

# ESG

Metrics & Indicators



An aerial photograph showing a winding asphalt road that curves through a dense, lush green forest. The trees are tall and appear to be conifers or similar evergreens. The road is light gray and contrasts with the dark green of the forest. The perspective is from directly above, looking down on the road as it snakes through the woods.

**The tables included in this document are intended to help key stakeholders more easily find the ESG metrics that are most important to them for the years 2020-2024. The metrics we are reporting on have been carefully selected to align with the Global Reporting Index (GRI) standards, as well as the Sustainable Accounting Standards Board (SASB) recommendations for the technology and communications sector, software and IT services industry.**

# Company Profile

Reference Indices	Key Performance Indicator	
GRI 2-1	Organizational details	<a href="#">Form 10-K</a>
GRI 2-6	Activities, value chain and other business relationships	<a href="#">Form 10-K</a>
GRI 2-22	Statement on sustainable development strategy	<a href="#">Annual Reports   Proxies</a>

# Ethics & Integrity

Reference Indices	Key Performance Indicator	
GRI 2-23	Policy commitments	<a href="#">Corporate Governance   Manhattan Associates</a>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Manhattan Associates Partner Code of Conduct</a> <a href="#">Corporate Governance   Manhattan Associates</a>
GRI 407-1	# of incidents related to freedom of association	None in 2020, 2021, 2022, 2023 & 2024
GRI 408-1	# of incidents related to child labor	None in 2020, 2021, 2022, 2023 & 2024
GRI 409-1	# of incidents related to forced labor	None in 2020, 2021, 2022, 2023 & 2024
GRI 3-3	Management of material topics	<a href="#">Corporate Governance   Manhattan Associates</a>



# Governance

Reference Indices	Key Performance Indicator	
GRI 2-9	Governance structure and composition	<a href="#">Annual Reports   Proxies</a>
GRI 2-13	Delegation of responsibility for managing impacts	<a href="#">Annual Reports   Proxies</a>
GRI 2-11	Chair of the highest governance body	<a href="#">Annual Reports   Proxies</a>
GRI 2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance   Manhattan Associates</a> <a href="#">Annual Reports   Proxies</a>
GRI 2-15	Conflicts of interest	<a href="#">Annual Reports   Proxies</a>
GRI 2-19	Remuneration policies	<a href="#">Annual Reports   Proxies</a>
GRI 2-20	Process to determine remuneration	<a href="#">Annual Reports   Proxies</a>

# Stakeholder Engagement

Reference Indices	Key Performance Indicator	
GRI 2-29	Approach to stakeholder group	<a href="#">Annual Reports   Proxies</a>
GRI 2-30	Collective bargaining agreements	<a href="#">Form 10-K</a>



# Reporting Practice

Reference Indices	Key Performance Indicator	
GRI 2-2	Entities included in the organization's sustainability reporting	<a href="#">Form 10-K</a>
GRI 2-3	Reporting period	Calendar Year- January 1st -December 31, 2024
GRI 2-3	Reporting frequency	Annual
GRI 2-3	Contact point	<a href="mailto:IR@manh.com">IR@manh.com</a>

# Anti-Competitive Behavior

Reference Indices	Key Performance Indicator	
TC-SI-520a.1, GRI 206-1	Monetary losses due to legal proceedings associated with Anticompetitive regulations	None in 2020, 2021, 2022, 2023 & 2024
GRI 205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Corporate Governance   Manhattan Associates</a>



# Data Privacy & Security

Reference Indices	Key Performance Indicator	
TC-SI-220a.1	Policies and practices relating to behavioral advertising and user privacy	<a href="#">Manhattan's commitment to GDPR readiness</a> <a href="#">Environmental, Social and Governance   Manhattan Associates</a>
TC-SI-220a.2	How Manhattan handles customer information	<a href="#">Manhattan's commitment to GDPR readiness</a> <a href="#">Security Trust Center</a> <a href="#">Environmental, Social and Governance   Manhattan Associates</a>
TC-SI-220a.3	Monetary losses as a result of legal proceedings associated with user privacy	None in 2020, 2021, 2022, 2023 & 2024
TC-SI-230a.1	Number of data security breaches	Zero data breaches involving any disclosure of customer sensitive data in 2020, 2021, 2022, 2023 & 2024
TC-SI-230a.2	Manhattan data security	<a href="#">Security Trust Center</a> <a href="#">Environmental, Social and Governance   Manhattan Associates</a>
TC-SI-550a.2	Business continuity risks related to disruption of operations	<a href="#">Form 10-K</a>



# Employees

Reference Indices	Key Performance Indicator	2020	2021	2022	2023	2024
GRI 2-7	Global employees	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>
TC-SI-330a.1, GRI 2-7	% of employees in US	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>
TC-SI-330a.1, GRI 2-7	% of employees outside of US	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>	<a href="#">Form 10-K</a>
GRI 405-1	Diversity of governance bodies and employees	<a href="#">Annual Reports/ Proxies</a>	<a href="#">Annual Reports/ Proxies</a>	<a href="#">Annual Reports/ Proxies</a>	<a href="#">Annual Reports/ Proxies</a>	<a href="#">Annual Reports/ Proxies</a>
TC-SI-330a.3, GRI 2-7	% female employees - Global	26%	26%	27%	27%	27%
TC-SI-330a.3, GRI 2-7	% male employees - Global	74%	74%	73%	73%	73%
TC-SI-330a.3, GRI 2-7	White*	45%	46%	46%	46%	46%
TC-SI-330a.3, GRI 2-7	Asian*	38%	36%	37%	36%	37%
TC-SI-330a.3, GRI 2-7	Black or African American*	7%	8%	8%	8%	8%
TC-SI-330a.3, GRI 2-7	Hispanic*	5%	6%	5%	5%	5%
TC-SI-330a.3, GRI 2-7	Did not disclose*	1%	3%	2%	2%	<1%
TC-SI-330a.3, GRI 2-7	Two or more races*	3%	2%	2%	2%	3%
TC-SI-330a.3, GRI 2-7	American Indian or Alaska Native*	<1%	<1%	<1%	<1%	<1%
GRI 403-2	# of employee fatalities resulting from operational accidents per 100,000	0	0	0	0	0
GRI 403-2	# of contractor fatalities resulting from operational accidents per 100,000	0	0	0	0	0
GRI 403-9, GRI 403-10	# of injuries and illnesses per 200,000 hours worked	0	0	0	0	0
GRI 403-6	Promotion of worker health	<a href="#">Environmental, Social and Governance   Manhattan Associates</a>				
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Environmental, Social and Governance   Manhattan Associates</a>				
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	100%	100%	100%	100%	100%

\*Ethnicity data is US Only



## Environment/ Sustainability\*

Reference Indices	Key Performance Indicator	2020	2021	2022	2023	2024
TC-SI-130a.1, GRI 302-1	Total Energy Consumption (MWh)	13,390	13,794	904,042	820,490	858,360
TC-SI-130a.1	% of Total Energy Consumption that is Grid Electricity	99%	99%	100%	100%	100%
TC-SI-130a.2, GRI 303-1	Total Water Consumption (Gallons) Includes cooling towers	4,863,934	2,864,177	5,065,098	10,243,619	11,014,369
TC-SI-130a.2	% of Water Recycled	34%	59%	25%	51%	43%
TC-SI-130a.3	Environmental Consideration in our Strategic Planning for Data Center Needs	We partner with Google as our cloud services platform to further reduce our carbon footprint. For our internal data centers, we continue to invest to increase efficiency, lower energy usage and reduce our environmental impact. For information on Google's sustainability commitments and related information, please see Google Environmental Reports and Google's sustainability website at <a href="https://sustainability.google">https://sustainability.google</a> .				
GRI 2-6	Supply Chain	We are continuously evaluating ways to include more sustainable practices and are committed to partnering with vendors who have strong environmental, social, and governance (ESG) programs. We partner with Google as our cloud services platform. Google reports their data centers are among the most efficient in the world and are sourcing more carbon-free energy. Additionally, the company cites that it continues to make significant investments in cleaner cloud computing. Google aims to operate their data centers on carbon-free energy 24 hours a day and replenish 120% of the freshwater volume consumed by 2030. For information on Google's sustainability commitments and related information, please see Google Environmental Reports and Google's sustainability website at <a href="https://sustainability.google">https://sustainability.google</a> .				
GRI 2-27	Environmental fines, penalties, and settlements	\$0	\$0	\$0	\$0	\$0

\*Data is aggregated from our Atlanta Headquarters, India, United Kingdom, France offices. These sites represent approximately 95% of our worldwide office square footage, up from 93% in 2020-2022. This year we refined our methodology to collect water consumption data and are restating prior-year water consumption data to maintain year-over-year comparability. If primary data is not available, we will estimate Manhattan's consumption based on historical data.





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