

CA Technologies is

future ready

agility  
made possible™



At CA Technologies, we believe that success comes from a relentless focus on innovation and execution. These concepts are not only vital to our software development, but also to our sustainability efforts.

**Innovation in sustainability means doing things better and smarter. It means making the most of our resources, empowering people to do what they do best and using the power of diverse ideas to overcome challenges. And it means helping our customers do all of this, too.**

Combining innovation and execution makes us Future Ready—the theme of this report—as a company and in our sustainability efforts. By pursuing strategies that decouple environmental impact with business growth, we are driving efficiencies at our offices around the world and advancing toward our commitment to reduce greenhouse gas (GHG) emissions by 35% by 2020 (using a 2006 baseline).

As companies seek to do more with less, they will find a worthy partner in CA Technologies. Our products help customers manage and secure their IT environments, from mainframe to mobile, across the enterprise and the public, private and hybrid cloud. At the same time, we help companies manage their energy, carbon and sustainability efforts, and use leading-edge technology to measure, manage and report on their progress.

This approach is not just helping us reduce our environmental impact; it is attracting new customers in industries such as healthcare and utilities.

We're proud of our leadership role in sustainability because we believe in leading by example. It's hard to think of a better example we could set than that of a responsible global citizen.

Since I last wrote to you about our sustainability work at CA Technologies, we're seeing the results of many of our programs and initiatives. People throughout the company are increasingly involved in working toward our goals.

Our GHG emissions have decreased by 25% since 2006. While our results are flat in 2012 over 2011, our goal of a 35% reduction by 2020 remains realistic. We were also honored to place fifth out of 500 in *Newsweek's* 2012 Green Rankings of U.S. companies, ranking second within our industry sector. CA Technologies was also named to *CR Magazine's* 100 Best Corporate Citizens 2013 list for the first time.

At CA Technologies, we think of sustainability as a team sport. We are all working together toward the same goal. While we are pleased with our progress, there is much more work ahead.



*Michael Gregoire*

**Mike Gregoire** Chief Executive Officer



*Arthur F. Weinbach*

**Art Weinbach** Chairman of the Board

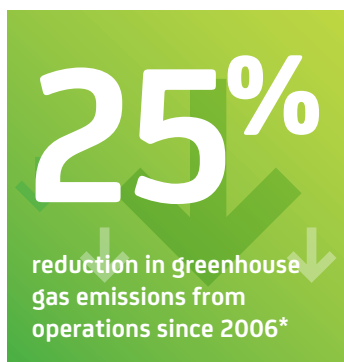


*Cynthia Curtis*

**Cynthia Curtis** VP and Chief Sustainability Officer

# goal and performance 2012 highlights

\*Equivalent to annual GHG from  
4,924 passenger vehicles



FY 2012 Commitment	What we did
<b>ENVIRONMENT</b>	
Reduce Scope 1 and 2 emissions by 35% by 2020, off of a base year of 2006	Due to our operational improvements, we have reduced our carbon footprint by approximately 25% since 2006. Our GHG measurement process has also expanded to include Scope 3 emissions in our reporting.
Purchase 25% of electricity from renewable sources by 2015	17% percent of the electricity we purchased globally in 2012 was from renewable sources.
Implement water management program	We currently have metered water data for 13 facilities and plan to expand the measurement of our consumption to other offices. For our Islandia office, we used approximately 26.7 million gallons of water in 2012 compared to 28 million gallons in 2011.
Adopt a green lease policy for all new and renegotiated leases	We now have 330,000 square feet of office space under green leases, up from 297,950 square feet in 2011.
<b>GOVERNANCE</b>	
Use third party to verify future sustainability reports, including assurance of processes, methodologies and data	Our Scope 1, 2 and 3 (commercial business travel) GHG emissions data in this report is independently verified by KPMG.
Work with Ceres to develop a broad stakeholder engagement program	In March 2012, we held our first external stakeholder meeting organized by Ceres. We also joined the BICEP coalition in December 2012 to advocate for innovative climate and clean energy policies.
<b>EMPLOYEES</b>	
Maintain at least 75% employee satisfaction rate in annual survey	We achieved a 79% job satisfaction rate in our annual Employee Opinion Survey. In our semi-annual Culture Index Survey, 72% of respondents indicated that they recommend CA Technologies as a great place to work and 76% said that they're happy in this organization.
Expand Green Teams globally	As of March 2013, 58% of our global employees are represented by Green Teams.
<b>COMMUNITY</b>	
Increase employee volunteerism	2012 marked the seventh anniversary of CA Together in Action, our global employee volunteer month, with more than 110 volunteer activities around the globe and more than 11,000 hours of community service throughout 2012, versus 10,000 in 2011.

# Customer Solutions

## Maximizing ROI, Minimizing consumption



CA Technologies has become a leader in environmental sustainability management. Our cloud-enabled CA Energy and Sustainability Management solutions use leading-edge technology to help our customers measure and report on energy, water, waste and carbon.

CA Data Center Infrastructure Management (DCIM) solution provides companies with visibility into power, space and cooling in their data centers to more effectively manage capacity, reduce risk and improve energy and water efficiency. We also provide other solutions in cloud computing, virtualization and automation, and Software as a Service (SaaS) that can help organizations reduce costs, increase efficiency, improve sustainability performance and extend the life, capacity and efficiency of legacy systems.

The future is coming. We help make sure our customers are ready.

**CA WORLD 2013** The theme for CA World 2013, the largest global gathering of CA Technologies customers and partners, was *Go Big with Impact*. In one very important way, we went big with zero impact: CA World 2013 was a 100% carbon-neutral event.

**VERDANTIX RECOGNITION** We were gratified that our efforts to help our customers better measure, manage and optimize their energy performance were recognized by Verdantix, which in 2012 named CA Technologies a “Leader” in energy management software for the second consecutive year.

**CA TECHNOLOGIES STRATEGIC ALLIANCE: INFOSYS** CA Technologies and Infosys have partnered to deliver greater client value with less risk by combining CA Technologies world-class DCIM solutions with Infosys’ global business delivery model. Our two companies share not just the common goal of delivering DCIM to organizations looking to transform their data center operations, but also a commitment to sustainability.



CA World 2013: *Go Big with Impact*.



The benefits Logicalis is achieving in its data center contributed to an ROI of 159% and an 11-month payback on CA DCIM.

CA DATA CENTER INFRASTRUCTURE MANAGEMENT (DCIM)

*Logicalis achieves 159% ROI with CA DCIM solution.*

Leveraging the CA DCIM solution to help reduce power costs and other service delivery overheads is enabling U.K. service provider Logicalis to bring competitive pricing structures to the marketplace.

+  
**159%**  
ROI with CA Data Center Infrastructure Management (DCIM) solution  
+

CA ecoDesktop

*Systembolaget uses CA ecoDesktop to cut energy consumption from IT devices in half, enhancing its reputation.*

By deploying CA ecoDesktop across 4,500 point-of-sale and workstation computers in Sweden, Systembolaget reduced energy consumption by 50% in one year, and nearly halved the CO2 emissions of its IT operations.



+  
As a result of using CA ecoDesktop, Systembolaget has seen the average “on” time of its devices reduced from 93% to 43%.  
+



# Operational Efficiency

## Maximizing knowledge, Minimizing footprint

We continue to pursue our own sustainability activities by gathering knowledge and forming strategic alliances in an effort to minimize our environmental footprint and, in many cases, reduce costs. Here are some of the ways we improve the efficiency of our own operations.

We created CA Energy and Sustainability Management solutions by leveraging our capabilities in areas such as systems management, project and portfolio management, and governance, risk, and compliance management. These solutions help corporations throughout the world improve their sustainability performance and drive efficiency. The portfolio comprises CA DCIM, CA ecoGovernance, CA ecoMeter and CA ecoDesktop.

We developed CA ecoGovernance to meet our own need to track, monitor and report on GHG emissions and to facilitate our reporting processes. We also use the software to track waste and water. Similarly, realizing we needed more insight into our energy use to enable greater efficiency, we created CA DCIM to measure and manage — in real time — power and cooling and overall physical capacity in our data centers and facilities around the globe.

Total GHG  
emissions  
reduction  
from 2006

23,615 = 4,924 PASSENGER  
VEHICLES

Metric tons of CO<sub>2</sub>e



of greenhouse gas emissions



We have reduced our own GHG emissions by 25% since 2006, keeping us on track to meet our GHG reduction goal of 35% by 2020. Since 2006, CA Technologies sustainability efforts have saved 23,615 metric tons of CO<sub>2</sub>e, the equivalent of annual GHG emissions from 4,924 passenger vehicles.

Source: U.S. EPA provided equivalencies

**RENEWABLE ENERGY** 17% of the electricity we purchase globally is from renewable sources and we have established a goal of using 25% renewable electricity by 2015. Renewable electricity is primarily consumed at Darmstadt, Germany; Sydney and Melbourne, Australia; Hyderabad, India and Framingham, Massachusetts, U.S.

**INFORMATION TECHNOLOGY** We have implemented server consolidation in our data centers, which allows us to combine several underutilized physical servers into one. This reduces our energy consumption and associated expense, as well as our software and hardware maintenance costs.

**STAKEHOLDER ENGAGEMENT ON ENERGY** We held our first external stakeholder meeting with Ceres in March 2012, providing expertise and insights on evolving sustainability at CA Technologies. One outcome of this meeting was our decision to join BICEP, the policy arm of Ceres.

**GREEN BUILDING AND GREEN LEASES**

*330,000 square feet of CA Technologies office space — about 10% of our total office space — is now LEED-registered or under a green lease.*

**STRATEGIC ALLIANCES WITH BUSINESS PARTNERS** We have formed strategic alliances with a number of leading organizations, including Cisco, Deloitte, Jones Lang LaSalle, Capgemini, Wipro EcoEnergy, Infosys and Fujitsu to expand and support our energy and sustainability management business.

**DATA CENTERS** Labs on Demand is CA Technologies enterprise-ready, hybrid cloud (a cloud computing environment in which some resources are hosted on-premise and others are accessed remotely) that enables our software developers and service and support technicians around the world to immediately develop and test innovative solutions.

**ENERGY USAGE** Among the ways we are reducing our carbon footprint is by acting on opportunities for lighting reduction, smart-spacing our facilities, and continued efficiencies in our data centers and labs.

**WASTE / WATER / PAPER MANAGEMENT** One way we minimize our landfill waste is through composting, which is underway at three of our major sites.

Employees at CA Technologies Hyderabad, India have voluntarily eliminated 75% of food waste. The remaining amount is composted.

As a software company, our operations are not water-intensive. Water discharges stem primarily from operating our office buildings. All of our data centers have a closed-loop water system and therefore use minimal water. In addition, we reclaim 100% of rainwater at our Hyderabad facility and use it for our landscaping needs.

Due to a number of paper conservation efforts, more than 34 million pages have not been printed at CA Technologies locations in North America and Asia Pacific & Japan since 2009.

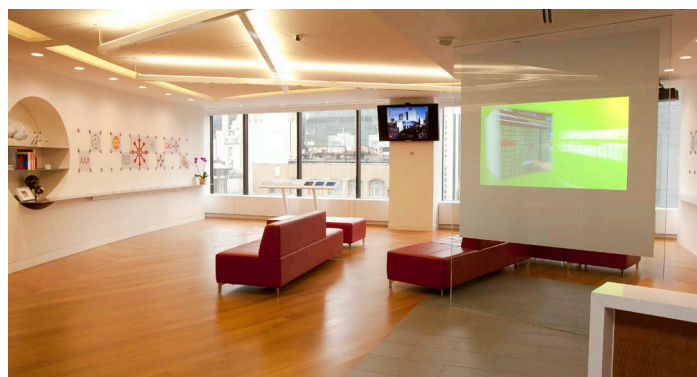
+

75%

+

of food waste eliminated at  
CA Technologies Hyderabad, India

+



CA Technologies LEED-certified Executive Briefing Center in Manhattan, NY.

# Community Involvement

## Maximizing resources, Minimizing barriers



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. We do this by supporting organizations, programs and initiatives that enrich the lives and well-being of others through education & technology, advancement of women in IT and health and human services.

**SESAME WORKSHOP** CA Technologies and Sesame Workshop, the nonprofit, educational organization behind *Sesame Street*, recently announced a partnership to encourage young children, educators and parents to engage in science, technology, engineering and math (STEM) learning. To support this effort, CA Technologies has pledged \$1 million to Sesame Workshop.

**ADVANCEMENT OF WOMEN IN IT** Since 2005, CA Technologies has supported the Anita Borg Institute for Women and Technology, a nonprofit organization dedicated to increasing the influence of women in all aspects of technology and increasing the positive impact of technology on women. Anita Borg develops tools and programs designed to help industry, academia and government recruit, retain and develop women technology leaders.

**HEALTH AND HUMAN SERVICES** CA Technologies employees were active volunteers in disaster relief efforts when Hurricane Sandy hit the U.S. eastern seaboard in October 2012. On Long Island and in New York City, employees held food drives for Island Harvest; collected clothing for New York Cares; scheduled blood drives for the New York Blood Center, and donated toys to children affected by the hurricane through Family-to-Family and the Salvation Army Angel Tree program.



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Grace Hopper Celebration in India, December 2012.



Hurricane Sandy relief efforts with American Red Cross.



CA Together in Action brings together employees to participate in local activities.



CA Technologies employees volunteer for Earth Day.

# Employee Empowerment

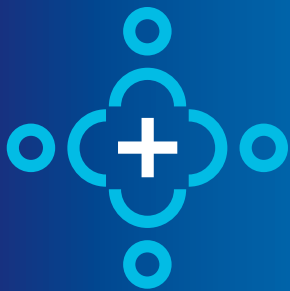
## Maximizing collaboration, Minimizing limits



At CA Technologies, our employees are our most valued asset. For the past few years, we have been successful at developing and retaining top talent. We have a competitive global compensation structure, health benefits at the top of the scale and on-site child development centers and wellness programs.

**CA CHAMPIONS** In 2012, we introduced our CA Champions program, a social loyalty program that recognizes and engages customers, partners and employees in CA Technologies online community, MyCA. The CA Champions program rewards customers and guides users to contribute value to the communities.

**CA SUSTAIN** In 2012, we launched CA Sustain, an interactive Web-based platform that provides a resource for our employees to learn more about, and take actions toward a more environmentally friendly and socially responsible lifestyle. CA Sustain utilizes gamification technology to create a dynamic community where employees can earn points and badges, and challenge colleagues to adopt specific actions.



CA Technologies received a 100% rating by the Human Rights Campaign (HRC) in its 2013 Corporate Equality Index (CEI) report, the premiere national benchmark for lesbian, gay, bisexual, transgender (LGBT) workplace inclusion, up from 80% the previous year. The HRC's CEI report, released each fall since 2002, provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to LGBT employees.

# 100%

**on Corporate Equality Index  
(Human Rights Campaign)**



**GREEN TEAMS** Our Green Teams are employee-led groups that volunteer their time to work on sustainability by managing office greening activities and encouraging behavior that is better for the environment. We now have 20 Green Teams at locations that represent 58% of our employees worldwide.

In Barcelona, the new Green Team introduced itself to the rest of the office by distributing individual mugs and glasses to each employee to replace the plastic glasses and cups the office had been using. That single step will eliminate the use of 18,000 plastic water cups and 25,000 coffee cups each year — reducing plastic waste by about 330 pounds annually.

The Lisle, Illinois Green Team had a successful launch in October 2012 when CA Technologies staff at the location brought in 120 pounds of batteries to be recycled. At the team's second big event, office staff brought in 700 pounds of electronics for recycling.

**WORKFORCE DIVERSITY AND INCLUSION** CA Technologies encourages the formation of employee network groups (ENG) among colleagues. These groups play an important role in helping to create an inclusive work environment in which diverse perspectives are respected and valued. ENG's are open to all employees globally to unite and celebrate commonalities such as race, gender, ethnicity, background, age, social identity, interests and experiences.

First introduced in 2011, participation has increased in 2012 with the addition of seven groups, including a Hispanic ENG. The groups, which provide networking, personal development and professional growth opportunities, can be formed locally, regionally or virtually. CA Technologies ENG's include Families, Islandia Families, LGBTA (lesbian, gay, bi-sexual, transgender allies), Women @ CA, Lisle Women, Pittsburgh Women and Young Professionals.



**20 Green Teams at locations that represent 58% of our employees worldwide**

# awards & memberships

## Awards & Recognition

In 2012, we achieved a significant increase in our **CDP** score: 84 out of 100, up from 68 in 2011. Also in 2012, CA Technologies was named as a component of both the **Dow Jones Sustainability World** and **North America Indexes** for the second consecutive year. In the same year, we were honored to place fifth out of 500 in **Newsweek's** 2012 Green Rankings of U.S. companies, up from ninth place in 2011 and ranking second in our industry sector. Also, for the first time, CA Technologies was named to **CR Magazine's** 100 Best Corporate Citizens 2013 list.

The **FTSE** Group confirmed 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.



FTSE4Good



## Stakeholder Engagement

We are expanding our engagement with stakeholders in many ways. Since 2011, CA Technologies has been a member of the **Clinton Global Initiative**. Also, CA Technologies continues its six-year participation with the **UN Global Compact** and expanded our engagement with **Ceres** by joining its policy arm, **BICEP** (Business for Innovative Climate & Energy Policy). Engaging with these organizations enables us to increase our interactions with a network of companies, investors, environmental organizations, public interest groups and governments that seek to address sustainability challenges.



## Learn More

To learn more about CA Technologies sustainability initiatives and products.

[ca.com/sustainability-report](http://ca.com/sustainability-report)

[sustainability@ca.com](mailto:sustainability@ca.com)

[community.ca.com/blogs/greenit](http://community.ca.com/blogs/greenit)

[ca.com/energy-sustainability-management](http://ca.com/energy-sustainability-management)

[facebook.com/CATechnologies](https://facebook.com/CATechnologies)