

A photograph of two colleagues, a woman and a man, in an office environment. The woman, with dark hair in braids, is standing and leaning over the man's shoulder. The man, with long brown hair, is sitting at a desk and using a computer mouse. They are both looking at a computer monitor which displays a data-rich interface. The background shows a window with a view of a city skyline. The overall tone is professional and collaborative.

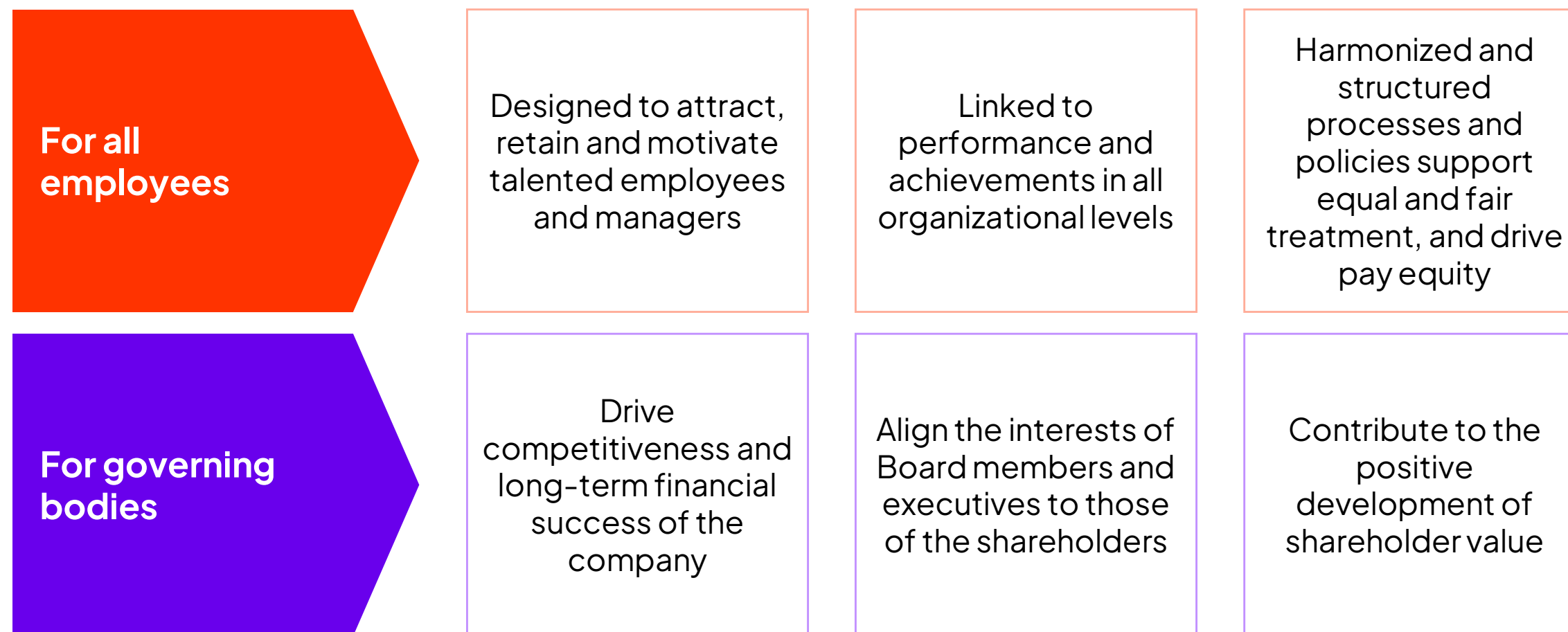
Remuneration Report 2023

Christoph Vitzthum, Chair of the Board of
Directors and HR committee

March 27, 2024

KONECRANES

Konecranes remuneration principles



Remuneration Policy 2020 applicable for Remuneration Report 2023



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 2023, no deviations to the Remuneration policy

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

Financial Performance / Remuneration in €	2022	Change vs. 2021	2023	Change vs. 2022
Net sales, MEUR	3,364.8	5.6%	3,966.3	17.9%
Comp. EBITA, MEUR	318.4	2.0%	450.7	41.5%
Chair of the Board *	140,000	0.0%	150,000	7.1%
Vice Chair of the Board *	100,000		100,000	0.0%
Other Board members *	70,000	0.0%	70,000	0.0%
President & CEO **	748,778	-16.9%	814,208	8.7%
Avg. KC employees ***	53,129	8.2%	56,807	6.9%
CEO-to-employee pay ratio	14.09	-23.2%	14.33	1.7%

* This is only the fixed fee, without meeting fees.

** The compensation of the President and CEO reflects the remuneration the Interim CEO Teo Ottola from Jan 2022 to Oct 18, 2022 and Anders Svensson from Oct 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.

Board remuneration

<p>Annual fee</p> <p>40%</p> <p>paid in Konecranes shares according to the trading plan</p>
<p>Annual fee</p> <p>60%</p> <p>paid in cash to cover withholding tax</p>
<p>The annual fees paid in</p> <p>4</p> <p>installments for 2023</p>

Annual fee 2023	Total EUR
Chair of the Board	150,000
Vice Chair of the Board	100,000
Board Member	70,000
Fee per Board meeting	1,000
Fee per Committee m.	1,500
AC Chair per committee m.	5,000
HRC Chair per committee m.	3,000

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

** Gun Nilsson was elected to the Board of Directors at the AGM in March 2023

Member	Total EUR
Chair , Christoph Vitzthum	189,166
Vice Chair , Pasi Laine	126,833
Other Board Members *	
Gun Nilsson **	65,500
Helene Svahn	95,333
Niko Mokka	102,833
Päivi Rekonen	102,833
Pauli Anttila	95,333
Ulf Liljedahl	124,833
Janina Kugel	42,333
Per Vegard Nerseth	37,333
Other Board Members	666,331
Total Board Compensation	982,330

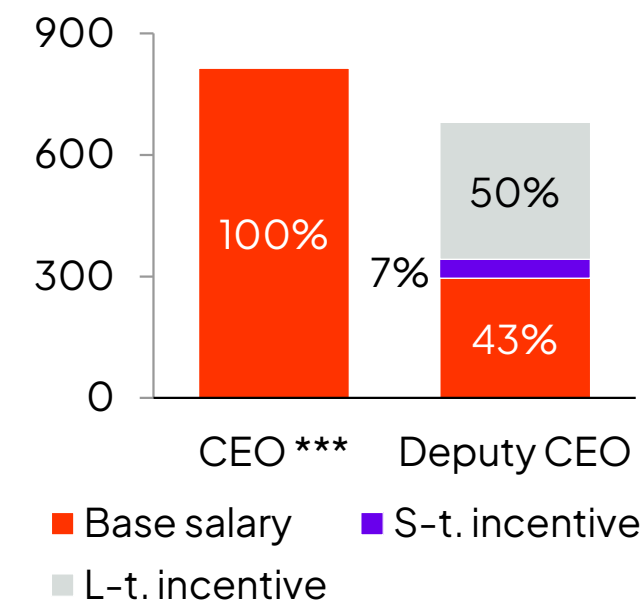
Remuneration of the President and CEO and Deputy CEO

2023	President & CEO Anders Svensson	Deputy CEO Teo Ottola
Fixed Salary (Salaries and fringe benefits)	814,208	295,910
Short-term incentives paid *	-	46,430
Value of long-term incentive rewards paid	-	338,218
Variable Pay	0	384,648
Total Remuneration paid	814,208	680,557
Estimated short-term incentives due payment *	778,480	312,654
Gross shares delivered	-	11,061
Performance share rights allocated **	55,000	60,000
Restricted share rights allocated **	17,170	-
Shareholding in Konecranes Plc **	324	51,075
Expense of statutory/voluntary pension plans	296,565	60,818

* based on previous year's performance

** # of share rights, # of shares

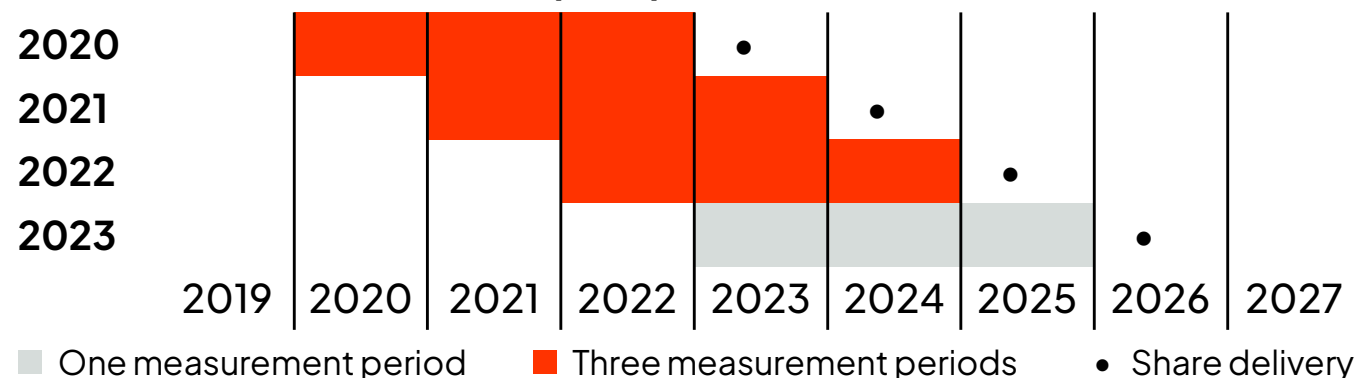
Proportions of remuneration elements in 2023, kEUR



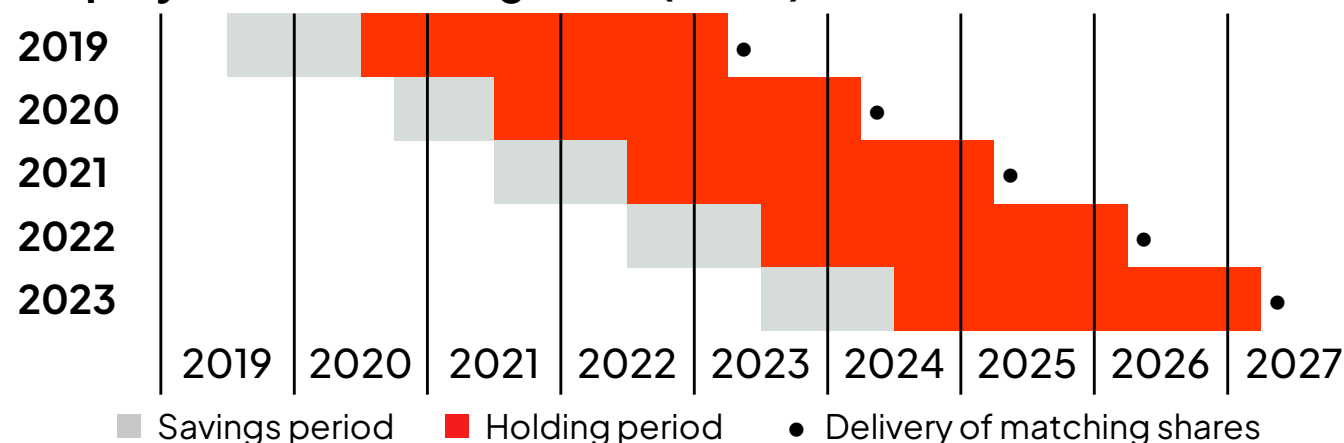
*** Did not participate in the STI or LTI programs which were paid out in 2023

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%: Dec 31, 2023 *
 - 60%: Dec 31, 2024

* The Board of Directors decided to settle the full amount in shares and the taxes were paid by the President and CEO

Thank you

A photograph of two colleagues, a woman and a man, in an office environment. The woman, with dark hair in braids, is standing and leaning over the man's shoulder. The man, with long brown hair, is sitting at a desk and using a computer mouse. They are both looking at a computer monitor which displays a complex data table or spreadsheet. The office has a modern feel with a grey cubicle wall and a window in the background showing a cityscape. The overall lighting is soft and professional.

Remuneration Policy 2024

Christoph Vitzthum, Chair of the Board of
Directors and HR committee

March 27, 2024

KONECRANES

Key changes in the updated policy

- In terms of content, the changes compared to the previous Remuneration Policy are minimal, but the text has been edited to increase clarity.

The key changes are:

- The possibility to use **Board meeting fees** has been added to the policy as the meeting fees were introduced as part of Board remuneration since the AGM 2022.
- Furthermore, a **cap for the Performance Share Plan award payments and the short-term incentive plan** has been introduced.
- In addition, the **details of Restricted Share Unit Plan** were added
- **Graphs for the remuneration governance and the remuneration scenarios** were enhanced.
- **Exceptional circumstances** for deviations clarified



Remuneration governance

SHAREHOLDERS' NOMINATION BOARD

Prepares remuneration proposals for the Board of Directors

HUMAN RESOURCES COMMITTEE

- Prepares remuneration proposals for the President and CEO and the Leadership Team, including Deputy CEO
- Prepares proposals on short-term and long-term incentive plans
- Reviews and updates the remuneration policy

ANNUAL GENERAL MEETING

- Decides on remuneration for the Board of Directors and Board's Committees
- Grants the Board authorization to purchase, issue and transfer shares for remuneration purposes
- Makes an advisory resolution on the remuneration policy

BOARD OF DIRECTORS

- Decides on the remuneration for the President and CEO, and the Leadership Team members, including Deputy CEO
- Approves Konecranes short-term and long-term incentive plans
- Approves the remuneration policy

**PRESIDENT
AND CEO**

**LEADERSHIP TEAM
INCLUDING DEPUTY CEO**

Remuneration of the Board of Directors

Annual fee

Align the interests of directors with those of shareholders through payment of the Board remuneration in the form of shares and cash.

Meeting and committee attendance fee

To provide a complementary fee to reflect any additional time commitment or duties.

Travel reimbursement

Reimbursement of necessary travel cost against receipt.

Other terms

Members not part of incentive schemes.

Set at a market aligned level.

Annual review against Finnish international industrial companies.

Remuneration of the CEO and Deputy CEO

Base salary

To provide a base salary which reflects the nature of the role and the business, the performance and contribution as well as external market trends.

Fringe benefits and pension

To provide fringe benefits and pension in line with the company's practices in the prevailing market.

Short-term Incentives

To provide a performance-based remuneration tied to the achievement of key business and financial targets in the short-term.

Long-term incentives

To align the objectives of shareholders and Konecranes' key employees to increase the value of the Company, to commit key employees to the Company and to reward for achieving set targets in the long-term.

Other terms and conditions

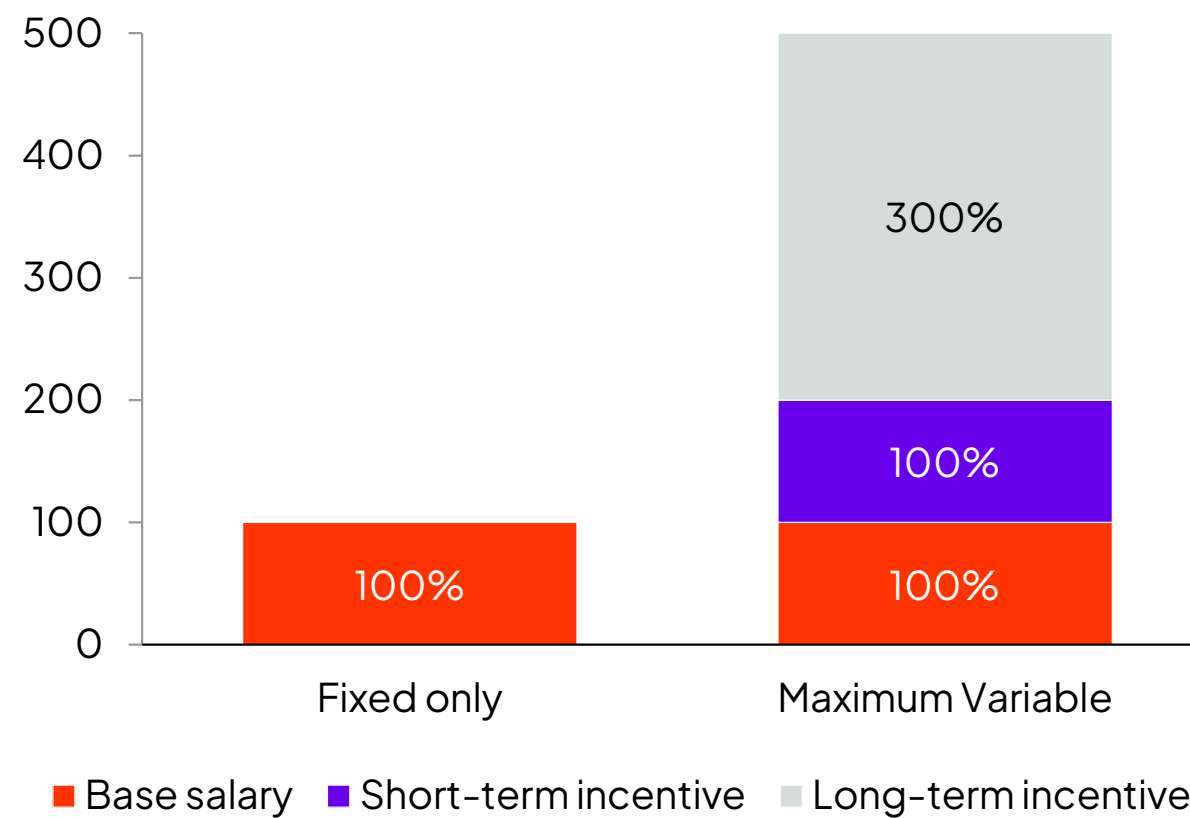
Length of notice period and severance pay as defined in the Service contract.

Malus and clawback conditions applicable for all variable pay programs.



Remuneration scenarios

Remuneration elements, % of annual base salary



Thank you