CA TECHNOLOGIES
Sustainability Executive Summary
2011

moving together

about ca technologies

CA Technologies (Nasdaq: CA) is an IT management software and solutions company with expertise across all IT environments — from mainframe and physical, to virtual and cloud. CA manages and secures IT environments and enables customers to deliver more flexible IT services. CA Technologies innovative products and services 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 its evolving IT ecosystems.

For additional information, visit CA Technologies at ca.com.

stakeholder engagement

Our participation as a Ceres network company continues to deliver credibility, expertise and a depth of experience in driving sustainability leadership and best practices. Together we identified key stakeholders of diverse viewpoints who can provide valuable insights as they look at our business from their unique perspectives. Our hope and expectation are that they will continually challenge us to raise our own level of performance.

In our latest engagement, we discussed a variety of topics, from ways to differentiate ourselves in the sustainability arena to opportunities for leadership in the area of emissions measurement and management.

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 IT that's highly flexible; and innovate to enable IT to respond to business needs with unprecedented speed and efficiency.

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 road map; use our solutions to sustainably manage our data centers and reduce energy, waste and water use company-wide; collaborate with customers, suppliers and other partners on sustainability innovations; and improve sustainability throughout the supply chain.
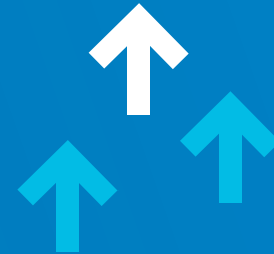
profit

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 top and bottom line; and ensure compliance with the letter and spirit of the laws where we do business.

We lead by example, advancing sustainability for CA Technologies, our customers and our partners.

Bill McCracken

Art Weinbach

At CA Technologies, our sustainability strategy is to lead by example, developing innovative initiatives and agile solutions that advance sustainability for our triple bottom line of people, planet and profit.

Case in point: We use our own CA ecoSoftware to manage and track sustainability initiatives across our company. We also aim to set an example in the way we provide opportunities for our diverse workforce, create an inclusive environment for our employees and support the communities where we work and live.

Sustainability initiatives are smart business, too. On an operational level, they can boost productivity and provide enormous savings in time and money. They also help us attract and retain the best people, build brand value and deepen relationships with partners, customers and shareholders.

Although we believe that pursuing sustainability offers its own rewards, we are also proud of the outside recognition we've received. In 2011, for example, CA Technologies was named a component of both the World and North America Dow Jones Sustainability Indexes (DJSI). We ranked 9th out of 500 U.S. companies in *Newsweek*'s 2011 Green

Rankings and were named one of the leading providers of enterprise-scale energy management software by Verdantix.[1]

We're pleased that this recognition raises awareness of our sustainability work across our company and in the public sphere. But we realize that sustainability is an ongoing endeavor, and we continue to push ourselves to increase our transparency, expand the types of sustainability data we track and report, and increase the precision of our sustainability information by improving our methodology. As part of this effort, we have established a new greenhouse gas reduction goal of 35% by 2020, from a base year of 2006. Seeking best-in-class sustainability reporting, for the first time this report reflects external assurance of our greenhouse gas emissions. Building internal and external awareness of our efforts continues to be an area we need to improve, but we are making excellent strides and have identified numerous opportunities to raise attention going forward.

During the year, we made important advances toward our people, planet and profit goals.

PEOPLE We increased internal and external stakeholder engagement through Ceres, as a network company member, and increased our focus on diversity and inclusion, including a new emphasis on addressing the needs of lesbian, gay, bisexual and transgender (LGBT) employees.

PLANET Our Green Teams — employee-led volunteer groups that educate and encourage environmentally friendly behaviors — saw broad adoption across the globe. We also improved operational efficiency by eliminating a net of 28,000 square feet of real estate and the associated energy consumption needed for cooling, power and other facilities costs. In addition, we aim to define IT management in the age of the cloud, just as we do for the mainframe and distributed environments. By leading the IT industry's shift from physical to virtual to cloud, we will enable companies to reduce carbon emissions while increasing efficiency and lowering costs.

PROFIT Through our strategic business partnerships, we provided more full-service customer solutions, and our recently introduced CA ecoDesktop software will help us and our customers save energy, down to the workstation level.

Looking ahead, we have identified a major goal for fiscal year 2013. We have set an ambitious carbon emissions reduction target that leverages a recent audit by PwC of our processes and methodologies for greenhouse gas reporting.

We are also excited to be taking the lead in the critical area of cyber security. In a world that depends on reliable and secure Internet connections, any interruption of communications or privacy endangers our ability to conduct business and communicate. During the 2012 annual meeting of the World Economic Forum, CA Technologies helped spearhead the establishment of a broad set of principles to encourage cyber resilience and was the first company to commit to playing a role in mitigating cyber threats.

We are pleased with the progress we made during the previous year, but we recognize that there is more work to do. We will continue to lead by example, advancing sustainability for CA Technologies, our customers and our partners.

Bill McCracken
Chief Executive Officer

Art Weinbach
Chairman of the Board

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[1] *Green Quadrant Energy Management Software (Global)* December 2011. http://www.ca.com/gb/news/Press-Releases/emea/2011/CA-Technologies-Named-a-Leader-in-Energy-Management-en-gb.aspx

We've made sustainability one of the core principles of the company, highly visible and encouraged throughout the enterprise.

Cynthia Curtis

In our last sustainability report, we told you about some of the things that move us as a company. We said that together, we can make a difference — and that's why **Moving Together** is the theme for this year's report.

Moving together starts with an engaged workforce, which is reflected in our internal sustainability motto: Driven from the top down; energized from the bottom up. We've definitely seen this energy, as increasing numbers of CA Technologies employees help define and implement sustainability solutions. We have empowered them by establishing employee-led **Green Teams** that already represent more than half of our employees worldwide; by asking them to commit to our Pledge of Environmental and Social Responsibility; and by incorporating sustainability into our **training** and employee on-boarding.

In short, we've made sustainability one of the core principles of the company, highly visible and encouraged throughout the enterprise. In the process, we've improved our reporting, enhanced our approach to estimating energy use, **increased our transparency** and invited **external review** to confirm that our processes are solid and our data is valid.

We have also taken significant steps to deepen and expand our relationships and **stakeholder engagement** efforts with NGOs, suppliers and

customers. A good example is our participation as a Ceres network company. We have leveraged their expertise to help drive sustainability leadership and best practices, including our external stakeholder group, which held its first meeting in March 2012. We're also in the early stages of a pilot program to collaborate with our top suppliers on this vital issue. And we're continuing to leverage our core competency by extending and improving solutions such as CA ecoSoftware to include more of the social and employee engagement aspects of sustainability that we realize are so vital to every corporate sustainability initiative.

We are expanding our efforts with the aim of continually improving our results, learning from others and sharing best practices. For example, we have reworded our recycling goal to be clearer about our objective: reducing landfill waste. We have substantially lowered electricity consumption in our data centers and on-demand labs through server virtualization and physical infrastructure improvements. We've adopted a green lease policy for all new and renegotiated leases. We're exploring the issue of e-waste at the procurement stage. And we're well on track to meeting our goal

of reducing electricity consumption per employee to 40% below 2006 levels by 2013.
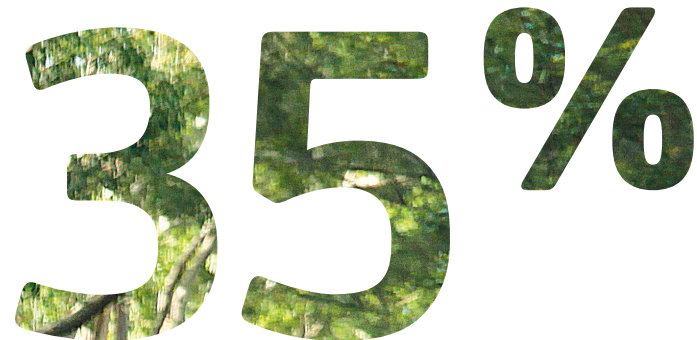
We've set ambitious goals because we think that's the only way to make game-changing progress. The most significant of these is our 35% absolute reduction in greenhouse gases by 2020, from a 2006 baseline. It's a bold objective and one that won't come easily, but we're confident we can get there.

Sustainability is indeed a journey, and ours continues to be a thrilling and very fulfilling one. But we have more to do, and we're delighted that you are joining us.

Cynthia

Cynthia Curtis
Vice President and Chief Sustainability Officer

35%

In 2012, we have set an
ambitious new greenhouse gas reduction goal
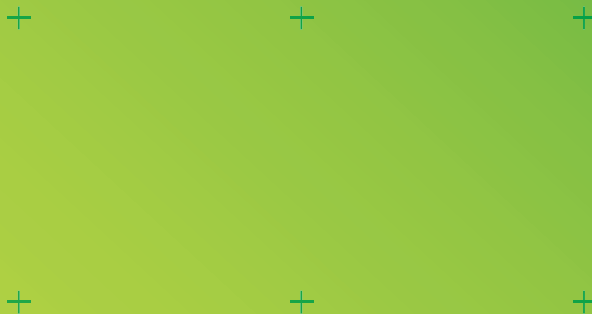of 35% by 2020, off of a base year of 2006.

Our employee-driven Green Teams are boosting office and personal...

GREEN TEAM, BRAZIL

In São Paulo, where plastic bags have been prohibited at supermarkets and malls, the Green Team gave employees who signed our sustainability pledge reusable shopping bags with the CA Technologies logo.

53%

sustainability

WE ENGAGE EMPLOYEES IN SUSTAINABILITY. We now have Green Teams at locations that represent more than half of our employees worldwide. Our hope is for all of our 130 offices to embrace the program.

We're encouraging women in digital literacy and technology...

ANITA BORG INSTITUTE FOR WOMEN AND TECHNOLOGY

CA Technologies supports the Anita Borg Institute for Women and Technology, an organization dedicated to increasing the influence of women on all aspects of technology and increasing the positive impact of technology for women.

80

career paths

WE STRIVE FOR DIVERSITY. In the most recent Corporate Equality Index ranking compiled by the Human Rights Campaign, CA Technologies received a rating of 80 out of 100.

We invest in local schools to ensure the success of our local…

CA-HOPE SCHOOL, INDIA

CA Technologies fully funds the
CA-HOPE School, which serves more
than 200 underprivileged students
from kindergarten through fourth grade.
Our employees regularly participate
in the school's activities.

communities

↑**30%**

WE SUPPORT OUR COMMUNITIES. CA Technologies financial
contributions increased by approximately 30%, from $5.4 million in
FY2010 to $7 million in FY2013.

We're helping improve sustainability at corporations throughout the world with advanced software tools and strategic alliances.

By showing customers how to use environmental resources more efficiently, we help them reduce their energy use and lower operational costs. CA ecoSoftware is one of the key ways we do just that. CA ecoSoftware helps IT and facilities staff gain greater availability, agility and efficiency in their data center and IT operations. It's one reason we were recently named a leading provider of enterprise-scale energy management software by Verdantix in its report, *Green Quadrant Energy Management Software (Global)*, December 2011. Separately, David Metcalfe, CEO of Verdantix, noted that "CA ecoSoftware…can help organizations better manage energy from the asset to the enterprise level.[2]"

In 2011, we announced new and enhanced offerings in the CA ecoSoftware family.

- CA ecoDesktop helps customers manage desktop and PC power consumption by reducing wasted energy and increasing staff productivity. One customer, the Municipality of Ballerup in Denmark, expects CA ecoDesktop to save them approximately $549,000 on energy costs over the next three years while reducing carbon emissions.

- The newest version of CA ecoMeter delivers valuable new capabilities to support power management for data centers and IT. According to a September 2011 IDC white paper[3], "CA ecoMeter's real-time analytics and accurate monitoring enable informed decisions and a true reality check versus what many data center managers believe about how their data center operates today and how it could operate tomorrow."

We continue to expand our **strategic alliances** to better meet our customers' sustainability needs. Last year, we announced one such alliance with **Bull** to help large enterprises transform their physical, heterogenous IT infrastructures to private clouds, where information can be accessed securely from a central source through the Internet.

Another alliance with VCE, the **Virtual Computing Environment Company,** delivers integrated private cloud solutions for VCE's Vblock™ Infrastructure Platforms. These kinds of cloud computing solutions can dramatically reduce IT operations and maintenance costs.

The success of our own efforts has helped us add a number of new customers, including **NCC** and **StratITsphere.** NCC is a leading Swedish construction and property company that is looking to us to help reduce its carbon emissions, cut energy costs and manage sustainability. StratITsphere is an IT services company that provides infrastructure and security consulting, and data center and cloud services. It is using CA ecoSoftware to collect and consolidate energy metrics at its 100,000-square-foot data center to facilitate customer reporting and billing, efficient cooling strategies and power management.

Next steps for CA ecoSoftware are to explore tracking certain social dimensions of sustainability.

8.9

out of a possible 10 achieved in our most recent customer survey.

CA Technologies relentless focus on improving customer support helps deliver better experiences and enables our customers to get the greatest possible benefits from our products. This approach pushed our customer satisfaction score to a new high of 8.9 out of 10 and prompted one customer to say, "The level of support I received made me feel as if I were CA Technologies only customer."

Improving awareness of our sustainability commitments is a benefit for both new client introductions and employee recruiting. Last year, our efforts in this area were aided by independent recognition. In 2011, CA Technologies was named a component of both the World and North America Dow Jones Sustainability Indexes (DJSI) and ranked **9th out of 500 in *Newsweek*'s Green Rankings of U.S. companies.**

2 http://www.ca.com/gb/news/Press-Releases/emea/2011/CA-Technologies-Named-a-Leader-in-Energy-Management-en-gb.aspx

3 IDC White Paper sponsored by CA Technologies, *Datacenter Infrastructure Management (DCIM): Bringing Together the World of Facilities and Cloud Computing*, Doc# 229847, September 2011.

WYNDHAM WORLDWIDE

Through its **Wyndham Green** program, Wyndham Worldwide is not only one of the world's largest hospitality companies, but also one of the greenest. The company is at the top of the latest *Newsweek* Green Rankings in its category and among the top 10% in the S&P 500 Carbon Disclosure Project Leadership Index. Wyndham is working with CA Technologies to track and measure a number of environmental metrics. One of its goals — to **reduce its carbon footprint by 20% by 2020** based on 2010 intensity metrics — is something our CA ecoSoftware is helping the company accomplish.

CAPGEMINI

Capgemini, one of the world's foremost providers of consulting, technology and outsourcing services, has teamed with CA Technologies to help **Tesco PLC** with its carbon data management. Tesco, which operates grocery stores in Europe, Asia and North America, has contracted with Capgemini to provide a **specialized managed service for energy and carbon data management** to support its in-house sustainability team and its use of CA ecoGovernance software. Tesco has seen an improvement in the efficiency and capacity of its carbon footprint measurement and reporting processes.

Our own operations demonstrate that sustainability is good business. By actively pursuing strategies that reduce energy use and waste, we are also cutting costs at CA Technologies offices around the world.

We continue to make progress on a number of commitments aimed at improving our operational efficiency. Last year, we committed to moving toward a goal of 100% electronic distribution of software, with no packaging or shipping of products. With all but two of our software products available as electronic downloads, we have made good progress toward meeting this goal. However, because some customers — such as government agencies — require physical delivery of software products, we will also continue to offer that as an option.

During the year, we began working with PwC to establish our **carbon reduction goal.** In line with the Greenhouse Gas Protocol (GHG Protocol), we have restated our 2006 emissions to reflect improved calculation methodologies and data management systems. The application of our current calculation approach to historical data has resulted in improved data accuracy and year-on-year comparability. See ca.com /sustainability-report for details.

Since 2006, operational improvements have reduced our carbon footprint by approximately 25% due to our energy-saving initiatives and real estate

25%

reduction in our carbon footprint since 2006 through operational improvements.

consolidation. From the previous year, our **Carbon Disclosure Project (CDP)** rating increased from 61/100 to 68/100. Some of the ways we are reducing our carbon footprint include acting on opportunities for lighting reduction, smart-spacing our facilities, and increasing efficiencies in our data centers and labs.

Our innovative **Labs on Demand program continues to improve our use of energy and real estate.** Last year, this program eliminated 5,000 square feet of data center floor space, cutting greenhouse gas emissions by approximately 230 tonnes and saving 366 MWh.

During 2011, **we began gathering GHG emissions data from our suppliers.** The information we receive from our supplier sustainability survey will be analyzed to develop a program for monitoring and collaboratively developing more sustainable solutions for both businesses.

We have also extended our efforts to reduce landfill waste in a variety of ways. For example, in April 2011 we distributed reusable mugs and cups at all of our North America locations.

Over the next five months, this small change alone prevented approximately 517,420 styrofoam cups from going to landfill and lowered our landfill waste by more than a ton.

Looking ahead, we are working toward achieving ENERGY STAR — or similar — certification in all of our data centers.

These combined efforts will go a long way toward helping us reach our new greenhouse gas reduction goal of 35% by 2020, off a base year of 2006.

LEADING BY EXAMPLE: HOW WE USE CA ECOSOFTWARE

We created CA ecoSoftware by leveraging our capabilities in areas such as systems management, project and portfolio management, and governance, risk, and compliance management. This energy, carbon and sustainability management solution helps corporations throughout the world improve sustainability performance. CA ecoSoftware comprises **CA ecoGovernance, CA ecoMeter** and **CA ecoDesktop.**

We developed CA ecoGovernance to meet our own need to track, monitor and report on greenhouse gas emissions and to facilitate our reporting processes. We also use the software to track waste and water. Similarly, realizing we needed greater insight and real-time data about our energy use to enable greater efficiency, we created CA ecoMeter to measure and manage power and cooling in our data centers and facilities around the globe. And we expect to implement CA ecoDesktop to manage desktop power use in key CA Technologies offices in the coming year.

At CA Technologies, our relationships with our colleagues are defined by simple but clear values: Respect for people. Consistently innovate and advance. Create amazing team spirit. And inspire customer loyalty.

We believe that continuously working to recruit, retain and develop talent creates the best teams. And we regularly conduct employee opinion and culture surveys to find out how well we're doing. Our Culture Index Survey (CIS) shows that many employees feel energized and passionate about their jobs. Our most recent CIS showed that three-quarters of employees are happy working at CA Technologies, more than 70% see it as a great place to work and roughly 68% said its culture values resonate with them. We also conduct an Employee Opinion Survey annually. Results from the next survey are scheduled to be released in August 2012.

In terms of **employee engagement,** we are making progress on CA Technologies goals, but survey results tell us that we need to place a greater focus on enhancing company-wide team spirit and collaboration. We believe our new **Green Teams** represent a very positive step in this direction (see page 17).

We launched our sustainability pledge in December 2011, asking employees to commit to actions that lower their environmental impact and make sustainability more personally meaningful. Components of the pledge include using energy responsibly and minimizing waste; lowering unnecessary water use; and using more sustainable travel options whenever possible. In 2012, we are leveraging social media and gamification to create a more dynamic online employee-engagement experience.

According to the Williams Institute, 96% of the top 50 *Fortune* 500 companies and 88% of the top 50 federal government contractors state that, in general, diversity policies and generous benefit packages are good for their business. Last year, we increased our focus on diversity and inclusion in the workplace and are just starting to see results in senior management. In May 2012, CA Technologies was named **one of 25 Best Companies for Multicultural Women by** *Working Mother* **magazine.**

Meghan Stabler
Global Senior IT Operations Director and Champion for Diversity and Inclusion

70%+

More than 70% of employees see CA Technologies as a great place to work.

Going forward, we are emphasizing initiatives centering on equal rights and benefits for lesbian, gay, bisexual and transgender (LGBT) employees. **In the most recent Corporate Equality Index ranking compiled by the Human Rights Campaign, CA Technologies received a rating of 80 out of 100.** In order to achieve a rating of 100, CA Technologies must provide transgender-inclusive health insurance coverage and demonstrate firm-wide organizational competency on LGBT issues. This effort is being led by Meghan Stabler, one of our global senior IT operations directors, who also champions diversity and inclusion at CA Technologies and serves on President Obama's National LGBT Policy Committee.

OUR GREEN TEAMS MAKE SUSTAINABILITY PERSONAL

Our Green Teams leverage our employees' energy and ideas, and empower them to advance our sustainability strategy. In our last sustainability report, we committed to establishing Green Teams globally. We began by conducting pilots in Paris, Sydney and Framingham. The results were impressive:

- **The Paris Green Team** introduced a series of changes in the way printers are used, helping its colleagues reduce overall paper consumption by 10.5%.

- **The Sydney Green Team** conducted a recycling audit and reported that 85–90% of its general office waste is being recovered and sold for recycling and/or reuse.

- **The Framingham Green Team's** *Bring Out Your Dead* initiative encouraged employees to turn in old, idle electronic equipment and resulted in collecting more than 120 devices and the creation of an annual recycling event.

We have now implemented Green Teams that represent more than half of our employees worldwide. Our goal is to have a Green Team captain in every office and to gradually implement a more metric-driven strategy to guide the teams' efforts.

Above: Earth Day event in the Framingham office.

CA Technologies is a global corporation with a local commitment. We work to improve the quality of life in communities where we live and work worldwide and are fully committed to advancing social, environmental and economic sustainability.

Since our last report, we have launched several new partnerships and programs in the area of science, technology, engineering and math (STEM) education for youth in underserved communities. By developing tomorrow's IT leaders — and potential CA Technologies employees — these investments help ensure the sustainability of our own business. In addition, through partnerships with organizations such as the **Anita Borg Institute for Women and Technology,** we continue to back programs and initiatives that support the advancement of women in IT.

Employee volunteerism grew in 2011: more than 2,500 employees gave over 10,000 hours in community service. We also increased our corporate giving and involvement internationally. In total, we gave more than $4.4 million in grants, approximately $1.6 million in employee matching gifts, and more than $500,000 in software and services.

Last year, we made a number of new philanthropic commitments and increased participation in many of our long-standing charitable initiatives.

Boys & Girls Clubs of America (BGCA) Our *Commitment to Action* was highlighted at the Clinton Global Initiative Annual Meeting in September 2011.

Change the Equation This organization was launched to build a national movement to improve STEM education programs and advocacy. We joined in 2011 and participated in a White House brainstorming session with businesses, educators and other groups focused on STEM initiatives.

CA Together in Action Our global volunteer month celebrated its sixth anniversary with employees participating in more than 130 volunteer projects throughout the world during the month of October.

UN Women's Empowerment Principles Our CEO, Bill McCracken, added his name to the UN Development Fund for Women and UN Global Compact's Women's Empowerment Principles CEO Statement of Support.

TECH GIRLS ROCK:
INTRODUCING GIRLS TO TECHNOLOGY

Last year, we made a $1 million commitment to BGCA to launch *Tech Girls Rock*, an initiative that aims to inspire tween and teen girls to discover an interest in technology that may lead to tech-related educational opportunities and careers. Employees have participated as moderators, panelists and group leaders in workshops throughout the country, from Boston to San Francisco.

business practices

We aim to provide a best-practice example and demonstrate leadership based on the way we operate our business and conduct ourselves at the highest levels.

One of the key commitments we made in our previous report was to use a third party to audit future sustainability reports, including assurance of processes, methodologies and data. To that end, we have received third-party assurance through KPMG and worked with Ceres to identify material issues and to develop a broad stakeholder-engagement program.

Our governance model continues to evolve and facilitate improvements in, and expansion of, our sustainability program. The program management office was established to tap into employees in other functions as we developed the strategy. We collaborate with this group on various initiatives which in turn empowers its members to act as sustainability ambassadors within the company. The advisory council, at the senior executive level, continues to provide guidance and approval, enabling our 35% reduction target. Lastly, oversight of the sustainability program at the board level ensures a lasting and serious commitment.

Last year, we instituted a corporate sustainability policy: CA Technologies is committed to being a responsible corporate citizen that creates value for customers, shareholders, employees and other stakeholders through growing the company in environmentally and socially sustainable ways. As a signatory of the UN Global Compact, CA Technologies will lead by example to monitor and minimize resource depletion; focus on sustainable resources; and address other activities that adversely impact our environment. **CA Technologies further promotes programs that advance education, technology, health and community services as well as a diverse workforce.**

We recently formed a Political Action Committee, CAPAC, as a way of providing thought leadership and advocacy on policies, regulations and legislation that affect CA Technologies and our stakeholders.

We remain dedicated to the highest levels of transparency and disclosure. Our performance is rated on a regular basis by an independent analytics firm, Institutional Shareholder Services, using ratings that identify and evaluate our key governance practices across four dimensions: Audit, Board of Directors, Compensation/Remuneration and Shareholder Rights to determine our Governance Risk Indicator (GRI). As of January 1, 2012, the GRI for CA Technologies was Audit (Low Concern), Board (Low Concern), Compensation (Medium Concern) and Shareholder Rights (Low Concern).

All CA Technologies employees are required to complete annual Business Practices & Compliance (BP&C) training. This training provides important information that helps employees spot issues and make good decisions when conducting business on behalf of CA Technologies. In our most recent BP&C annual curriculum, 99.9% of employees completed their training.

commitment	what we did	what's next

ENVIRONMENT

Work with The Climate Registry to finalize emissions targets by May 2011	We discontinued our relationship with The Climate Registry and began working with PwC to establish our carbon reduction goal. In line with the Greenhouse Gas Protocol, we have restated our 2006 emissions to reflect improved calculation methodologies and data management systems.	We will measure not only Scope 1 and 2 Greenhouse Gas (GHG) emissions, but also Scope 3, which covers business travel and waste generated in operations. Our target is to reduce Scope 1 and 2 emissions by 35% by 2020, off of a base year of 2006.
Move toward goal of 100% electronic distribution of software with no packaging or shipping of products	All but two of our software products are available as electronic downloads; this has allowed us to achieve an 85–90% electronic distribution rate.	Some customers — such as government agencies — require physical delivery of software products; therefore we modified our goal to reach 95% or higher electronic distribution by 2013.
Issue supplier questionnaire to establish baseline reporting and encourage key suppliers to publish a sustainability report by 2012	We expanded our questionnaire to key suppliers to include sustainability policies, initiatives and goals. Our Hiperos program is a solution that helps CA Technologies manage targeted suppliers around reputational risk, regulatory penalties and customer impact.	We will use 2011 as a benchmark for our suppliers, and will collaborate with them in 2012 to develop more sustainable solutions. We're exploring the issue of measuring e-waste at the procurement stage.
Reduce electricity consumption per employee to 40% below 2006 levels by 2013	We're on track to meet our goal of reducing electricity consumption per employee. We consumed 100,214 GJ of renewable energy in 2011, representing 22% of total electricity purchased from renewable sources.	We have metered electricity data for 58 facilities and will expand the measurement of our consumption in other offices.
Purchase 25% of electricity from renewable sources by 2015		
Reduce solid waste to landfill from our facilities	Currently, we have metered waste data for four facilities. In Sydney, a recycling audit revealed that 85 to 90% of all disposed materials are reused or recycled. At CA World held in 2011, we achieved an 80% recycling rate.	We will use 2012 as a benchmark and establish measurement reduction processes in our global facilities. We have also moved to a new waste management company at one of our locations from which we will develop effective guidelines for the rest of our facilities.
Increase telepresence to reduce travel; expand use of hybrid vehicles, etc., for more sustainable travel	Partnering with PlanetTran and other green vendors, we introduced a travel policy that encourages the use of eco-friendly hybrid vehicles, ride sharing, video conferencing and other measures.	We will expand the use of virtual-meeting technologies, and track the impact, and further promote sustainable travel. Our GHG measurement process has also expanded to include travel emissions in our future reporting.
Adopt a green lease policy for all new and renegotiated leases this year	We adopted a green lease policy in 2011 and have entered into green leases in Herndon, VA, in 2011, and in Scottsdale, AZ; Ft. Collins, CO; Lisle, IL; Portsmouth, NH; and Plano, TX, in 2012. We now have 297,950 square feet of office space under green leases.	We will continue to implement green leases globally. In addition, our recently opened executive briefing center in Manhattan was built to LEED-CI standards: http://www.ca.com/us/about-us/Executive-Briefing-Center.aspx

commitment	what we did	what's next

GOVERNANCE

Use third party to audit future sustainability reports, including assurance of processes, methodologies and data	Our GHG emissions data in this report is independently verified by KPMG.	We will continue to engage with a third party to independently review our emissions.
Increase Board involvement in sustainability initiatives	We created a Sustainability Advisory Council at the senior executive level of the company, and we now have Board oversight of the program.	We will continue to communicate on a regular basis with our Board to identify possible immediate and future impacts and evaluate the implementation of sustainability goals.
Work with Ceres to develop a broad stakeholder-engagement program this year	Together with Ceres, we identified material issues and developed a broad dialogue with stakeholders.	We will assess the key topics and issues raised in our external stakeholder meeting and map these against our business imperatives.
Institute a corporate sustainability policy this year	We instituted this policy, which can be viewed at: http://www.ca.com/us/about-us/corporate-citizenship/Corporate-Policies.aspx#Environmental-Responsibility	We will continually evaluate our policy based on our materiality assessment and engagement with different stakeholders.

EMPLOYEES

Expand the pool of diverse candidates for all management-level openings by the end of this year	Currently, our female representation is 8% at the executive management level.	We have an initiative to increase the diversity of our workforce significantly during the next three years, particularly in management and various departments within the company.
Issue an employee sustainability pledge this year and achieve 30% participation	We have not reached our goal. To provide a more dynamic and engaging site for employees, we are leveraging *Practically Green*'s SaaS application, which utilizes gamification and social media and calculates GHG emissions associated with actions.	We will conduct more activities globally to encourage employees to become active participants and commit to actions.
Establish Green Teams globally this year	We conducted three pilots in Paris, Sydney and Framingham. We now have 16 Green Teams at locations that represent more than half of our employees worldwide.	We will continue to roll out Green Teams globally and strive to have all 130 CA Technologies offices embrace the program.

COMMUNITY

More closely integrate community/philanthropic involvement with sustainability initiatives	We continued to support all areas of education and technology. In partnership with Boys & Girls Clubs of America, we launched *Tech Girls Rock*.	We will continue to build science, technology, engineering and math (STEM) education initiatives to develop future leaders of tomorrow, and build on our new area of focus, the environment.
Increase corporate giving outside the U.S.	We contributed more than $4.4 million a year and approximately $500,000 in software and services to nonprofit organizations, increasing our giving outside the U.S.	We aim to further expand international partnerships and increase our Community Affairs budget to $7 million, which will include matching gifts, program administration and grants in North America, EMEA, APJ and Latin America.

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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
- @CAsustain

awards & recognition

Dow Jones Sustainability Indexes
Member 2011/12

In 2011, CA Technologies was named a component of both the **Dow Jones Sustainability World Index** and the **Dow Jones Sustainability North America Index**.

In October 2011, CA Technologies was ranked among the top 10 greenest companies in the U.S. by *Newsweek* magazine. These *Newsweek* **Green Rankings** grade the 500 largest publicly traded U.S. companies on their environmental impact, strategy, policy, management, reputation and overall performance as environmentally responsible companies. The complete list can be found at www.newsweek.com/green.

maplecroft
Climate Innovation Indexes

In April 2012, CA Technologies was named a **Maplecroft** Climate Innovation Index Leader. Our company was ranked 54th out of 360 in the Maplecroft Climate Innovation Indexes, up from 73rd out of 350 in their prior profiling.

VERDANTIX

In December 2011, CA Technologies was named a leader in energy management software by **Verdantix**, an independent analyst firm focused on sustainable business strategies and market opportunities. This mention appears in the Verdantix report titled *Green Quadrant Energy Management Software (Global)*.

FTSE4Good

FTSE Group confirms that 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.

partnerships & memberships

Capgemini Worldwide	Global Green Consulting
Carbon Disclosure Project	Green Biz Executive Network
Carbon Trust	ICF International
Ceres	Infosys
Corporate Eco Forum	Jones Lang LaSalle
Deloitte	NY State Smart Grid
EarthShare	Siemens
ENERGY STAR	Wipro EcoEnergy
EDF Climate Corps	World Economic Forum
Fujitsu	World Resources Institute
Glacial Energy	

Mixed Sources
Product group from well-managed forests, controlled sources and recycled wood or fiber
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