

ManTech®



**Securing
the
Future™**

**ManTech 2024
Carbon Emissions Report**



To our customers, business partners and employees: ✦

ManTech's long-standing commitment to sustainability practices is an engaged approach partnering with existing and prospective landlords to focus on responsible resource stewardship. We are proud of our success to date and are excited about opportunities to achieve even greater efficiencies. We are committed to an enterprise-wide responsibility that engages our workforce in support of a healthy, sustainable environment in the years ahead and tracking success.

This report marks our ninth year of measuring our energy usage, including a computation of our carbon footprint. This year ManTech adds data for 2023. Equipped with this information and what it tells us, we are excited by the potential positive influence of this data on future sustainability initiatives in the years ahead.

In 2023, ManTech's overall greenhouse gas emissions were 23,374 metric tons. This represents an overall decrease of 6,517 metric tons vs. 2022 (a decrease of 21.8%).

Key drivers that contributed to this overall decrease included favorable EPA changes to emission rates per employee mile travelled and reduced facility energy use, which were balanced against our employees' increased business travel and increased emissions per business travel mile.

These drivers shifted the total usage data from the prior year:

- **Scope 3:** Emissions from employee commuting and business travel decreased by 4.9k tons (or 25%), driven primarily by a reduction in EPA-published emission factors and fewer overall miles driven due to a mix of remote work and employee headcount change.
- **Scope 2:** Facility energy use decreased by 1.6k tons (or 14%), driven by reduced industrial square footage in Florida, reduced office square footage in Maryland and DC, and a cleaner mix of facility types.
- **Scope 1:** Vehicle use contributed to 0.2k tons. Our overall vehicle use increased by 26%, but emissions increased by only 1%.

Looking ahead, ManTech is taking many actions to bolster our environmental impact and reporting. For example, we are:

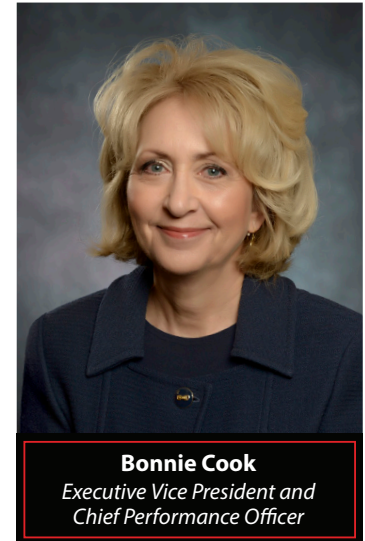
- Currently implementing an Environmental Management System, and will pursue ISO-14001-2015 certification by Q1-2025;
- Participating in The Carlyle Group's decarbonization bootcamp, and are
- Mapping out strategy and next steps for compliance, based on regulatory changes from the SEC, California, and others.

Best regards,



Bonnie Cook

Executive Vice President and Chief Performance Officer



Our Enduring Commitment to Sustainability

ManTech's commitment to sustainability has been a part of the company's mission since our founding more than 55 years ago – empowering our nation through a diverse and skilled workforce delivering values-driven innovative technology, consulting services and digital solutions for our customers' mission every day. Our values, focused on trust, inclusion, quality and sustainability, are central to our support of our nation, and serve as the foundation for all we do. We are proud of our success and motivated by opportunities to achieve greater efficiencies all across our business. We are proud of our workforce who act on our responsibility to help ensure a healthy, sustainable environment every day that cultivates a secure, resilient future.

One ManTech

ManTech's Strong History

- 1968** Co-founded by George J. Pedersen
- Core Values** Established First Code of Ethics
- Special Assistance Fund** Established 1998
- Environmental Remediation @ World Trade Center**
- 2020** Kevin M. Phillips appointed Chairman
- 70+** technology partners & alliances
- Located in 425+ energy smart, sustainable facilities
- 600+** contracts and task orders in service to our Defense, Intelligence, Federal Civilian missions
- 7,500+** cleared employees
- 9,800** diverse, highly skilled professionals
- Supporting the U.S. frontlines, Space Mission and Mars Rover Team
- 2022** Matt Tait appointed CEO & President
- 55 years** experience serving the U.S. federal government

ManTech's Mission

Our mission is empowering our nation through a diverse and skilled workforce securely delivering innovative technology, consulting services and digital solutions for our customers' mission success, every day.

Core Values

Our values are grounded in a bedrock of truth, integrity and caring for each other and the mission. We hold steadfast to:

- **TRUST** – We earn and protect the trust of our customers, employees and investors through an authentic and enduring foundation of respect, fairness, credibility and honoring our commitments, always.
- **INCLUSION** – We are an inclusive, diverse and talented workforce with a passion for mission success, intellectual capital, creativity and integrity. Our high ethical standards and investment in our people build confidence with our customers.
- **QUALITY and SUSTAINABILITY** – We deliver exceptional quality to customers through differentiated technology solutions, an uncompromising focus on excellence – and our commitment to environmental and social governance.



Our Energy Footprint

ManTech does not own or manage any of the office and facility space in which our employees work. The vast majority of the energy we utilize comes from these facilities, and we continue to improve our energy usage by working with our landlords to make efficient upgrades and by making energy-efficient choices when selecting new facility space. Electricity usage in our facilities is defined within the Greenhouse Gas Protocols as a 'Scope 2' reportable item. We do not have facilities in foreign countries but are imbedded in customer facilities, both internationally and domestically, for which we are not the responsible reporting party. Usage for those facilities is not included in our reporting.

We also directly consume fuel to maintain a small cadre of vehicles. We continually monitor the fuel efficiency of our vehicles and make energy-based decisions when replacing, or choosing to not replace, a fleet vehicle. Additionally, we consume fuel to manage, maintain and utilize, when needed, generators at a number of our critical facilities. These are facilities that must remain operational to support national security missions for our customers. This fuel usage is defined within the Greenhouse Gas Protocols as a 'Scope 1' reportable item.

Our employees travel to support our customers wherever the mission takes them. Additionally, many of our employees commute to either a ManTech facility or a customer location to perform their work. We included the estimated fuel usage for these activities as defined within the Greenhouse Gas Protocols as a 'Scope 3' reportable item.

For this report, ManTech has collected its energy usage and developed its Greenhouse Gas Inventory for calendar years 2016 through 2023. Our data collection for Scope 1 and 2 are, to the greatest extent possible, based upon actual fuel consumption and actual kilowatt hours of electricity used. In general, we have been successful in obtaining either our actual electricity usage in facilities or a square footage proration of the actual electricity usage for a building that we partially occupy. In cases where our landlords are unable to provide actual electric usage data, we have estimated the electricity usage based on the actual square footage electricity usage in other facilities.

We do not intend to reset our baseline and historic energy estimates for new or improved data, with the exception of adjusting for the addition or subtraction of significant acquisitions or divestitures. All facilities, operations and emissions sources have been included in this report that are under operational control of ManTech International Corporation and its subsidiaries.

Advancing Environmental Responsibility

As the trusted partner of government, ManTech will actively pursue continuous improvements in adherence to national environmental policy.

One outcome of the pandemic that may well contribute to improved energy use efficiency and reduce emissions is the transition to telework. Like many of our peers in the government services contracting industry, ManTech has realized the benefit of this new flexible workforce—the ability to reduce the physical footprint via work-from-home and virtual meetings among employees and with government customers, who themselves are undergoing a similar transformation. Our stated levers for change are expected to take shape in three key ways: measurable reduction in employee commuting; diminution of office space required for conducting business; and greater efficiency in power generation to support our needs.

Finally, over the past four years, ManTech has realized great success in providing “outcomes-based solutions” – sophisticated technology solutions that leverage advances in Artificial Intelligence and in the process reduce strict reliance on headcount to support customer missions. Such reduced headcount could impact both power use and the denominator of the emissions/employee ratio in the future.

Greenhouse Gas Emissions

Our carbon footprint is calculated from our fuel and electricity usage. We utilized the EPA’s GHG Emissions Factors, by region, to calculate our emissions; expressed below in megatons of CO₂ equivalent emissions.

Our Energy Footprint Usage Encompasses Three Key Scopes:



Scope 1 - Vehicles

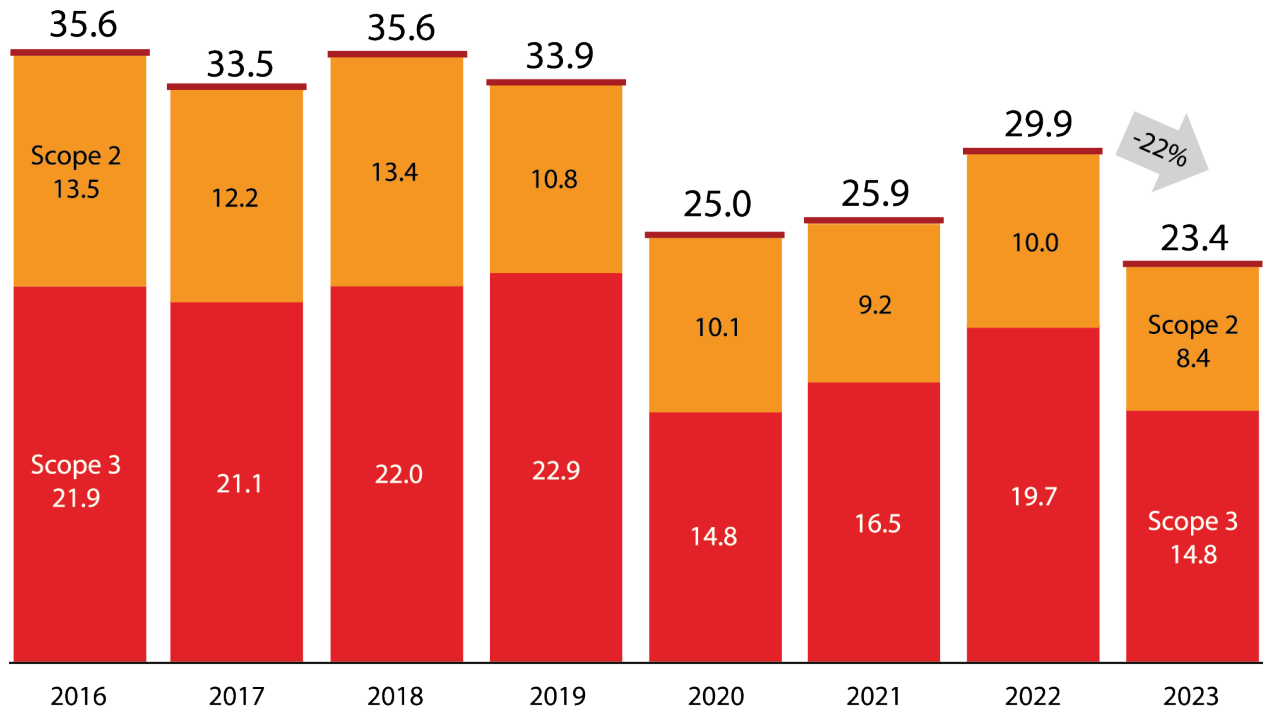


Scope 2 - Facilities



Scope 3 - Air Travel

GHG emissions down 22%



Scope 3: 14.8k tons

- **51% reduced employee commute emissions (-7.4k tons to 7.1k)**
 - 44% reduction in 2023 EPA-published emission factors kg CO2 per mile
 - 13% fewer miles driven due to remote mix and headcount change
- + **46% increased business travel emissions (+2.4k tons to 7.7k)**
 - + driven by +20% miles traveled
 - + +22% emissions per flight mile

Scope 2: 8.4k tons

- **14% reduced kWh usage (-1.6k tons)**
 - + 5% increase in sq. ft.
 - Reduced VA and MD office sq. ft.
 - + Increased FL industrial sq. ft.
 - Cleaner mix of facility types

Scope 1: 0.2k tons

- **Up 26%, but only 1% of emissions**
 - 20% increased mileage (4k to 5k)
 - 5% increased fleet count (90 to 94)

Emissions	2015	2016	2017	2018	2019	2020	2021	2022	2023
Scope 1	126	182	172	187	234	126	144	188	236
Scope 2	18,908	13,534	12,214	13,376	10,841	10,122	9,226	9,991	8,370
Scope 3	N/A	21,902	21,096	22,002	22,865	14,786	16,53	19,712	14,768
Total Greenhouse Gas Emissions	19,035	35,619	33,482	35,565	33,940	25,034	25,909	29,891	23,374
Average mtCO2e/sq Foot	N/A	0.0295	0.0248	0.0245	0.0186	0.0117	0.0134	0.0148	0.0111
Average mtCO2e/FTE	N/A	4.9608	4.6214	4.6212	4.1076	2.7144	2.8471	3.3793	2.6851



ManTech's overall greenhouse 2023 gas emissions were 23,374 metric tons. This is an overall decrease of 6,517 metric tons vs. 2022 (down 21.8%).

Key drivers that contributed to this overall decrease included favorable EPA changes to emission rates per employee mile travelled and reduced facility energy use, which were balanced against our employees' increased business travel and increased emissions per business travel mile.

These drivers shifted the total usage data from the prior year:

- **Scope 3:** Emissions from employee commuting and business travel is down 4.9k tons (or 25%), driven primarily by a reduction in EPA-published emission factors and fewer overall miles driven due to a mix of remote work and employee headcount change.
- **Scope 2:** Facility energy use is down 1.6k tons (or 14%), driven by reduced industrial square footage in Florida, reduced office square footage in Maryland and DC, and a cleaner mix of facility types.
- **Scope 1:** ManTech generators and ManTech-owned vehicles are not significant, representing only 236 tons, or 1.0% of total emissions. Minor increase up 49 tons due to increased overall vehicle use.

Looking ahead, ManTech is taking many actions to bolster our environmental impact and reporting. For example, we are:

- Currently implementing an Environmental Management System, and will pursue ISO-14001-2015 certification by Q1-2025;
- Participating in The Carlyle Group's decarbonization bootcamp, and are
- Mapping out strategy and next steps for compliance, based on regulatory changes from the SEC, California, and others.

We also published our Environmental Policy, CG-102, this year.

We believe these emission levels are responsible for a company of our type and size, but also recognize that there is room for improvement. We plan to continue to compile additional years of emission data for comparative purposes and to help inform future actions. We also recognize that company growth is likely to have an impact on emissions.

Responsible Resource Management

Please visit the ManTech website at <https://www.mantech.com/aboutcontracts/alliant-2> for a copy of the report.



Corporate Headquarters
2251 Corporate Park Drive
Herndon, Virginia 20171

mantech.com

ManTech[®]
Securing the Future