

CA Technologies 2016 Sustainability Report

GRI Standards Index

GRI Standard Title	Disclosure Number	Disclosure Title	Reference / Response
GENERAL DISCLOSURES	GRI 102-1	Name of the organization	CA Technologies, Inc.
	GRI 102-2	Activities, brands, products, and services	Customer Solutions
	GRI 102-2	Activities, brands, products, and services	FY2017 10-K ; CA Technologies is a global leader in software solutions enabling customers to plan, develop, manage and secure applications and enterprise environments across distributed, cloud, mobile and mainframe platforms.
	GRI 102-3	Location of headquarters	520 Madison Avenue, New York, NY
	GRI 102-4	Location of operations	Office Locations
	GRI 102-5	Ownership and legal form	Company
	GRI 102-6	Markets served	Company ; FY2017 10-K ; We operate globally, with groups serving the North America (NA); Europe, the Middle East and Africa (EMEA); Latin America (LA); and Asia Pacific and Japan (APJ) geographies. We operate through branches, subsidiaries and partners around the world.
	GRI 102-7	Scale of the organization	Company
	GRI 102-8	Information on employees and other workers	FY2017 10-K ; Diversity ; Total number of employees by employment contract (permanent and temporary), by region Total number of employees by employment type (full-time and part-time), by gender An explanation of how the data have been compiled, including any assumptions made
	GRI 102-9	Supply chain	Operational Efficiency
	GRI 102-10	Significant changes to the organization and its supply chain	Company
GRI 102-11	Precautionary Principle or approach	CA Technologies supports a precautionary approach towards environmental management. We see an opportunity to enable greater energy efficiency and reduction of greenhouse gas emissions for our customers.	

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GENERAL DISCLOSURES continued	GRI 102-12	External initiatives	Sustainability at CA ; Corporate Policies
	GRI 102-13	Membership of associations	Sustainability at CA
	GRI 102-14	Statement from senior decision maker	Message from the CEO & Chairman
	GRI 102-15	Key impacts, risks, and opportunities	Sustainability at CA ; CDP Response
	GRI 102-16	Values, principles, standards, and norms of behavior	Corporate Information
	GRI 102-17	Mechanisms for advice and concerns about ethics	Sustainability at CA ; FY2017 10-K ; Code of Conduct
	GRI 102-18	Governance Structure	Investor Relations ; Business Practices
	GRI 102-19	Delegating authority	Business Practices
	GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Business Practices
	GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability at CA
	GRI 102-22	Composition of the highest governance body and its committees	Corporate Governance
	GRI 102-23	Chair of the highest governance body	Corporate Governance
	GRI 102-24	Nominating and selecting the highest governance body	Corporate Governance
	GRI 102-25	Conflicts of interest	Corporate Governance
	GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance
	GRI 102-27	Collective knowledge of highest governance body	Corporate Governance
	GRI 102-28	Evaluating the highest governance body's performance	Corporate Governance
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Sustainability at CA	
GRI 102-30	Effectiveness of risk management processes	Corporate Governance	
GRI 102-31	Review of economic, environmental, and social topics	Business Practices	
GRI 102-32	Highest governance body's role in sustainability reporting	Corporate Governance	

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GENERAL DISCLOSURES continued	GRI 102-33	Communicating critical concerns	Sustainability at CA
	GRI 102-34	Nature and total number of critical concerns	Zero
	GRI 102-35	Remuneration policies	Proxy Statement
	GRI 102-36	Process for determining remuneration	Proxy Statement
	GRI 102-40	List of stakeholder groups	Sustainability at CA
	GRI 102-41	Collective bargaining agreements	Zero
	GRI 102-42	Identifying and selecting stakeholders	Sustainability at CA
	GRI 102-43	Approach to stakeholder engagement	Sustainability at CA
	GRI 102-44	Key topics and concerns raised	Sustainability at CA
	GRI 102-45	Entities included in consolidated financial statements	Investor Relations
	GRI 102-46	Defining report content and topic Boundaries	Sustainability at CA
	GRI 102-47	List of material topics	Sustainability at CA
	GRI 102-48	Restatements of information	This report does not include any restatements or corrections of information provided in previous reports.
	GRI 102-49	Changes in reporting	Sustainability at CA
	GRI 102-50	Reporting period	Sustainability at CA
	GRI 102-51	Date of most recent report	September 2016
	GRI 102-52	Reporting cycle	Sustainability at CA
GRI 102-53	Contact point for questions regarding the report	Erica C Christensen (Erica.Christensen@ca.com)	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	
GRI 102-55	GRI content index	The GRI content index specifies each of the GRI Standards used and lists all disclosures included in the report.	
GRI 102-56	External assurance	Sustainability at CA	

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MANAGEMENT APPROACH	GRI 103-1	Explanation of the material topic and its Boundary	Sustainability at CA
	GRI 103-2	The management approach and its components	Topics are reviewed and managed in order to mitigate against potential risks and unearth business opportunities
	GRI 103-3	Evaluation of the management approach	Internal measurement systems and stakeholder engagement are used to evaluate, adjust, and implement new strategies related to material topics
ECONOMIC PERFORMANCE	GRI 201-1	Direct economic value generated and distributed	Annual Report and Proxy Statements
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	CDP Response
	GRI 201-3	Defined benefit plan obligations and other retirement plans	CA Careers
INDIRECT ECONOMIC IMPACTS	GRI 203-2	Significant indirect economic impacts	This indicator is not applicable to CA Technologies.
PROCUREMENT PRACTICES	GRI 204-1	Proportion of spending on local suppliers	This indicator is not applicable to CA Technologies.
ANTI-CORRUPTION	GRI 205-1	Operations assessed for risks related to corruption	Corporate Policies
	GRI 205-2	Communication and training about anti-corruption policies and procedures	Corporate Policies
	GRI 205-3	Confirmed incidents of corruption and actions taken	Zero
ANTI-COMPETITIVE BEHAVIOR	GRI-206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero

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MATERIALS	GRI 301-1	Materials used by weight or volume	This indicator is not applicable to CA Technologies.
	GRI 301-2	Recycled input materials used	This indicator is not applicable to CA Technologies. As a software and services vendor, our inputs are not physical.
	GRI 301-3	Reclaimed products and their packaging materials	This indicator is not applicable to CA Technologies. As a software and services vendor, our inputs are not physical.
ENERGY	GRI 302-1	Energy consumption within the organization	Operational Efficiency
	GRI 302-2	Energy consumption outside of the organization	CA reports externally on our commercial travel information; Operational Efficiency ; CDP Response
	GRI 302-3	Energy intensity	CDP Response
	GRI 302-4	Reduction of energy consumption	Operational Efficiency ; CDP Response
	GRI 302-5	Reductions in energy requirements of products and services	Operational Efficiency ; Customer Solutions
WATER	GRI 303-1	Water withdrawal by source	Operational Efficiency
	GRI 303-2	Water sources significantly affected by withdrawal of water	No water bodies have been significantly affected by our water withdrawal, and withdrawals are not made from sensitive water sources.
	GRI 303-3	Water recycled and reused	Operational Efficiency
EMISSIONS	GRI 305-1	Direct (Scope 1) GHG emissions	Operational Efficiency
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Operational Efficiency
	GRI 305-3	Other indirect (Scope 3) GHG emissions	Operational Efficiency
	GRI 305-4	GHG emissions intensity	CDP Response
	GRI 305-5	Reduction of GHG emissions	Operational Efficiency ; Customer Solutions
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	CDP Response
	GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	CDP Response

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EMISSIONS continued	GRI 306-2	Waste by type and disposal method	Operational Efficiency
	GRI 306-3	Significant spills	Zero
	GRI 306-4	Transport of hazardous waste	Operational Efficiency
	GRI 306-5	Water bodies affected by water discharges and/or runoff	No water bodies are significantly affected by our water discharges.
ENVIRONMENTAL COMPLIANCE	GRI 307-1	Non-compliance with environmental laws and regulations	None in 2016
SUPPLIER ENVIRONMENTAL	GRI 308-1	New suppliers that were screened using environmental criteria	Sustainability at CA ; Operational Efficiency
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Operational Efficiency
EMPLOYMENT	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CA Careers
TRAINING AND EDUCATION	GRI 404-1	Average hours of training per year per employee	Overall average: 24.9
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Working at CA
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	CA Careers
DIVERSITY AND EQUAL OPPORTUNITY	GRI 405-1	Diversity of governance bodies and employees	Working at CA ; Proxy
NON-DISCRIMINATION	GRI 406-1	Incidents of discrimination and corrective actions taken	Zero
HUMAN RIGHTS	GRI 412-2	Employee training on human rights policies or procedures	Code of Conduct
LOCAL COMMUNITIES	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	No formal grievances have been filed, but impact assessments have not been done.

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SUPPLIER SOCIAL ASSESSMENT	GRI 414-1	New suppliers that were screened using social criteria	<u>Operational Efficiency</u> ; <u>Sustainability at CA</u>
PUBLIC POLICY	GRI 415-1	Political contributions	<u>Code of Conduct</u>
CUSTOMER PRIVACY	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	CA Technologies has not received any substantiated complaints