

2022 Remuneration Report

Christoph Vitzthum, Chair of the Board of Directors
March 29, 2023



Remuneration principles

For all employees

Designed to attract, retain and motivate talented employees and managers

Linked to performance and achievements in all organizational levels

Harmonized and structured processes and policies support equal and fair treatment, and drive pay equity

For governing bodies

Drive competitiveness

Drive long-term financial success of the company

Contribute to the positive development of shareholder value

Remuneration policy



Implemented in 2020

- Formalize existing & continuing practices
- Illustrate the link between the Company's strategy and its remuneration principles

Presented to the 2020 AGM

- An advisory resolution

In 2022, no deviations to the Remuneration policy

Long-term success of the company reflected in the development of the remuneration

Financial Performance / Remuneration in EUR	2018	2019	2019 vs. 2018	2020	2020 vs. 2019	2021	2021 vs. 2020	2022	2022 vs. 2021
Net sales, MEUR	3,156.1	3,326.9	5.4%	3,178.9	-4.4%	3,185.7	0.2%	3,364.8	5.6%
Adjusted EBITA, MEUR	257.1	275.1	7.0%	260.8	-5.2%	312.2	19.7%	318.4	2.0%
Chair of the Board	140,000	140,000	0.0%	140,000	0.0%	140,000	0.0%	140,000	0.0%
Vice Chair of the Board								100,000	
Other Board members	70,000	70,000	0.0%	70,000	0.0%	70,000	0.0%	70,000	0.0%
President & CEO *	647,700	515,976	-20.3%	698,677	35.4%	901,303	29.0%	748,778	-16.9%
Average remuneration of KC employees **	48,059	50,931	6.0%	46,913	-7.9%	49,089	4.6%	53,129	8.2%
CEO-to-employee pay ratio	13.48	10.13	-24.8%	14.89	47.0%	18.36	23.3%	14.09	-23.2%

* The compensation of the President and CEO reflects the remuneration of Panu Routila from 2018 to October 2019, Rob Smith from February 2020 to December 2021, Interim CEO Teo Ottola from January 2022 to October 18, 2022 and Anders Svensson from October 19, 2022 onwards. The remuneration details contain the base salary as well as the car and phone benefit, pension is not included in this amount.

** Excluding restructuring costs. The lower remuneration in 2020 compared to the previous years is due to COVID-19-related temporary lay-offs and other temporary measures (e.g. shorter work weeks and utilization of holiday banks).

Board Remuneration

Annual fee

40%

paid in Konecranes shares according to the trading plan

Annual fee

60%

paid in cash to cover withholding tax

The annual fees paid in

3

installments for 2022

Annual fee 2022	Total EUR	Member	Total EUR
Chair of the Board	140,000	Chair	
Vice Chair of the Board	100,000	Christoph Vitzthum	141,334
Board Member	70,000	Vice Chair	
Fee per Board meeting	1,000	Pasi Laine *	70,667
Fee per Board Committee meeting	1,500	Other Board Members **	
Chair of the Audit and HR Committee per Committee meeting	3,000	Janina Kugel	85,167
		Helene Svahn *	50,667
		Niko Mokkila	80,167
		Päivi Rekonen	80,167
		Pauli Anttila *	50,667
		Per Vegard Nerseth	77,167
		Ulf Liljedahl	92,167
		Other Board Members	516,169
		Total Board Compensation	728,170

* Pasi Laine, Helene Svahn and Pauli Anttila were elected to the Board of Directors at the AGM in June 2022

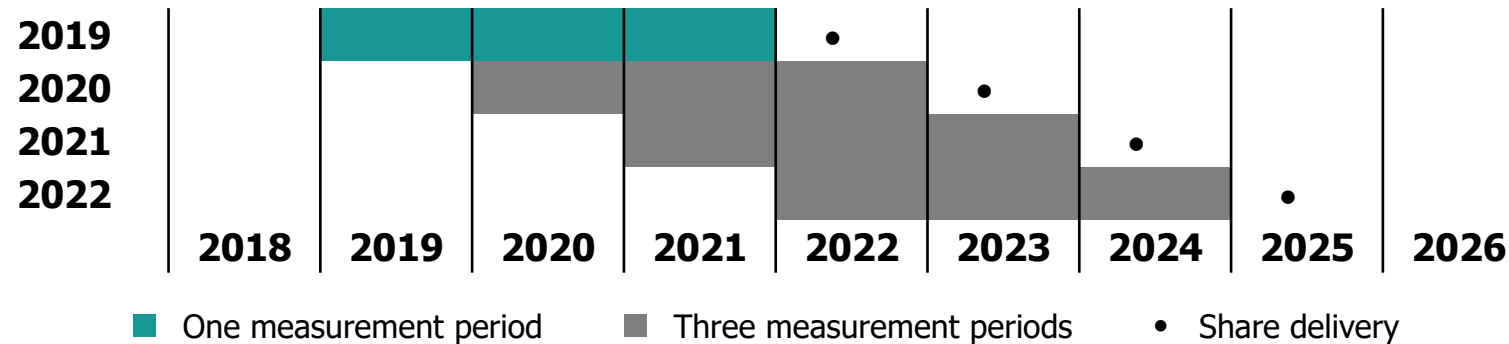
** No remuneration was paid to Sami Piittisjärvi, in accordance with the agreement on employee representation between Konecranes and its employees

Remuneration of the President and CEO and Deputy CEO

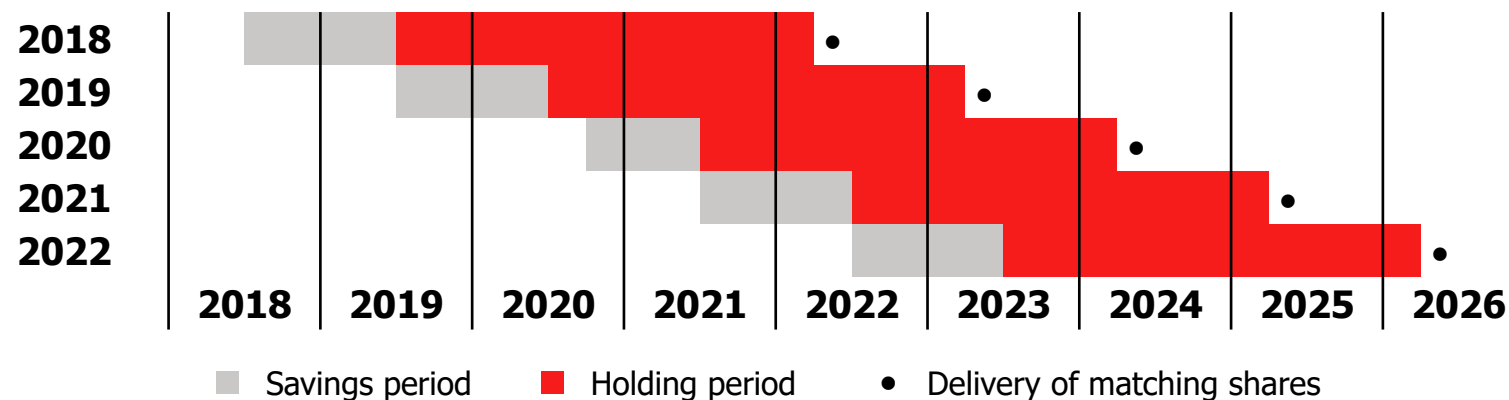
2022	President & CEO Since October 19, 2022	Deputy CEO Interim CEO until October 18, 2022
Fixed Salary (Salaries and fringe benefits)	162,137	640,003
Short-term incentives paid (based on previous year's performance)	-	229,089
One-time bonus	-	198,000
Value of long-term incentive rewards paid	-	98,477
Variable Pay	-	525,566
Total Remuneration paid	162,137	1,165,569
Gross shares delivered	-	3,672
Performance share rights allocated (# of share rights)	-	54,000
Restricted share rights allocated (# of share rights)	17,170	-
Shareholding in Konecranes Plc (# of shares)	0	45,220
Expense of statutory/voluntary pension plans	62,487	198,862

Summary of the share-based incentive plans

Performance Share Plan (PSP)



Employee Share Savings Plan (ESSP)



Restricted Share Unit Plan 2017 (RSU)

- For retention purposes under special conditions
- Currently, the only participant is President and CEO Anders Svensson
- Anders Svensson has been allocated 17,170 gross shares:
 - 40%: December 31, 2023
 - 60%: December 31, 2024



Thank you!

More details: investors.konecranes.com – Governance and Financial Review 2022 – Remuneration Report