

Material topics 2022-'24



Value creators

These are topics that are central to long term value creation and working with them should help position Atlas Copco Group as a leader within sustainability. Our ambition level is expressed through our goals, targets and KPI's.

Trust builders

Working with these topics helps build trust in Atlas Copco Group's business. Our ambition is to deliver transparency and to keep pace with stakeholders expectations.

Strategic enablers

These are the topics that play a central role to delivering on Atlas Copco Group's business strategy. Working with them should build and ensure business resilience.

Less material for 2022-'24



Emerging issues

- ↑ Growing interest among stakeholders
- Growing relevance to the business strategy
- ↗ Growing priority among stakeholders and growing relevance to business strategy

Value creators

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1 Business ethics and integrity

Meeting the highest compliance and anti-corruption standards. Promoting integrity throughout Atlas Copco Group to fight corruption and fraud through education, training and processes to identify and manage risks in our own operations and downstream commercial relationships. Promoting the independent reporting of suspected misconduct and thorough investigation of those reports.

2 Product quality and service

Ensuring all products and services meet customer expectations on safety, quality and ergonomics and comply with relevant safety regulations.

3 Life-cycle approach to product development

Creating industry-leading products and services that meet and exceed our customers' expectations and needs, by applying a life-cycle approach to use more sustainable materials and improve recyclability, performance and efficiency.

4 Product carbon impact

Helping customers increase their energy efficiency and reduce their carbon emissions.

5 Occupational health, safety and well-being

Upholding best practices in health, safety and well-being to positively affect the well-being of our employees.

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- 6 Energy use and efficiency**
Optimizing total energy consumption, shifting to renewable energy and increasing efficiency within our own operations.
- 7 Responsible value chain**
Regularly assessing business partners on environmental, health, safety, labor, and ethical practices. Working with business partners with high sustainability performance.
- 8 Climate impact along the value chain**
Actively promoting and achieving CO₂ reductions beyond our direct control, including sustainable logistics and transport.
- 9 Human rights**
Respecting and protecting human rights and mitigating these impacts throughout our value chain. This includes non-discrimination, as well as tracing impacts beyond our direct control to ensure that child labor and human trafficking do not occur within our sphere of influence.
- 10 Data protection and privacy**
Protecting personal data and respecting the right to privacy. Collecting, using and processing personal and customer data proportionally, responsibly and lawfully. Designing products and services to have appropriate safeguards to protect personal data against unauthorized use or disclosure.

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11 Diversity and Inclusion

Establishing a workplace where all employees are treated fairly and with dignity, without discrimination in opportunities or pay and benefits. Ensuring that the company workforce reflects the diversity of the society in which we operate, and that the company maintains a culture of respect, including raising awareness of and preventing harassment.

12 Talent development and retention

Promoting lifelong learning to stimulate the professional and personal development of our people. Ensuring a two-way dialogue and continuous and constructive feedback with the aim of enabling the full potential of our people.

13 Gender balance in leadership positions

Striving for gender balance and increased female representation in leadership positions.

14 Circular business models

Applying a life-cycle approach to developing business models, optimizing opportunities to replace, reduce, reuse, repurpose and recycle materials and products.

Less material for 2022-'24

- 15** **Material traceability and sourcing**
Ensuring responsible sourcing of materials and components.
- 16** **Labor rights**
Respecting and protecting labor rights and mitigating these impacts throughout our value chain. This includes ensuring decent wages, compliance with work hour regulations, and freedom of association.
- 17** **Gender pay equity**
Ensuring equal pay for equal work.
- 18** **Natural environments and ecosystems**
Ensuring that our products and ways of working protect and do not negatively impact nature or contribute to loss of species.
- 19** **Multi-stakeholder collaboration**
Fostering long-term partnerships with academia, NGOs, start-ups, social entrepreneurs and industry peers, to act on sustainability challenges.
- 20** **Responsible tax policy**
Good corporate practice in the area of tax management, balancing the interests of various stakeholders, including customers, shareholders as well as governments and communities, and meeting our tax commitments in the countries where we operate.
- 21** **Water use**
Sustainable management of water resources within direct operations and in the supply chain.
- 22** **Community engagement**
Supporting NGOs and charitable organizations for underserved communities.