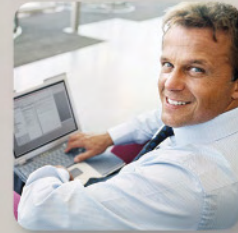




STANDARDS OF



ETHICS AND BUSINESS CONDUCT

ManTech

International Corporation®

MESSAGE FROM THE CHAIRMAN & CEO AND THE PRESIDENT & COO

November 2007

Dear Colleague,

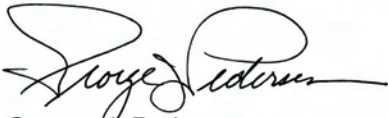
The latest version of ManTech's Standards of Ethics and Business Conduct is attached. This version of the Standards was approved by the Audit Committee of the Board of Directors and enjoys the support of the full Board of Directors. The Standards summarize the principles that guide our actions in the marketplace when dealing with customers, suppliers, teammates, competitors, and each other in the workplace. At ManTech, we hold ourselves and our co-workers to the highest standards of ethics and business conduct.

All employees, officers and directors are expected to comply with the guidance and policies set forth in the Standards. Please read the Standards carefully and make sure that you understand them, the consequences of non-compliance, and the importance of the Standards to the success of our corporation. If you have questions, speak to your supervisor or any of the other resources identified in the Standards. The Standards are of daily relevance so you should keep them continually in mind and have them readily available for reference.

As Chairman and CEO and President and COO of this corporation, we give you our personal commitment to uphold the Standards. All of our Subsidiary and Group Presidents, our Chief Financial Officer, Chief Technology Officer, General Counsel, Chief Accounting Officer, and Chief Compliance Officer have joined us in pledging their full commitment and support for the Standards.

We are proud of our employees, and we recognize the important role each of you has in defining ManTech as a good corporate citizen. Because our daily efforts involve critical national security technology programs at the highest security levels, we must meet or exceed the standards of the rest of our nation's corporations. Thank you for your persistence and diligence in maintaining the Standards, of which we can all be proud.

MANTECH INTERNATIONAL CORPORATION:



George J. Pedersen
Chairman of the Board and
Chief Executive Officer

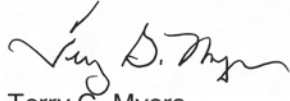


Robert A. Coleman
President and Chief Operating Officer

MANTECH INTERNATIONAL CORPORATION:



Kevin M. Phillips
Chief Financial Officer



Terry G. Myers
Senior Vice President and
Chief Compliance Officer



Kurt J. Snapper
Chief Technology and Strategy Officer



Jeffrey S. Brown
Vice President and General Counsel



John J. Fitzgerald
Senior Vice President of Finance and
Chief Accounting Officer

MANTECH SECURITY & MISSION ASSURANCE: MANTECH DEFENSE SYSTEMS GROUP/
MANTECH TELECOMMUNICATIONS &
INFORMATION SYSTEMS CORPORATION:

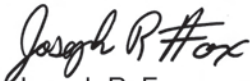


Thomas E. Mitchell
President



Eugene C. Renzi
President

MANTECH INFORMATION SYSTEMS &
TECHNOLOGY:

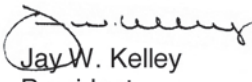


Joseph R. Fox
President



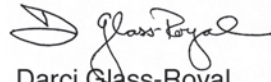
Kenneth J. Farquhar
President

MANTECH SPACE SYSTEMS:



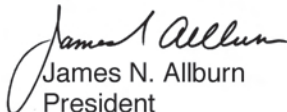
Jay W. Kelley
President

MANTECH GRS SOLUTIONS, INC.:



Darci Glass-Royal
President

MANTECH SRS TECHNOLOGIES, INC.:



James N. Allburn
President

TABLE OF CONTENTS

THE FOUNDATION OF OUR STANDARDS 1

STANDARDS 2

Commitment to our Customers 2

 Procurement Integrity 2

 Antitrust 2

 Organizational Conflicts of Interest 2

 Truth in Negotiations 2

 Offering Gifts and Entertainment 2

 Gifts in Foreign Countries or to Foreign Nationals 3

 Deliverables 3

 Hiring Former Government Employees 3

Commitment to our Employees 3

 Respecting One Another 3

 Employee Privacy 3

 Equal Employment Opportunity and Nondiscrimination 3

 No Harassment 4

 Drug Free Workplace/Workforce 4

 Employee Assistance Program 4

Commitment to our Teammates and Suppliers 4

 Procurement Policies 4

 Receipt of Gifts and Entertainment 4

 Copyrighted Software 5

Commitment to our Shareholders 5

 Conflicts of Interest 5

 Insider Trading 5

 Proprietary Information, Technology, and Trade Secrets 5

 Use and Disposal of Resources and Assets 5

 Financial Records, Transactions and Bank Accounts 5

 Recording of Costs 6

 Retention of Books and Records 6

 Material Developments; Compliance with Internal Controls 6

Commitment to our Community 6

 Lobbying 6

 Political Contributions 6

Commitment to our National Security 7

 Protection of Classified and Non-Classified Government Information 7

 Export Control and Compliance 7

Implementation of the Standards 7

 Reporting of Suspected Wrongdoing 7

 ManTech's Response to Your Concerns 8

 Waivers of the Standards 8

 No Rights Created 8

ADDENDUMS A

Financial Code of Ethics A

Sources of Help with Resolving your Concerns B

 Contacts for Corporate Resources B

 Ethics Helpline B

ACKNOWLEDGEMENT FORM C

THE FOUNDATION OF OUR STANDARDS

CORE VALUES

ManTech's three core values are the basis of our corporate culture and operating principles, and are the catalyst for our Professional Ethics and our Six Commitments.

- We value our position of **trust** with our customers – its foundation in partnership, integrity, ethics, and commitment is fundamental to success in all our business pursuits.
- We value our **people** – their passion for the mission, their shared vision for the future, their intellectual capital, and their creativity make our reputation and ensure our success.
- We value **quality** in all that we do – through innovation, value creation, and our quest for excellence, we continually seek to deliver the best value for our clients.

PROFESSIONAL ETHICS

ManTech's ethics are CLEAR. Business conduct on behalf of ManTech should demonstrate uncompromising integrity, and be guided by these essential Professional Ethics:

Compliance – with laws, regulations, security requirements and company policies,

Loyalty – to ManTech and our business interests,

Esteem – for ManTech's values and our tradition of mission before self,

Accountability – for all our actions and commitments, and

Respect – for ourselves and for others.

COMMITMENTS

ManTech's Six Commitments to ManTech's customers, employees, teammates/suppliers, shareholders, communities, and our national security are the foundation of our business:

- For **customers**, we will provide solutions composed of quality services and/or products delivered on time and within budget.
- For **employees**, we will treat our co-workers with professionalism, fairness, and respect. We will support the maintenance of safe and healthy workplaces.
- For **teammates** and **suppliers**, we will practice fair competition and we will conduct ourselves professionally and ethically.
- For **shareholders**, we will pursue growth and earnings objectives in an ethical and compliant manner to provide a superior return on our shareholders' investments.
- For **communities**, we will conduct ourselves in accordance with ManTech's objective of being a concerned and responsible corporate citizen.
- For **national security**, we will honor all regulations and laws relating to the protection of government classified information and resources.

STANDARDS

COMMITMENT TO OUR CUSTOMERS

Procurement Integrity

ManTech must compete fairly and ethically for all of its business opportunities. Potential or actual possession or use of: (i) a competitor's rates, or proposal materials; or (ii) government source selection information, can compromise the integrity of a procurement.

Antitrust

Antitrust laws promote open and fair competition by prohibiting agreements or understandings between competitors to fix or control prices; to allocate products, customers, markets, or territories; to boycott certain customers or suppliers; to exchange information with competitors about prices; or to refrain from or limit the provision of any product or service.

Organizational Conflicts of Interest

The U.S. government is concerned with any prospective contractor with interests or involvement in other contracts that could either impair its objectivity in providing advice or give it an unfair competitive advantage. Organizational Conflicts of Interest (OCI), may, unless adequately identified and mitigated, bar a contractor from competing for or receiving a contract award or task order under a contract. Since OCI concerns are not always addressed in the government's request for proposals, early identification of an OCI permits ManTech to properly assess its eligibility to participate in a procurement.

Truth in Negotiations

Generally, the Truth in Negotiations Act requires the submission of accurate, complete and current cost or pricing data to the government. Employees supporting the development of new business and proposals must understand and ensure compliance with this Act.

Offering Gifts and Entertainment

If you offer a gift, entertainment or other accommodation to a non-ManTech employee in connection with ManTech business, it must be: professional in nature; not excessive in cost and consistent with the intended recipient's own gift and entertainment policies. In the case of government officials, there are strict laws that govern offering gifts to government officials and employees or members of their families.

Federal Executive Branch Employees. Most of ManTech's contracts are with customers in the Executive Branch, to include the Intelligence Community; the departments of Defense, State, Homeland Security and Justice; the Space Community; and other U.S. federal government customers. Therefore, special attention should be given to this branch's gratuity regulations, which prohibit ManTech employees from giving anything of value to federal Executive Branch employees, except as follows:

- ManTech advertising or promotional items of little intrinsic value (generally items that are valued at less than \$20, but totaling no more than \$50 annually per federal employee);
- Modest refreshments such as coffee, soft drinks and donuts on an occasional basis; or
- Business related meals and local transportation having an aggregate value of \$20 or less per occasion, but totaling no more than \$50 annually per federal employee.

Exceptions exist for free attendance at certain meetings, widely attended gatherings and business activities outside the borders of the United States. Use of such exceptions must be pre-cleared with the Corporate Legal or Compliance Department.

Federal Legislative and Judicial Branches, and State and Local Government Employees. Employees of the federal Legislative and Judicial Branches and employees of state and local government departments or agencies are subject to a wide variety of rules, laws and/or regulations. Gifting to or entertainment plans with such government employees must be pre-cleared with the Corporate Legal or Compliance Department.

Gifts in Foreign Countries or to Foreign Nationals

Customary business practice in foreign countries may call for the exchange of gifts. In cases where such gifting is necessary, only ManTech may provide the gift and any gifts received by ManTech employees will become ManTech property. Notwithstanding, the U.S. Foreign Corrupt Practices Act (FCPA) prohibits giving anything of value, directly or indirectly, to foreign officials, political candidates or foreign governments in order to influence business. Furthermore, the laws in some foreign countries prohibit gifting to government officials or government entities. Gifting to foreign persons or entities must be pre-cleared by the Corporate Legal or Compliance Department.

Deliverables

ManTech's employees are responsible for ensuring that: (i) ManTech's products and services meet customer requirements; (ii) ManTech reviews its own performance of services to ensure contractual compliance; and (iii) ManTech provides all necessary documentation of the products and services it delivers.

Hiring Former Government Employees

There are specific rules and regulations that limit the duties that former U.S. government employees (military or civilian) may perform as employees of ManTech. Generally, former government employees should not represent ManTech in dealings with the government on: (i) any project in which they were substantially involved while in government service; or (ii) any project for which they had responsibility during the two (2) year period before they left government service.

Due to the complexities of these regulations, employment candidates who have been employed by the government in procurement related positions during the previous two (2) year period must obtain and provide an Ethics Advisory Opinion from the Ethics Official of their former agency.

If you are a former U.S. government official or military officer, you must keep current with the laws and regulations that may prevent you from performing certain duties for ManTech.

COMMITMENT TO OUR EMPLOYEES

Respecting One Another

Our treatment of each other and our work environment affects the way we do our jobs. Employees want and deserve a work place where they are respected and appreciated. Therefore, ManTech's employees must contribute to the creation and maintenance of such an environment. Supervisors and managers must foster a workplace that supports honesty, integrity, respect and trust.

Employee Privacy

ManTech respects the privacy and dignity of its employees. Because ManTech is entrusted with certain personal information about its employees, special care is taken to limit access to this information to employees with a need to know. Employees who are provided access to such information must protect such information in accordance with the law and ManTech policy.

You should not search for or retrieve items from another employee's workspace without prior approval of that employee or management. Similarly, you should not use communication or information systems to obtain access to information that is not intended for your review.

You should not place or keep your private information in ManTech's telephony systems, computer or electronic mail systems, office systems, offices, work spaces, desks, credenzas, or file cabinets. ManTech reserves all rights, to the fullest extent permitted by law, to inspect such resources, systems, properties and areas and to retrieve/inspect information or property from them.

Equal Employment Opportunity and Nondiscrimination

ManTech is an equal opportunity employer in hiring and promoting practices, benefits and wages. We will not tolerate discrimination against any person on the basis of race, religion, color, gender, age, marital status, national origin, sexual orientation, citizenship, Vietnam-era or disabled veteran status or disability (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation), or any other basis prohibited by law in recruiting, hiring, placement, promotion, or any other condition of employment.

No Harassment

ManTech strictly prohibits any form of harassment in the workplace. ManTech will take prompt action to prevent and, where necessary, discipline behavior that violates this policy.

Sexual Harassment. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. Forms of sexual harassment include, but are not limited to, the following:

- verbal harassment, such as unwelcome comments, jokes, or slurs of a sexual nature;
- physical harassment, such as unnecessary or offensive touching or impeding; and
- visual harassment, such as derogatory or offensive images or gestures.

Other Forms of Harassment. Other forms of harassment are also strictly prohibited. Harassment is verbal or physical conduct that degrades or shows hostility or hatred due to race, color, national origin, citizenship, religion, sexual orientation, marital status, age, mental or physical handicap or disability, veteran status or any other characteristic protected by law.

Harassing conduct includes, but is not limited to, the following: epithets; slurs; negative stereotyping; threatening, intimidating or hostile acts; and use or display of written material or graphics that ridicules or shows hostility or aversion to an individual or group.

Reporting Harassment. If you have been subjected to harassment of any kind, regardless of who the offender may be (whether employee, consultant, vendor, or customer), you should promptly report the incident to your supervisor, the harasser's supervisor, or any of the other resources identified in the Standards. Supervisors and Managers must promptly report all complaints of harassment to the Corporate Human Resources Department. ManTech will not retaliate against you for making a good faith report of harassment or for your participation in the investigation of a report. If you are comfortable doing so, you may also wish to confront the offender and state that the conduct is unacceptable and must stop.

Drug Free Workplace/Workforce

ManTech provides a workplace free of illegal drugs. The unlawful manufacture, distribution, possession or use of controlled substances by employees in the workplace is strictly prohibited.

Employee Assistance Program

Confidential employee assistance with substance abuse and other personal problems is available to employees and their families through a ManTech-provided counseling and referral service. The nationwide network of Employee Assistance Programs can be reached by the following means:

EMPLOYEE ASSISTANCE PROGRAM
Toll Free: 1-888-267-8126
www.lifeworks.com -- login: mantech -- password: eap

COMMITMENT TO OUR TEAMMATES AND SUPPLIERS

Procurement Policies

Materials, supplies, equipment, and services purchased by ManTech should be procured at the lowest reasonable cost, from qualified suppliers who are able to meet delivery schedules. Competition among potential suppliers should be fostered and maintained. Applicable government regulations and contractual requirements governing ManTech's purchasing practices, including those pertaining to small, and small disadvantaged businesses should be followed. The Corporate Procurement Manual is posted on the ManTech portal as a resource for your reference.

Receipt of Gifts and Entertainment

When you are involved with business decisions for ManTech, your decisions must be based on your unbiased judgment. Your interactions with suppliers, customers, competitors, contractors and consultants must be in accordance with ManTech's best interests.

You must not ask for gifts and must not accept gifts or other benefits if doing so could affect your business judgment. Your receipt of an unsolicited gifts and business courtesies, including meals and entertainment, is permissible if: the items or offerings are (i) customary and commonly accepted business courtesies; (ii) not excessively valuable; (iii) given and accepted without an express or implied understanding that you are in any way obligated by your acceptance of the gift; and (iv) not a reward for any particular business decision already made or forthcoming. Gifts of cash or cash equivalents (including gift certificates, securities, below-market loans, etc.) of any value must be returned promptly to the donor.

Copyrighted Software

You may not create or intentionally make use of any unauthorized copies of copyrighted software. ManTech's policy is to comply with all license and copyright restrictions pertaining to all third party software purchased by ManTech or used in ManTech's business.

COMMITMENT TO OUR SHAREHOLDERS

Conflicts of Interest

Your work for ManTech must be performed in accordance with the best interests of ManTech. A conflict of interest (COI) exists when your own interests interfere with ManTech's interests. COIs are generally prohibited and exceptions must be approved in writing by the Chief Compliance Officer. Employees are encouraged to raise potential COIs with their supervisor or the Corporate Legal or Compliance Department to determine if the transaction is prohibited by ManTech's COI Policy.

Insider Trading

Personal use of non-public information of ManTech or another business or the disclosure of such information to persons who do not have a legitimate business need for such information, is strictly prohibited. The trading of securities of ManTech or any other publicly-traded companies based on material, non-public information relating to any company is unethical and illegal; liability can even extend to an employee who discloses material, non-public information to another person, who uses such information in a securities transaction.

Accidental disclosure of material, non-public information to another party is a serious breach of corporate confidentiality and can also result in insider trading. Sensitive information should not be discussed in any place where such information may be overheard by others. Accidental disclosure of material, non-public information must be promptly reported to the Corporate Legal Department.

Proprietary Information, Technology, and Trade Secrets

ManTech's proprietary information, technology, and trade secrets must be safeguarded and may only be used for ManTech's business. Likewise, the proprietary information, sensitive data, technology, and trade secrets entrusted to ManTech by third parties including governmental entities must be protected from disclosure and misuse.

Use and Disposal of Resources and Assets

Employees must guard against the improper use of ManTech, customer or third-party resources. Examples of improper use include: unauthorized copying of written materials or design concepts; misappropriation of proprietary materials; and misuse of telephone service, information technology services, office equipment, software or supplies. Sales and disposals of ManTech resources and assets must be approved by management and supported by proper documentation.

Financial Records, Transactions and Bank Accounts

Financial transactions must be recorded in accordance with generally accepted accounting principles in the U.S. (GAAP), government regulations, cost accounting standards, tax laws, and established practices as documented in ManTech's policies and manuals. ManTech's accounting records should accurately reflect the true nature and current condition of the transactions represented. Cash received must be promptly deposited in ManTech bank accounts and recorded in ManTech's accounting records. Petty cash amounts may be retained for business convenience.

Recording of Costs

Employees must ensure that all costs including labor, travel and material costs are accurately recorded and charged in accordance with policy, contract terms and regulation. If you have a concern about compliance with ManTech's Timesheet Accounting and Travel Expenses policies, you must report your concern to the Corporate Compliance Department or the Ethics Helpline.

Retention of Books and Records

By law, ManTech is required to retain certain records for various periods of time. Therefore, all destruction of records must be conducted in compliance with ManTech's Corporate Record Management and Retention policy. In the case of a current subpoena, legal proceeding, audit, or investigation, ManTech is required by law to retain all relevant records unless and until it is permitted to destroy such documentation as a result of a final settlement or closure of such matter.

Material Developments; Compliance with Internal Controls

As a publicly traded company, ManTech is subject to securities laws and regulations, including the statutory and regulatory requirements of the Sarbanes-Oxley Act. You must comply with ManTech's internal control policies and procedures and help ManTech ensure the full, fair, accurate, timely and understandable disclosure of financial and non-financial developments that could have a material effect on the operations or financial condition of ManTech. If you become aware of information that could have a material effect on the operations or financial condition of ManTech, you must ensure that the information is passed up through your chain of command and to the Controller, CFO and when appropriate the CEO as soon as it is noted.

If you prepare and/or file documents with the Securities and Exchange Commission, public news releases or other public communications made by ManTech, you are expected to fully, fairly, accurately, timely and understandably disclose all information that is required in connection with these filings and communications. Employees with financial reporting responsibilities are also bound by the **Financial Code of Ethics**, located in the Addendum to the Standards.

COMMITMENT TO OUR COMMUNITY

As a responsible corporate citizen, ManTech requires its employees to comply with the standards of the local, national and international communities and governments where we operate.

Lobbying

Lobbying is the practice of presenting special interests to legislators to influence governmental decisions, such as the passage or defeat of pending legislation. Employees may not engage in lobbying on behalf of ManTech without prior approval from the Corporate Legal or Compliance Department. The engagement of third parties to lobby on ManTech's behalf must also be approved in advance by the Corporate Legal or Compliance Department.

Political Contributions

The Federal Election Campaign Act (FECA) prohibits corporations like ManTech from making contributions or expenditures in federal elections. However, FECA does permit ManTech to maintain a separately segregated fund, called a Political Action Committee (PAC) to raise voluntary contributions from ManTech employees that are pooled by the PAC to make joint contributions to federal campaign activities.

You have the right to voluntarily participate in the political process and make personal contributions, as long as the following requirements are met:

- If you choose to participate in the political process, you must do so as an individual, not as a representative of ManTech.
- No one at ManTech may make a political contribution to obtain or retain business or to obtain any other improper advantage.
- Personal political contributions will not directly or indirectly be reimbursed by ManTech.

- Employees may not work on a political fundraiser or other campaign activity during working hours unless you obtain pre-approval from the Corporate Compliance Department.
- Many municipalities and some states have limits on or prohibitions against employees making personal political contributions to candidates for office if their employer has business or is seeking business with the government of the jurisdiction. Therefore, employees and directors should ensure that they comply with these laws when making personal political contributions to state and local candidates.

Due to the complexities of the law on political contributions, no ManTech employee may commit ManTech assets, funds, facilities, or personnel, on behalf of any candidate, campaign, political party, political committee or any entity exempt from federal income taxes under Section 527 of the Internal Revenue Code without the prior review and approval of the Corporate Legal Department.

COMMITMENT TO OUR NATIONAL SECURITY

Protection of Classified and Non-Classified Government Information

ManTech and its employees are required by law to protect U.S. government classified information as well as many forms of technical and sensitive government data. Uncompromising security is critical to the success of our nation and our customers. You should contact your Facility Security Officer or the Corporate Security Department with any questions or concerns that you have about security. You must report any potential or actual violation of the security regulations and/or laws relating to the handling of classified or non-classified government information to a responsible ManTech Facility Security Officer or the Corporate Security Department.

Export Control and Compliance

ManTech is committed to compliance with export control laws and regulations. Export of certain items, including technical data and defense services (goods), may be governed by export control laws and regulations. Generally, employees must not: (i) export goods to or from countries with respect to which the U.S. has a trade embargo in effect; (ii) export goods to or from individuals or organizations identified on lists of prohibited trade parties published by the U.S. government agencies; (iii) export goods for an end-use prohibited by the U.S. government agencies; (iv) export goods that are controlled by U.S. regulations without obtaining any required license, or using the appropriate license exemption, from the appropriate governmental authority; (v) share controlled technical data with foreign nationals, wherever located (even if done within the U.S. and even if the foreign national is employed by ManTech), without obtaining appropriate governmental approvals or (vi) perform services that are controlled by U.S. regulations on behalf of, or for the benefit of, certain foreign nationals, wherever located (even if within the U.S. and employed by ManTech), without obtaining appropriate governmental approvals. Guidance on export control compliance is available from the Executive Director, Corporate Export Control.

IMPLEMENTATION OF THE STANDARDS

Reporting of Suspected Wrongdoing

You have an affirmative duty to report any actual or suspected violation of the Standards, including the Financial Code of Ethics. If you have a reasonable basis for suspecting that a ManTech employee has violated or is violating the Standards, you must promptly contact your supervisor or responsible manager. Any supervisor or manager receiving a report of a suspected or actual violation must notify their senior management and promptly report the matter to the Corporate Compliance or Legal Departments. If appropriate, you may contact the Corporate Compliance Department or the Ethics Helpline directly. Employees with complaints or concerns about accounting, internal controls, or auditing matters may also choose to contact the Audit Committee of the Board of Directors through the Ethics Helpline, or may ask members of management to communicate their concerns to the Chairman of the Audit Committee.

All information that you provide will be treated confidentially and ManTech will protect your identity to the maximum extent practicable. ManTech prohibits retaliation against any employee who makes a good faith report of a potential violation of the Standards or the Financial Code of Ethics.

A concise list of resources available for reporting suspected wrongdoing or obtaining clarification of the Standards, including important Corporate contacts and Helpline information, can be found in the addendum entitled **Sources of Help with Resolving your Concerns**.

ManTech's Response to Your Concerns

All concerns that you report in good faith and with sufficient detail will be evaluated and, if necessary, investigated to determine whether a violation of the Standards has occurred. If a violation of the Standards has occurred, a report will be made to appropriate members of management. It is imperative that reporting persons not conduct their own preliminary investigations. Independent action may compromise the integrity of a subsequent investigation.

Waivers of the Standards

ManTech may waive application of the policies set forth in the Standards when special circumstances warrant a waiver. Waivers of the Standards for directors and executive officers may only be made by the Board of Directors or the Audit Committee of the Board (with notice to the Board) and must be promptly disclosed under law or regulation.

No Rights Created

The Standards are a statement of the fundamental principles and key policies and procedures that govern business conduct. They are not intended to and do not create obligations to or rights in any employee, director, client, supplier, competitor, shareholder or any other person or entity.

The Standards cover a wide range of business practices and procedures and are not designed to cover every issue that may arise, but are intended to provide guidance on how to resolve questions about the appropriateness of your conduct and/or the conduct of your co-workers. If you become aware of an issue that cannot be resolved through application of this guidance, you should seek advice from one of the referenced sources.

Your electronic acceptance or return of the acknowledgement form for the Standards represents your receipt, understanding and commitment to comply with the Standards.

ADDENDUMS

FINANCIAL CODE OF ETHICS

APPLICABLE TO THE CHIEF EXECUTIVE OFFICER, THE PRESIDENT, THE CHIEF FINANCIAL OFFICER, CHIEF ACCOUNTING OFFICER AND OTHER EMPLOYEES WITH FINANCIAL REPORTING RESPONSIBILITIES

As a publicly-traded company, ManTech's filings with the Securities and Exchange Commission must be accurate and timely. The Chief Executive Officer, the President, the Chief Financial Officer, the Chief Accounting Officer, the operating unit Presidents, the Business Operations personnel and any other employees involved in the financial reporting process bear a special responsibility for promoting integrity throughout ManTech and fostering a culture that ensures the fair and timely reporting of ManTech's financial results and operating condition to the public. Accordingly, if you are one of the aforementioned employees, you are bound by the following Financial Code of Ethics, which may include and repeat concepts incorporated elsewhere in the Standards, and you agree that you will at all times:

- Act with honesty and integrity, avoiding actual or apparent conflicts of interest in your personal and professional relationships.
- Provide and/or prepare information in a manner and of a quality so as to ensure the full, fair, accurate, timely, and understandable disclosure of information in ManTech's public communications, including the reports and documents that ManTech files with, or submits to, the Securities and Exchange Commission.
- Comply with financial reporting rules and regulations of federal, state, provincial and local governments, and other appropriate private and public regulatory agencies.
- Act in good faith, responsibly, with due care, competence and diligence in the preparation of all financial information, without misrepresenting material facts or allowing your independent judgment to be compromised.
- Respect the confidentiality of information acquired in the course of your work, except when authorized or otherwise legally obligated to disclose such information. Confidential information acquired in the course of your work must not be used for personal advantage.
- Ensure the responsible use of and control over all assets and resources that you control.

Violations of this Financial Code of Ethics, including failures to report potential violations by others, will be viewed as a severe matter requiring significant disciplinary action, up to and including termination of employment with ManTech. If you believe a violation of this Financial Code of Ethics has occurred, you should contact the Corporate Compliance Department, the Corporate Legal Department or the Ethics Helpline. Alternatively, you may contact the Chairman of the Audit Committee of the Board of Directors through the Ethics Helpline.

SOURCES OF HELP WITH RESOLVING YOUR CONCERNS

Contacts for Corporate Resources

The following Corporate resources are available to assist in your understanding of the Standards and reporting of wrongdoing.

Corporate Legal Department (703) 218-6099

Jeffrey Brown, Office of the General Counsel (703) 218-6098

The Corporate Legal Department is available to answer your questions about the application of the law and regulations to your business circumstances.

Office of the Chief Financial Officer (703) 218-6082

Kevin Phillips, Chief Financial Officer (703) 218-6362

The Chief Financial Officer is available to answer your questions about the application of the Standards to your business circumstances.

Corporate Compliance Department (703) 218-6489

Terry Myers, Senior Vice President and Chief Compliance Officer (703) 218-6405

The Corporate Compliance Department is available to answer your questions about the application of the Standards to your business circumstances.

Corporate Human Resources Department (703) 218-6023

Margo Mentus, Senior Vice President of Human Resources (703) 218-6008

The Corporate Human Resources Department is available to answer your questions about the application of most of the Standards to your business circumstances.

Corporate Security Department (703) 218-6368

Joyce Weymouth, Vice President of Corporate Security (703) 218-6494

The Corporate Security Department is available to answer your questions about the application of security procedures to your business circumstances.

Corporate Contracts Department (703) 218-6322

Deborah A. Thurman, Senior Vice President of Corporate Contracts (703) 218-6355

Gaert W. Sime, Executive Director of Corporate Export Controls (703) 218-6393

The Corporate Contracts Department is available to answer your questions about the application of contracts and export compliance procedures to your business circumstances.

Ethics Helpline

ManTech has a 24-hours-a-day/365-days-a-year Ethics Helpline, which you can use to report violations of the Standards or to seek guidance on the Standards. At your election, your report or question may be kept anonymous. However, providing your name may expedite ManTech's investigation of your report. Either way, you must treat the information that you provide as confidential. The Ethics Helpline is available by phone or internet:

By phone: In the U.S. or Canada: Dial toll free - (866) 294-9442.

Outside the U.S. or Canada: Dial an international operator and request a collect call (reverse charges) be placed to (503) 352-7174.

All calls will be accepted.

Online: Visit www.ethicspoint.com; select File a New Report; and enter ManTech International Corporation as the Organization Name; or

Click the EthicsPoint link in the Ethics section on the ManTech portal.

ACKNOWLEDGEMENT FORM

I read and hereby certify my understanding of the Standards of Ethics and Business Conduct for ManTech International Corporation and its operating subsidiaries.

I hereby agree to comply with the policies set forth therein.

I hereby acknowledge my understanding that I have an affirmative obligation to report any actual or suspected violation of the Standards.

Your Name *(please print)*

Employee ID Number

Name of your Company/Subsidiary

Name of your Primary Work Site/Location

Your Signature

Date of your Signature

**Please return this page to your Human Resources Representative.*



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