



2025 - 2026 Carbon Emissions Report

MANTECH International Corporation
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This year marks MANTECH's eleventh year of measuring energy usage and calculating carbon emissions. This year's report adds data for emissions from the calendar year 2025 and includes prior years' emissions data on a comparable basis.

2025 Highlights

- **Carbon Emissions:** MANTECH's overall greenhouse gas emissions during calendar year 2025 were 27,473 metric tons. This represents an overall increase of 1,538 (or 5.6%) metric tons from comparable 2024 levels.
 - **Scope 3:** Emissions from employee commuting and business travel increased by 2.3k tons (or 13%), driven primarily by post-pandemic return to standard business travel and commuting patterns. This increase also reflects methodological refinement: we retired the temporary COVID-19 adjustment coefficients from our calculations to accurately capture normal operational data.
 - **Scope 2:** Facility energy use decreased by 0.8k tons (or 10%), 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, which is valid through February 2028, enables the company to pursue opportunities that require or reward the certification, while industrializing environmental management processes.

2026 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 exceeded this target with an achieved reduction of 22.8% from our 2016 results.
- **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 in metric mtCO₂e

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Scope 1	126	182	172	187	234	126	144	188	236	251	205
Scope 2	18,908	13,534	12,214	13,376	10,841	10,122	9,226	9,991	8,370	7,888	7,110
Scope 3	N/A	21,902	21,096	22,002	22,865	14,786	16,538	19,712	20,014	17,795	20,158
Total	19,305	35,619	33,482	35,565	33,940	25,034	25,909	29,891	28,620	25,934	27,473
Average per SqFt	N/A	0.0295	0.0248	0.0245	0.0186	0.0117	0.0134	0.0148	0.0136	0.0129	0.0137
Average per FTE	N/A	4.9608	4.6214	4.6212	4.1076	2.7144	2.8471	3.3793	3.2878	3.1823	3.3004

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 not to 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.

Methodology Revisions: MANTECH maintains integrity and comparability by restricting retroactive adjustments to historical emissions to significant structural changes. For the 2025 report, we introduced three key methodology refinements: transitioning to the 2025 EPA Greenhouse Gas Emission Factors (replacing the 2023 factors used previously), retiring pandemic-era adjustments within our Scope 3 employee commuting model to reflect current operational patterns, and adopting Enterprise's national average rate of \$0.59 per mile to precisely convert rental car spend into vehicle-miles traveled for Scope 3 business travel. For Scope 3.3 Fuel and Engergy-Related Activities a miscalculation from prior years was discovered and correct thus resulting in a reduction. Apart from these specific updates, all other baseline calculations remain unchanged, and no prior-year data has been retroactively adjusted.

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, and 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.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.