

# Control + *Shift*

We provide our customers with the control they need, making the promise of flexible IT and agile business a reality. And we enable them to shift nimbly to support changing business models. After all, companies around the globe must do more with less if they are to thrive in the triple-bottom-line business environment of people, planet, profit.

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# Message from the CEO and Chairman

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At CA Technologies, innovation is the difference. It's what drives everything we do, from developing products to fostering sustainability.

Our innovations are enabling businesses and organizations to take advantage of the enormous opportunity of the application economy — where software drives business models, and is shifting how companies deliver, consumers purchase, governments serve and individuals around the world connect and interact. Part of this shift is applying software solutions to improve efficiency and enhance sustainability efforts, not just at our own company, but also for our customers.

As a company, we're implementing efficiencies at our offices around the world and advancing toward our commitment to reduce our scope 1 and 2 greenhouse gas (GHG) emissions by 35% by 2020 (using a 2006 baseline). We have achieved 74% of that goal. Thirteen Green Teams, representing more than 50% of our global employees, implement environmentally positive practices at the local level. And we're honored that our progress has been recognized by third parties like Verdantix and the Dow Jones Sustainability Index.

We've also become a leader in environmental sustainability management. Our cloud-enabled CA Data Center Infrastructure Management (DCIM) solution provides companies with visibility into the power, space and cooling of their data centers to more effectively manage capacity, reduce risk, and improve energy and water efficiency. It also includes leading-edge technology to measure, manage and report on progress.

Sustainability also means working to improve the world by supporting efforts that enrich the lives of others. As an information technology company, we have a clear and vested interest in advancing science, technology, engineering and math (STEM) learning. It is one of our top community priorities at CA Technologies. Through several global partnerships and programs, our goal is to help transform the lives of young people from underserved communities and inspire the next generation of innovators and tech leaders.

We take pride in our leadership role in sustainability because we believe in leading by example. We will continue to pursue new discoveries that advance sustainability for our customers and for our company.



**Mike Gregoire**  
Chief Executive Officer



**Art Weinbach**  
Chairman of the Board

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# Goal and performance highlights

Commitment	What we did
<b>ENVIRONMENT</b>	
Reduce scope 1 and 2 emissions by 35% by 2020, from base year 2006	Due to operational improvements and rightsizing office space, we have reduced our carbon footprint by approximately 26% since 2006.
Implement water management program	We continue to expand the measurement of our water usage across our global real estate footprint. For our Islandia, NY, office we used approximately 22.2 million gallons in 2013 compared to 26.7 million gallons in 2012.
Increase TelePresence to reduce travel; expand use of hybrid vehicles, etc., for more sustainable travel	We installed 8 videoconferencing systems in 2013, including a TelePresence in our new Santa Clara, CA.
Adopt a green lease policy for all new and renegotiated leases this year	We now have about 415,000 sq ft of office space under green lease, an increase of 85,000 sq ft from last year.
<b>GOVERNANCE</b>	
Use third party to audit future sustainability reports, including assurance of processes, methodologies and data	Scope 1,2 and 3 (commercial business travel) GHG emissions data in this report are independently verified by KPMG.
Work with Ceres to develop a broad stakeholder engagement program	CA Technologies continues to be a member of Ceres and BiCEP.
<b>EMPLOYEES</b>	
Maintain at least a 75% employee engagement rate in the Employee Opinion Survey	We achieved a 79% employee engagement rate in our 2013 Employee Opinion Survey. More specifically, 78% of respondents are satisfied with CA Technologies, 81% are proud to work for CA, and 76% would recommend CA as a great place to work.
Continue global Green Team program	Thirteen Green Teams representing more than 50% of our global employees implement environmentally positive practices at the local level.
<b>CORPORATE SOCIAL RESPONSIBILITY</b>	
Continue to strengthen philanthropic focus on science, technology, engineering and math (STEM) education	Through memberships and partnerships with organizations including 100kin10, the Anita Borg Institute for Women and Technology, Boys & Girls Clubs of America, Change the Equation, Citizen Schools, the Clinton Global Initiative, DonorsChoose.org, NPower, PENCIL, Sesame Workshop and Year Up, CA Technologies has expanded its focus on advancing STEM learning.
Continue to expand global volunteer program	Participation in employee volunteerism has continued to grow worldwide with activities taking in place in countries including Australia, Argentina, Brazil, Chile, China, Colombia, Finland, France, Hong Kong, India, Israel, Italy, Mexico, the Netherlands, Singapore, Spain, the U.K. and the U.S.
Continue to support advancement of women and girls in IT	CA Technologies is committed to promoting gender diversity and through partnerships with organizations like the Anita Borg Institute for Women and Technology, and our Tech Girls Rock initiative with Boys & Girls Clubs of America, we support the advancement of women in technology.

# Customer Solutions

Controlling  
IT environments  
+  
shifting  
efficiency

CA solutions are the critical foundation for helping customers gain deep insight into and exceptional control over their complex mixed IT environments. This type of control requires visibility into the power, space and cooling of their data centers — visibility that enables organizations to more effectively manage capacity, mitigate risk and improve overall efficiency.

## **RAGINGWIRE INNOVATES WITH CA DCIM**

RagingWire designs, builds and operates mission-critical data centers that deliver high-density power and 100% availability. The company has 650,000 square feet of critical data center infrastructure in Northern California and Ashburn, Virginia, and the highest customer loyalty scores in the industry. CA Data Center Infrastructure Management (DCIM) is helping to simplify data center operations by replacing and consolidating over 23 point solutions used in data center operations to monitor and manage power, space and cooling. For RagingWire, providing industry-leading DCIM services as a value-add service is a market differentiator that will win new clients and generate additional top-line revenue.

## **AVNET USES CA DCIM TO REDUCE COSTS BY \$18 MILLION AND IMPROVE DATA CENTER POWER EFFICIENCY BY 10%**

Avnet, one of the world's largest distributors of electronics, implemented CA DCIM to measure, monitor and manage power and cooling in its primary data center. The result: Avnet recently reported five-year cost savings of \$18 million and a 10% improvement in data center power efficiency, earning the company the 2013 Green Enterprise IT (GEIT) Award™ from Uptime Institute.

## **CA TECHNOLOGIES STRATEGIC ALLIANCE: EATON CORPORATION**

CA Technologies is working with diversified industrial manufacturer Eaton Corporation to deliver a robust data center monitoring, management and control solution in North America. The solution combines Eaton power management hardware and software with CA DCIM, empowering data center managers to increase operational efficiency, mitigate risk and enhance performance.

## **ENTEL: MAINTAINING DATA CENTER EFFICIENCY AND PERFORMANCE**

Entel, a \$2.9 billion telecommunications provider based in Chile, recently selected CA DCIM to manage its critical data center infrastructure. Entel gained a centralized view of more than 3,000 data points, resulting in improved service levels, reduced risk and increased revenue.

**CA DCIM AND ENERGY AND SUSTAINABILITY MANAGEMENT**

CA DCIM improves the accessibility of efficiency metrics and benefits, by providing an integrated platform for monitoring and measuring the consumption, capacity and performance of both IT and facilities resources in the data center — including integration with building management systems.

**Security.** CA Technologies strong, on-premise solutions are now being leveraged in cloud, virtual and SaaS environments, offering customers vital privacy as well as identity and access management capabilities.

**Virtualization.** Our expertise in highly virtualized environments gives us an edge in optimizing these implementations with robust management and advanced automation.

**Cloud computing.** A growing number of analysts recognize CA Technologies as an emerging leader in providing solutions for public and private cloud computing across diverse virtual and physical platforms.

# Operational Efficiency

Controlling  
our footprint  
+  
shifting  
our priorities

At CA Technologies, we work to control and shrink our environmental footprint by gathering and acting on knowledge, looking for opportunities to innovate, and forming strategic alliances to combine efforts. In many cases, these efforts also help reduce operating costs. Here are some of the ways we improve the efficiency of our own operations.

**Renewable energy:** We are dedicated to reducing our carbon footprint and advancing renewable energy technologies. For example, wind power supplies 100% of the power at our Darmstadt, Germany, and Framingham, MA, facilities, and renewable energy provides 30% of the power for our facilities in Melbourne and Sydney in Australia. On the supply side, CA Technologies continues its program of buying renewable energy certificates (RECs) from commercial electricity supplier Glacial Energy.

**Information technology:** We have several ongoing initiatives to reduce our energy consumption and overall carbon footprint. During 2013, consolidating servers in our data centers enabled us to decommission 170 servers, producing annual savings of more than 96,000 kWh and 140 metric tons of CO<sub>2</sub>e. Server virtualization technology enables us to rapidly provision logical servers that run on one physical server, resulting in additional savings on power and hardware maintenance costs. On the desktop, we use our Asset Management solution to configure power management settings to turn off monitors and spin down hard drives after a period of inactivity, saving energy and prolonging the life of the monitors and disk drives.

**GHG emissions.** CA Technologies began measuring its GHG emissions in 2006, reporting results through CDP. Operational improvements have enabled us to reduce our carbon footprint by approximately 26% since 2006. Specific activities that have contributed to this success include acting on opportunities for lighting reduction, smart-spacing our facilities, and implementing efficiencies in our data centers and labs. Our efforts in this area are reflected in our increased CDP disclosure score. In 2013 we received a 90 out of 100, up from an 84 the previous year.

**Strategic alliances with business partners.** We have formed strategic alliances with a number of leading organizations, including Cisco, Deloitte, and Jones Lang LaSalle (JLL).

**Green buildings and green leases.** CA Technologies developed, owns and occupies a 200,000-square-foot SICI Green Building (India's equivalent of LEED-certified) in Hyderabad, India. In addition, we lease approximately 140,000 square feet of office space in LEED-certified buildings across the United States, with another 85,000 square feet pending LEED-certification at CA's Silicon Valley Technology Center, in Santa Clara, CA. We continue to work with our global real estate service providers to incorporate sustainability elements into all new leases, including provisions requiring use of efficient and regularly serviced building systems, use of cleaning materials that are Green Seal-certified, building recycling programs, lighting sensors in common areas, and landscape irrigation systems that utilize rain sensor devices to minimize water usage. In 2013, we completed a building management system upgrade at our Islandia, NY, office, giving us greater control of building efficiency at our largest location. The Islandia facility is a 778,000-square-foot office building in which we manage the entire property and occupy approximately 575,000 square feet, or 18%, of our entire global occupied space.

**Waste management.** CA Technologies has a corporate-wide global commitment to minimize its impact on landfills by reducing, reusing, recycling and respecting. As an example of this commitment, our Ditton Park, U.K., facility is recycling cooking oil from the building's restaurant into biodiesel fuel and sending all food waste from the restaurant for composting off-site. These two actions have resulted in waste reduction of more than 10 metric tons each year. In total, only 33% of the facility's waste goes to landfill.

**Water management.** We are a software company, so our operations are not water-intensive. Water discharges are attributable primarily to our office buildings. While most of our facilities are located in multi tenant properties where we cannot exercise complete control, our data centers have closed-loop water systems and use minimal water. In addition, we reclaim 100% of rainwater from surfaces at our Hyderabad, India facility and use it for our landscaping needs. We currently have metered water data for 13 facilities. For our Islandia, NY, office, we estimate that we used approximately 22.2 million gallons of water in 2013, compared to 26.7 million gallons in 2012.

**Energy.** CA Technologies Framingham, MA, facility participates in the EPA's Energy Green Partnership program, a voluntary initiative that encourages organizations to use green power as a way to reduce the environmental impacts associated with electricity use. We created CA DCIM to measure and manage power and cooling and overall physical capacity in our data centers and facilities around the globe. We also have developed and use energy management products. We use New York Power Authority (NYPA) energy in Islandia and contract for wind energy through Glacial Green in Framingham, Portsmouth and Petaluma. We have an energy and sustainability manager now on board for FY 2015 through JLL.

# Corporate Social Responsibility

Controlling  
our impact  
+  
shifting  
to a local view

CA Technologies is a global corporation with a local commitment. We work to improve the quality of life in the communities where our employees live and work worldwide, and we're fully committed to advancing social, environmental and economic sustainability. CA Together, our corporate social responsibility program, is driven by the core philanthropic purpose of improving the lives of underserved children and communities around the world.

**STEM education.** We do this by supporting organizations, programs and initiatives that enrich the lives and well-being of others, with a primary focus on science, technology, engineering and math (STEM) education. Our goal is to help transform the lives of young people and encourage the development of future leaders in IT.

By investing in STEM programs tailored to different grade levels and age groups, CA Technologies is helping to build the STEM pipeline at every stage of schooling. Through partnerships with organizations like Boys & Girls Clubs of America, Citizen Schools, DonorsChoose.org, PENCIL and Sesame Workshop, we are wielding influence in the Pre-K-12th grade space. CA Technologies is also making a difference in the international arena through its involvement with the CA-HOPE School, in Hyderabad, India; Passerelles Numériques, which serves South Asia; Proeducación I.A.P., in Mexico; and Sodalitas and CSR Europe, in Italy. In addition, we support post high-school training through partnerships with organizations including NPower, Year Up, College for All in Israel and e-skills UK.

**Product donations.** Through our CA Together IT program, we share our world-class software solutions and IT expertise with charitable organizations around the globe, with the goal of helping to strengthen their IT infrastructures and building organizational capacity to better serve their beneficiaries. Nonprofit partners using CA Technologies products include Boys & Girls Clubs of America, DonorsChoose.org, the March of Dimes, and the National Center for Missing & Exploited Children.

**Employee volunteerism.** CA Technologies employees have a long history of giving their time and talents to those in need. While there are signature programs like CA Together in Action, the company's worldwide employee volunteer month in October, and environmental programs in April to celebrate Earth Day, activities are available year-round. Employees are able to use up to three work days per calendar year to volunteer.

**Matching gifts.** The CA Technologies Matching Gifts program is driven by the passion and commitment of our employees to help others. Employees can contribute to nonprofit organizations of their choice worldwide with a one-to-one company match of up to \$5,000 each fiscal year. This program continues to serve as an important element of our community involvement, with gifts matched in FY 2013 totaling more than \$1.6 million.

# Employee Empowerment

Controlling  
our future  
+  
shifting  
our culture

We believe our employees aren't just part of the company. They are the company. Striving to be an employer of choice and attracting, developing, retaining and inspiring top talent helps ensure that we deliver the most effective solutions to our customers. To that end, we have a competitive global compensation structure, health benefits at the top of the scale, on-site child development centers and a wellness program focused on improving the health of our employees and their families.

**Work-life balance.** At CA Technologies, we believe that supporting both the professional and the personal goals of our employees is key to creating a more efficient, competitive and sustainable workforce. Almost all of our employees have significant flexibility in their work schedule, and approximately 33% of our North American staff and 19% of our global employees participate in our full-time Flexible Workplace Program. Just eight years ago, flex workers made up less than 5% of our workforce.

Providing flexibility options has improved morale, job satisfaction and productivity, and helps recruit and retain top talent and reduce absenteeism. Flex-related programs have helped us reduce our carbon footprint, real estate costs and support-staff needs, while company-provided technology tools and teleconference capability enable flex workers to remain highly productive and well connected to their teams.

**Workforce diversity and inclusion.** Our global inclusion and diversity strategy plays a vital role in CA Technologies fostering an inclusive work culture and work environment. The strategic plan for diversity and inclusion is designed to achieve three overarching goals:

- **Your place:** We help unleash our colleagues' differences and potential to accelerate performance.
- **Workplace:** We help create policies, initiatives and a supportive work environment to realize opportunities and business objectives.
- **Marketplace:** We help our colleagues realize our core principles, support the business and increase brand loyalty.

Recent diversity and inclusion accomplishments include:

- 87% Employee Engagement Score for fostering an environment where people with diverse backgrounds can succeed
- Attendance at more than 23 diversity recruitment and outreach events in 2013
- 25% global participation of women in our Leadership Development Program
- 22% of women in executive leadership roles

***Inclusion teams.*** Inclusion Teams are part of the foundation of our inclusion and diversity infrastructure. They drive employee engagement in inclusion and diversity and educate employees on inclusion and diversity topics. In 2013, we also established the Global Inclusion Council, a team of leaders that works to advance inclusion and diversity at CA Technologies in an effort to enhance employee engagement, workplace culture, individual performance, and innovation, execution and speed.

***Careers at CA Technologies.*** At CA Technologies, 100% of our employees receive performance reviews. From these, our company leadership identifies the top talent to engage in our three Leadership Development Programs. These 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 Team.

# Awards & Recognition

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World and North American Dow Jones Sustainability Indexes

2013 FTSE4Good Index

2013 Global Compact 100 Index

2013 Working Mother 100 Best Companies

2013 Corporate Responsibility Magazine Top 100 List

2013 Human Rights Campaign Corporate Equality Index: Perfect Score

## STAKEHOLDER ENGAGEMENT

We continually engage with our stakeholders in many ways. Through our Board of Directors and members of our Executive Management Team, CA Technologies continues its participation with the UN Global Compact, UN Caring for Climate and UN Women's Empowerment Principles. We are also engaged with Ceres and its policy arm, BICEP (Business for Innovative Climate & Energy Policy). Both of these organizations enable 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)

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

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