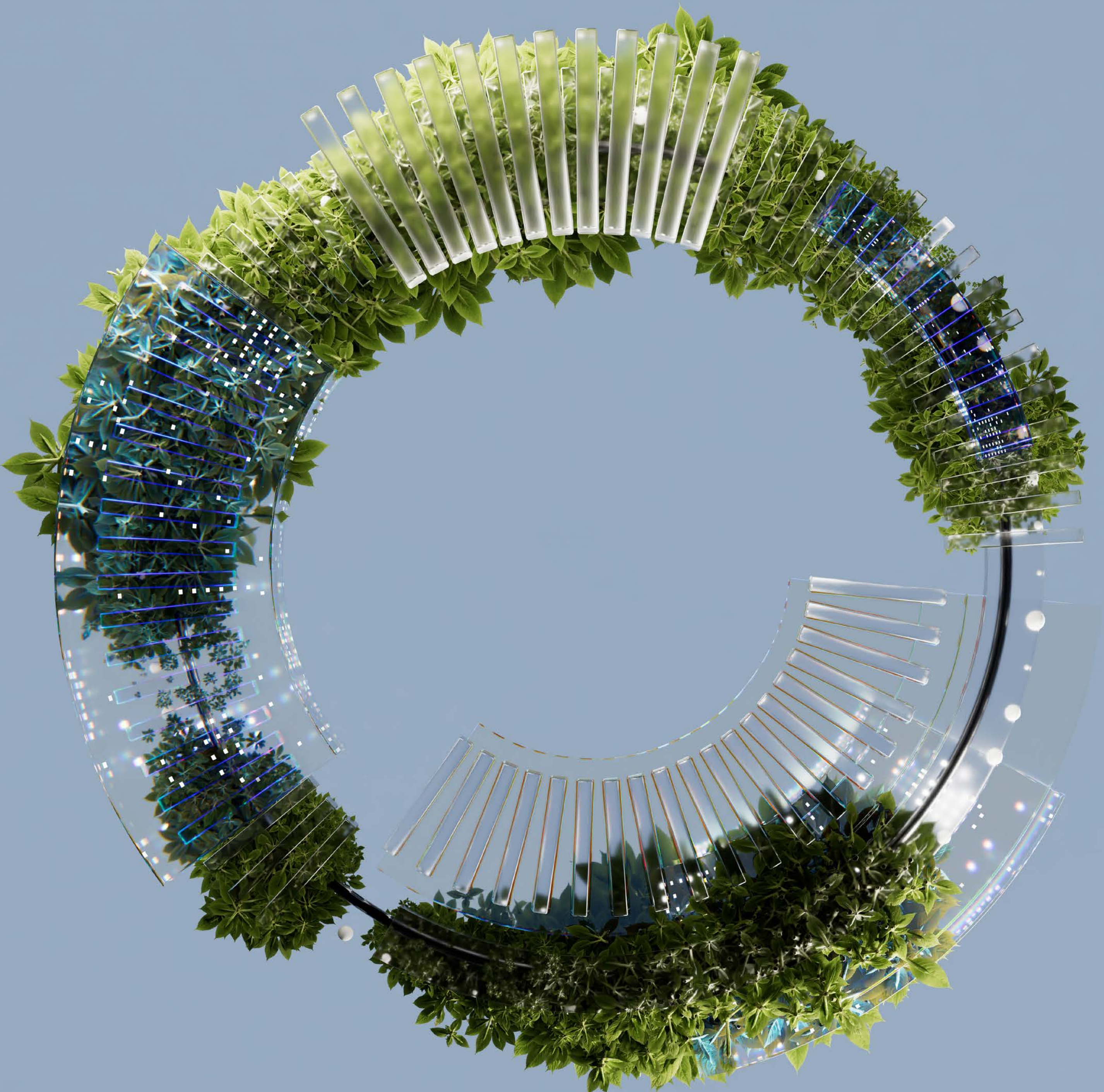
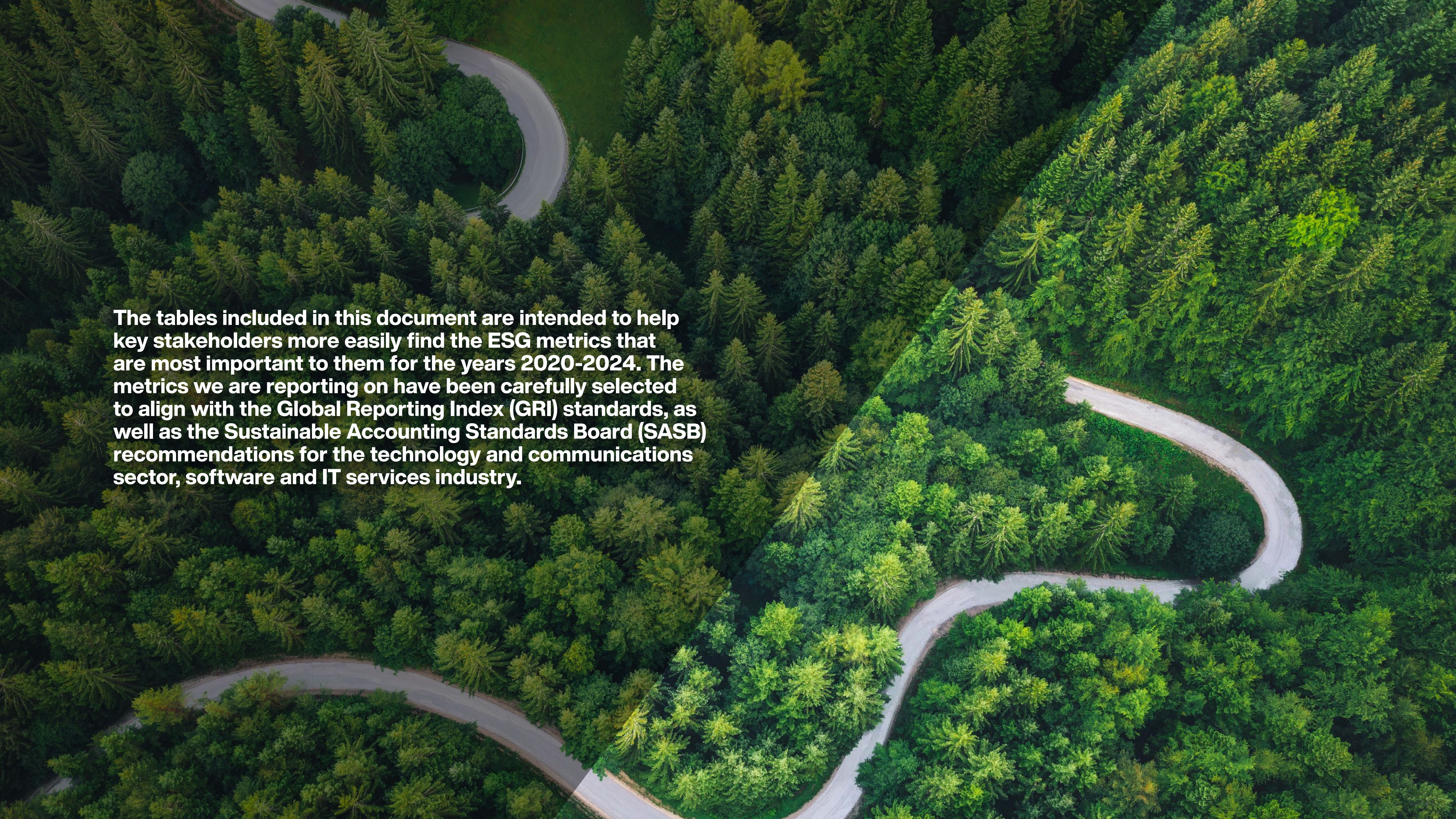


ESG

Metrics & Indicators



An aerial photograph showing a light-colored, paved road that winds through a dense, green forest. The road has several sharp turns, creating a complex, looping path. The trees are tall and closely packed, with varying shades of green. The lighting suggests it might be late afternoon or early morning, with some areas of the forest appearing slightly darker than others.

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	Form 10-K
GRI 2-6	Activities, value chain and other business relationships	Form 10-K
GRI 2-22	Statement on sustainable development strategy	Annual Reports Proxies

Ethics & Integrity

Reference Indices	Key Performance Indicator	
GRI 2-23	Policy commitments	Corporate Governance Manhattan Associates
GRI 2-26	Mechanisms for seeking advice and raising concerns	Manhattan Associates Partner Code of Conduct Corporate Governance Manhattan Associates
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	Corporate Governance Manhattan Associates



Governance

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

Stakeholder Engagement

Reference Indices	Key Performance Indicator	
GRI 2-29	Approach to stakeholder group	Annual Reports Proxies
GRI 2-30	Collective bargaining agreements	Form 10-K



Reporting Practice

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

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	Corporate Governance Manhattan Associates



Data Privacy & Security

Reference Indices	Key Performance Indicator	
TC-SI-220a.1	Policies and practices relating to behavioral advertising and user privacy	Manhattan's commitment to GDPR readiness Environmental, Social and Governance Manhattan Associates
TC-SI-220a.2	How Manhattan handles customer information	Manhattan's commitment to GDPR readiness Security Trust Center Environmental, Social and Governance Manhattan Associates
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	Security Trust Center Environmental, Social and Governance Manhattan Associates
TC-SI-550a.2	Business continuity risks related to disruption of operations	Form 10-K



Employees

Reference Indices	Key Performance Indicator	2020	2021	2022	2023	2024
GRI 2-7	Global employees	Form 10-K	Form 10-K	Form 10-K	Form 10-K	Form 10-K
TC-SI-330a.1, GRI 2-7	% of employees in US	Form 10-K	Form 10-K	Form 10-K	Form 10-K	Form 10-K
TC-SI-330a.1, GRI 2-7	% of employees outside of US	Form 10-K	Form 10-K	Form 10-K	Form 10-K	Form 10-K
GRI 405-1	Diversity of governance bodies and employees	Annual Reports/ Proxies	Annual Reports/ Proxies	Annual Reports/ Proxies	Annual Reports/ Proxies	Annual Reports/ Proxies
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	Environmental, Social and Governance Manhattan Associates				
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Environmental, Social and Governance Manhattan Associates				
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 https://sustainability.google .				
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 https://sustainability.google .				
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.



Learn more at manh.com/esg