



2024 - 2025 Carbon Emissions Report

ManTech International Corporation
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This year marks ManTech's tenth year of measuring energy usage and calculating carbon emissions. This year's report adds data for emissions from the calendar year 2024 and includes prior years' emissions data on a comparable basis.

2024 Highlights

- **Carbon Emissions:** ManTech's overall greenhouse gas emissions during calendar year 2024 were 25,934 metric tons. This represents an overall decrease of 2,686 (or 9.4%) metric tons from comparable 2023 levels.
 - **Scope 3:** Emissions from employee commuting and business travel decreased by 2.2k tons (or 11%), driven primarily by reduced commuting and EPA factors.
 - **Scope 2:** Facility energy use decreased by 0.5k tons (or 6%), driven by office square footage efficiencies and a cleaner mix of facility types.
 - **Scope 1:** Vehicle and generator use represents less than 1% of total emissions.
- **ISO-14001 certification:** ManTech achieved ISO-14001 certification in Q1-2025 via an external audit in Q4-2024. This certification enables the company to pursue opportunities that require or reward the certification, while industrializing environmental management processes.

2025 Forward

- **Reduction Target for 2016-2025:** In 2021, ManTech established a reduction target for future emissions, aiming for a 15% reduction in emissions made from 2016 to 2025. ManTech remains on track to meet or exceed this target.
- **Reduction Target for 2026 forward:** ManTech plans to establish a revised target in 2026 following the final report of emissions generated during 2025. Major drivers of emissions reductions include facility efficiencies, employee commuting reductions, and electricity generation efficiencies.
- **Compliance:** ManTech continues to map and execute a compliance strategy driven by evolving requirements from clients, investors, certification bodies, stakeholders, and regulators at the state, federal, and international levels.

Energy Footprint

	Emissions measured in mtCO ₂ e									
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Scope 1	126	182	172	187	234	126	144	188	236	251
Scope 2	18,908	13,534	12,214	13,376	10,841	10,122	9,226	9,991	8,370	7,888
Scope 3	N/A	21,902	21,096	22,002	22,865	14,786	16,538	19,712	20,014	17,795
Total	19,035	35,619	33,482	35,565	33,940	25,034	25,909	29,891	28,620	25,934
Average per SqFt	N/A	0.0295	0.0248	0.0245	0.0186	0.0117	0.0134	0.0148	0.0136	0.0129
Average per FTE	N/A	4.9608	4.6214	4.6212	4.1076	2.7144	2.8471	3.3793	3.2878	3.1825

Data Collection: 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. All facilities, operations and emissions sources have been included in this report that are under operational control of ManTech International Corporation and its subsidiaries.

Scope 1: We directly consume fuel to operate a small fleet 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, a small number of generators at 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.

Scope 2: ManTech does not own or manage any of the office and facility space in which our employees work. 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.

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

Revisions: We do not regularly reset our baseline and historic energy estimates for new or improved data. In exceptional cases, the company may update prior years data for significant changes such as the addition or subtraction of significant acquisitions or divestitures. For the 2025 report, ManTech restated 2023 Scope 3 emissions to 20,014 mtCO₂e due to significant changes in 2023 EPA factors for employee commuting. The recalculation uses the latest EPA factor of 0.306 kgCO₂e/mile. All other elements of the 2023 calculations remain unchanged, and no other years have been updated.

ISO-14001-required publication of environmental aspects: ManTech's two primary environmental aspects include: (1) Backup generator diesel safety and (2) Carbon Emissions impact and target environmental aspects consisting of: [Scope 3:] Employee Commuting and Business travel, which can be managed by reduced footprint, telecommuting, virtual meetings. [Scope 2:] Facility Energy Usage, which can be managed by reduced footprint, cloud computing, and site energy efficiency. [Scope 1:] Vehicles, Generators, Fuel: Represent 1% of emissions, which can be managed by fleet management, and cloud migration reducing the need for diesel backup power

ISO-14001-required publication of environmental policy: ManTech Environmental Policy CG-102: At ManTech, we recognize the importance of environmental stewardship and the role that our business plays in helping to ensure a sustainable future. We commit to: · Complying with applicable

environmental laws, regulations, and contractual obligations to protect the environment and prevent pollution; · Continually monitoring the environmental impact of ManTech's operation; · Maintaining a supplier code of conduct that reflects ManTech's environmental commitments and priorities; · Encouraging personnel to participate in achieving our commitments and objectives · Continually improving the environmental management system to enhance environmental performance. We strive to: · Reduce non-renewable energy use where appropriate and feasible and reduce overall per capita energy consumption through enhanced efficiency and other measures; · Reduce non-energy-related natural resource use, including paper and water; and · Reduce waste and responsibly manage remaining waste streams.