

ManTech.



**Securing
the
Future™**

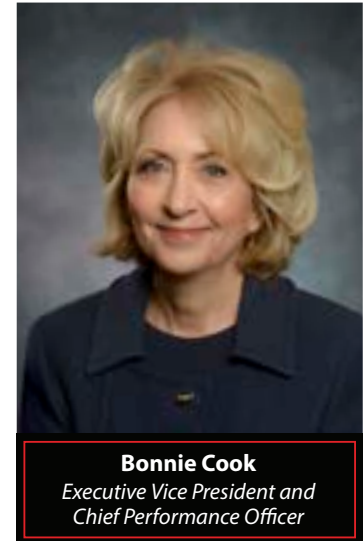
**ManTech 2023
Carbon Emissions Report**



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 eighth year of measuring our energy usage, including a computation of our carbon footprint. This year ManTech adds data for 2022. 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.



Bonnie Cook
*Executive Vice President and
Chief Performance Officer*

In 2022, ManTech’s overall greenhouse gas emissions were 29,891 metric tons. This represents an overall increase of 3,982 metric tons vs. 2021 (an increase of 15.4%)

This increase was expected, given comparisons against the 2020-2021 pandemic years – during which the continued remote and hybrid work environment significantly reduced overall emissions. The addition of office space due to our acquisition of Gryphon Technologies also contributed to an increase in our overall emissions footprint.

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

- **Scope 3:** Business travel and employee commuting is up 3,173 tons or 19.2%, about half from resumed business travel, and half from resumed return-to-office commuting
- **Scope 2:** Facility energy use is up 765 tons or 8.3%, driven by a 4.5% increase in space occupied at any point in the year, and a 4.2% performance decrease in our utility companies’ generation efficiency

Looking ahead, we forecast continued improvement in Scope 2, driven by reduced real estate footprint and utility efficiency. In addition, we forecast Scope 3 will continue to revert to prior, higher levels, as more employees drive to the office and resume business travel.

We hope you find this report a helpful guide to our energy usage and carbon footprint and recognize how ManTech’s environmental, social and governance stewardship makes a meaningful impact for the betterment of people and communities throughout the world.

We welcome your feedback and suggestions.

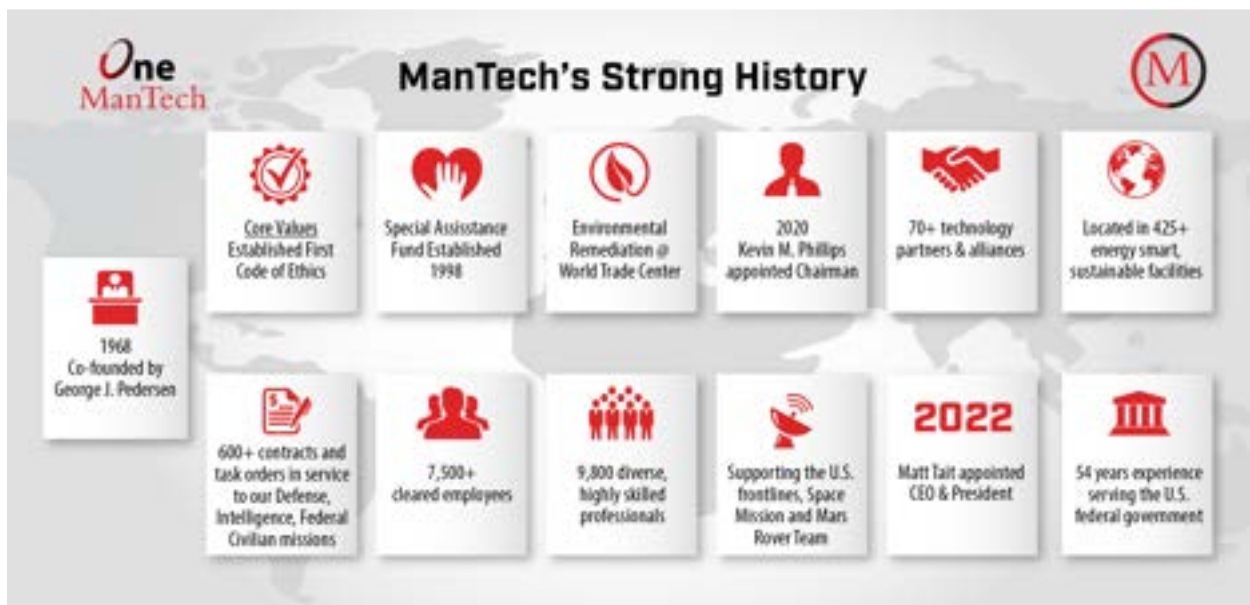
Best regards,

A handwritten signature in black ink that reads "Bonnie Cook". The signature is written in a cursive style.

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 54 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.



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 2022. 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 three 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

Emissions	2015	2016	2017	2018	2019	2020	2021	2022
Scope 1	126.47	182.50	172.48	187.50	233.54	125.86	144.24	187.70
Scope 2	18,908.26	13,534.46	12,213.55	13,375.55	10,841.14	10,121.97	9,226.00	9,991.16
Scope 3	N/A	21,902.28	21,095.92	22,001.55	22,865.17	14,786.19	16,538.43	19,712.08
Total Greenhouse Gas Emissions	19,034.73	35,619.24	33,481.95	35,564.60	33,939.85	25,034.03	25,908.67	29,890.95
Average mtCO2e/sq Foot	N/A	0.0295	0.0248	0.0245	0.0186	0.0117	0.0134	0.0148
Average mtCO2e/employee	N/A	4.9608	4.6214	4.6212	4.1076	2.7144	2.8471	3.3793

ManTech’s overall 2022 Greenhouse gas emissions were 29,891 metric tons. This is an overall increase of 3,982 metric tons vs. 2021 (up 15.4%).

This increase was expected, given comparisons against the 2021 pandemic year and the addition of Gryphon office space.

Three key drivers shifted the total usage data:

- **Scope 3:** Business travel and Employee commuting is **up 3,173 tons or 19.2%**, about half from resumed business travel, and half from resumed return-to-office commuting
- **Scope 2:** Facility energy use is **up 765 tons or 8.3%** driven by a 4.5% increase in space occupied at any point in the year, and a 4.2% performance decrease in our utility companies’ generation efficiency
- **Scope 1:** ManTech generators and ManTech-owned vehicles are **not significant**, representing only about 187 tons, or 0.6% of total emissions. Minor increase **up 43 tons** this year due to diesel generator use.

The per-employee and per-square-foot metrics are up 18.7% and 10.3% respectively, driven primarily by Scope 3 emissions by reduced headcount and increased facility footprints.

Looking ahead, we forecast continued improvement for Scope 2, driven by reduced real-estate footprint and greater utility efficiency.

We also forecast Scope 3 to revert to prior, higher levels, as more employees drive to the office and resume business travel.

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.



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