



To all our Stakeholders:

I am very pleased to reaffirm our Company's support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this statement, our first annual Communication on Progress, I would like to share our Company's actions to integrate each of these principles in our business strategy, our culture and our daily operations. In addition to this formal statement of affirmation, we are also dedicated to sharing this information with all of our stakeholders via our regular channels of public communication, including quarterly and annual earnings reports, annual proxy statements and our annual Environmental, Social, Governance reports.

Starting with Principles 1 and 2, those related to Human Rights, in 2021 ASGN adopted a formal [Human Rights Policy](#) that displays our support and utmost respect for the protection of human rights as well as ensures that our Company is not, in any shape or form, complicit in human rights abuses. Our Human Rights Policy defines our commitment to maintaining a healthy and safe workplace for all our employees; upholding a culture of dignity and respect; ensuring fair employment decisions companywide; providing a sexual harassment-free workplace; enabling our entire team the freedom of association; demanding supply chain accountability throughout our business operations; and, importantly, establishing a zero-tolerance threshold for corruption.

Over the past year, ASGN also made significant strides towards supporting the United Nations' Principles 3 through 6, those that address the topic of Labor. In 2021, we added two female directors to our Board and now have three women on our 11-member Board of Directors. In 2022, we are committed to making even further progress on our diversity and inclusion efforts which we first set forth in 2020. This year, we are committed to increasing diversity amongst our senior executives, including in areas related to race, ethnicity, gender identity and sexual orientation. Specifically, by 2025, we are setting a gender equity and diversity target of 40 percent women and diverse candidates in senior executive positions at ASGN. This past year, we also formally adopted a [Board Diversity Policy](#). It is our mission to provide a highly diverse, equitable and inclusive workplace dedicated to continual improvement. By supporting the growth of our employees and consultants, we will ultimately deliver excellent results to our clients.

Making progress against Principles 7 through 9, those that address the Environment, was also an area of focus for ASGN over the past year. In 2021, we implemented our first comprehensive Greenhouse Gas inventory and adopted an [Environmental Management Policy](#). We are now in the process of establishing our Carbon Emissions Reduction Plan to methodically guide our efforts to reduce our Company-wide greenhouse gases by 55 percent per our 2019 baseline, while also increasing our overall positive contributions to society and our shared environment.

Last, but certainly not least, with regards to Principle 10, Anti-Corruption, in 2021 we adopted an [Anti-Corruption, Reporting and Whistleblower Policy](#), which reconfirms our commitment to our Company Code of Conduct and our zero tolerance for bribery and corruption as well as establishes formal reporting procedures should any concern be brought to our attention. At ASGN, our people are our most valuable

asset. It benefits all of us if we raise our concerns so that our Company can immediately consider them and carefully evaluate the best course of action.

As is reinforced by the United Nations, sustainability begins with a principles-based approach to conducting business. ASGN is committed to all 10 Principles of the UN Global Compact. We have made solid progress against each principle over the past year, and we remain dedicated to enacting good practices, maintaining a culture of integrity and upholding basic principles to our people and the planet in the current year. With this, we conclude our first annual Communication on Progress.

Regards,

Ted Hanson

Chief Executive Officer, ASGN