

Remuneration Report

Letter from the Chair of the Konecranes Board

Dear Shareholders,



It is my pleasure to present you the first remuneration report since my appointment as Chair of the Konecranes Board and Human Resources Committee.

At Konecranes, remuneration is linked to performance on all organizational levels.

We believe that competitive and motivating remuneration enhances management's commitment to achieve the Company's strategic and financial targets and contributes positively to shareholder value.

In recent years, Konecranes' key strategic focus areas have been topline growth and profitability improvement. In 2024, profitability was record-high in all Business Segments, mainly as a result of sales growth due to pricing and higher volumes, and good strategy execution. The good

performance is reflected in the short-term incentives (STI) for the year 2024, which will be paid out in March 2025. Also 2023 was a strong year for Konecranes, and the 2023 STI payments paid out in 2024 were on a high level.

During the past two years, Konecranes has successfully improved its margins, and the Earnings per Share (EPS) has increased. This is reflected in management's Long-term incentives (LTI) which will be paid out in 2025 and which were paid out in 2024, as both Performance Share Plans 2022 and 2021 had comparable EPS as their only performance criteria. Based on the feedback received from our previous year's Remuneration Report, we have now decided to add transparency regarding our LTI programs and have disclosed the thresholds and target levels of the vested programs in this Report.

In addition to the Performance Share Plans, Konecranes has also used a Restricted Share Unit (RSU) Plan in special situations. When the current President and CEO Anders Svensson joined Konecranes in late 2022, he was granted 17,170 gross Konecranes shares through an RSU plan to ensure his commitment towards the Company. 40% of the shares were paid in the beginning of 2024, and the remaining 60% vested on December 31, 2024, and was

paid in the beginning of 2025. The President and CEO was the only participant in the RSU plan, and as he has now received the RSU based compensation, there are no other participants in the plan.

Finally, Konecranes continues to develop its remuneration by following that the remuneration levels and elements are aligned with market practices. In 2025, the short-term incentives will have a slightly higher focus on sales growth compared to the previous years' STI programs. Konecranes will increase the weighting on the ESG performance criterion in its long-term incentive programs. The ESG performance criterion will cover CO₂ emissions from Konecranes' own operations and the company's EcoVadis score. We believe that these changes will further encourage management's commitment to Konecranes' growth and sustainability ambitions.

I welcome any feedback or comments on Konecranes' Remuneration Report for 2024.

Pasi Laine
Chair of the Konecranes Board
and Human Resources Committee

1. Introduction

This report has been prepared by the Konecranes Board of Directors' Human Resources Committee. It is based on **Konecranes' Remuneration Policy** and has been prepared in accordance with the requirements set forth by the amended EU Shareholders' Rights Directive, which was implemented in Finland in 2019, and the Finnish Corporate Governance Code issued by the Finnish Securities Market Association. The report will be presented at the Konecranes 2025 Annual General Meeting (AGM), and the resolution of the AGM on the matter will be advisory.

Konecranes' Remuneration Policy was first implemented in 2020 to formalize the existing and continuing practices and to illustrate the link between Konecranes' business targets

and strategy and how those have been considered in existing remuneration principles. The Policy was updated in 2024. The AGM 2024 gave an advisory resolution to support the Remuneration Policy, covering the principles for remuneration of the members of the Board of Directors, President and CEO and Deputy CEO. The Remuneration Policy's validity is regularly reviewed by the Board of Directors, and it is presented to the General Meeting at least every four years or whenever substantial changes are made to it.

In 2024, the remuneration decisions were made within the frame of the Remuneration Policy 2024. There were no deviations from the Remuneration Policy.

The primary target of Konecranes management's remuneration is to align the interests of Board members

and executives with those of the shareholders, and to enhance management's commitment to achieving strategic targets and to promoting the long-term financial success of the Company, as well as to contribute to the positive development of shareholder value. The executive shareholding requirements support the alignment of corporate aims and executive interests.

At Konecranes, remuneration is linked to performance and achievements on all organizational levels. The short-term incentive plan for senior management is based on annual targets related to the financial and sustainability performance of the Group. The long-term Performance Share Plan is based on longer-term financial performance and shareholder value creation.

Development of the fees of the Board of Directors and CEO compared to the development of the average remuneration of employees and to the company's financial development over the preceding five financial years:

Financial Performance / Remuneration in €	2020	2021	2021 vs. 2020	2022	2022 vs. 2021	2023	2023 vs. 2022	2024	2024 vs. 2023
Net sales, MEUR	3,178.9	3,185.7	0.2%	3,364.8	5.6%	3,966.3	17.9%	4,227.0	6.6%
Comparable EBITA, MEUR	260.8	312.2	19.7%	318.4	2.0%	450.7	41.6%	551.6	22.4%
Chair of the Board*	140,000	140,000	0.0%	140,000	0.0%	150,000	7.1%	150,000	0.0%
Vice Chair of the Board*	-	-	n/a	100,000	n/a	100,000	0.0%	-	n/a
Other board members*	70,000	70,000	0.0%	70,000	0.0%	70,000	0.0%	70,000	0.0%
President & CEO **	698,677	901,303	29.0%	748,778	-16.9%	814,208	8.7%	850,950	4.5%
Average KC employees ***	46,913	49,089	4.6%	53,129	8.2%	56,807	6.9%	61,129	7.6%
CEO-to-employee pay ratio	14.89	18.36	23.3%	14.09	-23.2%	14.33	1.7%	13.92	-2.9%

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

** The compensation of the President and CEO reflects the remuneration of Interim CEO Teo Ottola from Oct 2019 to Jan 2020, Rob Smith from Feb 2020 to Dec 2021, 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.

2. Remuneration of the Board of Directors

The Board of Directors' remuneration consists of Annual Fee, Board Meeting Attendance Fees, Committee Attendance Fees, and travel reimbursements.

According to the AGM 2024 decision, the annual remuneration of the Board of Directors remained unchanged from the previous year. As per the AGM 2024 decision, 40 percent of the annual remuneration was paid in Konecranes shares acquired on behalf of the Board members at a price determined in public trading on Nasdaq Helsinki, and the purchase of shares was carried out in four equal installments; each installment purchased within a two-week period following the publishing of Konecranes' interim reports and the financial statement release. The Company paid transaction costs and a transfer tax in connection with the purchase of remuneration shares.

In addition to the Annual Fees, as per the AGM 2024 decision, the Board members were eligible for a meeting fee of EUR 1,000 for each meeting they attend. For meetings of the Board committees, the Audit Committee Chair is entitled to a compensation of EUR 5,000, the Human Resources Committee Chair is entitled to a compensation of EUR 3,000 and the other Board members are entitled to a

Fees payable to the Board members as confirmed by the Annual General Meeting on March 27, 2024

Annual fee 2024	Total EUR
Chair of the Board	150,000
Vice Chair	100,000
Board member	70,000
Fee per Board meeting	1,000
Fee per Board Committee meeting	1,500
Chair of the Audit Committee per committee meeting	5,000
Chair of the HR Committee per committee meeting	3,000

Board members are also reimbursed for their travel expenses.

Board meeting attendance 2024

Member	Board meetings attended	Audit Committee meetings attended	HR Committee meetings attended
Chair			
Christoph Vitzthum (until AGM 2024)	4/4		3/3
Pasi Laine (since AGM 2024)	12/12		8/8
Other Board Members			
Pauli Anttila	12/12		8/8
Ulf Liljedahl	12/12	9/9	
Niko Morkkila	4/4	2/2	
Gun Nilsson	12/12	9/9	
Sami Piittisjärvi	10/12		
Päivi Rekonen	12/12	9/9	
Thomas Schulz	8/8		5/5
Birgit Seeger	8/8	7/7	
Helene Svahn	2/4		3/3

Pasi Laine was the Vice Chair of the Board until the AGM 2024, and has been the Chair of the Board since the AGM 2024. Thomas Schulz and Birgit Seeger are Board members since the AGM 2024 on March 27, 2024. Christoph Vitzthum, Niko Morkkila and Helene Svahn were Board members until the AGM 2024 on March 27, 2024.

compensation of EUR 1,500 per each attended committee meeting. No meeting fee is paid for decisions that are confirmed in writing without a meeting.

In case the remuneration could not be paid in shares due to legal or other regulatory restrictions or due to other reasons related to the Company or a Board member, the annual remuneration would be paid fully in cash. In case the term of office of a member of the Board of Directors ends before the closing of the Annual General Meeting in 2025, he or she is entitled to the prorated amount of the annual remuneration calculated based on his or her actual term of office. In 2024, all Konecranes Board members received 40 percent of their annual remuneration in Konecranes shares.

Travel expenses for all Board members, including the employee representative, were compensated against receipt.

In accordance with the agreement on employee representation between Konecranes and its employees, no Board remuneration shall be paid to Board members employed by the Company. Therefore, Sami Piittisjärvi did not receive remuneration for his Board membership and meeting attendance.

Konecranes' Board members are not in an employment relationship or service contract with Konecranes with the exception of Sami Piittisjärvi who was selected as a Board member among the employees. The other Board members do not participate in Konecranes' incentive programs or have pension schemes arranged by Konecranes.

The members of the Shareholders' Nomination Board are not entitled to any remuneration from Konecranes on the basis of their membership.

Total remuneration paid to the Board of Directors in 2024

Member	EUR Cash portion as part of Total Annual Remuneration	Nr of shares as part of Total Annual Remuneration	EUR value of shares as part of Total Annual Remuneration	Committee and Board Meeting Fees			Total EUR
				EUR Committee Meeting Fees	EUR Board Meeting Fees	EUR Committee and Board Meetings TOTAL	
Chair							
Christoph Vitzthum (until AGM 2024)	22,515	343	14,985	12,000	6,000	18,000	55,500
Pasi Laine (since AGM 2024)	82,654	1,019	54,846	15,000	12,000	27,000	164,500
Other Board Members							
Pauli Anttila	42,074	529	27,926	10,500	13,000	23,500	93,500
Ulf Liljedahl	42,074	529	27,926	45,000	13,000	58,000	128,000
Niko Mokkila	10,510	160	6,990	6,000	6,000	12,000	29,500
Gun Nilsson	42,074	529	27,926	13,500	13,000	26,500	96,500
Päivi Rekonen	42,074	529	27,926	13,500	13,000	26,500	96,500
Thomas Schulz	31,565	369	20,935	4,500	7,000	11,500	64,000
Birgit Seeger	31,565	369	20,935	7,500	7,000	14,500	67,000
Helene Svahn	10,510	160	6,990	6,000	4,000	10,000	27,500
Other Board Members	252,447	3,174	167,553	106,500	76,000	182,500	602,500
Total Board Compensation	357,616	4,536	237,384	133,500	94,000	227,500	822,500

Due to the payment cycle, Board remuneration from January 1, 2024, until the AGM 2024 was based on the decision made by the AGM 2023. From the AGM 2024 until December 31, 2024, the partial remuneration was based on the AGM 2024 decision.

Thomas Schulz and Birgit Seeger have been members of the Board since AGM 2024 (March 27, 2024). The Board remuneration presented in the above table is based on payments made in 2024. The Committee meeting fees

include fees of 7 HR Committee and 9 Audit Committee meetings. The Board meeting fees include fees of 13 Board meetings.

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

3. Remuneration of the President and CEO and the Deputy CEO

The Konecranes Remuneration Policy defines the principles for the remuneration of the President and CEO and the Deputy CEO.

Both the President and CEO's and the Deputy CEO's remuneration are decided by the Board of Directors based on the proposal by the HR Committee.

Remuneration of Konecranes' President and CEO and Deputy CEO includes a fixed salary with fringe benefits, performance-based annual variable pay and a long-term, performance-based share plan.

In addition to the Finnish statutory pension, the President and CEO and the Deputy CEO have a supplementary contribution pension benefit provided by the Company. The pension scheme for the President and CEO sets the defined contribution at 20 percent of the annual base salary, including fringe benefits and excluding performance-based compensation (annual or long-term incentives). The contribution level for the Deputy CEO is set at 1 percent of the annual base salary. The retirement age in this supplementary pension plan is 63 years for the President and CEO and 60 years for the Deputy CEO.

Remuneration paid to the President and CEO and the Deputy CEO in 2024

In 2024, the fixed salary including salaries and fringe benefits paid to the President and CEO amounted to EUR 850,950 and for the Deputy CEO to EUR 348,014.

The short-term incentive payments for 2023 were paid in 2024 and amounted to EUR 778,480 for the President & CEO Anders Svensson and EUR 312,654 for the Deputy CEO Teo Ottola. The short-term incentive plan 2023 for the President & CEO as well as for the Deputy CEO was based on the achievement of the following measures: 65 percent weight on Group comparable EBITA margin, 25 percent weight on Group sales growth %, and 10 percent weight on

Key remuneration elements for the President and CEO and the Deputy CEO according to the Remuneration Policy (2024):

Remuneration element	Key features of the policy
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	The base salary of the Konecranes CEO and Deputy CEO reflects the performance and individual job responsibilities, experience, skills, and knowledge. Konecranes' annual salary review also applies to the CEO and Deputy CEO and is completed by the Board after the evaluation and proposal by the HR Committee. Industry benchmarks, market trends and average salary increases in Konecranes are considered when reviewing the salary. Konecranes conducts a remuneration analysis to benchmark its remuneration levels against its peer group companies of similar size, scope and complexity to determine the appropriate remuneration level for the President and CEO, and Deputy CEO.
Benefits and pension To provide fringe benefits and pension in line with the company's practices in the prevailing market	The President and CEO's and the Deputy CEO's fringe benefits mostly follow employment country practices for CEOs and similar job level executives. Other benefits may include a company car and a phone benefit. Also, a housing benefit can be offered if considered appropriate. The CEO / Deputy CEO will normally participate in the statutory pension scheme of the relevant country. In addition, Konecranes provides supplementary contribution-based pension benefits to the CEO / Deputy CEO (Defined Contribution Plan). The retirement age will be defined according to applicable country legislation or may be defined in the service contract.
Short-term incentives To provide a performance-based remuneration tied to the achievement of key business and financial targets in the short term	The annual targets for the CEO and Deputy CEO are decided by the Board of Directors considering strategic business priorities. Typical performance indicators may be financial, operational or strategic. The CEO's and Deputy CEO's annual incentive is based on the comparison of financial performance of the Company against the set targets. The actual award payout amount is based on the HR Committee's evaluation and proposal, which is approved by the Board. The maximum achievement is capped at 100% of the annual base salary.
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	Konecranes provides a Performance Share Plan. After each Performance Share Plan period, the plan participants may earn share rewards for achieving set targets. For each share plan period, a maximum reward is defined. The actual reward payment is based on the performance of the Company against the pre-set criteria decided by the Board of Directors. If a threshold level for the criteria is not met, rewards will not be awarded. For practical reasons, part of the earned share reward is paid in cash to pay the necessary taxes for the reward. A cap for Performance Share Plan awards payments applied at the time of the vesting is 300% of the average base salary over the performance period and applicable to the new upcoming programs since the AGM in March 2024. For retention purposes, a Restricted Share Unit Plan (RSU) can be used under special conditions. The vesting periods can last from 12 to 36 months. The prerequisite for reward payment is continued employment or service until the end of the vesting period.
Shareholding requirement To support alignment of corporate aims and executive interests	The CEO and Deputy CEO have a shareholding requirement tied to the share-based incentive plans. Restrictions on selling shares earned through the plans are defined in the incentive plans.

ESG targets. The actual outcome was 97.3 percent out of the maximum 100 percent.

The short-term incentive plan for 2024 for the President & CEO and Deputy CEO was based on the achievement of the following measures: 65 percent weight on Group comparable EBITA margin, 25 percent weight on Group sales growth %, and 10 percent weight on ESG targets. The short-term incentive payments for 2024 due to be paid in 2025 amount to EUR 748,992 for the President & CEO and EUR 300,344 for the Deputy CEO, and the outcome was 91.6 percent out of the maximum 100 percent.

Rewards based on the long-term Performance Share Plan (PSP) 2021 were paid in 2024. The plan had a three-year-long performance period with three separate one-year-long measurement periods. There were separate targets for each measurement period, and the criterion for all measurement periods (2021, 2022 and 2023) was comparable EPS. Items affecting comparability of the EPS included defined restructuring costs, mergers and acquisitions related transaction costs and other unusual items. The outcome for the PSP 2021 was 70.4 percent. The previous President & CEO did not participate in the PSP 2021, but the Deputy CEO was delivered 11,261 gross shares, of which 50 percent was paid in shares and 50 percent in cash.

The Performance Share Plan 2022 consists of a three-year-long performance period consisting of three one-year-long measurement periods with separate targets decided by the Board of Directors. The criterion for all measurement periods (2022, 2023 and 2024) was comparable earnings per share (EPS). The outcome for the measurement period 2022 was 11.1 percent, the outcome for the measurement period 2023 was 100 percent and the outcome for the measurement period 2024 was 100 percent.

The three-year-long performance period for the PSP 2022 ended in December 2024, and the total outcome was 70.4 percent. The PSP 2022 rewards are due to be paid in 2025, and the Deputy CEO will be delivered 15,484 gross shares, of

which 50 percent will be paid in shares and 50 percent in cash. The President & CEO did not participate in the PSP 2022.

The President & CEO Anders Svensson joined Konecranes in October 2022. For retention purposes, at the time of joining the company, he was allocated 17,170 Restricted Share Unit 2017 (RSU) gross shares, of which 40 percent vested on December 31, 2023, with a share delivery of 6,868 shares in January 2024,

which were settled fully in shares. 60 percent vested on December 31, 2024, with a share delivery of 10,302 gross shares in January 2025. The Board of Directors decided to settle 50% of the award in shares and 50% in cash to cover taxes.

In 2024, the total remuneration paid to the President and CEO amounted to EUR 1,905,216, and for the Deputy CEO to EUR 1,187,903.

Remuneration elements and terms of employment of the President and CEO and Deputy CEO

	President and CEO Anders Svensson	Deputy CEO Teo Ottola
Base salary	Fixed salary with fringe benefits Monthly salary: EUR 70,912.54	Fixed salary with fringe benefits Monthly salary: EUR 29,001.14
Short-term incentives	Based on financial performance Max. 100% of annual base salary	Based on financial performance Max. 100% of annual base salary
Long-term incentives	Performance Share Plan 2023 and 2024 RSU Restricted Share Unit 2017 plan (17,170 gross shares, 40% vested on Dec 31, 2023, and 60% on Dec 31, 2024) Employee Share Savings Plans 2023 and 2024	Performance Share Plans 2022, 2023 and 2024 Employee Share Savings Plans 2022 and 2023
Proportion of fixed and variable pay (as % of total target remuneration)	32% base salary 16% STI* 52% LTI* * Target opportunity, long-term incentive includes only Performance Share Plan	32% base salary 16% STI* 52% LTI* * Target opportunity, long-term incentive includes only Performance Share Plan
Pensions	Finnish Statutory pension Defined contribution plan at 20% of annual salary	Finnish Statutory pension Defined contribution plan at 1% of salary
Shareholding requirements	Must hold min. 100% of any net shares given based on reward plans until the value of shareholding equals annual salary, thereafter 50% until the value of shareholdings equals 150% of annual salary, and membership in the Konecranes Leadership Team continues	Must hold min. 50% of any net shares given based on reward plans until the value of shareholding equals annual salary, and membership in the Konecranes Leadership Team continues
Period of notice	6 months' notice by the President and CEO and by the company	6 months' notice by the Deputy CEO or 9 months' notice by the company
Severance pay	Equals to 12 months' salary and fringe benefits in case of termination prior to the age of 63, in addition to the salary for the notice period	Equals to 9 months' salary and fringe benefits, in addition to the salary for the notice period
Retirement age	63 years	65 years 6 months

Short-term incentives

2024					STI outcome			
Target levels								
KPI	Weight	Low (12.5%)	Target (50%)	Max (100%)	Performance outcome	Total performance outcome	President and CEO	Deputy CEO
Sales Growth (%)	25%	0.0%	4.0%	8.0%	86%			
Adjusted EBITA (%)	65%	10.8%	11.6%	12.4%	100%	91.6 %	EUR 748,992	EUR 300,344
ESG (2 separate KPIs*)	10%	12.5%	50%	100%	50%			

2023					STI outcome			
Target levels								
KPI	Weight	Low (12.5%)	Target (50%)	Max (100%)	Performance outcome	Total performance outcome	President and CEO	Deputy CEO
Sales Growth (%)	25%	7.3%	11.4%	15.0%	100%			
Adjusted EBITA (%)	65%	9.5%	10.1%	10.6%	100%	97.3%	EUR 778,480	EUR 312,654
ESG (3 separate KPIs**)	10%	12.5%	50%	100%	73%			

* CO₂ emissions from own operations and safety. ** CO₂ emissions from own operations, safety, and diversity and inclusion.

Long-term incentives

Target levels**										Allocated shares***		Awarded shares***	
Plan	Performance period	KPI*	Weight	Low (10%)	Target (50%)	Max (100%)	Performance outcome	Total performance outcome	Payment/vesting schedule	President and CEO	Deputy CEO	President and CEO	Deputy CEO
PSP 2020	2020	Comparable EPS	33.3%	€1.65	€1.92	€2.19	96.0%						
	2021	Comparable EPS	33.3%	€2.01	€2.18	€2.46	100%	69.1%	Paid in 2023	-	16,000	-	11,061
	2022	Comparable EPS	33.3%	€2.63	€2.98	€3.23	11.4%						
PSP 2021	2021	Comparable EPS	33.3%	€2.01	€2.18	€2.46	100%						
	2022	Comparable EPS	33.3%	€2.63	€2.98	€3.23	11.1%	70.4%	Paid in 2024	-	16,000	-	11,261
	2023	Comparable EPS	33.3%	€2.64	€2.99	€3.25	100%						
PSP 2022	2022	Comparable EPS	33.3%	€2.63	€2.98	€3.23	11.1%						
	2023	Comparable EPS	33.3%	€2.64	€2.99	€3.25	100%	70.4%	To be paid in 2025	-	22,000	-	15,484
	2024	Comparable EPS	33.3%	€3.80	€4.22	€4.64	100%						
PSP 2023	2023-2025	Sales Growth CAGR	40%	-	-	-	-						
		Cumulative Comparable EPS	60%	-	-	-	-	-	To be paid in 2026	55,000	22,000	-	-
PSP 2024	2024-2026	Sales Growth CAGR	35%	-	-	-	-						
		Cumulative Comparable EPS	55%	-	-	-	-						
		CO ₂ emissions from Konecranes' own operations (tCO ₂)	10%	-	-	-	-	-	To be paid in 2027	49,500	19,800	-	-

* The comparable EPS used as the performance KPI in the performance share plans deviates from Konecranes' reported EPS. The items affecting comparability include e.g. defined restructuring costs, mergers and acquisitions related transaction costs and other unusual items.

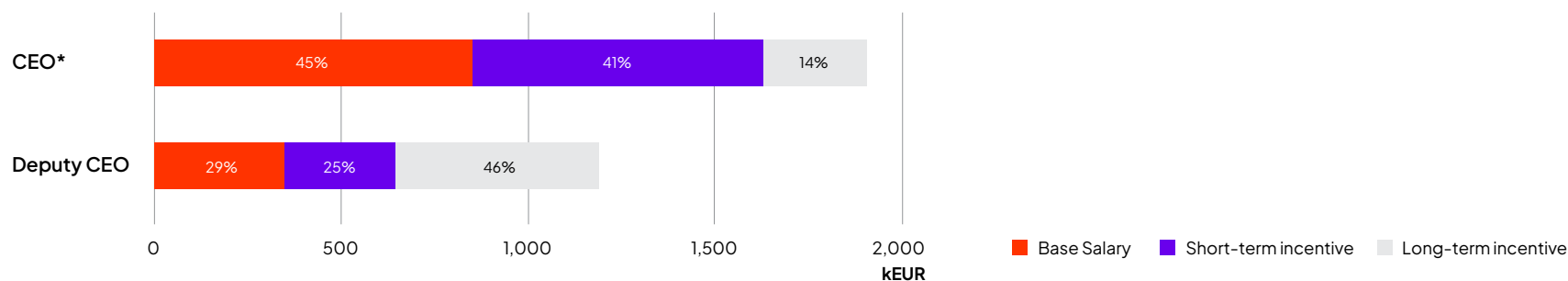
** Compared to the previous year's remuneration report, transparency has been increased by disclosing the thresholds and target levels of the vested programs.

*** Gross shares, including the reward paid in cash.

Remuneration of the President and CEO and Deputy CEO in 2024 and 2023

	2024 Anders Svensson	2024 Teo Ottola	2023 Anders Svensson	2023 Teo Ottola
	President & CEO	Deputy CEO	President & CEO	Deputy CEO
Fixed Salary (Salaries and fringe benefits)	850,950	348,014	814,208	295,910
Short-term incentives paid (based on previous year performance)	778,480	298,960	-	46,430
One-time bonus	-	-	-	-
Value of long-term incentive rewards paid	275,786	540,929	-	338,218
Total Variable Pay	1,054,266	839,889	-	384,648
Total Remuneration paid	1,905,216	1,187,903	814,208	680,557
Proportion of fixed and variable pay	45% / 55%	29% / 71%	100% / 0%	43% / 57%
Estimated short-term incentives due payment (based on previous year performance)	748,992	300,344	778,480	312,654
Gross shares delivered	6,868	11,261	-	11,061
Performance share rights allocated (# of share rights)	104,500	63,800	55,000	60,000
Restricted share rights allocated (# of share rights)	10,302	-	17,170	-
Shareholding in Konecranes Plc (# of shares)	7,938	56,801	324	51,075
Expense of statutory/voluntary pension plans	456,458	110,013	296,565	60,818

Proportions of realized remuneration elements of the President and CEO and Deputy CEO in 2024



* As Konecranes' President and CEO Anders Svensson started in the company on October 19, 2022, he did not participate in the PSP (LTI) program which was paid out in 2024. The LTI paid to the President and CEO Anders Svensson is the RSU that vested in January 2024.

Long-term Incentives

Performance Share Plan (PSP)

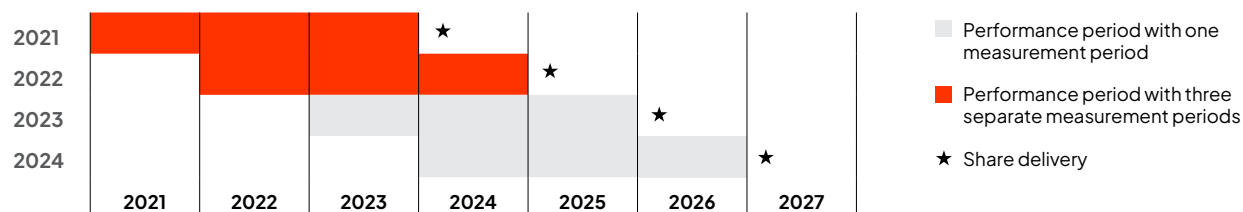
The aim of Konecranes' Performance Share Plans is to align the objectives of shareholders and Konecranes' key employees to increase the value of the Company, to commit key employees to the Company and to reward employees for achieving set targets. The actual grant is directly linked to Key Performance Indicators supporting long-term shareholder return and is based on a multi-year performance period.

All the active PSP plans in 2024 had three-year performance periods, but the measurement periods vary. The PSP plans launched in 2021 and 2022 have three separate one-year-long measurement periods within the three-year performance period. Due to the uncertainty caused by the COVID-19 pandemic in 2020, 2021, the war in Ukraine in 2022, as well as the planned merger announcement made in 2020*, the Board of Directors decided to apply one-year-long measurement periods instead of three-year-long periods for the Plans started in 2021 and 2022 to enable efficient and relevant target-setting. Despite the one-year-long measurement periods of PSP plans 2021 and 2022, remuneration is paid only after the three-year-long performance period. The PSP 2023 and PSP 2024 plans have one earnings and measurement period covering three years.

The potential rewards from the PSP plans will be paid partly in shares and partly in cash. The cash proportion is intended to cover taxes and tax-related costs arising from the rewards to the plan participants. As a rule, no reward will be paid if the plan participant's employment or service ends before the reward payment.

* The planned merger with Cargotec was cancelled in March 2022.

Performance Share Plan



Performance Share Plan (year)	PSP 2021	PSP 2022	PSP 2023	PSP 2024
Performance period	2021-2023	2022-2024	2023-2025	2024-2026
Number of participants **	152	150	153	158
Measure	Comparable EPS for years 2021, 2022 and 2023 ***	Comparable EPS for years 2022, 2023 and 2024 ***	Cumulative Comparable EPS and Sales Growth CAGR %	Cumulative Comparable EPS, Sales Growth CAGR % and CO ₂ emissions from Konecranes' own operations (tCO ₂)
Performance share rights allocated (# of share rights)	542,210	534,410	604,500	537,700
Grant date share value, €/Share	38.77	22.13	35.34	52.95
Total share value, based on the grant date value	€21,021,482	€11,826,493	€21,363,030	€28,471,215
Total gross shares delivered	192,662	n/a	n/a	n/a
Gross shares delivered to CEO & Deputy CEO				
Anders Svensson, CEO since October 19, 2022	0	n/a	n/a	n/a
Teo Ottola, Deputy CEO (Interim CEO, from October 7, 2019, to January 31, 2020, and from January 1 to October 18, 2022)	11,261	n/a	n/a	n/a

** At the end of December 2024

*** PSP 2021 and PSP 2022 have three separate 1-year measurement periods with separate targets for each 1-year period. Measure for years 2021, 2022 and 2023 was comparable EPS.

2021–2023 Performance Share Plan (paid in 2024)

The 2021–2023 PSP plan had a three-year-long performance period with three separate one-year-long measurement periods. The Board of Directors has annually resolved the criterion and separate targets for each measurement period, and the criterion for all measurement periods (2021, 2022 and 2023) was comparable EPS. Items affecting comparability of the EPS included defined restructuring costs, mergers and acquisitions related transaction costs and other unusual items. The target group of the plan for the performance period 2020–2022 consisted of a maximum of 170 key employees of the Konecranes Group. The rewards paid on the basis of the performance period corresponded to the value of a maximum total of 634,921 Konecranes shares, including the proportion paid in cash. The outcome for the measurement period 2021 was 100 percent, the outcome for the measurement period 2022 was 11 percent and the outcome for the measurement period 2023 was 100 percent. As a result, the total outcome of the plan was 70 percent.

2022–2024 Performance Share Plan (payable in 2025)

The 2022–2024 plan has a three-year-long performance period with three separate one-year-long measurement periods and separate targets for 2022, 2023 and 2024. The criterion for the measurement periods 2022, 2023 and 2024 is comparable EPS. Items affecting comparability of the EPS include defined restructuring costs, mergers and acquisitions related transaction costs and other unusual items. The target group of the plan for the performance period 2022–2024 consists of a maximum of 170 key employees of the Konecranes Group. The rewards to be paid on the basis of the performance period correspond to the value of a maximum total of 600,000 Konecranes shares, including the proportion to be paid in cash. The outcome for

the measurement period 2022 was 11 percent, the outcome for the measurement period 2023 was 100 percent and the outcome for the measurement period 2024 was 100 percent. As a result, the total outcome of the plan was 70 percent. The rewards will be paid in 2025.

2023–2025 Performance Share Plan (payable in 2026)

The 2023–2025 plan has a three-year performance period from 2023 to 2025. The plan has two performance criteria: the cumulative comparable Earnings per Share (EPS) for the financial years 2023–2025 with a 60 percent weighting and the compound annual growth rate (CAGR) for Sales for the financial years 2023–2025 with a 40 percent weighting. Items affecting comparability of the EPS include defined restructuring costs, mergers and acquisitions related transaction costs and other unusual items. The target group of the Plan consists of a maximum of 170 Konecranes key employees. The rewards to be paid on the basis of the performance period 2023–2025 correspond to the value of a maximum total of 700,000 Konecranes Plc shares. The potential rewards will be paid in 2026 if the plan's terms and conditions are met.

2024–2026 Performance Share Plan (payable in 2027)

The 2024–2026 plan has a three-year performance period from 2024 to 2026. The plan has three performance criteria: the cumulative comparable Earnings per Share (EPS) for the financial years 2024–2026 with a 55 percent weighting, the compound annual growth rate (CAGR) for Sales for the financial years 2024–2026 with a 35 percent weighting and CO2 emissions, own operations, with a 10 percent weighting. Items affecting comparability of the EPS include defined restructuring costs, mergers and acquisitions related transaction costs and other unusual items. The target group of the Plan consists of a maximum of 170 Konecranes

key employees. The rewards to be paid on the basis of the performance period 2024–2026 correspond to the value of a maximum total of 600,000 Konecranes Plc shares. The potential rewards will be paid in 2027 if the plan's terms and conditions are met.

Restricted Share Unit Plan 2017 (RSU)

In addition to the Performance Share Plan, Konecranes has a Restricted Share Unit Plan (RSU), which can be used for retention purposes under special conditions. The vesting periods can last from 12 to 36 months. The prerequisite for reward payment is that a key employee's employment or service continues until the end of the vesting period. The rewards to be allocated on the basis of the entire plan will amount to a maximum total of 200,000 Konecranes shares, including the proportion to be paid in cash. The Board of Directors may decide to settle the full award in shares, taxable by the participant.

Recently, there was only one participant in the RSU 2017 plan: the Konecranes President and CEO Anders Svensson, who joined the Company in October 2022. He was allocated 17,170 gross shares, of which 40 percent vested on December 31, 2023, and 60 percent vested on December 31, 2024, with a share delivery of 10,302 gross shares in January 2025. The first 40% was paid in shares and the remaining 60% was settled in shares (50%) and in cash (50%) to cover taxes. The President and CEO was the only participant in the RSU plan, and as he has now received the RSU-based compensation, there are no other participants in the plan.

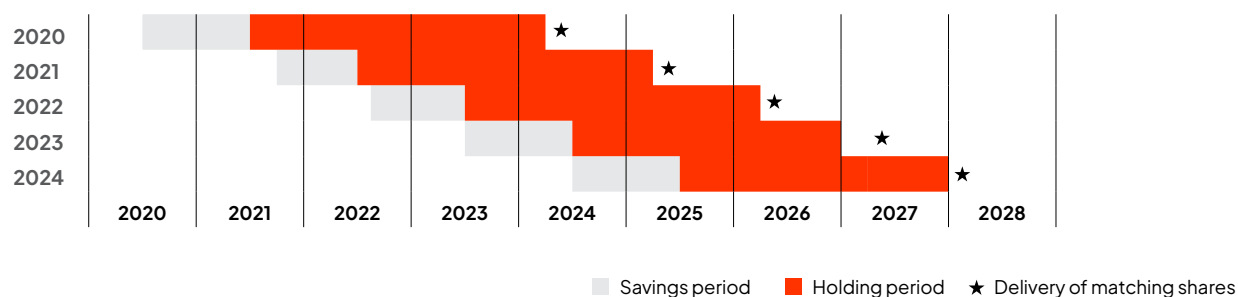
Employee Share Savings Plan (ESSP)

In 2012, Konecranes launched an Employee Share Savings Plan for all employees, including the Management, except in those countries where the plan could not be offered for legal or administrative reasons. The Board has decided to launch a new ESSP plan annually since the start of the program.

Participants can monthly save a sum of up to 5 percent of their gross salary, which is used to buy Konecranes shares from the market on behalf of the participants. If participants are still in possession of these shares after an approximately three-year-long holding period, they will receive one matching share for every two initially purchased shares.

This ESSP plan is also available to the President and CEO, as well as the Deputy CEO. The President and CEO participates in the ESSP 2024 plan, which is currently in its savings period, with potential rewards due in 2028. Both the President and CEO and the Deputy CEO participate in the ESSP 2023, which is currently in its holding period, with potential rewards due in 2027. The Deputy CEO also participated in the ESSP 2022 plan, which is currently in its holding period, with potential rewards due in 2026.

Employee Share Savings Plan



Employee Share Savings Plan (year)	ESSP 2020	ESSP 2021	ESSP 2022	ESSP 2023	ESSP 2024
Savings period	October 1, 2020– June 30, 2021	July 1, 2021– June 30, 2022	August 1, 2022– June 30, 2023	July 1, 2023– June 30, 2024	July 1, 2024– June 30, 2025
Number of participants *	1,906	1,873	2,057	2,383	2,573
Number of shares acquired	81,970	137,453	124,706	112,257	20,915 (Ongoing)
Delivered or expected matching shares to be delivered *	40,985	68,727	62,353	56,129	10,458 (Ongoing)
Share price by delivery date or by the end of December 2024 (for non-vested plans), €/share	46.60	61.20	61.20	61.20	61.20
Value of the delivered or expected matching shares **	€1,909,901	€4,206,062	€3,816,004	€3,435,064	€ 639,999 (Ongoing)

* At the end of December 2024

** Share value by delivery date or by the end of December 2024 (for non-vested plans)