

Our goals

Atlas Copco sets ambitious goals to deliver sustainable, profitable growth. The goals have different time horizons: annual, three-year, over a business cycle, and by 2030 for the longer-term ambitions. Sustainability plays an important role in Atlas Copco's vision and 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.

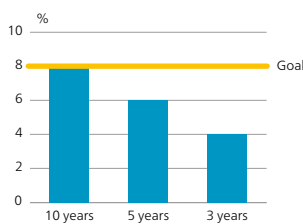
FINANCIAL

Revenue growth measured over a business cycle **Goal: 8% per annum**

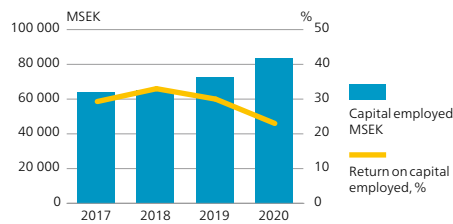
Sustained high return on capital employed by constantly striving for operational excellence and generating growth

Earnings as dividends to shareholders **Goal: about 50%**

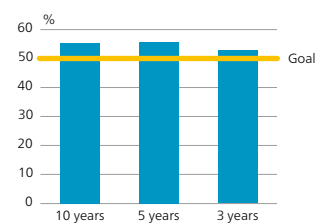
Annual revenue growth rate, average ¹⁾



Capital employed and return ¹⁾



Dividend/earnings per share, average ²⁾
including discontinued operations



¹⁾ Figures for the years between 2011 and 2017 are best estimated numbers, as the effects of the distribution of Epiroc and restatements for IFRS 15 are not fully reconciled.

²⁾ Dividend for the fiscal year 2020 is based on the proposal from the Board of Directors.

PEOPLE, KPI

	2020	2019	2018	Goal*
The degree to which Atlas Copco employees agree there is opportunity to learn and grow should be above the global benchmark and continuously increase	Survey every two years	71	Survey every two years	>70
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	Survey every two years	74	Survey every two years	>74
Share of female employees (year end). Goal by 2030.	20.0%	19.8%	19.1%	30%

ETHICS, KPI

	2020	2019	2018	Goal*
Employees sign the Business Code of Practice	99%	98%	First disclosed 2019	100%
Employees are trained in the Business Code of Practice	99%	94%	First disclosed 2019	100%
Managers in risk countries lead trainings in the Business Code of Practice	99%	91%	First disclosed 2019	100%
Significant suppliers sign the Business Code of Practice	93%	90%	86%	100%
Significant distributors sign the Business Code of Practice	84%	59%	First disclosed 2019	100%

PRODUCTS & SERVICE, KPI

	2020	2019	2018	Goal*
Projects for new or redesigned products with goals for reduced environmental impact by 2021	Reported in 2021	Reported in 2021	Reported in 2021	100%
Projects for new or redesigned products that will achieve a significantly reduced environmental impact, i.e. 5% or lower carbon footprint over the product's life cycle				Divisions set their own goals

SAFETY & WELL-BEING, KPI

	2020	2019	2018	Goal*
The degree to which Atlas Copco employees agree that the company takes a genuine interest in employees' well-being should continuously increase	Survey every two years	69	Survey every two years	Increase
Balanced safety pyramid, meaning that more near misses than minor injuries, and more minor injuries than recordable injuries are reported	Yes	Yes	First disclosed 2019	Yes

ENVIRONMENT, KPI

	2020	2019	2018	Goal*
CO ₂ emissions from energy in operations and transport (tonnes) in relation to cost of sales. Goal by 2030. Base year: 2018.	3.8	4.3	5.3	-50%
Waste (kg) in relation to cost of sales	581	597	667	Decrease
Water consumption (m ³) in relation to cost of sales	7.2	7.2	8.7	Decrease
Significant direct suppliers with an approved environmental management system	30%	28%	First disclosed 2019	Increase

* For more information about the sustainability focus areas, goals and processes, see pages 34–43 and the sustainability notes on pages 127–138.