

12.9.2025

## CHARTER OF THE HUMAN RESOURCES COMMITTEE OF KONECRANES PLC

### 1. Purpose

The Human Resources Committee is responsible for assisting and providing guidance and recommendations to the Board of Directors (the "Board") of Konecranes Plc ("Konecranes" or the "Company") in fulfilling its oversight and other responsibilities concerning:

- ✓ The operative structure and selection of Konecranes Leadership Team members ("KLT"),
- ✓ Talent management, retention and succession planning,
- ✓ Professional and competence development for KLT members,
- ✓ Evaluation and compensation of the President and CEO and KLT,
- ✓ Remuneration policy and remuneration report and presentation to the AGM
- ✓ General principles for compensation, long-term and short-term incentive compensation plans, and share-based incentive plans,
- ✓ Human Resources, Sustainability/ESG strategy, ambition and performance and
- ✓ Any other matters delegated to the Human Resources Committee by the Board.

The tasks and responsibilities of the Committee are defined in this Charter, which is approved by the Board. The intention is not to extend the Board's duties from those required by applicable law and stock exchange rules. The Human Resources Committee does not have independent decision-making powers.

### 2. Composition

The Human Resources Committee consists of a minimum of three directors. The Board elects the members and the Chair of the Human Resources Committee from among its members. The majority of the Human Resources Committee members shall be independent of the Company. The President and CEO or other KLT members may not be appointed members of the Human resources committee.

Any Committee member may be removed and replaced at any time by the Board. The Board will fill vacancies on the Human Resources Committee by appointing new members) from among the Board members. If a vacancy exists on the Human Resources Committee, the remaining members may exercise all of its powers so long as quorum requirements are fulfilled.

### 3. Responsibilities

The Human Resources Committee is responsible for performing the duties set out below, and any duties that are otherwise required of the Human Resources Committee by applicable law or stock exchange rules and requirements or are delegated to the Human Resources Committee by the Board.

#### 3.1 Operative structure and selection of Konecranes Leadership Team members

The Human Resources Committee reviews the organizational structure of the Company and makes related recommendations or proposals to the Board, when needed. The Committee considers the principles for selecting Konecranes Leadership Team members and prepares proposals to the Board concerning the approval of the appointments, transfers, and terminations for KLT positions.

#### 3.2 Talent management, retention and succession planning

The Human Resources Committee reviews and monitors Konecranes' Talent Management and Succession Planning process. The potential successor candidates for KLT positions are also reviewed. The Committee evaluates, together with the President and CEO, any special retention needs for KLT members.

#### 3.3 Senior management development

The Human Resources Committee reviews development plans for the Konecranes Leadership Team Members and executive development programs, including training and competence development programs for senior management members.

#### 3.4 Evaluation and compensation of the President and CEO and KLT

The Human Resources Committee reviews the President and CEO's authority and responsibilities and makes related recommendations or proposals to the Board, when needed. On an annual basis, the Committee makes a recommendation to the Board on the President and CEO's compensation based on an evaluation of the Company's performance, compensation benchmark of Chief Executive Officers in comparable global organizations, information on the competitive market or persons with similar skills and competences, and the Human Resources Committee's assessment of the President and CEO's current and expected contribution to the Company's success. Based upon a recommendation by the President and CEO, the Committee prepares a proposal to the Board on the approval of the base compensation review and incentive levels for Konecranes Leadership Team members.

### 3.5 Remuneration policy and remuneration report and presentation to the AGM

The Human Resources Committee reviews the remuneration policy and remuneration report and recommends their approval to the Board of Directors. In addition, the Human Resources Committee is responsible for presentation of the remuneration policy and report in the general meeting and responding to questions related thereto.

### 3.6 General principles for compensation, long-term and short-term incentive compensation plans, and share-based plans

The Human Resources Committee evaluates and makes recommendations to the Board concerning the Company's general principles for compensation. The Human Resources Committee reviews incentive plans and share-based plans and assesses whether they provide an appropriate balance of risk and reward concerning the Company's overall business strategy and expected performance, shareholder value creation, and alignment of shareholder and senior management interests, without encouraging senior management to take unnecessary or excessive risks.

The Human Resources committee makes recommendations to the Board concerning the President and CEO's variable compensation and the adoption and amendment of long-term and short-term incentive compensation plans and share-based plans, subject to shareholder or Board approval. The Committee prepares proposals to the Board on the approval of performance targets, annual grants, and the achievement against targets for the President and CEO's and the KLT members.

The Committee monitors compliance with share ownership guidelines for the President and CEO and other senior management members.

### 3.7 Human Resources, Sustainability/ESG strategy, ambition and performance

The Human Resources Committee evaluates and makes recommendations to the Board concerning the Company's strategy and ambitions related to Sustainability and ESG relating to environmental responsibility, human and labor rights, health and safety as well as inclusion and diversity. The Committee reviews reports on the Company's Human Resources, Sustainability/ESG strategies, and reviews performance against set targets, business strategy and Konecranes values.

#### **4. Operating principles**

The Committee shall annually develop a work plan to identify and set timeframes for the duties under its responsibility. The Committee shall regularly monitor its compliance with set timeframes and plans.

#### **5. Reporting to the Board of Directors**

The Human Resources Committee reports regularly to the Board on all significant matters it has addressed and on such other matters that fall under its responsibilities, as well as on measures taken by the committee.

#### **6. Meetings**

The quorum for the Human Resources Committee meetings is a majority of the Committee members. A meeting of the Human Resources Committee may be called by the Chair or any other member of the Committee, the Chair of the Board or the President and CEO. The Secretary of the Board acts as Secretary to the Committee unless the Chair of the Committee decides otherwise. The Human Resources Committee meets ordinarily through a combination of physical and/or remote meetings. Minutes shall be held of all decisions of the Committee, and the minutes shall be dated, numbered, and retained by the Company. The minutes shall be signed by the chair of the committee and at least one member of the Committee.

The Human Resources Committee meets as frequently as it deems appropriate to fulfil its responsibilities, but no less than twice a year.

Committee members may raise any subjects that are not set on the agenda by the Chair.

#### **7. Access to management and outside advisors**

The Committee, under the direction of the Chair of the Committee, shall have the sole authority to retain and terminate, at Konecranes' expense, independent executive search and compensation consultants, legal and any other advisors (each, an "Advisor") as the Committee may deem appropriate in its sole discretion for the fulfilment of the Committee's mandate. In the selection of such Advisors, the Committee shall assess the suitability of the Advisor. The Committee shall have sole authority to approve the fees and retention terms of any such Advisor.

The Human Resources Committee may invite any Advisor, member of management, employee or another person to attend any of its meetings when necessary.

## **8. Review**

The Human Resources Committee reviews this Charter annually, or whenever needed, and submits the Charter for the Board's approval together with any proposed amendments.