

what moves us

CA TECHNOLOGIES
Sustainability Executive Summary



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about CA Technologies

CA Technologies (NASDAQ: CA) is an IT management software and solutions company with expertise across all IT environments — from mainframe and distributed, to virtual and cloud. CA Technologies manages and secures IT environments and enables customers to deliver more flexible IT services.

The innovative products and services from CA Technologies provide the insight and control essential for IT organizations to power business agility. The majority of the Global Fortune 500 relies on CA Technologies to manage evolving IT ecosystems. For additional information, visit CA Technologies at ca.com.

our mission

To revolutionize the way IT powers business agility, CA Technologies will: eliminate the barriers to delivering IT services in faster, more flexible and more sustainable ways; bridge the IT environments of today to those of tomorrow; break the trade-off between IT that is highly reliable and highly flexible; and innovate to enable IT to respond to business needs with unprecedented speed and efficiency.

what moves us

At CA Technologies, we are driven to do all we can to ensure that our customers, communities, planet and each other will flourish far into the future. This is good for our fellow human beings *and* good for our business. To be here for the long term, we focus on things that last and we are moved in many different ways. Around the company, around the world, among our more than 13,000 employees, we asked,

what moves you?



**Fernando Nogueras
Alvarez**

Senior Director,
Engineering Services,
Düsseldorf, Germany

“coming up
with new ideas
moves me.”

what moves us

Innovating to help
customers achieve
greater sustainability.

Romea Smith

Senior Vice President,
Support,
Herndon, VA, USA

“fostering future
women leaders
moves me.”

what moves us

Encouraging young
women to pursue
careers in IT.



Sridhar Mulakaluri

Senior Principal,
Business Unit
Operations,
Hyderabad, India



“giving back to
my community
moves me.”

what moves us

Helping to bring a
brighter future to
those less fortunate.

what moves us

Doing our work using
less energy, resources
and real estate.

“getting more
done with less
moves me.”



Brett Prochazka

Senior Principal,
Facilities Services,
Islandia, NY, USA

Chantal Martinez

Member, Worldwide
Law Department,
Mexico City, Mexico

“doing the
right thing
moves me.”

what moves us

Operating in every area
with the highest ethics
and transparency.





“leading by
example
moves me.”

Bill McCracken
Chief Executive Officer

what moves us

Leveraging our
own sustainability
innovations to
help others operate
more sustainably.

“setting the
bar higher
moves me.”

Art Weinbach
Chairman of the Board



what moves us

Never being
satisfied with
our progress
in sustainability.



message
from ceo &
chairman



Dear Stakeholders,



Building a successful business in today's world requires more than sustaining our financial performance.

It requires a broad commitment to sustainability—to doing the right thing for the environment, the economy and the communities where we work and live. At CA Technologies, we believe doing the right thing attracts the best people, builds our brand value and deepens our relationships with customers and partners. In other words, it's smart business—good for people, good for the planet and good for our company.

Some of our technological innovations, like CA ecoSoftware, have been inspired by the goal of improving our own environmental sustainability. And although we drive sustainability efforts from the top down, they are energized from the bottom up through the creativity and innovation of our employees. For example, we're a leading supplier of software that helps organizations monitor and manage corporate sustainability. We are also helping customers deploy and manage more sustainable IT solutions like virtualization, automation and cloud computing. These new products and services will contribute to our future growth. And since we use these solutions ourselves, the resource efficiencies and cost savings they deliver also benefit our bottom line.

Sustainability and information technology are closely related. IT has great potential for supporting sustainability efforts and more ambitious sustainability goals are driving additional innovations in IT. With sustainability, as with everything else in business, you manage what you measure. Solutions like CA ecoSoftware identify and track the key data points that facilitate meaningful action. Studies show that 30 to 50 percent of computing capacity is sitting idle at any given time. This creates a huge opportunity to save on energy costs by using virtualization and cloud computing to increase utilization of existing IT infrastructure while also reducing carbon emissions, hardware purchases and real estate space requirements.

For our sustainability strategy to work, it must be monitored and managed across the corporation. To do this, we have put in place a Sustainability Governance Model led by our Executive Vice President, Risk and Chief Administrative Officer, and our Chief Sustainability Officer. In concert with our Sustainability Advisory Council, they are responsible for identifying, planning and executing measurable sustainability initiatives that meet our business objectives and stakeholder expectations. Please visit our website for our full sustainability report: ca.com/sustainability-report.

We are already realizing significant returns on our own energy-saving investments and have a growing business in helping customers do the same. Providing responsive tools for sustainable business is part of the agility we make possible through our wide range of IT management solutions. Staying agile enables us to innovate with new products that can quickly respond to customer needs as new challenges emerge. Our goal is to inspire and encourage employees, customers, partners, governments and non-governmental organizations to join us in our sustainability efforts.

At CA Technologies, our shared commitment to sustainability is unwavering. It is what moves us. Together, we can make a difference.

Bill McCracken
Chief Executive Officer

Art Weinbach
Chairman of the Board

our vision for sustainability

At CA Technologies, we will continually improve sustainability for our planet, our business and the communities we belong to and serve.

our sustainability strategy

CA Technologies will lead by example, developing innovative initiatives and agile solutions that advance sustainability for the triple bottom line of people, planet and profit.

our sustainability goals



People: promote human rights and ethical labor practices; foster employee career development, work-life balance and diversity; support our communities through investments in education, technology, health and community services and expand the pool of diverse candidates for all management level openings.



Planet: commit to a fixed reduction in our carbon footprint; lead in innovating sustainability focused software, with a five-year product roadmap; use our solutions to sustainably manage our data centers and reduce energy, paper and water use company-wide; collaborate with customers, suppliers and other partners on sustainability innovations; and achieve sustainability throughout the supply chain.



Profit: lead in cloud, virtualization management, Software as a Service (SaaS), identity and access management, mainframe software, service assurance, and service and portfolio management; practice ethical and transparent corporate governance; take advantage of sustainability opportunities that benefit the bottom line; and ensure compliance with the letter and spirit of the laws where we do business.

We engage with the full range of our stakeholders in many ways. In November 2010, we were approved as a Ceres network company and have also joined The Climate Registry.

Both of these organizations expand our interactions with a network of companies, investors, environmental organizations, public interest groups and governments that seek to address sustainability challenges.

Our commitment to the UN Global Compact's Ten Principles continues to be an important part of our operations worldwide. We participated in the UN Global Compact Leaders Summit 2010. Chaired by UN Secretary-General Ban Ki-moon, the event marked the 10th anniversary of the Global Compact's launch and brought together more than 1,000 global leaders dedicated to building a new era of sustainability.

business partners

- Collaborate with clients, consultancies and providers, including Capgemini, Deloitte, Fujitsu, Glacial Energy, ICF International, Jones Lang LaSalle, Lockheed Martin and Siemens to identify effective practices and new ways to address organizations' sustainability challenges and implement leading-edge energy efficiency solutions
- Conduct regular customer satisfaction surveys to continually develop our products and services

suppliers

- Screen our suppliers to confirm their business practices are in line with our policies
- Measure over 30 metrics on a monthly basis using industry and best-in-class data from the Procurement Strategy Council, Sourcing Interest Group and other organizations we belong to and partner with
- Obtain recommendations from our U.S. office product supplier (Office Max) to evaluate recyclable materials to reduce impact and save cost

employees

- Assess employee satisfaction and other key issues via regular surveys
- Facilitate talent development through programs such as our Global Future Leaders Development Program, Accelerated Leadership Development Program and Global Leadership Development Program
- Manage input at the executive level via *Ask Bill* feedback mechanism where employees can directly raise their concerns to our CEO

communities

- Partner with organizations that promote educational initiatives and foster IT talent
- Provide employees with the opportunity to take time during business hours to participate in a variety of volunteer activities throughout the year, on Earth Day and during CA Together in Action, our worldwide volunteer month

shareholders

- Increase transparency of our sustainability efforts and disclosure of our metrics to our shareholders through a Board committee, which oversees sustainability at the governance level



Cynthia Curtis
Chief Sustainability Officer

NGOs

- Work with The Climate Registry and continue to report to the Carbon Disclosure Project to demonstrate our emissions reduction efforts
- Commit to building strong and productive communities worldwide by endorsing the UN Global Compact's Ten Principles
- Became a Ceres member to enhance our dialogue with companies, investors and NGOs that share our goals in accelerating sustainability
- Continue Bill McCracken's participation in the CNBC Carbon Council, an initiative aimed at identifying clean energy opportunities, and his directorship at the National Association of Corporate Directors (NACD)
- Participate in the World Economic Forum, Davos, Switzerland, shaping an agenda for change with key global leaders

government

- Engage with local elected officials regarding sustainability issues on Long Island, New York
- Promote a smart electric power grid through executive representation on the Board of Directors of the New York State Smart Grid Consortium

academics

- Partner with 34 leading universities and 90 academic collaborators in 10 countries to cultivate students' technology skills and talents, enabling them to succeed in the workforce

sustainability commitments

environment

- Work with The Climate Registry to finalize emissions targets by May 2011
- Move toward goal of 100% electronic distribution of software with no packaging or shipping of products
- Issue supplier questionnaire to establish baseline reporting and encourage key suppliers to publish a sustainability report by 2012
- Reduce electricity consumption per employee to 40% below 2006 levels by 2013
- Purchase 25% of electricity from renewable sources by 2015
- Recycle 75% of waste in owned and managed facilities
- Implement water management program
- Increase telepresence to reduce travel; expand use of hybrid vehicles, etc., for more sustainable travel
- Adopt a green lease policy for all new and renegotiated leases this year

governance

- Use third party to audit future sustainability reports, including assurance of processes, methodologies and data
- Increase Board involvement in sustainability initiatives
- Work with Ceres to develop a broad stakeholder engagement program this year
- Institute a corporate sustainability policy this year

employees

- Expand the pool of diverse candidates for all management-level openings by the end of this year
- Maintain at least 75% employee satisfaction rate in annual survey
- Issue an employee sustainability pledge this year and achieve 30% participation
- Initiate a company-wide sustainability training program by this year
- Establish Green Teams globally this year

community

- More closely integrate community/philanthropic involvement with sustainability initiatives
- Increase employee volunteerism
- Increase corporate giving outside the U.S.



customer
solutions



CA Technologies has become a leader in IT solutions for sustainability.

Our CA ecoSoftware includes leading-edge technology to measure, manage and report a customer's progress.

We also provide solutions in cloud computing, virtualization and Software as a Service (SaaS) to increase efficiency, lower costs and reduce carbon footprint. We currently release most products on DVDs in biodegradable packaging, but we are moving toward a goal of 100% electronic distribution.

Our technology partnerships include leading businesses, such as Siemens, to provide carbon and sustainability management tools to businesses; Deloitte, to help customers identify effective sustainability practices and new ways to address challenges; Jones Lang LaSalle, for energy efficient solutions for our facilities; and ICF International and Fujitsu, for sustainability consulting. These collaborations give us a competitive edge, providing customers with a broad range of sustainability solutions. For example, the Sustainability Leadership Series we developed with Groom Energy helps businesses set priorities for their sustainability efforts and investments.

CA ecoSoftware: energy, carbon and sustainability management solution that keeps track of data

CA ecoSoftware

First used within our own company, CA ecoSoftware is now helping to improve sustainability at corporations throughout the world.

CA ecoMeter helps visualize, monitor and report on energy use in data centers and throughout facilities. It captures detailed real-time data to measure performance, identify trends and issue alerts, as well as to help take action to better use capacity, enhance reliability and performance and make ongoing improvements.

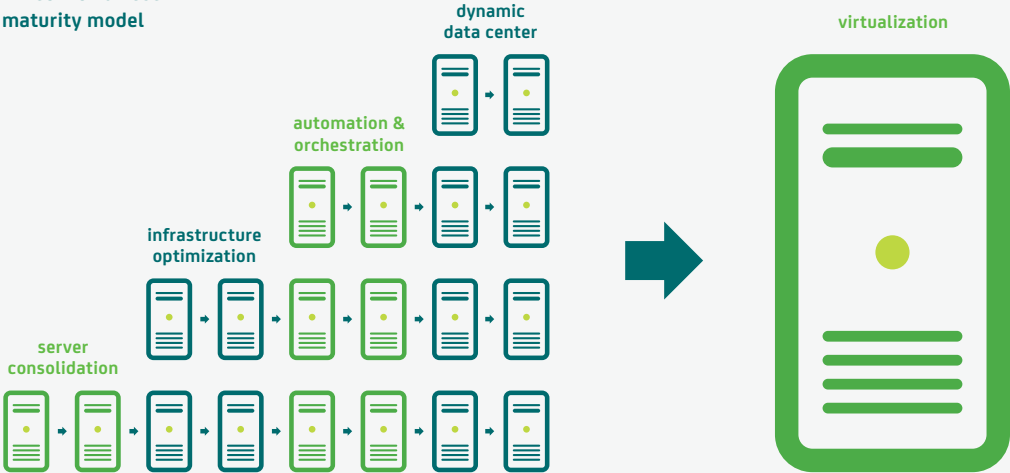
CA ecoGovernance is a sustainability management product that helps companies measure, manage and report their impacts associated with energy, carbon, water and waste. It helps them make more effective decisions and pursue a systematic, governed approach to environmental initiatives.

cloud computing: Internet-based computing, whereby shared resources, applications and information are provided to users on demand

cloud computing

Cloud computing is Internet-based computing in which shared resources, applications and information are provided to users on demand. A growing number of analysts recognize CA Technologies as an emerging leader in providing solutions for public, private and hybrid cloud computing across diverse physical and virtual environments. These products are helping chief information officers become masters of a dynamic IT services supply chain.

virtualization use maturity model



virtualization

virtualization: creation of a virtual version of something, such as an operating system, a server, a storage device or network resources

Virtual computing environments help maximize system capabilities while minimizing the physical assets that take up real estate, use energy and require disposal. CA Technologies expertise in highly virtualized environments gives us an edge in optimizing these implementations with robust management and advanced automation. New levels of speed and flexibility can also enable significant reductions in costs and carbon footprint.

SaaS

SaaS: software that is deployed over the Internet and/or is set up to run behind a firewall on a local area network or personal computer

SaaS — Software as a Service — is becoming an increasingly popular approach to cutting costs and minimizing a company's carbon footprint by reducing overall data center requirements for application support. The CA Technologies on demand alternative to on premise applications helps customers achieve higher return on investment faster and easily add capabilities as their needs mature.

security

security: solutions that make IT more secure across physical, virtual and cloud environments, and that help control identity and access management

Sustainable approaches to IT make security and privacy issues increasingly important. CA Technologies strong on premise solutions are now being leveraged into cloud, virtual and SaaS environments, offering customers vital privacy, identity and access management capabilities.

Solutions for data protection embrace backup and recovery management. These tools can enable the availability of critical applications, centralize the management of backup environments and improve the protection of virtualized environments. Recovery management solutions also counter data overload with approaches that require less storage and energy consumption.



The CA Technologies alliance with Deloitte reflects both companies' culture of smart business and giving back.

Over the last several years, volunteers from CA Technologies and Deloitte have teamed up to build affordable housing for families in need and prepared meals for people living with life-altering illnesses, showing a shared commitment to making a difference inside and outside of the workplace.

We have also joined our respective talents and experience to develop services and solutions to help our mutual clients in their efforts to achieve their sustainability goals, including enabling environmental and corporate social responsibility programs. The alliance spans Deloitte's breadth of services in sustainability and our robust and integrated CA ecoSoftware applications. Deloitte and CA Technologies collaborate on services, solutions and market development, education, training, sales and delivery activities.

Deloitte.

strategic partner of CA Technologies

CA ecoSoftware

used by Deloitte for sustainability management



Energy data can now be monitored in real-time at NexGen using CA ecoSoftware.

Lockheed Martin is a global security company and information technology provider.

Its new NexGen Cyber Innovation and Technology Center in the Washington DC area houses a state-of-the-art data center, to showcase technological innovation and provide a range of IT services. The data center staff needs to track power consumption historically and in real-time. To support unattended operation, they also need to monitor overall system health and automatically receive alerts in the event of power-related alarm conditions.

The company implemented CA ecoSoftware as one of its tools to monitor the energy consumption of a range of devices responsible for IT, power supply and cooling. This simplified energy management solution helped improve staff efficiency and transformed Lockheed Martin's approach to power in the NexGen data center. Added benefits include real-time visualization of energy consumption and power demand, greater insight into power capacity across different power distribution units, balance of power across all phases and more effective and accurate alerting.



designed for cyber research and development



global security and information technology company



operational
efficiency

In the last two years, CA Technologies has accelerated its own sustainability activities. We've streamlined our business operations and lowered our environmental impact, which have dramatically cut costs.

Our sustainability initiatives span the gamut of our operations. Between 2008 and 2009, operational improvements reduced our carbon footprint by more than 30% while also eliminating over 1 million square feet of real estate. Our new facility in India has been awarded LEED Gold Certification; all future rentals will now be under green leases; and we've made major strides in reducing office waste. Our print management system has eliminated 16.3 million pages of paper consumption in the U.S. alone since its implementation in April 2009.

We're also taking advantage of the sustainability benefits of cloud computing and virtualization through our Labs on Demand and our transition to blade servers. Since establishing Labs on Demand in 2008, we have eliminated 16,000 square feet of data center floor space and, based on industry average, 6,200 metric tons of greenhouse gas emissions, saving \$16 million in energy, real estate and improved productivity over five years. More efficient data centers, along with our more mobile, flexible workforce, have resulted in major real estate reductions. In addition to using our CA ecoSoftware to reduce energy consumption, we have increased our purchase of renewable energy and are leveraging technology to reduce our business travel needs.

We take our commitment to efficiency seriously. We belong to many prominent groups focused on operational sustainability, and we have adopted a policy on sustainability throughout our supply chain.

commitment



CA Technologies works with
The Climate Registry
to develop emissions
reduction goals

Our commitment to sustainable operations is underscored by our partnerships with leading organizations. We have been accredited by the Carbon Disclosure Project as a carbon calculation partner and accredited provider. Our CEO is also one of nine founding chief executive members of the CNBC Carbon Council, an initiative aimed at identifying opportunities in clean technology and the larger business of sustainability.

Our sustainability-related memberships include: Ceres, The Climate Registry, Carbon Trust, Energy Star, Global Reporting Initiative, The Green Grid, New York State Smart Grid Consortium, Uptime Institute and the World Resources Institute.

follow me print management

Partnering with Canon printers and Pharos software reduced our carbon footprint and saved an estimated 16.3 million sheets of paper (the equivalent of 1,960 trees and 2.2 million liters of water) since its implementation (April 2009–October 2010).



supply chain

42%

diversity spend versus
a 23% industry average

CA Technologies works with its vendors to make sure they are committed to sustainable, ethical practices, continually monitoring these issues throughout our supply chain. We enforce a supplier Code of Conduct, which defines ethical, sustainable behavior, and we are a signatory to the UN Global Compact, which supports human rights, labor standards and anti-corruption as well as the environment. We screen suppliers for sustainability practices monthly, using more than 20 metrics, covering criteria from diversity to recycling and GHG emissions. One hundred percent of our supplier agreements contain human rights clauses.

We spend 42% of our procurement funds with minority-owned businesses, nearly double the industry average of 23%. We also require Office Max, our office products supplier, to follow strict guidelines for recycled paper. Beginning in 2011, landlords must agree to green leases with specific sustainability requirements. Outside the U.S., we use World-Check Integrascreen to provide us with a global due diligence service. Going forward, we are developing our procurement toolset to exceed best-in-class ratings for our supply chain, building on the principles supported by the Procurement Strategy Council and the Sourcing Interests Group.



In September 2010, the new \$30 million building at our India Technology Center (ITC) in Hyderabad was awarded LEED Gold Certification by the Indian Green Building Council.

LEED stands for Leadership in Energy and Environmental Design and is a third-party validation of a building's sustainable design. The criteria for LEED Gold were established by the U.S. Green Building Council to measure a building's environmental and economic performance, as well as provisions for occupant health and safety. The new facility, which is projected to be 30% more energy efficient per square foot, has several state-of-the-art design features. We will use our own CA ecoSoftware to continue to systematically drive reductions in energy and water consumption at this site, our largest technology and development center.

30% more energy efficient

The new facility is projected to be significantly more efficient per square foot

LEED Gold

Our India Technology Center is our first to be awarded LEED Certification





As of 2007, CA Technologies R&D activities were supported by thousands of servers in more than 50 labs worldwide.

We clearly needed a more sustainable way to grow. The answer was Labs on Demand, our own private cloud. It is a shared service available to our software developers and service and support technicians around the world 24/7. Demand varies considerably, so we use CA Spectrum Automation Manager and other CA Technologies software to automate server provisioning, system builds and reservations.

In 2008, Labs on Demand performed code generation for more than 20,000 automated software builds, as well as 17,000 automated software installations. This is projected to save more than 25 years of developer time, which adds up to \$4 million in savings from improved productivity. We estimate we will save an additional \$12 million over five years through the rationalization of 40 lab environments. One such facility saved approximately 250,000 BTUs and an estimated \$100,000 per year on electricity.

more than 20,000

automated software builds, as well as 17,000 automated software installations in FY09

25 years of developer time

saved and \$4 million saved from improved productivity brought about by Labs on Demand



community
involvement



CA Technologies community programs are a key part of our sustainability efforts, helping to make the most of human talent and potential despite social and economic disadvantages.

CA Together, our global community affairs program, is driven by the core philanthropic focus of improving the lives of underserved children and communities around the world. CA Together's activities encompass: wide-ranging partnerships and philanthropic support to community organizations worldwide; in-kind donations of CA Technologies products and services; employee volunteerism and matching gifts.

We support organizations, programs and initiatives in areas including:

education

Being part of **PENCIL's** vision to build partnerships between businesses and public schools is one way CA Technologies gives back in the area of education

CA Technologies supports a range of educational areas with technology and financial support. Our goal is to help transform the lives of underprivileged children throughout the world and to encourage the development of future leaders in the field of information technology.

technology

The **National Center for Missing & Exploited Children's** mission and operations to keep children safe are supported through CA Technologies software donations, as well as through our monetary contributions

Through the CA Together IT program, we share our world-class software solutions and IT expertise with nonprofit organizations. The goal is to strengthen their IT infrastructures and build organizational capacity to better serve their beneficiaries. Just as in business, CA Technologies products help nonprofits manage costs, improve effectiveness, guard privacy and increase security.

health & community

Through the **American Red Cross**, CA Technologies and its employees have a long history of providing disaster relief to people and communities in need

CA Technologies supports programs around the world that promote social services, encourage health and wellness, and deliver relief and response during times of crisis. The goal is to support people dealing with a range of challenges, from the family stresses of military life to disease, poverty and unexpected disasters.

advancement of women in IT

We invest in female talent through our partnership with the **Anita Borg Institute for Women & Technology**

CA Technologies is committed to supporting the advancement of women in IT. In addition, we are firmly focused on nurturing a culture of diversity and inclusion both inside and outside the company.

Boys & Girls Clubs of America



Since 2005, CA Technologies has been the National Information Security Partner for Boys & Girls Clubs of America (BGCA), with software and financial donations totaling \$7.6 million for the organization's IT infrastructure at its national headquarters in Atlanta and all clubs nationwide.

Our contributions help make sure the personal information children and teens enter, on an estimated 75,000 PCs, is secure and that they are protected in what they can access. CA Technologies is committed to providing a safer and more reliable computing environment for millions of BGCA members.

employee volunteerism & matching gifts



CA Technologies firmly believes in the power of its employees to make a difference. Whether it is one person mentoring a teenager or a team of volunteers building a house, we promote a philanthropic spirit and provide time during the workday to give back. Volunteer programs include CA Together in Action, our worldwide employee volunteer month throughout October, and global Earth Day celebrations in April, with projects aimed at inspiring environmental awareness. In addition, CA Technologies employees can contribute to nonprofits of their choice through our Matching Gifts Program, with a one-to-one company match of up to \$5,000 each year.



CA Technologies strives to be an employer of choice. We need to attract the best people we can in order to develop, implement and support our products. Our employees are our most valued asset.

For the last two years, our programs to develop and retain top talent have excelled in these efforts. We have a competitive global compensation structure, health benefits at the top of the scale, and on-site child development centers and wellness programs. Our *Ask Bill* program lets employees direct questions and concerns directly to our CEO. We also have the Compliance and Ethics Helpline site, which allows our employees to report potential ethics violations, and internal blogs on our One CA intranet site, where employees can offer ideas on any topic, including sustainability. Our 2011 Employee Opinion Survey showed 82% were satisfied with their CA Technologies manager and 72% found our teamwork and collaboration favorable. The response rate increased from 88% to 91% on our 2011 survey, which was completed in January.

16 hours

average annual training
per employee

career advancement

At CA Technologies, 100% of our employees undergo performance reviews. These help our organizational development department to identify the top talent to engage in our three Leadership Development Programs. These programs create a pipeline of highly capable future leaders around the world. At the Senior and Executive VP levels, we use outside consultants for training and development, supported by our CEO and the Executive Management.

72:28

ratio of men to women
across the total
employee population

diversity

We believe it is important to be an inclusive company. As a global company, we already have a diverse workforce, and are committed to even more diversity. We currently have a major initiative in place to increase the pool of diverse candidates for all management level openings by this year.

30%

percentage of
CA Technologies
flex workers in
North America

work-life balance

At CA Technologies, we believe that supporting both the business and personal goals of our employees is key to creating a more efficient, competitive and sustainable workforce. To this end, we offer a Flexible Workplace Program and comprehensive wellness support for employees and their families.

flexible workplace program



CA Technologies Flexible Workplace Program has both increased employee performance and reduced our corporate carbon footprint in North America.

CA Technologies offers a Flexible Workplace Program in North America, letting employees function as teleworkers (working from home up to four days a week) or home workers (home five days a week).

More than 2,000 employees (30% of our North American staff) are now in the program. Just five years ago, flex workers comprised less than 5% of our workforce.

The Flexible Workplace Program has improved morale, job satisfaction and productivity, while also helping recruit candidates, retain employees and cut absenteeism. In our recent survey, 73% of our flex employees want to stay with us longer and 40% of our managers report productivity increases, thanks to the elimination of commuting time. The program reduces our carbon footprint, real estate costs and support staff needs, while telepresence units are available to keep flex workers well-connected to their teams.

The Flexible Workplace Program is now being defined for other countries with differing work cultures, where people may have a stronger desire to work in an office.

40% greater productivity

reported by our managers, thanks to elimination of commuting time

30% flex employees today

versus just 5% five years ago; 73% of flex workers want to stay with us longer



business
practices



The Board is currently led by our nonexecutive Chairman, Art Weinbach, an independent director.

Our Corporate Governance Principles do not specify a policy for the separation of the Chairman and Chief Executive Officer positions, nor whether the Chairman is a member of management. The Board recognizes that there is no single, generally accepted approach to Board leadership and, given the dynamic environment in which we operate, the leadership structure may vary over time. The Board believes its leadership is currently best served by an independent Chairman who manages the Board's oversight function, while the Chief Executive Officer, Bill McCracken, controls day-to-day operations. This separation allows Mr. Weinbach to focus on Board matters and Bill McCracken to concentrate on our business. In addition, the separation of the offices enhances the Board's objectivity in its management oversight role. To further enhance this objectivity, all Board members are independent, except for the Chief Executive Officer.



public policy

As a thought leader in IT governance, CA Technologies participates in many organizations, in various capacities, acting as a sponsor of the IT Governance Institute (ITGI); a Board member of the IT Service Management Forum USA; a member of the Ethics and Compliance Officers Association; a member of the Society of Corporate Secretaries and Governance Professionals; a member of the World Economic Forum; and a member of the Carnegie Mellon University IT Services Qualification Center Research Consortium developing IT sourcing best practices. Our CEO, Bill McCracken, serves as a director of the National Association of Corporate Directors (NACD), a leading organization focused on advancing Board leadership.

98.4%

of employees completed their
online compliance training

compliance

Our industry's regulations range from labor and the environment to cross-border trade and ethical business practices. The CA Technologies Business Practices and Compliance organization works hard to ensure we have and maintain a robust compliance program and implement leading business practices. Our business leaders are accountable for making certain that their businesses comply with both the letter and the spirit of all laws and regulations where we do business. Our Code of Conduct is applicable to all employees and directors, and we require both suppliers and companies who serve our customers along with us to follow our Code of Conduct for Partners.

**Audit, Board Structure,
Shareholder Rights:**

Low concern

Compensation:

Medium concern

governance

The ISS (formerly Institutional Shareholder Services) GRID rating measures the strengths, deficiencies and overall quality of a company's corporate governance practices and Board of Directors. Our 2010 GRID rating puts CA Technologies clearly in the ISS corporate governance mainstream.

key performance indicators

2010 (*2009 data)

economic

Performance

Key financials	
Revenue	\$4,353M
Earnings per share	\$1.90
Other indicators	
New products	33 new solutions and upgrades
Acquisitions/Divestitures	4 new firms
Philanthropic contributions as a % of revenue	0.49%*

Market Presence

Financial results according to geographic region	
US	\$2,414M
International	\$1,939M

environment

Performance

CDP rating	61/100
Carbon emission reduction (since 2008)	30%
Paper use (paper saved)	16.3M sheets*
Water use	1.4M liters*
Biodegradable packaging	100% for U.S.
Data center efficiency	1.9 power usage effectiveness (PUE)
Building efficiency	1 LEED Certified and 1 Green Lease
Real estate footprint reduction (since 2008)	1.5M square feet

employees

Performance

Employee satisfaction	79%
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Work-Life Balance

Percentage of teleworkers (North America)	30%
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Career Development

Average hours of training per employee	16 hours
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Engagement

Employee surveys	
Response rate	91%
Results	
Satisfied with manager	82%
Favorable response to sustainability	76%
Favorably view our teamwork and collaboration	72%

shareholders

Diversity

Female board representation	22%
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Ethics

Number of issues reported	136*
Average time to resolution	46 days*
Online compliance training	98.4%*
Code of conduct survey response	96%*

suppliers

Performance

Number of screened suppliers	100%
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Diversity

Supplier diversity spend	42%
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customers

Performance

Customer satisfaction	7.96* (out of 10)
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This report covers data from 2009 to 2010 except where otherwise indicated.

our goal

CA Technologies strives to be the world's most socially and environmentally responsible software company.







For more information, please visit our full Sustainability Report website at ca.com/sustainability-report

contact us

CA Technologies
One CA Plaza
Islandia, NY 11749
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ca.com

learn more

To learn more about
CA Technologies
sustainability initiatives
and products:

-  ca.com/sustainability-report
-  sustainability@ca.com
-  community.ca.com/blogs/greenit
-  ca.com/ecosoftware

partnerships & memberships

Capgemini	Energy Star	NY State Smart Grid
Carbon Disclosure Project	Environmental Defense Fund	Siemens
Carbon Trust	Fujitsu	The Climate Registry
Ceres	Fund Climate Corps	The Green Grid
CNBC Carbon Council	Glacial Energy	UN Global Compact
Corporate Eco Forum	Global Green Consulting	World Economic Forum
Deloitte	ICF International	World Resources Institute
EarthShare	Jones Lang LaSalle	

awards & recognition



In October 2010, CA Technologies was ranked **one of the top 50 greenest companies in the U.S.** by **Newsweek** magazine. The complete list is at www.newsweek.com/green.



CA Technologies has been named **a leader in carbon and energy management software by Verdantix**, an independent analyst firm focused on sustainable business strategies and market opportunities. This is based on the Verdantix report entitled *Green Quadrant: Carbon and Energy Management Software, 2010*.



In September 2010, the Maplecroft Climate Innovation Indexes (CIIs) recognized CA Technologies as a **Maplecroft CII Leader, ranked 73 out of 350**, up from 306 out of 318 in their previous report.



CA Technologies has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index company FTSE Group, FTSE4Good is an equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards. Companies in the FTSE4Good Index Series have met stringent social and environmental criteria, and are positioned to capitalize on the benefits of responsible business practice.



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