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technologies

Message from the CEO & Chairman

In today's rapidly changing world, staying true to the principles of integrity and responsibility is more important than ever. As a company that is literally rewriting the future through software, operating sustainably is central to our mission. It's the right thing to do, but it's also good business. With over 11,500 employees around the world and millions more who use our products to drive their enterprises, we are in a position to impact the world in positive, meaningful ways.

We live in an application economy, where customers are more likely to experience a brand through a software app than through a person. This new world needs, and our customers increasingly demand, products that have sustainability built into them from the beginning. We do this in numerous ways. One example is through the automation of our quality-assurance testing. We've developed a software solution to automate this testing—reducing the amount of resources and number of servers required, making the process more efficient and sustainable.

We're also driving the same kinds of efficiencies for our customers. For example, we created our CA Data Center Infrastructure Management (DCIM) product after measuring and managing power and cooling in our own data centers. Now that product is used by CA Technologies customers around the globe to gain greater insight into the energy use of their own data centers. CA DCIM not only facilitates greater efficiency and reliability, but it can also help IT administrators manage space and capacity to better optimize data center operations.

CA DCIM has contributed to our carbon footprint reduction of approximately 26% since 2006, which equates to 24,733 fewer metric tonnes of carbon—equal to taking 5,207 passenger cars off the road, according to the U.S. Environmental Protection Agency (EPA). Our efforts in this area are reflected in our CDP (formerly the Carbon Disclosure Project) disclosure score: We received a score of 90 out of 100 in 2014.

As a technology company in a fast-paced world, we need to ensure we have the skills we need to innovate and meet our customers' needs. Across many nations today, there are urgent calls for deeper investment in the science, technology, engineering and math, or STEM, skills that will dream up, build, maintain and secure the digital world we now live in. We are working globally with other organizations, governments and NGOs to address this gap. This includes the *Tech Girls Rock* initiative we created in partnership with Boys & Girls Clubs of America, and our support of the European Commission's Grand Coalition for Digital Jobs. Our pledge to raise STEM awareness is just one example of how we are rising to the task.

We are invested at every stage of the STEM pipeline, from early childhood to middle school to high school to young adult education. Our goal remains to help transform the lives of young people and inspire the next generation of innovators and tech leaders. Addressing the deficit of STEM skills is central to seizing the opportunities the digital world presents.

We believe that, just like developing leading-edge products, building a sustainable company is something that takes care and hard work. We understand that remaining at the forefront of a world driven by software will happen only if we put people at the center. With the support of our customers, partners, shareholders and employees, CA Technologies is committed to building a brighter future for us all.

Mike Gregoire
Chief Executive Office

Art Weinbach
Chairman of the Board

3

Customer
Solutions

We develop solutions that give our customers the insights they need to manage and control complex, mixed-IT environments. By providing customers with visibility into the power, space and cooling of their data centers, we enable them to more effectively manage capacity, mitigate risk and improve overall efficiency. These solutions take the form of products like CA Data Center Infrastructure Management (DCIM), which provides real-time monitoring of power distribution and use across data centers, as well as technologies like cloud computing, virtualization and security solutions. Here's how some of our customers are benefiting from our products.

RAGINGWIRE DATA CENTERS

RagingWire Data Centers, the NTT-backed U.S. colocation supplier, deployed our DCIM software to monitor power and environmental conditions inside its data centers. RagingWire now offers all customers a DCIM-based portal to track and trend their power use and get a real-time view of their data center operations, including power and cooling capacity and availability. In early 2015, RagingWire earned the U.S. Environmental Protection Agency's (EPA's) ENERGY STAR certification for two of its key data center facilities that leverage CA DCIM to monitor power use.

DATOTEL

Datotel is an IT services provider specializing in developing strategic business solutions to help clients optimize their IT infrastructure and reduce cost of ownership. With an increasing number of services being delivered to customers through applications, any data center power outage could impact not only the customer experience, but also a company's revenue and reputation. That means Datotel must continually monitor the capacity and power consumption of thousands of different data center components. CA DCIM enables Datotel to track this information in real time, allowing it to optimize its data center availability, efficiency and capacity.

BBVA (BANCO BILBAO VIZCAYA ARGENTINA, S.A.)

BBVA (Banco Bilbao Vizcaya Argentaria, S.A.) is a multinational Spanish banking group. The bank has deployed CA DCIM in its Madrid data center and plans to incorporate it in new data centers in Spain and Mexico. Though it's early in the implementation, BBVA is already achieving benefits from infrastructure management. For example, by having room temperature maps available and having visibility into areas with poor air usage, the bank's IT staff can shut down grids where no cold air is necessary, a measure that is providing considerable annual savings to the company.

Operational Efficiency

4

Operating our business efficiently is at the heart of our sustainability efforts. We focus on managing our energy use, developing and maintaining smart facilities, reducing our greenhouse gas emissions, and forming strategic alliances with business partners that contribute to our operating efficiencies.

ENERGY MANAGEMENT & IT

IT devices, from the data center to a mobile platform, are the fastest-growing component of enterprise energy consumption. We're helping drive efficiency—both at CA Technologies and for our customers—through the use of server management and network devices. We're also reducing energy use by moving to virtual servers instead of adding hardware.

SMART FACILITIES

Because facilities represent one of our largest environmental impacts, they are where we concentrate most of our own operational efficiency efforts.

GREEN BUILDINGS & GREEN LEASES

In 2014, we upgraded lighting in our Islandia, New York office. Following a mandate to phase out T12 fixtures, we replaced all of them with high-efficiency T8 or LED bulbs. We also moved to LED lighting in the data center, which typically runs about 24 hours a day. Not only are employees pleased with the 25 percent increase in brightness, but the new lights use about half the energy as the previous lighting.

During the year, CA Technologies facilities in Framingham, Massachusetts and Islandia were awarded the EPA's ENERGY STAR certification, which signifies that the buildings meet strict energy-efficiency performance levels. Our Framingham office achieved a verified score of 97, while our Islandia office scored 92.

WATER MANAGEMENT

During the summer of 2014, we hosted two Environmental Defense Fund (EDF) Climate Corps interns, including one who spearheaded the creation of a corporate water management program for CA Technologies. As a result of the internship project, CA developed and is using a series of tools—including a water audit questionnaire and office scorecard—designed to improve water-use transparency throughout our real estate portfolio. Moving forward, CA Technologies aims to leverage these tools to advance our water management program.

Operational Efficiency

5

CONTINUED

WASTE MANAGEMENT

We have made a corporate-wide global commitment to minimize our impact on landfills by reducing, reusing and recycling. In 2014, our India offices focused on reducing waste. One office held a solid-waste-management event aimed at sensitizing and motivating employees to maintain a sustainable, greener and healthier planet both within and outside the CA Technologies campus. The event led to several employee-launched waste-segregation and -composting programs.

GHG EMISSIONS

We continue to work toward reducing our greenhouse gas (GHG) emissions and will report on our 2014 progress later in summer 2015. We view Scope 1 and 2 emissions as material, due primarily to our office footprints and server usage, as well as our Scope 3 emissions from commercial air and rail travel.

SUPPLY CHAIN MANAGEMENT

We are proud to use the power of the CA Technologies name to work with our vendors to ensure they are committed to sustainable, ethical practices. We continually monitor related issues throughout our supply chain, and we determine the material impact, if any, of all suppliers. We enforce a Supplier Code of Conduct that defines ethical 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 spend 59 percent of our procurement funds with diverse businesses. In addition, our enterprise supplier management program helps us manage our major suppliers around reputational risk, regulatory penalties and customer impacts.

6

Employee Empowerment

Striving to be an employer of choice and attracting, developing, retaining and inspiring top talent helps ensure we deliver the most effective solutions to our customers. To support these efforts, we have a competitive global compensation structure, top-tier health benefits, on-site child development centers and wellness programs.

We also work to create a culture where employees are involved in company decision-making as much as possible. That's what drove us to introduce our Process Simplification initiative in 2013. The program was introduced by CEO Mike Gregoire, who asked employees for their help in calling out "unnecessary approvals, redundant processes and other time consumers that slow us down and get in the way of driving innovation, execution and speed." In just four months, employees contributed 476 ideas.

THRIVE: WORKFORCE DIVERSITY & INCLUSION

As we move forward in the application economy, the pace of change makes it necessary to continually reinvent ourselves in order to compete. To do that, we need the best talent—a broad range of diverse thinkers, doers and teams working to innovate and execute with speed. THRIVE—a foundational pillar of our People Strategy—is a program designed to help create the best inclusive and flexible workplace for our employees. The initiative outlines our commitment to attract, nurture and retain a diverse organization to better serve our marketplaces and communities around the world.

EMPLOYEE NETWORK GROUPS (ENGS)

ENGs are part of the THRIVE infrastructure. They help employees connect with each other, support innovation, collaborate, and build working relationships for shared business success. These teams play an important role in helping to create an inclusive work environment where diverse perspectives are respected and valued. Our ENGs are open to all employees globally, and currently include: Different Abilities, Gender, Generations (Age), Veterans, LGBT & Allies (sexual orientation and gender identity), and the CA Families Network.

WORK-LIFE BALANCE

At CA Technologies, we believe that supporting both the professional and personal goals of our employees is key to creating a more efficient, competitive and sustainable workforce. This belief is reflected in programs like our Flexible Workplace Program and comprehensive wellness support for employees and their families.

Employee Empowerment

7

CONTINUED

WORKING AT CA

To meet the business and cultural goals of the company, our HR organization has moved to a centralized structure that includes a Talent Development Center of Expertise. This structure enables a consistent and standard delivery of corporate learning solutions, but with the flexibility to accommodate regional goals and local customs, allowing the program to be relevant for all employees. Our Talent Development strategy focuses on enabling CA Technologies to successfully recruit the talent we need for organizational sustainability and scalability. Through an integrated approach to talent management, building capabilities, and motivating and retaining skilled employees across the company, we aim to strengthen CA's position in the market as an employer of choice.

Corporate Social Responsibility

As a software company, CA Technologies has a clear and vested interest in advancing STEM education. To grow our business in a highly competitive market, we need the brightest software engineers, data scientists and computer scientists. Today's youth should be the best equipped ever to fill these roles. After all, they are part of a generation defined and enabled by technology.

Businesses have a significant role to play in helping young people—especially those in underserved communities—realize their untapped potential. By creating opportunity for them, we can also create a new generation of innovators and leaders for our companies.

We aim to do just that at CA Technologies through partnerships and programs like the *Tech Girls Rock* initiative we created with **Boys & Girls Clubs of America**, and the *Little Discoverers: Big Fun with Science, Math and More* STEM hub we launched in partnership with **Sesame Workshop**, the nonprofit arm of Sesame Street.

CA Technologies invests in STEM programs tailored to different grade levels and age groups, helping to build the STEM pipeline at every age of schooling. This includes our partnerships with nonprofits like **Citizen Schools**, **DonorsChoose.org**, **IT-oLogy** and **PENCIL**, which are encouraging Pre-K–12 students to discover an interest in technology education and careers. We support post–high school programs through partnerships with organizations including the **Anita Borg Institute for Women and Technology**, **NPower** and **Year Up**, and work with organizations like the **Clinton Global Initiative**, **Change the Equation** and **100Kin10** to engage with others focused on the advancement of STEM learning.

CA Technologies is also committed to supporting education programs around the world through partnerships with organizations including the **HOPE foundation** and **Pratham** in India, **The Smith Family** in Australia, **e-skills UK** and **Sodalitas Italy**.

To learn more about our commitment to advancing STEM learning, visit ca.com/csr.

CA technologies

Awards and Recognition

- 2014 Global Compact 100
- 2014 Dow Jones Sustainability Indexes
- *Newsweek*'s Green Rankings
- Leader in the IDC MarketScape
- 2014 *Working Mother*'s 100 Best Companies
- 2014 HRC's Corporate Equality Index
- 2014 Most Improved Corporate Citizens list, *Corporate Responsibility Magazine*
- CA executives named to the World Economic Forum's Technology Pioneers Select Committee

Stakeholder Engagement

UN Global Compact
Ceres/BICEP

Learn more:

To learn more about CA Technologies sustainability initiatives and products:
ca.com/sustainability-report

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