


ESG

METRICS & INDICATORS



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, 2021, and 2023. 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 Environmental, Social and Governance Manhattan Associates

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 Manhattan Associates Corporate Governance Manhattan Associates
GRI 407-1	# of incidents related to freedom of association	None in 2020, 2021, and 2022
GRI 408-1	# of incidents related to child labor	None in 2020, 2021, and 2022
GRI 409-1	# of incidents related to forced labor	None in 2020, 2021, and 2022
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: Jan. 1 - Dec. 31 2022
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, and 2022
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 policy	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 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, and 2022
TC-SI-230a.1	Number of data security breaches	Zero data breaches involving any disclosure of sensitive data in 2020, 2021, and 2022
TC-SI-230a.2	Manhattan data security	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
GRI 2-7	Global employees	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
TC-SI-330a.1, GRI 2-7	% of employees outside of US	Form 10-K	Form 10-K	Form 10-K
GRI 405-1	Diversity of governance bodies and employees	Annual Reports Proxies		
TC-SI-330a.3, GRI 2-7	% female employees - Global	26%	26%	27%
TC-SI-330a.3, GRI 2-7	% male employees - Global	74%	74%	73%
TC-SI-330a.3, GRI 2-7	White ¹	45%	46%	46%
TC-SI-330a.3, GRI 2-7	Asian ¹	38%	36%	37%
TC-SI-330a.3, GRI 2-7	Black or African American ¹	7%	8%	8%
TC-SI-330a.3, GRI 2-7	Hispanic ¹	5%	6%	5%
TC-SI-330a.3, GRI 2-7	Did not disclose ¹	1%	3%	2%
TC-SI-330a.3, GRI 2-7	Two or More Races ¹	3%	2%	2%
TC-SI-330a.3, GRI 2-7	American Indian or Alaska Native ¹	< 1%	< 1%	<1%
GRI 403-2	# of employee fatalities resulting from operational accidents per 100,000	0	0	0
GRI 403-2	# of contractor fatalities resulting from operational accidents per 100,000	0	0	0
GRI 403-9, GRI 403-10	# of injuries and illnesses per 200,000 hours worked	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%

1. Ethnicity data is US only

Environment & Sustainability²

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2020	2021	2022
TC-SI-130a.1, GRI 302-1	Total energy consumption (MWh)	13,390	13,794	904,042
TC-SI-130a.1	% of total energy consumption that is grid electricity	99%	99%	100%
TC-SI-130a.2, GRI 303-1	Total water consumption (gallons) includes cooling towers	4,863,934	2,867,476	5,251,420
TC-SI-130a.2	% of water recycled	33%	59%	24%
TC-SI-130a.3	Environmental consideration in our strategic planning for data center needs	<p>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/commitments/.</p>		
GRI 2-6	Supply chain	<p>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 to further reduce our carbon footprint. Google operates one of the cleanest, most energy-efficient hyperscale cloud services in the industry. On average, a Google data center is twice as energy efficient as a typical data center and the company aims to operate on carbon-free energy 24 hours a day 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/commitments/.</p>		
GRI 2-27	Environmental fines, penalties, and settlements	\$0	\$0	\$0

2. Data is aggregated from our Atlanta Headquarters, India, United Kingdom, France offices. This represents approximately 93% of our worldwide office square footage

Learn more at manh.com/esg