

September 2023

Konecranes Diversity, Equity, and Inclusion (DEI) Policy Statement

Our talented employees and partners represent the multicultural communities we operate in. Together we are shaping the next generation of material handling for a smarter, safer and better world.

Konecranes is a global leader in material handling solutions, serving a broad range of customers across multiple industries. Advancing diversity, equity and inclusion is at the core of the company for being able to deliver excellent customer value and creating a positive impact on the surrounding society.

Diversity, equity and inclusion objectives

Konecranes aims to create a diverse and inclusive working environment where people feel trusted, can thrive by working in a psychologically safe environment and where everyone has an opportunity to succeed. The objective is to go beyond equality and promote equity by providing resources for success based on the individual's uniqueness.

We are committed to:

Welcome, recognize, value and leverage the diversity of Konecranes employees and partners.

We aim to bring together the right mix of employees and business partners from across our global organization to match our markets and customers' needs.

Ensure fair treatment, non-discrimination, and equal opportunities for everyone by promoting equity.

Konecranes is an equal opportunity employer. Recruitment, career opportunities, personal development or termination of employment should be based on objective processes and assessments. The company does not tolerate any discrimination based on reasons such as the employee's race, religion, color, gender, gender identity, sexual orientation, age, marital status, family situation, national origin, national extraction or social origin, citizenship, political opinion, trade union membership, disability (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation) or other forms of discrimination covered in relevant regulations and laws. The company does not tolerate any form of harassment. Our [Code of Conduct](#) defines the principles and processes to protect our employees.

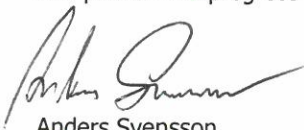
Ensure that all our people and culture practices and processes support and drive our DEI agenda.

Our ambition is to build a more diverse organization considering all the aspects of diversity. For that reason, we embed Konecranes DEI agenda into our processes. For example within the [Konecranes Talent Acquisition and Recruitment Policy](#) we define our principles for attracting and hiring the best, diverse talents. We reinforce the use of common and objective criteria for rewarding people for their work and are committed to ensuring pay equity to our employees in accordance with local requirements, EU directives and other relevant regulations.

Reflect, follow and be in the forefront of DEI-related legislation in the countries where we operate, aligned with the international frameworks.

Konecranes supports the United Nations' (UN) Sustainable Development Goals on reduced inequalities and gender equality and follows the UN Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact. We are also committed to the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, covering non-discrimination in employment and occupation. Additionally, Konecranes has signed the European Commission's Diversity Charters of Finland and Germany, and few other countries.

Konecranes diversity, equity and inclusion agenda implementation is managed and driven by the organization led by the Chief Diversity and Inclusion Officer. We measure our improvements through a structured set of targets and publish the progress through our annual reporting process.



Anders Svensson
President and CEO