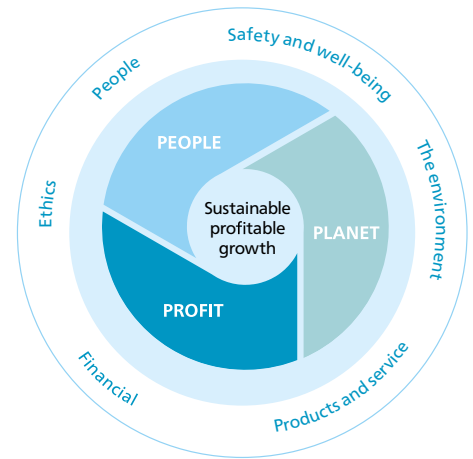


# Our goals

Atlas Copco sets ambitious goals to deliver sustainable, profitable growth. The goals have different time horizons: annual, three-year, a business cycle, and by 2030 for the longer-term ambitions.

## SUSTAINABLE, PROFITABLE GROWTH

Sustainability plays an important part in Atlas Copco's vision and it is an integral part of the Group's mission. An integrated sustainable strategy, backed by ambitious goals, helps the company deliver greater value to all stakeholders in a way that is economically, environmentally and socially responsible. A goal achievement overview can be found at page 142.



### Focus area

### Vision

### Financial goals

**Financial**

**Our growth is sustainable and profitable**

- Revenue growth measured over a business cycle. Target: 8% per annum. Growth should primarily be organic, supported by selective acquisitions.
- Sustained high return on capital employed by constantly striving for operational excellence and generating growth.
- Earnings as dividends to shareholders. Target: about 50%.

### Non-financial goals

**People**

**Our culture of collaboration and inclusion drives our success**

- The degree to which Atlas Copco employees agree there is opportunity to learn and grow should be above the global benchmark and continuously increase.
- The degree to which Atlas Copco employees agree we have a work culture of respect, fairness and openness should be above the global benchmark and continuously increase.
- Atlas Copco should have 30% female employees at year end 2030.

**Ethics**

**We are known for ethical behavior, openness and respect**

- All employees sign the Business Code of Practice.
- All employees are trained in the Business Code of Practice.
- All managers in risk countries lead trainings in the Business Code of Practice.
- All significant suppliers sign the Business Code of Practice.
- All significant distributors sign the Business Code of Practice.

**Products & Service**

**Our products create lasting value and make a positive impact**

- All projects for new or redesigned products have clear and specific targets for reduced environmental impact by 2021.
- Projects for new and redesigned products achieve significantly reduced environmental impact. Target to be defined.

**Safety & Well-being**

**The way we work contributes to our safety and well-being**

- The degree to which Atlas Copco employees agree that the company takes a genuine interest in their well-being should continuously increase.
- Atlas Copco should have a balanced safety pyramid, meaning that more near misses than minor injuries, and more minor injuries than recordable injuries are reported.

**Environment**

**Our processes minimize our impact on the environment**

- CO<sub>2</sub> emissions from energy in operations and transport of goods in relation to cost of sales should be reduced with 50% by 2030.
- Continuous reduction of waste in relation to cost of sales.
- Continuous reduction of water consumption in relation to cost of sales.
- Continuous increase of significant direct suppliers with an approved environment management system.

For more information about the sustainability focus areas, targets and processes, please see pages 34–43 and the sustainability notes on pages 130–140.