

# How we deliver lasting value

Atlas Copco

Our industrial ideas empower our customers to grow and drive society forward.  
This is how we create a better tomorrow.

## Focus area

### Financial



Revenue growth measured over a business cycle

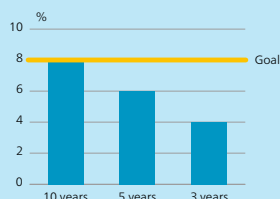
Goal: 8% per annum

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

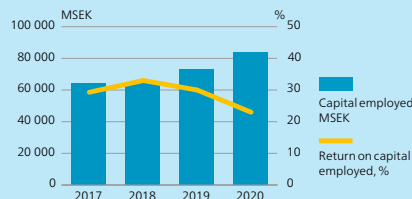
Earnings as dividends to shareholders

Goal: about 50%

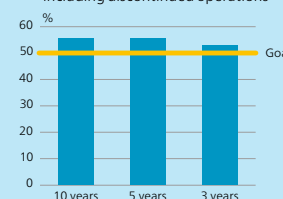
Annual revenue growth rate, average<sup>(1)</sup>



Capital employed and return<sup>(1)</sup>



Dividend/earnings per share, average<sup>(2)</sup> including discontinued operations



<sup>(1)</sup> 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.

<sup>(2)</sup> Dividend for the fiscal year 2020 is based on the proposal from the Board of Directors.

## Key performance indicators

2020 2019 2018 Goal

### People



The degree to which Atlas Copco employees agree there is opportunity to learn and grow should be higher than 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 higher than the global benchmark and continuously increase\*

Share of female employees at year end 2030

Survey every two years

71

Survey every two years

>70

Survey every two years

74

Survey every two years

>74

20%

19.8%

19.1%

30%

### Ethics



Employees sign the Business Code of Practice

Employees are trained in the Business Code of Practice

Managers in risk countries lead trainings in the Business Code of Practice.

Significant suppliers sign the Business Code of Practice

Significant distributors sign the Business Code of Practice

99%

98%

First disclosed 2019

100%

99%

94%

First disclosed 2019

100%

99%

91%

First disclosed 2019

100%

93%

90%

86%

100%

84%

59%

First disclosed 2019

100%

### Products & service



Projects for new or redesigned products with goals for reduced environmental impact by 2021

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

Reported in 2021

Reported in 2021

Reported in 2021

100%

Reported at divisional level

Reported at divisional level

Reported at divisional level

Divisions set their own goals

### Safety & well-being



The degree to which Atlas Copco employees agree that the company takes a genuine interest in employees' well-being should continuously increase\*

Balanced safety pyramid, meaning that more near misses than minor injuries, and more minor injuries than recordable injuries are reported

Survey every two years

69

Survey every two years

Increase

Yes

Yes

First disclosed 2019

Yes

### The environment



CO<sub>2</sub> emissions from energy in operations and transport (tonnes) in relation to cost of sales. Goal by 2030. Base year: 2018

Waste (kg) in relation to cost of sales

Water consumption (m<sup>3</sup>) in relation to cost of sales

Significant direct suppliers with an approved environmental management system

3.8

4.3

5.3

-50%

581

597

667

Decrease

7.2

7.2

8.7

Decrease

30%

28%

First disclosed 2019

Increase

\* Scores based on scale 0–100 where 0 is “strongly disagree” and 100 is “strongly agree”. The Insight survey which captures the KPI result was not conducted in 2020.