so, our teams made thoughtful decisions about which causes to focus on and which nonprofits to support financially and through volunteer hours – quality over quantity was our mission. With that focus in mind, let’s review our progress over the past year, beginning with key advancements to the overall structure of our philanthropic efforts.

## HIGHLIGHTS

**2k+**

Hours Volunteered

**483**

Non-Profit Organizations Supported

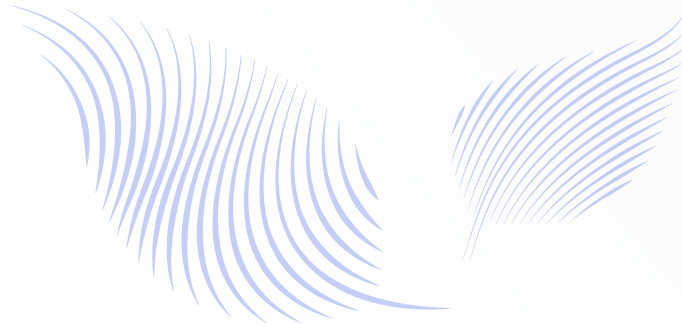
**\$349k+**

Charitable Contributions



## > Key 2024 Advancements

- **Structural Innovation:** Recognizing the overlap in efforts and interests, we merged our Philanthropy Committee with our Inclusion Council to establish a new **Social Responsibility Council**. This Council enables us to improve alignment with Company sustainability goals, while also enhancing our quarterly impact tracking.
- **Employee-Led Impact:** We also broadened the ways in which our employees could make a difference by expanding Employee Community Group (ECG) partnerships, such as ECS' **Blessings in a Backpack** drive and Apex Systems' **Quarter of Caring**.
- **Tech-Enabled Giving:** As a leading provider of IT services and solutions, we understand the importance of evolving with the fast currents of technology. As such, over the past year, we launched several digital tools across our brands that enabled our teams to streamline volunteerism efforts and simplify monetary donations.



## > 2024 Progress Snapshot

We measure our Social Responsibility efforts in several ways and continue to advance the metrics we track as a Company. Each quarter our brands collaborate to share their philanthropic accomplishments and best practices, enabling us to leverage one another's successes. The three metrics we track across each of our brands on an annual basis include: total financial contributions, total volunteer hours, and the total number of nonprofits supported. We summarize our progress across each of these areas below:

- **Total Financial Contributions:** Company-wide financial contributions continued to top six figures in 2024, with our brands collectively raising over **\$349,000**.
- **Total Volunteer Hours:** In addition to making financial contributions to key causes, our professionals generously volunteered a total of **2,713 hours** over a twelve-month period to support important community organizations.
- **Total Nonprofits Supported:** Rounding out the statistics, together our brands supported **483 nonprofits**, representing causes ranging from physical and mental health needs to expanding scientific and technological education.

## › Spotlight: Apex Systems' Quarter of Caring

Apex Systems' "Quarter of Caring" is a quintessential example of our Company's Social Responsibility efforts in action. Through this annual program, in 2024, Apex Systems raised and donated over **\$104,000**, with efforts spanning community health, youth education, and environmental action. Ten company-sponsored events complemented employee-led campaigns, underscoring Apex Systems' commitment to structured, scalable service. Check out this video to see Apex Systems' efforts in action.

 [Watch the Video: Apex's Quarter of Caring](#)

*"Our approach to social sustainability in 2024 focused on being intentional about where we give, how we show up for our communities, and why our efforts matter. The results of our efforts speak to that clarity: employee-led action, focused giving, and partnerships that delivered where the need was greatest—from STEM access to mental health support."*



**Tai Dotson**  
Director of Global Culture



# Community Engagement

## Local Impact, National Scale

In 2024, ASGN brands deepened their hyper-local community ties while leveraging our unified giving platform to share best practices. Here's how we turned individual actions into collective momentum, beginning with our grassroots partnerships.

### > Grassroots Partnerships

Grassroots efforts are crucial in social responsibility, as they foster community engagement, inspire local action, and ensure that initiatives are driven by the genuine needs and values of the people they aim to serve. With offices throughout the country, our professionals identified important ways to give back to those in their local communities. Here are a few examples:

- **Apex Systems:** United employees in 15 offices across the country to participate in 163 events covering 100 unique nonprofits.

- **Creative Circle:** Partnered with Charlie's Army to fund pediatric cancer research, while their Denver teams organized a school supplies drive for underserved students.
- **CyberCoders:** Launched a "Season of Giving" with volunteer events at food banks in Texas, Arizona, and Massachusetts.

### > Volunteer Innovation

At ASGN, we are always striving to innovate for our customers. We deploy that same approach when it comes to our philanthropic strategies. Over the past year, our brands demonstrated their creativity through unique volunteer opportunities and education offerings geared towards personal and professional development.

- **"Gamers vs. Cancer":** Since 2020, Apex Systems and the American Cancer Society have successfully organized and hosted 15 video game tournaments to raise money and awareness in the fight against cancer. In 2024, we kept this tradition going strong and engaged over **200 employees** in our annual tournament series.



- **Skills-Based Volunteering:** Employee education and personal development activities inspire our consultants to take the next step in their volunteer journeys. Recognizing this trend, ECS piloted a “Lunch & Learn” series where employees shared nonprofit board leadership expertise.

## > SDG-Aligned Impact

ASGN is a corporate sponsor of the United Nations Global Compact. We support the United Nations Sustainable Development Goals (SDGs). Our 2024 Social Responsibility efforts directly advanced specific SDGs, including:

- **SDG 3 (Good Health and Well-Being):** Fundraisers for Boulder Crest Foundation (veteran PTSD) and Joe Andruzzi Foundation (cancer support); employee wellness initiatives, and blood drives.
- **SDG 8 (Decent Work and Economic Growth):** Employee mentorship through ECS’ skills-based mentoring series, Volunteer Corner, and support for early-career pathways through Year Up, a national workforce development organization.
- **SDG 12 (Responsible Consumption and Production):** Earth Month campaigns and zero-waste awareness initiatives led by ECGs.
- **SDG 13 (Climate Action):** Environmental service efforts including trash cleanups, sustainability education, and donations to Earth Island Institute, which supports environmental action projects and the next generation of environmental leaders.

## > Volunteer Hours

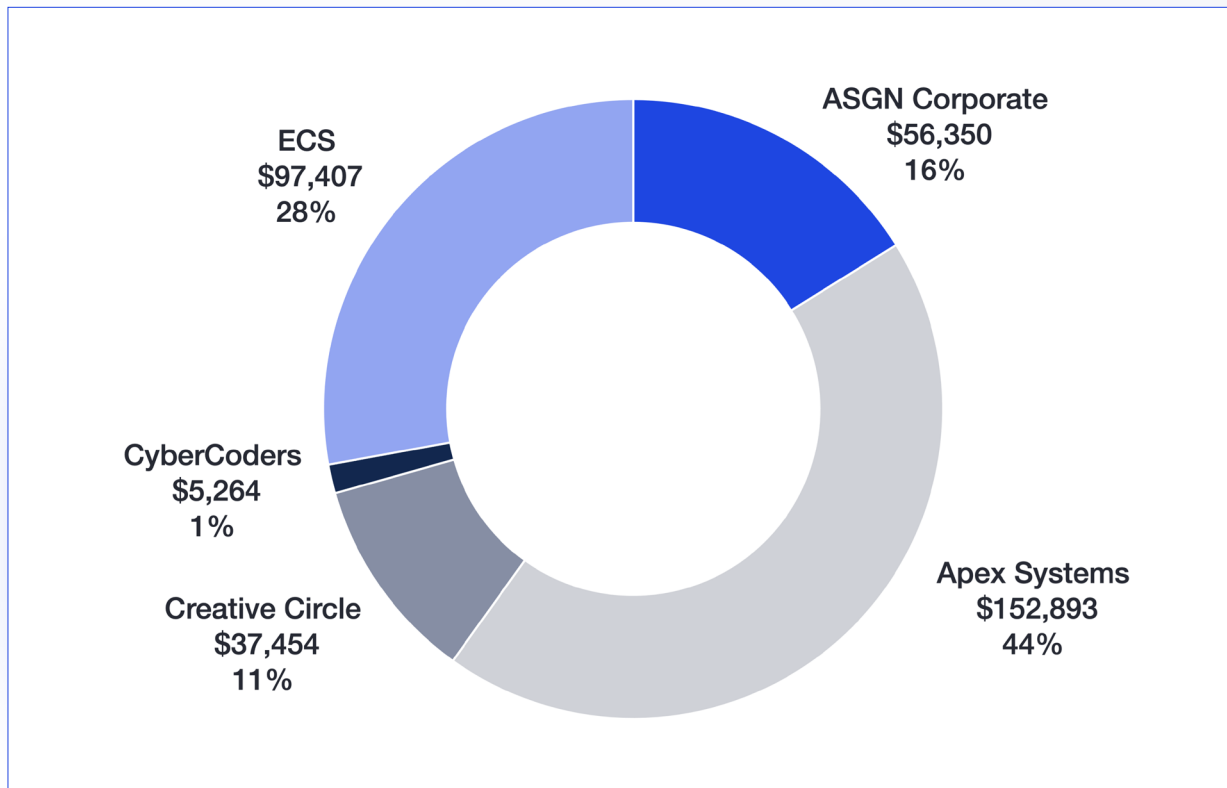
### Evolving our Impact Strategy

Volunteer activity was most concentrated at Apex Systems, our largest brand by revenue, which contributed over 2,100 hours throughout the year. While participation levels varied by brand, each brand was an important contributor to our Company’s overall impact. Of note, CyberCoders was our top brand for growth in volunteer hours in 2024, with volunteer hours increasing tenfold compared to the prior year.

### 2024 TOP VOLUNTEER EVENTS

- **Gamers vs. Cancer** (200+ employees participated)
- **Backpack Packing** (500+ meals packed)
- **Food Bank Drives** (efforts across three states)

# Philanthropic Efforts by Brand



**\$349,368**  
Total Contributions in 2024



## > Apex Systems



### A Decade of Strategic Giving

In 2024, Apex Systems contributed **\$152,890** to community organizations and logged **2,177 volunteer hours** across its employee-driven campaigns. Apex Systems supported a wide range of causes through hybrid giving models, combining in-person service projects with flexible fundraising initiatives. Efforts spanned health, education, and environmental support, with notable campaigns including Gamers vs. Cancer, Earth Month cleanups, and local donation drives.

### APEX SYSTEMS PHILANTHROPIC HIGHLIGHTS

**197** Nonprofits Supported

**\$153k** Charitable Contributions

**2,177** Volunteer Hours

## > ECS



### Unified Giving for National Impact

ECS contributed **\$97,400** to nonprofits in 2024. Employees logged **147 volunteer hours**, including service through ECS' skills-based mentoring series, Volunteer Corner. Campaigns such as Toys for Tots and the Boulder Crest Foundation reflected ECS' commitment to mental health and family support initiatives.

### ECS PHILANTHROPIC HIGHLIGHTS

**45** Nonprofits Supported

**\$97k** Charitable Contributions

**147** Volunteer Hours

#### IMPACT SPOTLIGHT

*ECS supported 45 nonprofits in 2024, with giving focused on veteran and mental health programs.*

## > Creative Circle



### Doing More with Every Dollar

In 2024, Creative Circle contributed **\$37,450** to nonprofit organizations. Employees also contributed **224 volunteer hours** through locally organized events.

#### IMPACT SPOTLIGHT

*Creative Circle supported 111 organizations in 2024, with 42 percent of giving focused on arts education and youth development.*

## CREATIVE CIRCLE PHILANTHROPIC HIGHLIGHTS

**111** Nonprofits Supported

**\$37k** Charitable Contributions

**224** Volunteer Hours

## > ASGN Incorporated



### Strategic Philanthropy with Expanded Reach

Rounding out the review of our efforts by brand, in 2024, ASGN Corporate contributed **\$56,350** to a total of **88 nonprofit organizations**. Nearly half of the funds raised were directed toward STEM education through partnerships with organizations such as Girls Who Code and Year Up. The remaining donations supported disaster relief efforts and employee-nominated causes. Together, these efforts enabled ASGN Corporate to increase its nonprofit network eleven-fold in just two years.

## ASGN CORPORATE EXPANDED NONPROFIT NETWORK

- **2022:** 8 partners
- **2023:** 30 partners
- **2024:** 88 partners



# ENVIRONMENTAL RESPONSIBILITY

**GUIDING PRINCIPLE:**

Reduce our environmental footprint by conserving resource usage.

Strive to lower greenhouse gas emissions.



# Our Approach

**We continue to make solid progress toward our emission reduction goals, which are focused on generating energy efficiencies, using renewables, making low-carbon transportation choices, deploying waste reduction efforts, and fostering a sustainable supply chain.**

Beginning with our emission reduction targets, in 2023, we established a net zero by 2050 target. In 2024, we took this target one step further and aligned our targets with the Science Based Targets initiative (SBTi). In aligning with the SBTi, in addition to our net zero target, we committed to reduce absolute Scope 1&2 greenhouse gas (GHG) emissions 54.6 percent by 2033 from a 2023 base year. ASGN also committed to reduce Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, business travel, employee commuting, and upstream leased assets 61.1 percent per full time employee by FY2033 from a FY2023 base year.

To align with the SBTi, we are required to have a strategic pathway in place to reduce our emissions. As an IT services provider, the majority of our emissions are indirect within our supply chain, i.e., Scope 3 emissions. Therefore, we believe that the best pathway toward reaching our emission reduction goals is through thoughtful, concerted efforts over time.

## 2024 HIGHLIGHTS

### SBTi

Aligned our emission reduction targets

### ISO 14001

Maintained our Certification for ASGN's Headquarters

### Program Launches

Piloted Sustainable Employee Commuting and Supply Chain Programs



Where we have operational control to directly affect our emissions, we are committed to action. One targeted effort to this end is the achievement of our ISO 14001 Certification for ASGN's headquarters in Glen Allen, Virginia. We completed our first audit for this certification in 2024 and a second audit in May 2025.

In 2024, we also piloted two programs as integral aspects of our GHG emissions reduction plan, including a sustainable employee commuting program and a sustainable supply chain program. Beyond these programs, we continue to negotiate new leases in energy efficient Class A and LEED buildings, with renewable energy procurement capabilities when cost comparable, and are exploring other active energy efficiency measures, while actively engaging in waste reduction efforts across our brands.

To track our progress, we continue to conduct an annual inventory of our GHG emissions and obtain third-party assurance of our inventory. In addition, we report to multiple sustainability frameworks that enable our stakeholders and key industry benchmarks to track our emission reduction efforts. Improvements in our data collection over the past year have enabled us to make more accurate estimates of our GHG inventory and increase the auditability of our data. For example, in 2024, we were able to make more accurate estimations of our actual buildings' square footage and, as a result, more accurate estimations of rentable area in proportion to the full building size. This is just one of the examples in which we have enhanced our data collection over the years. We will continue to work toward improving our GHG inventory for even greater tracking and transparency on our progress against our reduction targets.

## **Our comprehensive approach to achieving our emissions reduction targets includes supporting a growing culture of environmental stewardship amongst our employees.**

The expansion of our sustainability-focused Employee Community Groups (ECGs) is a testament to the dedication and enthusiasm of our employees in championing waste and carbon reduction efforts across our brands. Their active participation is accelerating our Company-wide progress toward a more sustainable future.

Beyond our employees, we engage our Board of Directors on various sustainability topics, including climate-related risks and opportunities. Since launching our Company-wide ERM Program in 2023, we've remained focused on assessing our enterprise risks regularly, including reviewing climate-related risks, recognizing that enterprise risks naturally evolve over time. For more information on climate-related risks, please see the [TCFD Report](#) in the Transparency Section of this report.



# Our Emissions

**ASGN tracks and reports our Company’s greenhouse gas emissions annually. In addition to third-party assurance of our emissions, we contract a third-party vendor to prepare our GHG inventories.**

In 2024, we revised our baseline year for tracking our emissions reduction progress in order to align with the SBTi. As such, for the purpose of this report, we will refer to our new 2023 baseline for comparative data; however, chart illustrations throughout this section of the report will include data from as far back as 2019, or the year in which we first began conducting our GHG inventory. We have made great improvements in the quality of available data for our inventory process. Please see our emissions Appendix for our complete GHG inventory methodology.





## › Emissions Summary

As part of our ongoing sustainability initiatives, we continue to engage a third-party company to complete our GHG inventory. Although our Company has a relatively small direct carbon footprint—given our focus on IT services and solutions—we believe it remains important to measure, track, and reduce our Company-wide emissions for various reasons, including compliance with client expectations and regulatory requirements. Of note, our only sources of Scope 1 and 2 emissions in 2024 came from two leased facilities where we have operational control and are a minor-tenant taking up a small percentage of the rentable area. These facilities include ASGN’s Corporate Headquarters in Glen Allen, VA, where we are now 100 percent electric, and our corporate office in Calabasas, CA.

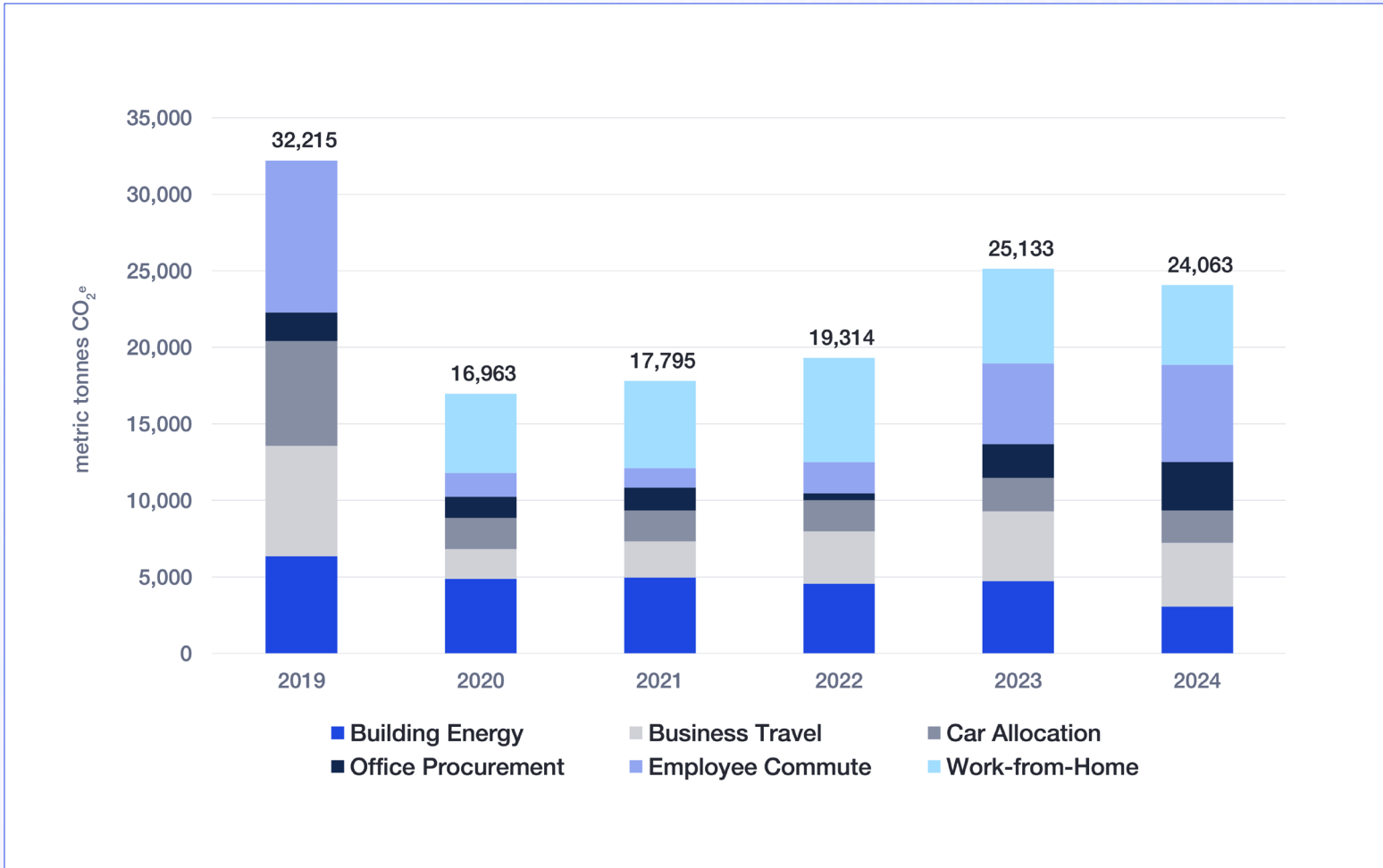
**In 2024, we produced a total of 24,201 metric tonnes of CO<sub>2</sub>e, of which only 0.57 percent was attributed to Scope 1 and 2 sources. Relative to 2023, we achieved a 3.5 percent reduction in our emissions.**

As previously noted, the largest portion of our emissions continue to come from employee commuting, which comprised just over 26 percent of emissions in 2024. Employee Commute emissions increased by roughly 20 percent compared to 2023, due in large part to the return to office. On the opposite side of the spectrum, we saw a dip in Work-from-Home employee emissions by about 16 percent year-over-year. Work-from-Home emissions comprised just over 21 percent of the total.

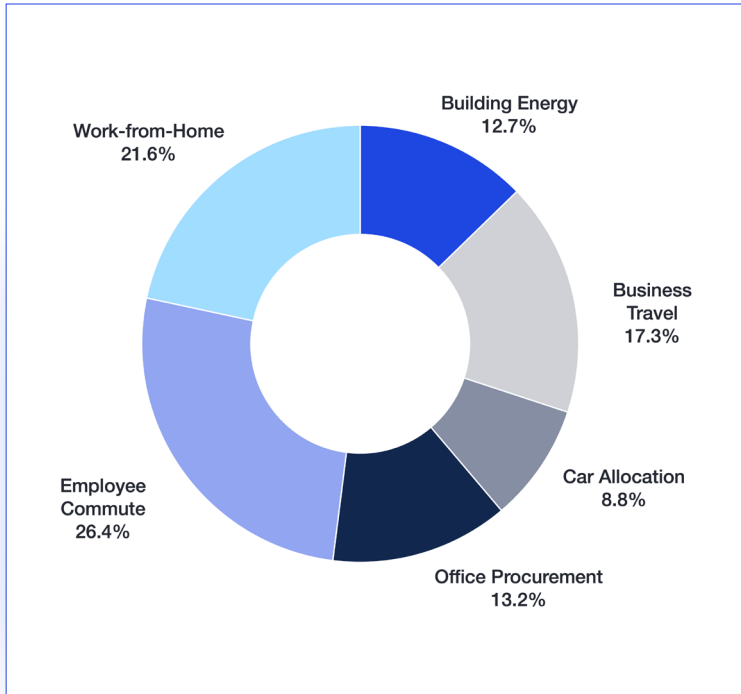
Business Travel and Car Allowances together comprised 26 percent of our total emissions. Leased Facilities and Office Procurement accounted for the remainder of our GHG emissions, with a weighting of roughly 13 percent each.

In examining our total emissions over the past year, while gross emissions remained consistent, we did see solid progress in reducing emissions within specific categories. The largest emissions reductions came from Building Energy, where we saw a 35 percent decline as compared to 2023; Work-from-Home, as just noted, where we reported an approximately 16 percent decline year-over-year; and Business Travel, where we achieved a nearly 8.5 percent decline in the past 12 months. Regarding our improvement in Building Energy, not only are we renting more efficient office spaces, but in 2024 we also decreased our rentable area by over 15 percent. The combination of these two factors largely drove the reduction in Building Energy emissions. In terms of Work-from-Home emissions, as our brands required employees to work from the office on average more days per week, we naturally saw our Work-from-Home emissions decline. Lastly, the positive impact of Company-wide travel policies that call for more sustainable travel options and overall reductions in business travel, when possible, helped drive the decline in Business Travel emissions for the year.

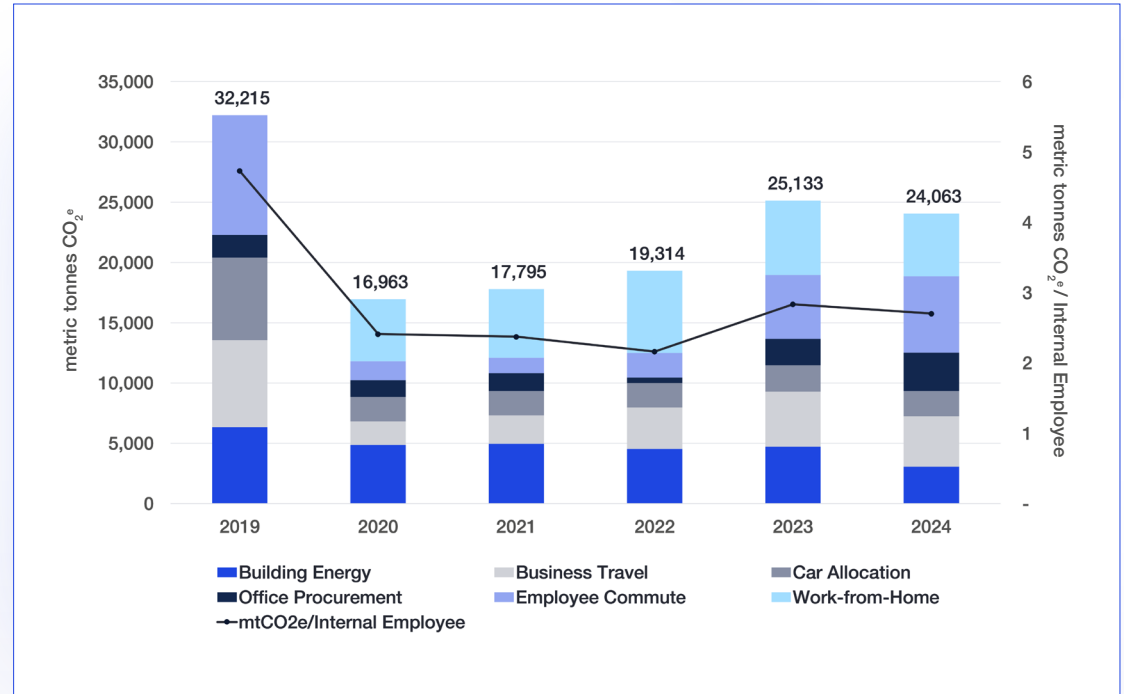
## SCOPE 3 EMISSIONS



## SCOPE 3 BY CATEGORY (2024)



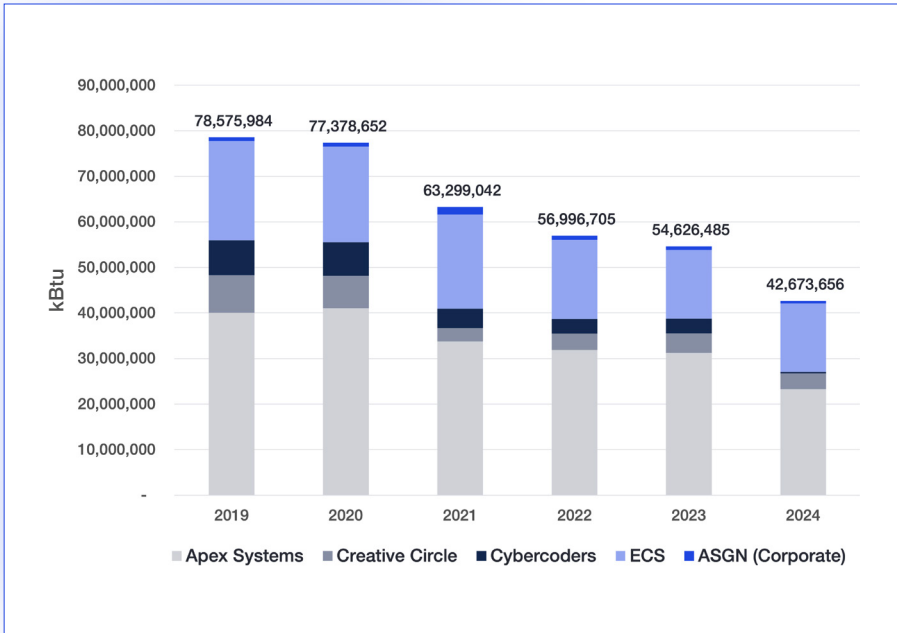
## SCOPE 3 EMISSIONS INTENSITY (PER INTERNAL EMPLOYEE)



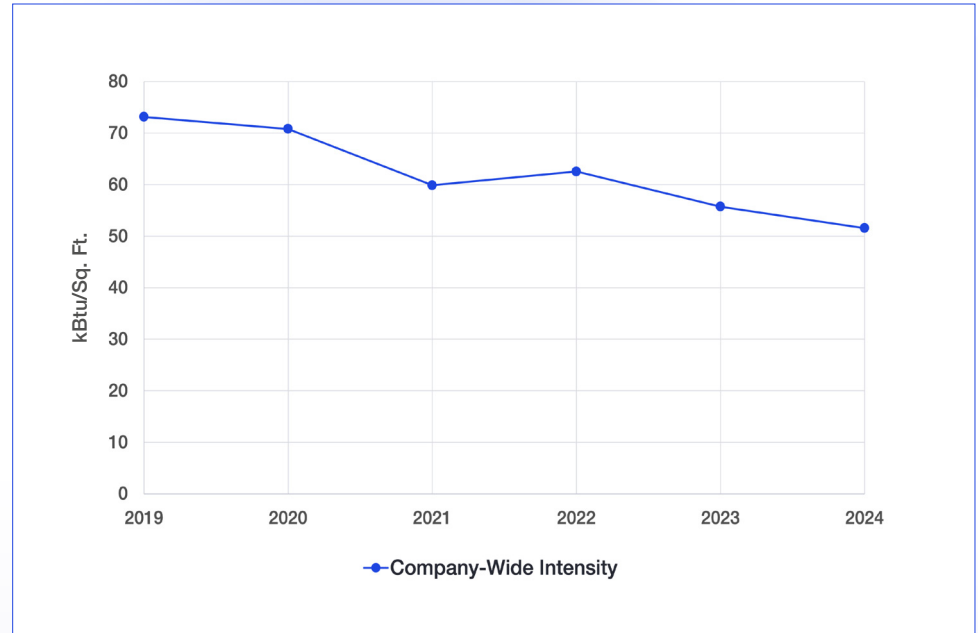
### › Emission Intensities and Targets

Our 2033 emissions intensity target is 2.41 metric tons of CO<sub>2</sub>e per internal employee. While our initial target had been to reduce emissions intensity by 55 percent relative to our 2019 levels, our continual improvement in data availability, coupled by our pursuit of an SBTi-aligned target, has shifted our focus to emissions improvements over a 2023 baseline instead. In 2024, our emissions intensity was 2.72 metric tons of CO<sub>2</sub>e per internal employee, which reflects a 43 percent reduction from our 2019 baseline and a 4.7 percent reduction from our 2023 baseline.

## BUILDING ENERGY (ALL SCOPES, KBTU)



## BUILDING ENERGY INTENSITY (KBTU/SQ FT)



### › Building Energy (Natural Gas and Electricity)

Our building energy use has decreased by 35 percent since 2023, as our offices become more energy efficient, we've reduced our rentable area, and the overall grid has become cleaner.

### › Building Energy Intensity (kBTU/sq. ft.)

Our building energy intensity per square foot continues to decline across the Company due to overall office consolidation, an increase in the efficiency of the buildings we lease, and the overall grid's gradual move toward cleaner energy. In 2024, ASGN's Building Energy Intensity per leased square foot was 7.5 percent lower than 2023.

## › Building-Related and Work-from-Home Emissions

ASGN realized a 35 percent decrease in its building-related emissions in 2024 as compared to 2023. Building Energy accounts for approximately 13 percent of our total emissions.

ASGN and our brands continue to reduce our leased office footprint due to hybrid work arrangements. Our Work-from-Home emissions offset some of the savings from our reduced Building Energy emissions. We are seeking leases in buildings with on-site solar, or those that procure renewable energy when cost comparative.

We are also raising awareness about on-site renewables and renewable energy procurement amongst our employees through regular communications and our Company-wide Employee Commute and Work-from-Home Survey, which tracks the adoption of energy efficiency measures and renewable energy procurement across our brands. As office leases are renewed, facilities teams work to negotiate direct access to utility bills and the inclusion of green clauses in new contracts. These contracts allow ASGN to coordinate with the building owners and implement energy efficiency measures such as occupancy sensors, smart thermostats, temperature setbacks, shorter HVAC schedules, and ventilation hours.

## › Data Centers

We selected our data center vendors because of their leadership in sustainability, zero carbon emissions, and water reuse. Each of our data centers has a strong commitment to sustainable practices and set a goal to become 100 percent carbon neutral by 2030.

## › Procurement

Procurement emissions increased by 40 percent as compared to 2023. This increase was largely the result of office consolidations and the purchasing of new office equipment, furniture, and suppliers to accommodate new, smaller office spaces.





## › Employee Commute

In 2024, we piloted a Sustainable Employee Commuting Program to explore the most effective ways to encourage employees to adopt more sustainable transportation methods, such as carpooling, using public transit, or driving electric vehicles (EVs). Our pilot study ran from April 1 to October 1, 2024, at Apex Systems offices in the Chicago metro area. We provided employees with access to a third-party commuting app, which enabled them to automatically track their commuting behavior to and from the office or client offices.

Nearly 60 percent of employees participating in the pilot study demonstrated sustained interaction and strong engagement with the app. As Chicago is an urban area, 80 percent of employees identified public transportation for their commutes. Nonetheless, even with public transportation already being actively used, the participating Chicago offices saw their emissions reduce by roughly one-third by the end of the six-month pilot period. Monthly rewards were proven highly effective in increasing user engagement of the commuting app, an indication that with the right motivation and continued education, our employees can be incentivized to choose sustainable travel options.

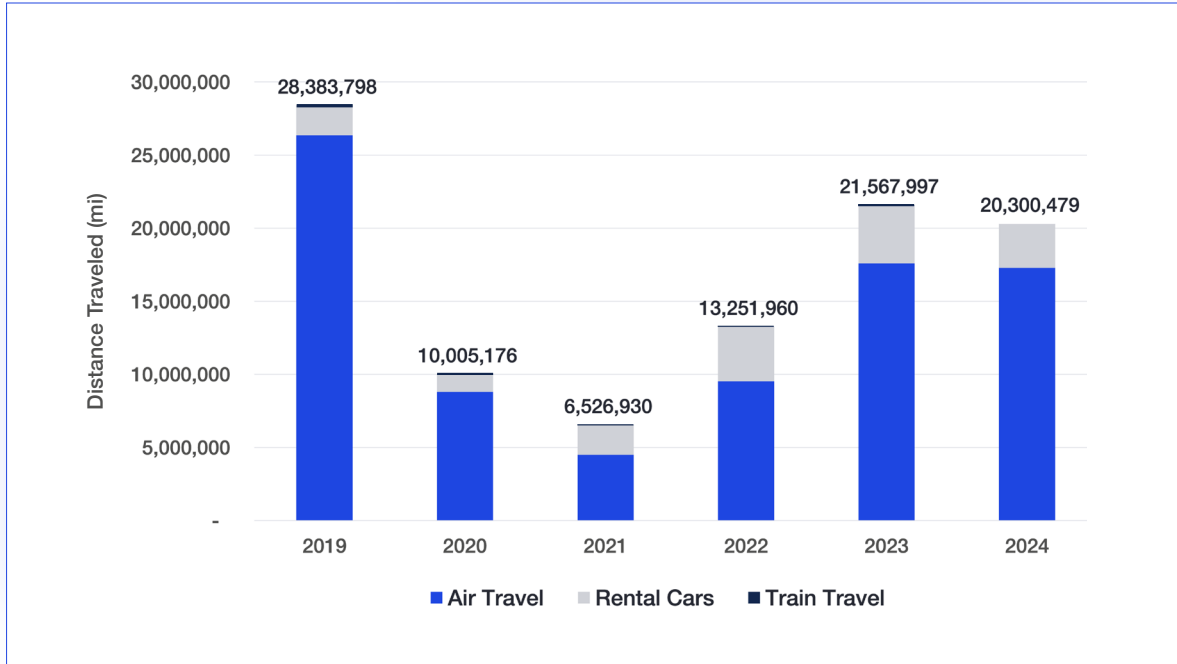
In addition to the Sustainable Employee Commuting Program, in 2024, we conducted our third annual Employee Commute and Work-from-Home Survey. We surveyed our internal employees on the frequency of their commute to the office, modes of transportation, remote working patterns, and procurement of renewable energy for their home offices.

## EMPLOYEE COMMUTE SURVEY HIGHLIGHTS

- Approximately 3,500 employees participated in the survey, for a 43 percent response rate, a five percent increase in participation from 2023.
- Very similar to our 2023 results, the 2024 survey found approximately 54 percent of employees were fully remote, while only about seven percent continued to work exclusively at the office.
- Of those commuting to the office, roughly 20 percent commuted three times a week as compared to eight percent in 2023. As more brands require professionals to be in the office three days a week, we saw this figure increase compared to the prior year, when a two-day-a-week office requirement was more common.
- When commuting, approximately 92 percent of employees drove a car or motorcycle to the office, while seven percent used public transportation, and the remaining one percent walked to work.
- Of those who drove cars to the office, approximately 92 percent drove standard vehicles, five percent drove hybrids, and two percent drove EVs. An additional one percent drove motorcycles.
- When considering Work-from-Home arrangements, approximately seven percent of employees had on-site solar at their place of residence, while another 13 percent purchased renewable energy from their local energy provider. Of note, the percentage of employees purchasing renewable energy from their local provider doubled year-over-year.



## BUSINESS TRAVEL (MODE OF TRANSPORTATION)



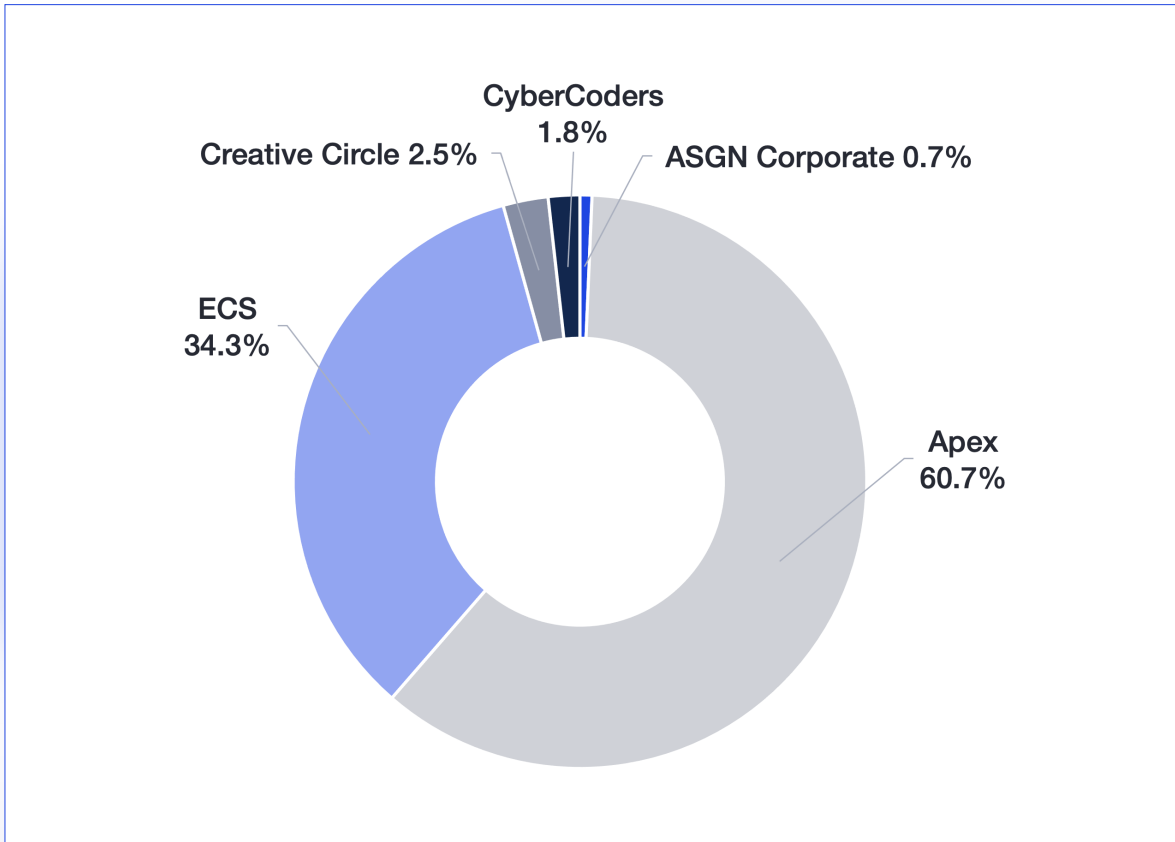
### > Business Travel

Business Travel emissions decreased by approximately 8.5 percent from 2023 to 2024. This decline in Business Travel was partially driven by a Company-wide policy limiting travel in 2024.

Given the nature of our business, we recognize this area of our emissions will continue to be a challenge to reduce until more renewable energy options are readily available. In the interim, we will continue to emphasize our Sustainable Business Travel Guidelines across our brands.

Our [Sustainable Business Travel Guidelines](#) encourage virtual meetings to reduce travel when feasible, taking trains instead of planes when possible, prioritizing EV rental cars, booking biofuel and electric-powered flights, and staying in green-certified hotels. We are also working on further enhancements for the tracking of our business travel to create more standardization in tracking across brands where feasible.

## 2024 EMISSIONS BY BRAND (MT CO<sub>2</sub>3)- ALL SCOPES



### › Our 2024 Emissions by Brand

Our emissions by brand are commensurate with the size of each brand by revenues and the number of employees. Apex Systems is our largest brand followed by ECS, Creative Circle, CyberCoders, and ASGN Corporate.



# Reducing our Environmental Impact

## › Additional Focus Areas in Our Emission Reduction Strategy

In the prior sections of this report, we discussed several of our emission reduction efforts, from aligning with the SBTi, to piloting sustainable commute apps, and instilling policies Company-wide that encourage the use of more energy-efficient transportation.

In the remaining portion of this section of the report, we discuss additional efforts underway across our brands to reduce our environmental impact and work toward our emissions reduction targets.

## › Waste Reduction and Water Conservation

Engaging in waste reduction and water conservation measures is an essential part of being an environmentally responsible business.

We are reducing our waste by continuing to move toward paperless systems, reducing and recycling our mixed recyclables and hazardous waste (i.e., electronics, toner cartridges, and batteries), upcycling our office supplies, and transitioning from single-use disposable items (i.e., water bottles, cups, plates, and utensils) to reusable dishware whenever possible. We are conserving water by prioritizing buildings with high-efficiency water appliances in bathrooms and kitchens.



## › **Employee Education and Sustainability Engagement**

A crucial component of our success in lowering emissions is education. As previously mentioned, we regularly educate ourselves about our supply chain to understand how our partners are minimizing their environmental impact. We also find ways to actively support our employees and provide opportunities for them to expand their environmental knowledge set. Many of our employees are passionate about environmental stewardship, as evidenced by our growing environmentally focused Employee Community Groups (ECGs) and cross-company collaborations.

We are continuing to step up our Company-wide employee engagement efforts to increase awareness about our collective environmental impact and provide tangible ways for our employees to be part of our sustainability efforts. Our Company-wide communications include topics such as how to engage in energy efficiency and waste reduction, and how to find utility rebates to encourage our employees to implement energy efficiencies and renewables in their home offices. We also host a quarterly webinar series focused on environmental engagement. This series covers a range of topics, from sustainable holiday traditions to emergency management and natural disaster preparedness. All ASGN brands have access to these educational opportunities.

Beyond these areas, for our corporate employees and those who work out of our Corporate Headquarters in Virginia, we provide education on our environmental management system and sustainability best practices to ensure their understanding of ASGN's environmental commitments and progress. This education is a key component of maintaining the ISO 14001 certification which we hold for our Corporate Headquarters.

## › **Sustainable Procurement**

We leverage sustainable procurement techniques, including purchasing Energy Star - or EPEAT-certified electronic equipment; kitchen and bathroom paper made from recycled content; and third-party certified, non-toxic cleaning products.





## › Sustainable Supply Chain

In 2024, we piloted a Sustainable Supply Chain Program to raise awareness among our current and future suppliers about our Company's sustainability policies. As part of our regular vendor selection process, ASGN evaluates suppliers through surveys and publicly available data to assess the sustainability of our supply chain and mitigate our environmental, legal, and financial risks. Taking this one step further, in 2024, we conducted a survey of our top 25 suppliers across all brands to learn more about their sustainability practices.

We achieved a statistically significant participation rate for our survey. Some key highlights from the survey results include:

- **20 percent** of our suppliers actively track their near-term emissions
- **50 percent** engage in waste reduction and water conservation
- **70 percent** power their own facilities with renewable energy

By establishing clear sustainability parameters for our suppliers, we amplify our sustainability impact, improve transparency, and reduce risks for our Company and clients. Our expectation is that our suppliers will do their best to adhere to the principles and values consistent with our own sustainability standards. Our [Sustainable Procurement Policy](#) sets forth expectations for our supply chain partners to operate in accordance with our internal policies and programs.





# 2024 Methodology and Assumptions Appendix

## › Accounting Standard & Boundaries

- **Standard:** The Greenhouse Gas Protocol, a corporate accounting and reporting standard (revised edition), World Resources Institute.
- **Organizational Boundary:** Control approach – operational; direct and indirect emissions were calculated as described in the “Scope Category Summary” below.

## › Scope Category Summary

The emissions calculations include the following Scope Categories, as determined to be material by the business type:

- **Scope 1 & 2:** Two operationally-controlled facilities
- **Scope 3:** Upstream Leased Space electric and gas consumption (see description below)
- **Scope 3:** Employee Business Travel
- **Scope 3:** Employee Commuting
- **Scope 3:** Employee Work-from-Home emissions (reported within “Employee Commuting” for formalized purposes)
- **Scope 3:** Procurement of goods (office supplies, computers, etc.)

To determine whether Upstream Leased Space emissions fall under Scope 1, 2 or Scope 3, InSite, - our third-party GHG inventory consultants, - followed GHG Protocol’s Corporate Value Chain Accounting and Reporting Standard. For this report, InSite utilized the Operational Control approach. Consulting “Appendix A. Accounting for Emissions from Leased Assets”, Table A.1 Endnote 3 states: “Some companies may be able to demonstrate that they do not have operational control over a leased asset held under an operating lease. In this case, the company may report emissions from the leased asset as Scope 3 as long as the decision is disclosed and justified in the public report.” ASGN had operational control of only two of its leased assets in 2024.



## › **Baselining and Adjustments to Business Units**

ASGN is a major tenant at its leased offices in Glen Allen, Virginia, the Company's Corporate Headquarters, and at its corporate office in Calabasas, California.

### **Explanation of Changes in Methodology**

- Best judgment assumptions were made during the calculation of ASGN's 2024 GHG emissions, as is common for Scope 3 emissions. Where whole-building energy usage was suspected by InSite, based on best engineering judgement, building area information was pursued utilizing Google Maps, publicly-available property owner/operator marketing websites, and other available resources. During the 2023 inventory process, InSite only used whole-building areas provided with the raw dataset. Emission totals were extrapolated based on a per brand participation rate. In 2024, extrapolations were uniform across the brands based on whole-company participation rates. This was to better capture brand-employee behavior.
- GlideFast (reported in aggregation as Apex emissions) and CyberCoders missing flight data was extrapolated based on intra-brand average percent of flight-length taken, and average distance in each flight-length category, while ECS has no other brand flight information and was extrapolated using an average across all ASGN flights. In 2023, only ECS required these extrapolations. 2024 was the first year where extrapolations could be performed based on brand-specific behavior, as available.

## › **Emission Appendix: 2024 Emissions Factor References & Calculation Methodology**

For complete fuller methodology or data, ASGN can provide a 2024 Inventory Report upon request.

### **EMISSION FACTOR REFERENCES**

Emission factors have been sourced from the GHG Protocol Emissions Calculation Tool, the U.S. Environmental Protection Agency database, the International Energy Agency Emissions database, or other appropriate references based on InSite's best engineering judgment. The following is a full list of assumptions and methodology choices made and references used by InSite. AR4 (Intergovernmental Panel on Climate Change's, IPCC, Fourth Assessment Report) global warming potentials were utilized for all 2024 inventory calculations to remain consistent with prior years. The impact of not utilizing AR6 (IPCC Sixth Assessment Report) is not considered material in the broader inventory scheme, as found in the side-by-side calculations.

### **Facility Emissions (Scopes 1, 2, and 3) (operationally controlled facilities), and Scope 3: Upstream Leased Assets**

- Locations
  - If a natural gas value was listed as "N/A," the facility was assumed to have no natural gas on-site. Values left blank were assumed to be data gaps, and Commercial Buildings Energy Consumption Survey (CBECS) 2018 gas intensity calculations were performed.
  - If units were left blank, the best engineering judgement was employed to determine appropriate units.



### Energy (Electricity and Natural Gas)

- Best engineering judgement was employed to determine if provided electricity and gas usage from landlords represented whole-building usage or sub-metered/apportioned usage to ASGN rentable square footage.
- If whole-building usage was suspected, building area information was pursued utilizing Google Maps, publicly available property owner/operator marketing websites, and other available resources.
- Any building areas unable to be determined were excluded as a known data gap.
- This calculation methodology aims to utilize as much real data as possible, filling in gaps with estimates only when necessary.
- This was determined by thresholds of allowable electricity and natural gas intensities.
- If the provided electricity intensity exceeded 40.00 kWh/ square foot, or was less than 1.00 kWh/square foot, CBECS 2018 estimations based on space type (office) were utilized instead (CBECS 2018 Table C22).
- CBECS 2018 gas intensity calculations were performed if the provided therms/sq foot exceeded a value of 1.00. This was held consistent with previous years. (CBECS 2018 Table C32)
- Unit Conversations
  - BTU to therms natural gas =  $BTU \times 0.000010002$
  - CCF to therms natural gas =  $CCF \times 0.0103412616339193$
  - GJ to therms natural gas =  $GJ \times 9.478171$

### Procurement Data (Scope 3): Capital & Purchased Goods & Services

- Raw data for calculation was based on export from internal systems.
- Data set clean-up and data gap fills were completed.
- Much of the raw data set only contained the number of purchased items per category without the dollar amount.
- Extrapolations were performed either by utilizing available \$/unit information from a different brand in 2024 (preferred and prioritized), or by the average \$/unit from the 2023 data set in the same category.
- Capital Goods only included the procurement category “Furniture, purchased or leased” as provided, while all other categories were classified as Purchased Goods & Services.
- Spend-based calculation methodology was utilized with the emission factor set from "Supply Chain GHG Emission Factors for U.S. Commodities and Industries v1.1.1 Category" (EPA, 2020).



### Business Travel (Scope 3)

- Train-based business travel data excluded from 2024 inventory calculations given lack of mileage information across all train travel.
- In 2023, train-based business travel emission accounted for 0.4656 metric tonnes CO<sub>2</sub>e, representing 0.0019 percent of total Scope 3 emissions. Deemed immaterial to 2024 GHG inventory, noted as a data gap and excluded from inventory calculations.
- Raw data for flight travel based on export from internal systems.
- Flight emissions factors found utilizing emissions factors from the EPA GHG Factors Hub (2025) for short-haul, medium-haul designated flights, located for calculation in “Travel EFs”.
- Data gaps were found in ECS, GlideFast (reported in aggregation as Apex emissions) and CyberCoders. These were excluded from the raw dataset to not weight the brand travel averages necessary for extrapolation.
- Extrapolations were performed to utilize the flight data that was missing mileage, noted above. GlideFast (reported in aggregation as Apex emissions) and CyberCoders missing flight data was extrapolated based on intra-brand average percent of flight-length taken and average distance in each flight-length category.
- ECS had no other brand flight information and was extrapolated using an average across all ASGN flights.
- All data was combined back together with the extrapolated rows added to the bottom of the dataset and then totals were found.
- Rental Car emissions were based on provided distance traveled (vehicle-miles), and car type. Diesel assumed light-truck for calculation purposes. One provided car type included “ethanol”, which was substituted for “Standard” based on best engineering assumptions.
- No rental car data was provided for CyberCoders or Creative Circle, assuming values of 0 for 2024.
- One line included “6706” rental days with unknown distance for ECS; this was a similar line-item to the 2023 dataset, considered incalculable. Improvements are being made in business travel data collection processes.
- All utilized hotel emissions factors were sourced from the UK Government GHG Conversion Factors for Company Reporting (2024).
- Hotel emissions found by multiplying room nights by the country-specific emissions factor.
- If no country emissions factor was available, the default emissions factors from a U.S. hotel room were utilized, consistent with previous years methodology.
- Assumed 17 percent of car allocation payments are spent on fuel purchases themselves, holding consistent with previous analysis performed by a separate third party as part of ASGN’s 2023 SBTi target-setting process.
- 17 percent of total spend was found and divided by an average gasoline price of \$3.30 per gallon in 2024, per Statista.com.
- Gallons apportioned to car type including gasoline, hybrid, biofuel, and EV cars, extrapolating car type composition by percent of vehicle type from ASGN’s 2024 Employee Commute Survey.



- Hotel stay emissions factors utilized were from UK 2022 conversion factors condensed set: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>.
- Car Allowance:
  - 17 percent of total car allowance stipend assumed to be spent on mileage, per past methodology.
  - \$3.30 assumed average 2024, price per gallon per Statista.com.
  - Percent employees driving EVs and hybrids extrapolated from commute survey dataset.

### Employee Commute (Scope 3)

- Commuting totals were extrapolated given a 42.81 percent survey completion rate.
- Emission factors from the EPA's GHG Emission Factors Hub (2024) were utilized.
- Hybrid cars assumed efficiency found from U.S. Department of Energy study: [https://afdc.energy.gov/vehicles/electric\\_emissions\\_sources.html](https://afdc.energy.gov/vehicles/electric_emissions_sources.html)
- Assumed 48 working weeks (please reach out to ASGN for the full GHG Inventory Report for further details).

### Work-from-Home Emissions

- Utilized methodology described in the white paper by Anthesis “Estimating Energy Consumption & GHG Emissions for Remote Workers”, February 2021, which was provided to ASGN by Microsoft.
- Utilized ASGN’s Employee Commute Survey to determine the numbers of remote days worked per week, broken down by individual brands.

- Values extrapolated across brands based on survey completion rate, as previously stated in “Employee Commute”.
- Assumed 48 working weeks. Only utilized emissions factors based on average American consumption, as the commute survey did not allow for international extrapolation.
- Utilized IEA baseline residential average intensities for North America and baseline incremental ratios, as described within the white paper.
- The national average carbon dioxide output rate for electricity generated in 2019 was 884.2 lbs. CO<sub>2</sub> per megawatt-hour (EPA 2021). Utilized this national average for calculations.
- The average carbon dioxide coefficient of natural gas is 0.0550 kg CO<sub>2</sub> per cubic foot (EIA 2022). The fraction oxidized to CO<sub>2</sub> is 100 percent (IPCC 2006). Utilized this average for calculations.



**TRANSPARENCY**

# About this Report

**Our goal is to provide accurate data and clear insight into ASGN’s annual Corporate Sustainability initiatives and to engage our internal and external stakeholders in a continuous dialogue about our sustainability performance.**

› **Transparency enhances accountability and builds trust.**

This report reflects ASGN Incorporated’s (ASGN) 2024 Corporate Sustainability performance, with comparative data from 2023, the baseline year used for GHG emission reporting. The data in this report includes ASGN Corporate, Apex Systems, Creative Circle, and CyberCoders, which together comprise our Commercial Segment, and ECS, our Federal Government Segment.

This is the fourth year we conducted a Company-wide GHG inventory (via a third-party vendor), and the third year our GHG inventory was third-party assured. See our [Limited Assurance and GHG Inventory Statements](#).





› Our report provides a comprehensive overview of our sustainability disclosures, organized by reporting frameworks and the following key categories:



CYBERSECURITY



RESPONSIBLE  
BUSINESS



OUR  
WORKFORCE



SOCIAL  
RESPONSIBILITY



ENVIRONMENTAL  
RESPONSIBILITY



TRANSPARENCY

ASGN's Corporate Sustainability disclosures align with key reporting frameworks, including the Carbon Disclosure Project (CDP), EcoVadis, the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD). As a corporate participant in the United Nations Global Compact (UNGC), we demonstrate our commitment to the UN's Sustainable Development Goals (SDGs) and the 10 Principles of the UNGC, annually reporting through the UNGC Communication on Progress (COP).



Our Transparency section includes disclosures for the following frameworks: GRI, SASB, TCFD, UNGC, and the UN SDGs. For other disclosures, we report directly to each respective agency. ASGN's UNGC COP report is available on our [UNGC webpage](#), while submissions for [CDP](#) and [EcoVadis](#) can be accessed through their respective reporting portals.

## › **Forward-Looking Statements**

Certain statements made in ASGN's 2024 Corporate Sustainability Report are considered "forward-looking statements" under Section 21E of the Securities Exchange Act of 1934, as amended. These statements involve a high degree of risk and uncertainty and may include projections related to our anticipated financial and operational performance, as well as our sustainability targets, goals, commitments, and programs. Any statement in this report that does not pertain strictly to historical facts is considered forward-looking.

Forward-looking statements do not guarantee future performance, and actual results may differ materially. ASGN makes no assurances regarding the achievement of its sustainability targets, goals, or commitments. Risks and uncertainties affecting these statements are detailed in our most recent Annual Report on Form 10-K for the year ended December 31, 2024, filed with the SEC on February 24, 2025, as well as in our Current Reports on Form 8-K. These forward-looking statements are made as of the date of this report, and ASGN expressly disclaims any obligation to update them to reflect future events or developments.

## › **Rounding Adjustments**

Numerical figures in this report have been subject to rounding adjustments. As a result, totals presented in various tables may not be precise arithmetic sums of the preceding figures. Additionally, certain percentages are rounded to the nearest whole number, meaning figures expressed as percentages in the text may not total exactly 100 percent or, when aggregated, may not align perfectly with previous calculations. Unless otherwise noted, all figures are as of December 31, 2024.

# 2024 GRI INDEX

The Global Reporting Initiative (GRI) is the most widely used framework for sustainability reporting. It sets international disclosure standards that enable businesses, governments, and organizations to communicate their impacts on critical issues, such as climate change, human rights, and corruption.

## GENERAL DISCLOSURES

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
<b>Disclosure 2-1</b>	General Organizational Profile	ASGN Incorporated Headquarters: 4400 Cox Road, Suite 110 Glen Allen, VA. 23060 Countries: U.S., Canada, Mexico, India, Ireland, France, Spain, Netherlands, UK
<b>Disclosure 2-2</b>	Entities included in the organization's sustainability reporting	ASGN Corporate, Apex Systems, Creative Circle, CyberCoders and ECS; Countries: U.S., Canada, Mexico, India, France, Spain, Netherlands, UK
<b>Disclosure 2-2</b>	Organization entity structure and approach for sustainability reporting	<a href="#">Business Overview</a> <a href="#">ASGN Incorporated's 2025 Proxy Statement</a>
<b>Disclosure 2-3</b>	Reporting period, frequency, and contact point	January 1, 2024 - December 31, 2024; annual; <a href="mailto:sustainability@asgn.com">sustainability@asgn.com</a>



<b>Disclosure 2-4</b>	Restatements of Information	This is ASGN Incorporated's fourth GRI Report. No significant restatements reported.
<b>Disclosure 2-5</b>	External assurance	ASGN's 2019, 2022, 2023, and 2024 GHG emission inventories were third-party verified with limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised) for Assurance Engagements other than Audits or Reviews of Historical Financial information and ISAE 3410 for Assurance Engagements on Greenhouse Gas Statement.
<b>Disclosure 2-6</b>	Activities, value chain, and other business relationships	<a href="#">Business Overview</a>

## ACTIVITIES AND WORKERS

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
<b>Disclosure 2-7</b>	Employees	<a href="#">Our Company</a>
<b>Disclosure 2-7</b>	Percentage of voluntary turnover	<a href="#">Our Workforce</a>



## GOVERNANCE

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 2-9	Governance structure and composition, including committees and stakeholder representation	<a href="#">Investor Relations: Corporate Governance</a>
Disclosure 2-10	Nomination and selection of the highest governance body	<a href="#">ASGN Incorporated's 2025 Proxy Statement</a>
Disclosure 2-11	Chair of the Highest Governance Body	Arshad Matin is <a href="#">ASGN Incorporated's Chair of the Board</a>
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	Arshad Matin is an independent board member
Disclosure 2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance Guidelines/Nominating and Corporate Governance Committee</a>
Disclosure 2-14	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance Guidelines/Nominating and Corporate Governance Committee</a>
Disclosure 2-15	Conflicts of interest	<a href="#">ASGN Incorporated's 2025 Proxy Statement</a>
Disclosure 2-16	Communication of critical concerns	<a href="#">ASGN Incorporated's 2025 Proxy Statement</a>
Disclosure 2-17	Collective knowledge of the highest governance body	<a href="#">Corporate Governance Guidelines/Nominating and Corporate Governance Committee</a>



<b>Disclosure 2-18</b>	Evaluation of the performance of the highest governance body	This is an internal assessment process of the Board of Directors and committees. There is an annual review of all Board committees including internal peer reviews and self-assessments. Reviews are compiled and summarized into an internal annual Board report. In addition, shareholders can vote by proxy based on their assessment of the Board.
<b>Disclosure 2-19</b>	Remuneration policies	<a href="#">ASGN Incorporated's 2025 Proxy Statement</a>
<b>Disclosure 2-20</b>	Process to determine remuneration	<a href="#">ASGN Incorporated's 2025 Proxy Statement</a>
<b>Disclosure 2-21</b>	Annual Total Compensation Ratio	<a href="#">ASGN Incorporated's 2025 Proxy Statement</a>

### STRATEGY, POLICIES AND PRACTICES

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
<b>Disclosure 2-22</b>	Statement on Sustainable Development Strategy	<a href="#">A Word from the CEO</a>
<b>Disclosure 2-23</b>	Policy Commitments	<a href="#">Anti-Corruption Policy</a> <a href="#">Anti-Harassment &amp; Discrimination Policy</a> <a href="#">Code of Business Conduct &amp; Ethics Policy</a> <a href="#">Environmental Management Policy</a> <a href="#">Human Rights Policy</a> <a href="#">Supplier Code of Conduct Policy</a>
<b>Disclosure 2-25</b>	Process to remediate negative impacts	<a href="#">Whistleblower Procedures</a>



<b>Disclosure 2-26</b>	Mechanisms for seeking advice and raising concerns. Compliance with laws and regulations	<a href="#">Whistleblower Procedures</a> There were no significant instances of non-compliance in 2024.
<b>Disclosure 2-28</b>	Membership Associations	ASGN is a member/corporate participant in the following industry associations: <a href="#">U.S. Chamber of Commerce</a> , <a href="#">United Nations Global Compact</a>

### STAKEHOLDER ENGAGEMENT

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
<b>Disclosure 2-29</b>	Approach to stakeholder engagement	<a href="#">Our Sustainability Approach</a> <a href="#">Materiality Assessment</a>
<b>Disclosure 2-30</b>	Collective bargaining agreements	ASGN does not have any collective bargaining agreements at this time.

### ECONOMIC PERFORMANCE

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
<b>Disclosure 201-1</b>	Management of Economic Performance	<a href="#">ASGN Incorporated's 2024 Annual Report</a>
<b>Disclosure 201-1</b>	Compile a direct economic value generated and distributed (EVG&D) statement from data in the organization’s audited financial or profit and loss (P&L) statement, or its internally audited management accounts	<a href="#">ASGN Incorporated's 2024 Annual Report</a>



<b>Disclosure 201-2</b>	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	<a href="#">ASGN Incorporated's 2024 Annual Report</a>
<b>Disclosure 201-3</b>	Organization's plans, liabilities, and general resources	<a href="#">ASGN Incorporated's 2024 Annual Report</a>
<b>Disclosure 201-4</b>	Total monetary value of financial assistance received by the organization from any government by country	Not applicable. None were received.
<b>Disclosure 205-1</b>	Percentage of operations assessed for risks related to corruption	Internal Audit facilitates an annual fraud risk assessment (FRA) with all ASGN divisions, that includes, among other things, risks related to corruption. This assessment is performed by key financial personnel who evaluate risks and identify processes and controls that mitigate those risks. This analysis is aggregated and reviewed by Internal Audit and management, and the results are shared with the Audit Committee.
<b>Disclosure 205-2</b>	Total number of employees that the organization's anti-corruptions policies and procedures have been communicated to, broken down by employee category	All internal employees, including the CEO, receive annual Code of Business Conduct and Ethics compliance training. ASGN's Board of Directors signs off on the policy annually. In addition, employees in Canada are trained on the Foreign Corrupt Practices Act.
<b>Disclosure 205-2</b>	Anti-corruption policies and procedures communicated to any other persons or organizations	<a href="#">Anti-Corruption Policy</a>
<b>Disclosure 205-3</b>	Number of confirmed incidents of corruption and actions taken	Confirmed zero incidents
<b>Disclosure 206-1</b>	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Confirmed zero incidents



## MATERIAL TOPICS

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 3-1	Describe the process to determine material topics	<a href="#">Our Sustainability Approach</a> <a href="#">Materiality Assessment</a>
Disclosure 3-2	List material topics and changes to them since the last reporting period	<a href="#">Our Sustainability Approach</a> <a href="#">Materiality Assessment</a>
Disclosure 3-3	For each material topic, describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; report whether the organization is involved with the negative impacts through its activities, or as a result of its business relationships, and describe the activities or business relationships; describe its policies or commitments regarding the material topic; describe the actions taken to manage the topic and related impacts.	<a href="#">Our Sustainability Approach</a> <a href="#">Materiality Assessment</a>

## ENVIRONMENT

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
Disclosure 301	How does the organization manage materials?	<a href="#">Environmental Responsibility</a> <a href="#">Environmental Management Policy</a>
Disclosure 302	How does the organization manage energy?	<a href="#">Environmental Responsibility</a> <a href="#">Environmental Management Policy</a>
Disclosure 303	How does the organization manage water and effluents?	<a href="#">Environmental Responsibility</a>



<b>Disclosure 305</b>	How does the organization manage emissions, including explanations of whether offsets were used to meet the targets, including the type, amount, criteria, or scheme of which the offsets are part.	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a>
<b>Disclosure 305-1</b>	Total gross direct (Scope 1) GHG emissions	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a>
<b>Disclosure 305-2</b>	Total gross energy indirect (Scope 2) GHG emissions	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a>
<b>Disclosure 305-3</b>	Total Gross other indirect (Scope 3) GHG emissions	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a>
<b>Disclosure 305-3</b>	Standards, methodologies, assumptions, and/or calculation tools used for Scope 3 GHG emission calculations	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a>
<b>Disclosure 305-4</b>	GHG emissions intensity ratio for (Scope 3) GHG emissions	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a>
<b>Disclosure 305-5</b>	GHG emissions reductions for (Scope 3) GHG emissions	<a href="#">Environmental Responsibility</a> <a href="#">Our Emissions</a> <a href="#">Reducing our Impact</a>
<b>Disclosure 306</b>	Report how the organization manages waste	<a href="#">Environmental Responsibility</a> <a href="#">Reducing our Impact</a> <a href="#">Environmental Management Policy</a>
<b>Disclosure 307</b>	Environmental Compliance Management Approach	<a href="#">Environmental Responsibility / Our Approach</a> <a href="#">Environmental Management Policy</a>
<b>Disclosure 308</b>	Management of suppliers' environmental assessment	<a href="#">Supplier Code of Conduct Policy</a>



<b>Disclosure 308-1</b>	Percentage of new suppliers that were screened using environmental criteria	Supply Chain Pilot Program
<b>Disclosure 308-1</b>	Number of suppliers that were screened using environmental criteria	Supply Chain Pilot Program
<b>Disclosure 308-1</b>	Number of suppliers	Supply Chain Pilot Program

### MANAGEMENT APPROACH

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TOPIC	ASGN RESPONSE / ANSWER LOCATION
<b>Disclosure 401</b>	Employment Management Approach	<a href="#">Our Workforce / Our Approach</a>
<b>Disclosure 401-1</b>	Total number of employee turnover	<a href="#">Our Workforce / Performance Management</a>
<b>Disclosure 402-1</b>	Benefits which are standard for full-time employees, but are not provided to temporary or part-time employees by location	<a href="#">Our Workforce / Benefits</a>
<b>Disclosure 403-1</b>	Scope of workers, activities, and workplaces covered by the occupational health and safety management system	All brands of ASGN and the assigned employees are covered by a health and safety program. Each brand incorporates health and safety into their Employee Handbook, with additional safety initiatives based on state specific compliance requirements (i.e., CA).



<b>Disclosure 403-8</b>	Types of workers that have been excluded from disclosure GRI 403-8, if any	No internal employees are excluded.
<b>Disclosure 403-8</b>	Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used	Injury and Illness data is collected by Risk Management for compliance and reporting purposes, claims management activity, and financial forecasting.
<b>Disclosure 403-9</b>	Number of non-employee fatalities as a result of work-related injury	Zero
<b>Disclosure 403-9</b>	Number of employee high-consequence work-related injury	Zero
<b>Disclosure 403-9</b>	Number of non-employee recordable work-related injury	Zero
<b>Disclosure 403-9</b>	Number of employee recordable work-related injury	Zero
<b>Disclosure 403-9</b>	Number of employee fatalities as a result of work-related injury	Zero
<b>Disclosure 404-1</b>	Total number of training hours undertaken by employees by employee category	<a href="#">Our Workforce - Training &amp; Development</a>
<b>Disclosure 404-2</b>	Type and scope of programs implemented and assistance provided to upgrade employee skills	<a href="#">Our Workforce - Training &amp; Development</a>
<b>Disclosure 404-3</b>	Percent of employees who received regular performance reviews by employee category	<a href="#">Our Workforce - Performance Mgmt</a>



<b>Disclosure 406-1</b>	Total number of incidents of discrimination	We had no instances in which a court found us liable for discrimination in 2024. Employees can report incidents of discrimination through ASGN's whistleblower hotline. Corrective actions related to discrimination are usually handled by Human Resources and/or our Legal Team.
<b>Disclosure 414-1</b>	Percentage of new suppliers that were screened using social criteria	Supply Chain Pilot Program
<b>Disclosure 414-1</b>	Number of suppliers assessed for social impacts	Supply Chain Pilot Program
<b>Disclosure 415-1</b>	Total monetary value of financial and in-kind political contribution made directly and indirectly by country	None
<b>Disclosure 418-1</b>	If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	No substantiated complaints were made in 2024.
<b>Disclosure 418-1</b>	Total number of identified leaks, thefts, or losses of customer data	Zero

# 2024 SASB INDEX

The Sustainability Accounting Standards Board (SASB) focuses on sector-specific reporting to address financial materiality. Designed to serve the needs of investors and financial capital providers, SASB standards help organizations disclose sustainability-related information that is most relevant to financial performance.

## DATA SECURITY & INNOVATION

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-230a.1	Description of approach to identifying and addressing Cybersecurity risks	<a href="#">Cybersecurity</a> <a href="#">Cybersecurity Strategy and Readiness</a> <a href="#">Information Security and Privacy</a>
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<a href="#">Collection, Use, and Control of Information</a>
SV-PS-230a.3	1) Number of data breaches 2) Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII). 3) Number of customers affected	ASGN reported (1) immaterial cybersecurity breach and no data breaches in 2024. <a href="#">Collection, Use, and Control of Information</a>



## WORKFORCE DIVERSITY & ENGAGEMENT

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	<a href="#">Performance Management</a>
SV-PS-330a.3	Employee engagement as a percentage	The 2024 Company-wide annual engagement survey had 52 questions that spanned key subject areas from workplace satisfaction to communications, teamwork, training, and development. ASGN's overall participation rate in the 2024 employee engagement survey was 72 percent.

## PROFESSIONAL INTEGRITY

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-510a.1	Description of approach to ensuring professional integrity	<a href="#">Ethics and Compliance</a> : Our employees are required to complete an annual training course in our Code of Business Ethics & Conduct. Our Code expresses our expectation that all our business partners, including subcontractors, suppliers, vendors, and business intermediaries, to operate in a manner that is consistent with our commitment to professional integrity.
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	ASGN has not incurred monetary losses during the reporting period as a result of material legal proceedings associated with professional integrity.

## ACTIVITY METRICS

CODE	DISCLOSURE TOPIC	LOCATION / DISCUSSION
SV-PS-000.A	Number of employees by (1) Full-time and part-time (2) Temporary (3) Contract	<a href="#">Business Overview</a>
SV-PS-000.B	Employee hours worked; percentage billable	We do not report total number of employee hours worked or percentage billable as that is ASGN confidential information.

# 2024 TCFD INDEX

The Task Force on Climate-related Financial Disclosures (TCFD) provides a framework for corporate reporting on climate-related risks and opportunities. ASGN’s response to the TCFD recommendations is structured into four key sections aligned with the framework: (1) Governance, (2) Strategy, (3) Risk Management, and (4) Metrics and Targets. We are committed to continuously deepening our understanding of the potential impacts of climate-related risks and opportunities, enabling us to enhance our resilience and leverage opportunities that support sustainable growth. The Financial Stability Board (FSB) announced that the work of the TCFD was completed in July 2023. The International Financial Reporting Standards, or IFRS Foundation, now monitors progress on climate-related disclosures; however, companies may continue to use TCFD recommendations to report climate disclosures.

## (1) GOVERNANCE

RECOMMENDED DISCLOSURE	RESPONSE
<p><b>Describe the Board's oversight of climate-related risks and opportunities.</b></p>	<p>The full Board oversees the Company’s risk management. The Nominating and Corporate Governance (NCG) Committee is responsible for the oversight of the Company’s climate-related risks and opportunities. The NCG Committee evaluates and prioritizes climate-related risks by taking many factors into account, including the potential impact of risk events should they occur, the likelihood of occurrence, and the effectiveness of existing risk mitigation strategies. The NCG Committee is also responsible for overseeing the Company’s overall Corporate Sustainability performance, disclosure, strategies, goals, objectives, and evolving risks and opportunities. The Board is updated on the Company’s sustainability efforts annually, while the NCG Committee is updated at least bi-annually. Sustainability efforts are managed by Investor Relations who reports into and receives input on climate risks from the Corporate Sustainability Committee which includes, among others, the Chief Financial Officer (“CFO”), Chief Legal Officer (“CLO”), Chief Accounting Officer (“CAO”), and Chief Human Resources Officer (“CHRO”).</p>



## (2) STRATEGY

RECOMMENDED DISCLOSURE	RESPONSE
<p><b>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</b></p>	<p>ASGN defines the short term as three to five years, the medium term as four to nine years, and the long term as 10 years or more. In 2023, we initiated our first comprehensive enterprise risk assessment.</p> <p>ASGN's management completed its enterprise risk profile and developed mitigation plans for each prioritized risk. Risks were identified through a bottoms-up assessment. Executive management met to consolidate, prioritize, and calibrate these risks, ultimately focusing on what were determined to be the top key risks enterprise-wide. Risks deemed low or unlikely were either de-escalated or merged with other risks. Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control.</p> <p><b>Reputational Risks:</b> Our brand and reputation are associated with our public commitment to various sustainability initiatives. Our disclosures on these matters, and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation, and adversely affect our client relationships or our recruitment and retention efforts. For more information, refer to Item: <a href="#">1A – Risk Factors in our 2024 Annual Report on Form 10-K</a>. We also respond to numerous sustainability supplier questionnaires from our clients every year on our emission reduction targets and report on our progress through annual reporting frameworks including the CDP, GRI, and EcoVadis.</p> <p><b>Compliance/Regulatory Risks:</b> Our sustainability commitments and disclosures may expose us to reputational risks and legal liability. Our brand and reputation are associated with our public commitment to various sustainability initiatives. Our disclosures on these matters, and any failure or perceived failure to achieve or accurately report on our commitments, could harm our reputation, adversely affect our client relationships and recruitment or retention efforts, and expose us to potential legal liability. For more information, refer to Item: <a href="#">1A – Risk Factors in our 2024 Annual Report on Form 10-K</a>. We are monitoring the evolving landscape of required disclosures from various regulatory bodies at the state and federal level that would standardize mandatory climate-related disclosures.</p> <p><b>Operational and Financial Risks:</b> The physical impacts of climate change, which include an increase in the frequency and intensity of extreme heat days, drought, wildfires, landslides, storms, and sea level rise, can negatively affect business activities and lead to sudden and significant changes in regional and global economic conditions and cycles. For more information, refer to Item: <a href="#">1A – Risk Factors in our 2024 Annual Report on Form 10-K</a>.</p>



**Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning.**

In 2023, we launched our first comprehensive enterprise risk assessment and launched a Company-wide ERM Program. This risk assessment found that climate-related risks were low enterprise risks, with low exposure and a moderate level of control.

### (3) RISK MANAGEMENT

RECOMMENDED DISCLOSURE	RESPONSE
<p><b>Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including 2 Degrees Celsius or lower scenario.</b></p>	<p>Climate-related risks were ranked as low enterprise risks, with low exposure and a moderate level of control. Considering our industry and company characteristics, the Company believes that its preparedness gap for climate risks is moderate.</p>
<p><b>Describe the organization’s processes for identifying and assessing climate-related risks.</b></p>	<p>In 2023, ASGN initiated its first comprehensive enterprise risk assessment and began developing a Company-wide ERM Program. After an initial bottom-up identification, executive management consolidated, prioritized, and calibrated the risks.</p> <p>Climate-related risks were ranked as low enterprise risks, characterized by minimal exposure and a moderate level of control.</p> <p>ASGN’s process for identifying and assessing climate-related risks incorporates both qualitative and quantitative approaches. Risks are evaluated within an enterprise risk framework, considering their probability of occurrence and potential severity. Financial impact assessments account for lost productivity as well as potential revenue opportunities arising from climate-related factors.</p>



**Describe the organization's processes for identifying and assessing climate-related risks.**

**(Continued)**

The monitoring of risks and opportunities is an ongoing process, with reports provided to the CEO and the NCG Committee on a biannual basis—or more frequently if deemed necessary.

ASGN employs a multi-layered approach to prioritize and manage climate-related risks and opportunities. Guided by universal risk management principles, we aim to: (1) avoid risks, when possible, (2) mitigate risks through proactive measures, and (3) control risks to the extent feasible.

We also consider the risks faced by our clients, investors, and suppliers, assessing their potential impact on our overall risk response. ASGN remains informed through international guidelines, industry standards, and climate-related developments to help prioritize risks and opportunities and refine our management strategies accordingly.

Identified and assessed risks are prioritized based on their potential impact on the Company. While we strive to minimize disruptions, we recognize that we cannot shield our stakeholders from all climate-related events. In the case of catastrophic occurrences affecting large numbers of our people, our business continuity and disaster recovery plans may be limited in effectiveness.

**Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.**

In 2023, ASGN initiated its first comprehensive enterprise risk assessment and began developing a Company-wide ERM Program. After an initial bottom-up identification, executive management consolidated, prioritized, and calibrated the risks.

Climate-related risks were ranked as low enterprise risks, characterized by minimal exposure and a moderate level of control.



#### (4) METRICS AND TARGETS

CODE	DISCLOSURE TOPIC
<p><b>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</b></p>	<p>ASGN’s Climate-related Risk Assessment and Management Performance Metrics:</p> <ul style="list-style-type: none"> <li>• Annual reporting of third-party verified GHG inventory</li> <li>• Annual reporting of GHG reduction progress</li> <li>• Policies, procedures, and practices developed, reviewed, and updated on an ongoing basis</li> </ul>
<p><b>Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (“GHG”) emissions, and the related risks.</b></p>	<p><a href="#">Our Emissions, Reducing Our Environmental Impact</a></p> <p>Also see our CDP submission.</p>
<p><b>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</b></p>	<p>ASGN commits to reduce absolute Scope 1 &amp; 2 greenhouse gas (GHG) emissions 54.6% by FY2033 from a FY2023 base year. ASGN also commits to reduce Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, business travel, employee commuting, and upstream leased assets 61.1% per full time employee by FY2033 from a FY2023 base year. ASGN also committed to reach net zero by 2050. These emission reduction goals have been approved by the Science Based Target initiative (SBTi).</p> <p>At ASGN, we are focusing our strategic emission reduction efforts on the following four categories: building energy, business travel, employee commuting, and procurement. Our Emission Reduction Plan and Environmental Management Policy include prioritizing leasing office space in LEED-certified buildings, buildings with on-site solar power, or buildings that purchase renewables through local energy providers when cost comparable; increasing our energy efficiencies by engaging in energy conservation when possible; reducing our office waste; and encouraging low-carbon employee commuting and business travel practices.</p> <p>We measure our performance through an annual third-party assured GHG emissions inventory and employee surveys. These surveys assess commuting practices—including modes of transportation—as well as energy procurement for home offices.</p>

# Alignment with the Ten Principles of the UNGC

ASGN has integrated the Ten Principles of the United Nations Global Compact (UNGC) into our policies, procedures, and strategies. This commitment reinforces our fundamental responsibility to our community and planet while laying the foundation for long-term success. For more details, see [ASGN's UNGC Communication on Progress](#).

## HUMAN RIGHTS

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
<b>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</b>	<a href="#">Ethics and Compliance</a> <a href="#">Human Rights Policy</a> <a href="#">Anti-Harassment &amp; Discrimination Policy</a>
<b>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</b>	<a href="#">Ethics and Compliance</a> <a href="#">Human Rights Policy</a> <a href="#">Anti-Harassment &amp; Discrimination Policy</a>



## LABOR

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
<p><b>Principle 3: The freedom of association and the effective recognition of the right to collective bargaining.</b></p>	<p><a href="#">Human Rights Policy</a></p>
<p><b>Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.</b></p>	<p><a href="#">Human Rights Policy</a></p>
<p><b>Principle 5: Businesses should uphold the effective abolition of child labor.</b></p>	<p><a href="#">Code of Business Conduct &amp; Ethics Policy</a> <a href="#">Human Rights Policy</a></p>
<p><b>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</b></p>	<p><a href="#">Code of Business Conduct &amp; Ethics Policy</a> <a href="#">Anti-Harassment &amp; Discrimination Policy</a></p>



## ENVIRONMENT

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p>	<p><a href="#">Environmental Management Policy</a></p>
<p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p><a href="#">Environmental Responsibility</a> <a href="#">Environmental Management Policy</a></p>
<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p><a href="#">Environmental Responsibility</a> <a href="#">Environmental Management Policy</a></p>

## ANTI-CORRUPTION

UNGC 10 PRINCIPLES	RELATED ASGN INITIATIVES
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p><a href="#">Anti-Corruption Policy</a></p>

# Alignment with the United Nations SDGs

## › ASGN is a corporate participant in the United Nations Global Compact (UNGC).

We are dedicated to advancing those goals that are relevant to our business sector and sphere of influence.

### SDG 3 - GOOD HEALTH AND WELL-BEING



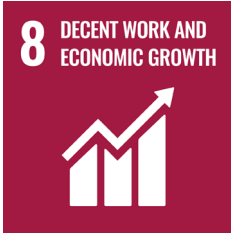
We are dedicated to ensuring our employees feel protected, engaged, and valued. To support their well-being, our brands provide comprehensive benefits that address physical and mental health needs, as well as offer wellness and professional development opportunities. Additionally, we remain committed to giving back to the communities where we work and live through Corporate Giving efforts, including providing employees with a designated day for community service. For more details, see our [Employee Wellness Policy](#) and [Workplace Health and Safety Policy](#).

#### OUR IMPACT:

- ✓ [Employee Engagement](#)
- ✓ [Social Responsibility](#)
- ✓ [Community Engagement](#)
- ✓ [Corporate Giving](#)



## SDG 8 - DECENT WORK AND ECONOMIC GROWTH



We are committed to promoting decent work for all and fostering sustainable economic growth. We take pride in providing fair wages, comprehensive benefits, and social protections that help our workforce and their families continue to thrive. A happy and well-supported workforce drives productivity and retention, which in turn helps to strengthen our economic growth and long-term success.

### OUR IMPACT:

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- ✓ [Our Company](#)
- ✓ [Responsible Business](#)
- ✓ [Our Workforce](#)
- ✓ [Employee Engagement](#)

## SDG 9 - INDUSTRY, INNOVATION, AND INFRASTRUCTURE



Secure development practices combined with robust cybersecurity measures are critical for the development and deployment of new technologies, while also safeguarding current technological infrastructure. We are dedicated to driving transformative growth, while simultaneously maintaining the highest safety and risk mitigation standards. The Strategy and Technology Committee, operating under the authority of our Board of Directors, is dedicated to oversight of technology and cybersecurity matters Company-wide. In addition, our Enterprise Cybersecurity Council brings together cybersecurity experts from all brands to strengthen defenses, optimize resources, and address cybersecurity challenges as a unified group.

### OUR IMPACT:

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- ✓ [Our Company](#)
- ✓ [Cybersecurity](#)



## SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION



Our Supplier Code of Conduct and Sustainable Procurement Policies clearly outline our expectations for vendors. In 2024, we conducted a sustainability supply chain survey of our top suppliers to gain deeper insight into their expectations and evaluate their adherence to sustainability guidelines and benchmarks.

### OUR IMPACT:

- ✓ [Our Company](#)
- ✓ [Supply Chain Management](#)

## SDG 13 - CLIMATE ACTION

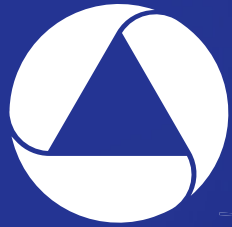


We measure and report our carbon emissions annually as part of our ongoing commitment to address climate change. In 2024, we advanced our efforts by aligning our near-term and net-zero emission reduction targets with the Science Based Targets initiative (SBTi).

Additionally, we launched a Sustainable Employee Commute Pilot to encourage carpooling and minimize our carbon footprint. We also maintained our ISO 14001 certification at our Corporate Headquarters in Glen Allen, Virginia, reinforcing our dedication to environmental stewardship. Additional details can be found in our [Environmental Management Policy](#), [Sustainable Procurement Policy](#), and [Sustainable Business Travel Guidelines](#).

### OUR IMPACT:

- ✓ [Environmental Responsibility](#)
- ✓ [Our Emissions](#)
- ✓ [Reducing our Environmental Impact](#)



**ASGN**<sup>®</sup>  
Incorporated

## **ABOUT ASGN INCORPORATED:**

ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and solutions for commercial and government sectors. Through its integrated offerings, ASGN helps corporate enterprises and government organizations develop, implement, and manage critical IT and business solutions. For more information, visit [asgn.com](https://www.asgn.com). To stay updated on our latest corporate sustainability initiatives, visit [asgn.com/sustainability](https://www.asgn.com/sustainability).