



## Software

### Driving forces

Constant innovation is at the core of the software industry. Open innovation such as M&A or collaboration with external developers is an important catalyst for developing new products. In addition, innovation is closely linked to human capital, which is why effective human resource management is vital to attracting and retaining qualified staff. Because software can help create more efficient business processes and optimizes hardware utilization, enabling clients to improve their own eco-efficiency presents a long-term competitive advantage for software companies. Furthermore, companies must ensure data security, as a growing amount of confidential data is processed and stored in remote data centers and as governments show an interest in accessing customer/user data. Given the exponential growth of data volume, data center efficiency is becoming an important issue, particularly for companies that provide “software as a service.”

### Highlighted criteria

#### Economic Dimension

- Innovation Management
- IT Security & System Availability
- Privacy Protection

#### Environmental Dimension

- Climate Strategy
- Environmental Policy/Management System
- Operational Eco-Efficiency

#### Social Dimension

- Human Capital Development
- Labor Practice Indicators and Human Rights
- Talent Attraction & Retention

## Sustainability leaders 2015

### RobecoSAM Gold Class

SAP AG*	Germany
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### Sustainability Yearbook Members

Autodesk Inc**	United States
CA Inc	United States
Microsoft Corp	United States
Symantec Corp	United States

\* RobecoSAM Industry Leader

\*\* RobecoSAM Industry Mover

As of October 31, 2014

## Industry statistics

Number of companies in universe	58
Number of companies assessed by RobecoSAM in 2014	28
Assessed companies to total companies in universe (%)	48
Market capitalization of assessed companies to total market capitalization (%)	88

## Results at industry level

Dimension	Average score	Best score	Dimension weight
Economic	49	79	51%
Environmental	33	80	21%
Social	27	82	28%

### Total score

