KONECRANES®

CODE OF CONDUCT

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Dear Colleagues

Compliance and ethical behavior form the basis of everything we do. As a company, we are committed to conducting our business with integrity and high ethical standards, beyond mere legal compliance requirements. This is key to our performance and success as a company.

Our Code of Conduct guides our everyday activities by clearly describing our internal standards and ethical values as well as our legal obligations as we conduct our business. I encourage all of us to familiarize ourselves with it, as it supports us to do right towards our customers, suppliers and colleagues. Please make yourself familiar with the Code, understanding its content and the consequences of non-compliance. The standards apply to all employees, directors, consultants, agents, contractors, sub-contractors and our business units around the world. They are applied along with the laws and regulations of the jurisdictions where we operate.

I promote delegation of responsibility, authority and accountability in the organization, so that we are agile and take decisions close to our customers. Hence it is even more important that we work with the highest level of ethics.

We all have the responsibility to promptly report any violations or potential violations of the Code that may occur. Raising awareness about these topics, clarifying questions and resolving issues are essential to making Konecranes a healthy workplace and an outstanding global organization.

If you have any questions, your immediate manager is there to support you. You can also reach out to our Konecranes Compliance & Ethics Officers or other persons identified in this Code. You should always seek for help when in doubt.

Anders Svensson
President & CEO

Lead the Way

PURPOSE OF THE CODE
OUR VALUES
WE ALL HAVE A ROLE TO PLAY

Purpose of the Code

Responsible business practices are essential for ensuring long-term competitive performance and profitability.

The Konecranes Code of Conduct outlines the fundamental requirements and guidelines for how we do business. Together with our company policies and values, the Code helps you to perform your job ethically and in compliance with laws.

Our values are the fundamental principles that guide our decision-making, behavior, and interactions with internal and external stakeholders. The Code of Conduct sets the ground rules for our work.

We strive for the highest ethical conduct. The Code of Conduct describes the rules we are committed to maintaining towards our customers, business partners, suppliers, subcontractors, and personnel and also towards society and the financial markets in all of the countries where we do business. The principles of the Code also describe what we expect from our supply chain, and everyone acting for us. Konecranes is committed to the ten principles of the United Nations Global Compact and to the OECD Guidelines for Multinational Enterprises.

We are committed to full compliance with applicable laws. The Code is not intended to replace or override the national laws, but it should always be seen as the minimum requirement and expectation.

Our Values

PUTTING CUSTOMERS FIRST

- We build trusted relationships and deliver solutions that work every day, to help our customers win. It's that simple.
- Every interaction counts and every detail matters. Our decisions are informed by what our customers need: today and tomorrow.

DOING THE RIGHT THING

- Being a responsible, sustainable business isn't always easy, and it often takes courage. But we do it because we believe it's the right thing to do.
- We hold ourselves to the highest ethical standards and take ownership of our actions. We deliver safe and secure material handling solutions and enable a decarbonized, circular world.

DRIVING FOR BETTER

- We never stop moving,learning and improving. We're inspired and driven to always find a better way. It's just who we are.
- And through technology leadership, our spirit of innovation and problem-solving skills, we find new ways to improve each and every day.

WINNING TOGETHER

- Everything starts with our people. We are a diverse,global team – all contributing to our shared success.
- We're more than the sum of our parts – working together, winning together and always supporting each other.
- And we trust one another to do what's best for the team.

We All Have a Role to Play

Konecranes is managed with transparency and in accordance with the rules, guidelines and principles of good corporate governance pursuant to Konecranes' commitment to its shareholders, partners, customers, suppliers, employees and the community.

This Code of Conduct has been approved by the Konecranes Board of Directors. Based on Konecranes Compliance & Ethics Committee's recommendation, the Konecranes Leadership Team (KLT) will review this Code regularly and will propose changes to the Code, when necessary, for the approval of the Audit Committee and Board.

> Each and every Konecranes employee, manager, officer and director irrespective of their position in the organization is expected to promote and comply with this Code of Conduct.

YOUR ROLE

EMPLOYEE

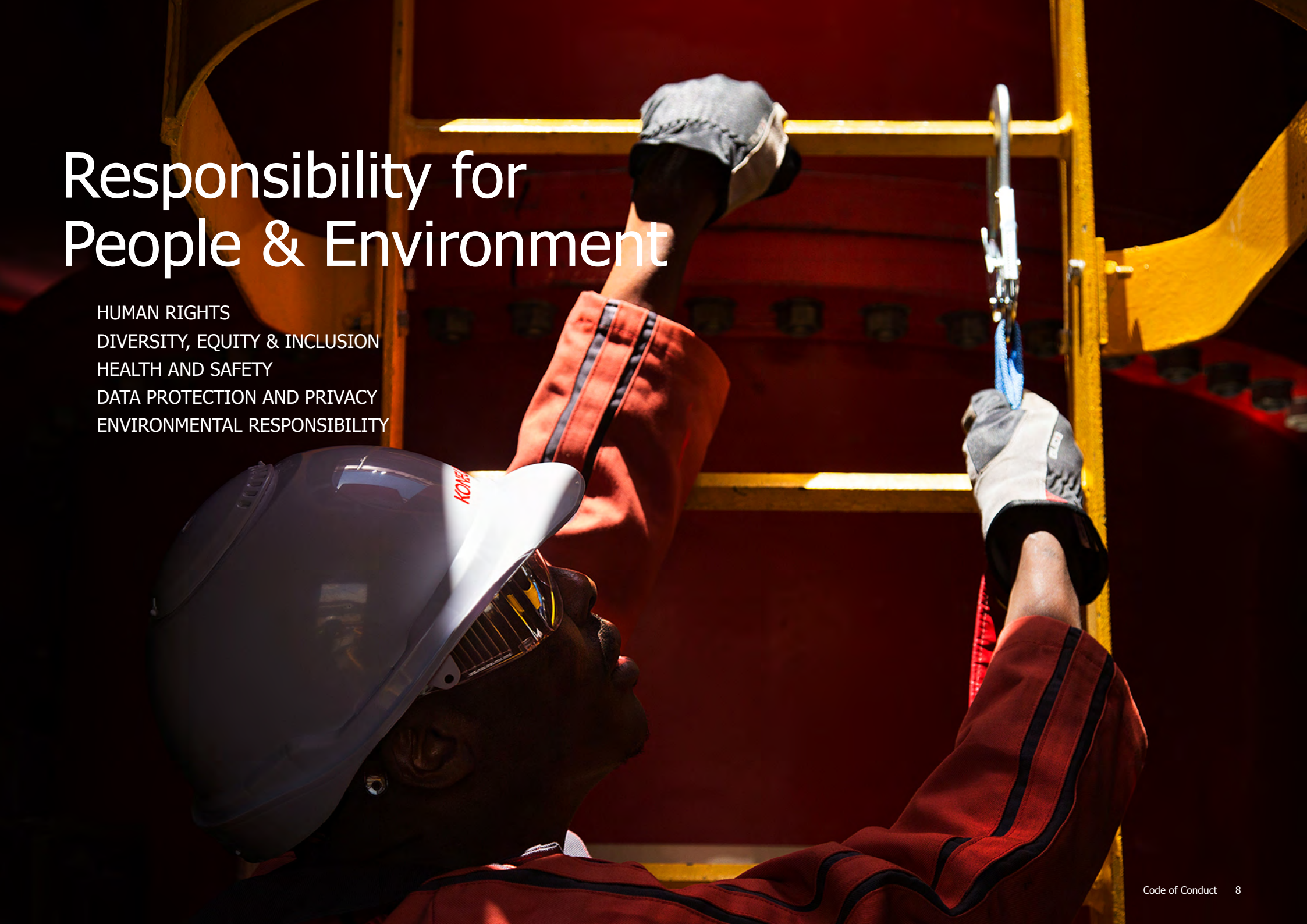
- Read, understand, and comply with the Code of Conduct and more detailed guidance given.
- Complete required compliance trainings.
- Report compliance concerns.

MANAGER

- Help employees in complying with the Code of Conduct.
- Ensure that employees complete the required compliance trainings.
- Foster a healthy speak-up culture and take all reported compliance concerns seriously.
- Inform Compliance & Ethics Officer about reported compliance concerns.
- Lead by example: comply with the rules and guidelines set down for the employees.

MANAGEMENT

- Ensure that compliance and ethical business practices are embedded in our ways of working.
- Know relevant compliance risk areas that may affect the relevant operation and take proactive measures to mitigate such risks.
- Hire and promote people who share our commitment to integrity.
- Ensure that all group companies and other entities where Konecranes exercises management control comply with the Code of Conduct.



Responsibility for People & Environment

HUMAN RIGHTS
DIVERSITY, EQUITY & INCLUSION
HEALTH AND SAFETY
DATA PROTECTION AND PRIVACY
ENVIRONMENTAL RESPONSIBILITY

Human Rights

Konecranes respects human rights as defined in the International Bill of Human Rights and International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We are committed to the United Nations Guiding Principles on Business and Human Rights. In line with these principles, we conduct a due diligence process to identify, prevent, mitigate, address, and where needed, to remedy, the impacts on human rights.

Konecranes does not make compromises with occupational health and safety and respects employees' privacy. Konecranes does not accept discrimination or the use of child or forced labor. Working hours are kept within legal limits. Nor does the Group tolerate working conditions that are in conflict with international laws and practices.

Konecranes upholds the freedom of association and the effective recognition of the right to collective bargaining. We prohibit any acts of interference in trade unions and provide trade union representatives with information required for meaningful bargaining in the context of bona fide negotiations.

We expect our entire supply chain to conduct their business in accordance with our principles.

You can can read more on Diversity, Equity and Inclusion, Privacy as well as on Health and Safety later in the Code.

Resources:
Human Rights Policy
Fair Labor Frame

Photo by Ryoji Iwata on Unsplash

Diversity, Equity & Inclusion

Konecranes aims to create a diverse and inclusive working environment where people can be themselves, feel trusted and valued for their contribution, and where people feel a sense of belonging.

The objective is to make sure that everybody can have the opportunity to succeed, their diverse backgrounds are valued, and strengths of differences are welcomed and leveraged.

Konecranes is an equal opportunity employer in hiring and promoting practices, benefits and wages. We welcome and support diversity in all the backgrounds and will not tolerate discrimination against any person on the basis of, for example, race, religion, color, gender, age, marital status, national origin, sexual orientation, citizenship, political opinion, trade union membership or disability (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation), in recruiting, hiring, placement, promotion, termination, or any other condition of employment.

- We do not tolerate the use of discriminatory language, nor any other remarks, jokes, or conduct that create or foster an offensive or hostile work environment.
- We strictly prohibit any form of harassment in the workplace, including sexual harassment. Konecranes will take prompt and appropriate action to prevent and, where appropriate, punish behavior that constitutes harassment. Workplace means any place where business or work-related activities are conducted.
- We also strictly prohibit any conduct that constitutes moral or physical harassment, or any other form of abuse of power.

Resources:
Diversity, Equity and Inclusion Policy Statement

> Every Konecranes employee is entitled to equal opportunity and equal treatment based on merit.

Health and Safety

Konecranes strives to offer its employees an interesting, healthy and safe working environment and to support the physical and mental wellbeing of employees.

Health and Safety are embedded within Konecranes through continuous improvements, compliance, world-class excellence, and management-led initiatives.

We develop a healthy, safe, and hazard-free workplace for our employees, subcontractors and others working in all parts of our organization. We also aim to maintain a culture where everyone takes responsibility for health and safety and embraces the “If you see it, you own it” mindset.

Konecranes also applies product development and manufacturing processes as well as quality assurance methods that aim to minimize health and safety risks related to the use of its products and services

Resources:
Health and Safety Policy Statement

Life-Saving Behaviors

Before starting any work
Take a moment, stop and think before starting work. Complete risk review, and make sure that all protections and controls are in place to ensure that everyone can do their work safely.

Driving
Make sure the vehicle is in good condition. Comply with all traffic laws, practice defensive and economic driving.

Lifting and rigging
Have and follow a lift plan and/or specific work instructions. Perform lifting and rigging with certified equipment that you are trained to use. Never walk under a suspended load.

Confined spaces
Never enter a confined space unless you have a specific work permit, are trained, authorized to do so, have a confirmed pre-task rescue plan developed and the required air quality tests have been performed.

Working at heights
Use aerial platforms intended to the purpose, inspect the equipment prior to use. Wear fall protection, isolate and mark the work area, and block the movement of adjacent cranes.

Machinery
Keep hands and limbs away from rotating machinery and moving parts. Do not operate equipment with missing or malfunctioning interlocks or guards. Never override safety devices, use appropriate tools.

Working with energy
Lock Out, Tag Out and Try Out (LOTOTO) all equipment prior to performing any work. De-energize, verify, lock out and tag at the energy source and test at the point of work.

Mobile equipment
Do not operate mobile equipment unless properly trained and certified on the specific unit. Remain a safe distance from operating mobile equipment.

Working with your hands
Keep hands and limbs away from rotating machinery and moving parts. Do not operate equipment with missing or malfunctioning interlocks or guards. Never override safety devices, use appropriate tools.

Health and wellbeing
Take care of yourself – your health and wellbeing are vital. Seek support early when concerned about health and wellbeing. Never walk by someone or something if you are concerned. At Konecranes we do not tolerate bullying or harassment in any form.

Data Protection and Privacy

Konecranes respects the privacy and integrity of its stakeholders and employees and places high importance on data protection and aims to apply high standards when processing personal data.

We only collect and retain personal data that is necessary for effective operations and business activities.

All personal data that we collect and handle must be processed fairly, lawfully and carefully and in a way that protects confidentiality and the right to privacy of our personnel and other individuals. All collected and processed personal data must be relevant and limited to what is necessary in relation to the business purposes that the data are processed. Personal data should not be retained for longer than is necessary for the purposes that the personal data are processed.

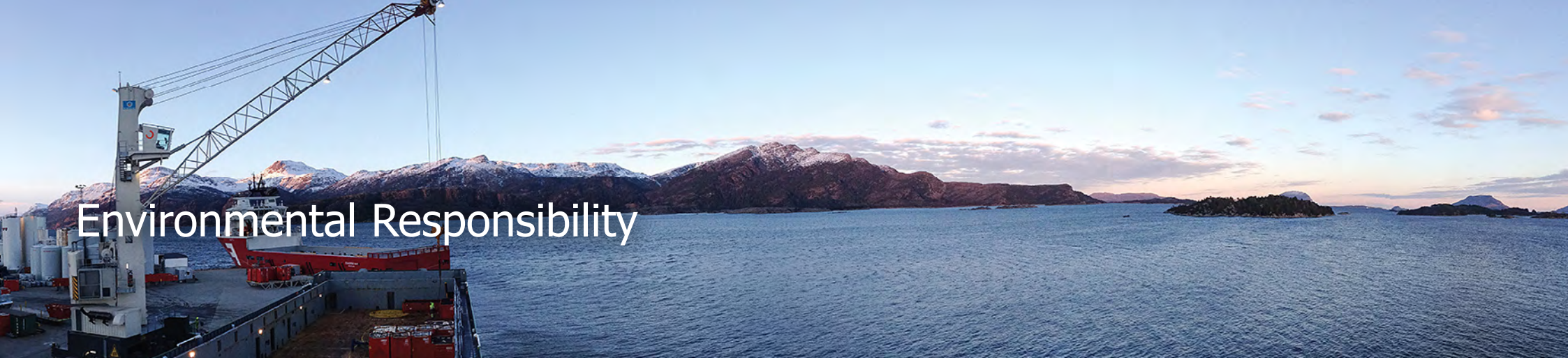
Data protection in Konecranes is based on and complies with the EU General Data Protection Regulation (GDPR) as well as local applicable legislations.

Resources:
Data Protection intranet

YOUR ROLE

If you are responsible for collecting, processing or maintaining any personal data, or have access to such data:

- Only collect and process personal data that we need for our justified and identified business purposes.
- Use collected personal data only for the purposes and to the extent required by the task at hand.
- Do not disclose or share personal data in violation of applicable laws or instructions.
- Ensure that access to personal data is limited to personnel who have appropriate authorization and a clear business need for that information.



Environmental Responsibility

Konecranes is committed to enabling a decarbonized and circular world.

Konecranes' climate ambition is aligned with the Paris Agreement in limiting the global warming to 1.5°C. We must embed environmental responsibility in everything we do.

Resources:

Environmental Policy Statement

Planet-Saving Behaviors

Responsible Minerals statement

Restricted Substance List

- We focus on providing efficient low-carbon solutions for our customers.
- In product development, we consider maintainability and repairability as well as energy efficiency and environmentally cautious material selection.
- We advance circularity by maximizing the lifecycle value of the solutions and eliminating waste throughout the whole value chain.
- In purchasing decisions, we consider the environmental impact and seek to cooperate with suppliers and subcontractors who share our climate ambitions.
- We work towards responsible sourcing of minerals and minimizing usage of hazardous substances.
- We follow systematic environmental management practices in our own operations focusing on energy and resource efficiency as well as on chemical and waste management and expect the same from our suppliers and subcontractors.

YOUR ROLE

- Understand your role in supporting environmental responsibility – act to minimize negative impacts and maximize positive impacts.
- Include environmental considerations in your area of responsibility.
- Minimize waste and environmental impact by, for example, considering resource efficiency and thinking twice before making a decision on air travel.
- Manage and mitigate environmental risks and own what you see.
- Report possible deviations to your manager.

Trusted Partner

ANTI-CORRUPTION AND ANTI-BRIBERY
CONFLICTS OF INTEREST
FAIR COMPETITION
INTERNATIONAL TRADE
OUR CUSTOMERS
OUR SUPPLY CHAIN

Anti-Corruption and Anti-Bribery

Konecranes is committed to working against corruption in all its forms, including extortion, embezzlement, and bribery.

It is strictly prohibited to engage in any corrupt business practices, and you must never seek or accept or give or offer, either directly or through a third party, any bribes, kickbacks, or other improper payments. Improper payments refer to anything of value given with the intent of gaining or retaining improper business benefit or personal gain.

Bribery is prohibited irrespective of the value of the advantage, its results, perceptions of local customs, the tolerance of such payments by local authorities, or the alleged necessity of the payment for the business. Facilitation payments are likewise prohibited unless the failure to make a requested payment would present an immediate risk to someone's life, health or liberty as explained in more detail in the Anti-Corruption Policy.

Konecranes does not accept participation in or support money-laundering under any circumstances.

Resources:

Anti-Corruption Policy

Donations, Sponsorships and Marketing Co-operations Policy

MySupport Gifts & Hospitality Portal

Working with sales intermediaries

Konecranes' business operations include collaboration with multiple sales intermediaries, such as sales agents, distributors, consultants and licensees. It is important to ensure the integrity of any such partners. Therefore, we must always conduct appropriate due diligence and background checks and secure needed internal approvals before engaging such partners. We must also actively monitor the conduct of the partner.

We expect our sales intermediaries to conduct their business according to the same ethical standards that we follow at Konecranes. It is strictly prohibited for any sales intermediary to engage in any corrupt practices on our behalf or otherwise.

YOUR ROLE

Dealing with public officials

- Take special care when dealing and working with public officials, as there are stricter rules and regulations concerning public officials, including state-owned enterprises, for example, concerning gifts and hospitality and tendering processes.

Gifts & hospitality

- Ensure that any offering or receiving of gifts, hospitality or other business courtesy is reasonable, made transparently and in line with applicable laws.
- Follow Konecranes' reporting and pre-approval process whenever receiving or offering gifts and hospitality.
- Always consider the perception that a gift or hospitality may have in the eyes of others.

Donations & sponsorships

- When making a donation or sponsorship, act transparently and in accordance with Konecranes' set rules and processes.
- Never make contributions to political parties or other political organizations.

Conflicts of Interest

We always expect our employees to act in the best interest of Konecranes and Konecranes' stakeholders.

Our employees should avoid conflicts of interest and never use their position or Konecranes assets for personal gain. Our employees should work to avoid even the perception of a conflict. A conflict of interest arises when your personal interests interfere with your Konecranes job or your ability to make objective decisions on behalf of Konecranes.

Examples of instances where an actual or potential conflict could arise, and which may be prohibited:

- **Gift and Hospitality situation**
  Providing or receiving gifts or hospitality, which affect or can be perceived to affect the receiver's judgement to favor the giver by creating an obligation on the receiver and an expectation on the giver.
- **Affiliated Person situation**
  Purchasing services from a supplier or sub-contractor owned by a family member or working in the same reporting line as a family member.
- **Free-time activities**
  Donating to or sponsoring a sports club where the decision maker is a Board member or when the decision maker directly or indirectly benefits from the initiative.
- **Business opportunities**
  Starting a business that competes with Konecranes.
- **Financial interests**
  Having financial interest or beneficial ownership in a supplier or subcontractor of Konecranes.

YOUR ROLE

Ask yourself:

- Does it interfere with the work I do for Konecranes?
- Am I using company resources, relationships, or my position for personal gain?
- Could this appear to be a conflict of interest to someone else?
- Does it compete with Konecranes interest?

If you answer "yes" to any of these questions:

- STOP! Seek guidance from your Manager or Compliance & Ethics Officer, as you may need to disclose the conflict via MySupport Conflict-of-Interest Declaration Portal.

Resources:

Conflict of Interest Instruction

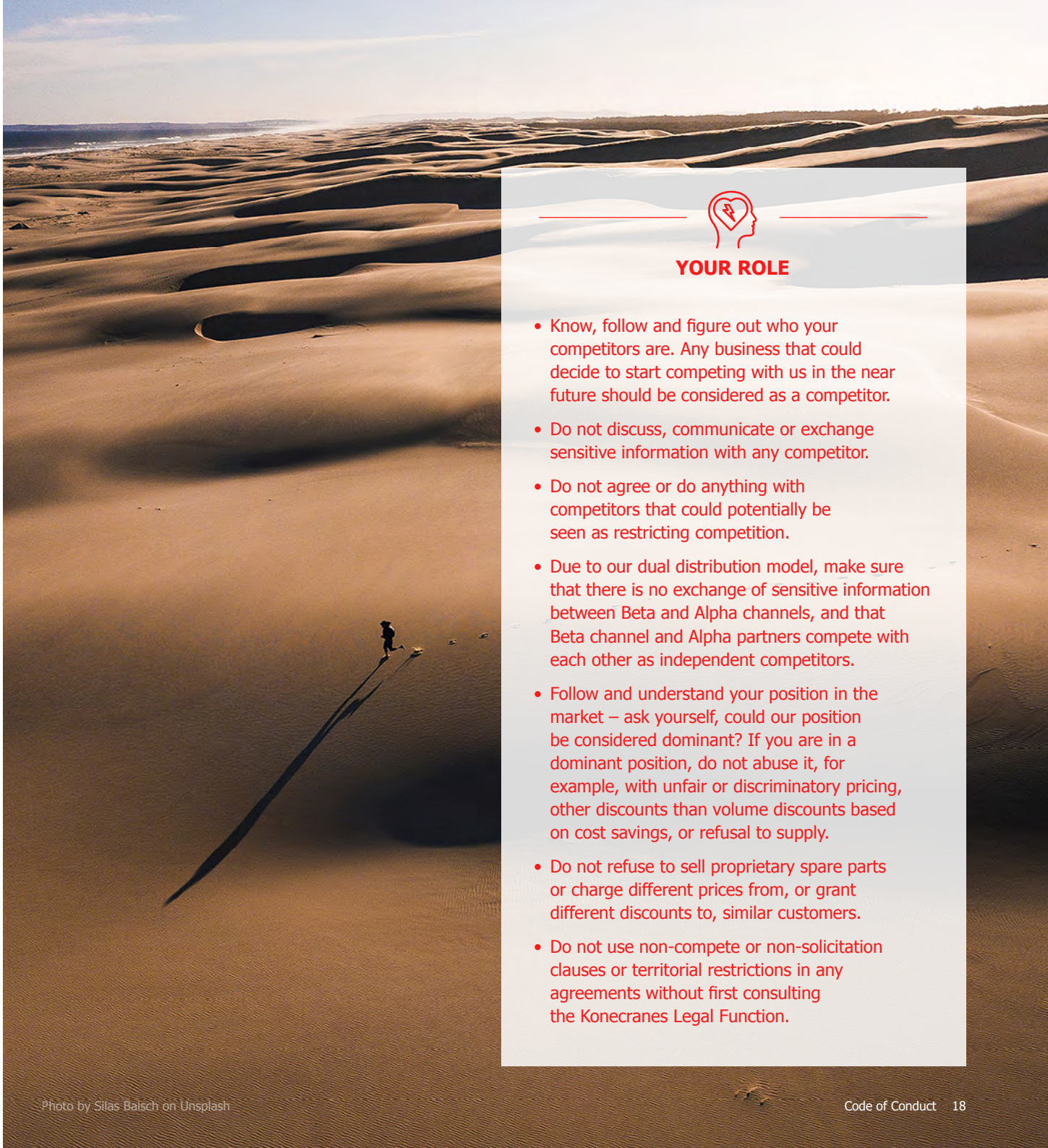
MySupport Conflict-of-Interest Declaration Portal

Fair Competition

Konecranes supports and strives for fair competition and is committed to complying with any applicable competition laws.

You must refrain from any activities that might compromise fair competition or raise competition law concerns, for example, by sharing information on pricing, customers or suppliers, or other similar non-public information, with competitors.

Resources:
Konecranes Competition Policy
Competition Instructions for Subcontracting



YOUR ROLE

- Know, follow and figure out who your competitors are. Any business that could decide to start competing with us in the near future should be considered as a competitor.
- Do not discuss, communicate or exchange sensitive information with any competitor.
- Do not agree or do anything with competitors that could potentially be seen as restricting competition.
- Due to our dual distribution model, make sure that there is no exchange of sensitive information between Beta and Alpha channels, and that Beta channel and Alpha partners compete with each other as independent competitors.
- Follow and understand your position in the market – ask yourself, could our position be considered dominant? If you are in a dominant position, do not abuse it, for example, with unfair or discriminatory pricing, other discounts than volume discounts based on cost savings, or refusal to supply.
- Do not refuse to sell proprietary spare parts or charge different prices from, or grant different discounts to, similar customers.
- Do not use non-compete or non-solicitation clauses or territorial restrictions in any agreements without first consulting the Konecranes Legal Function.

Photo by Silas Baisch on Unsplash

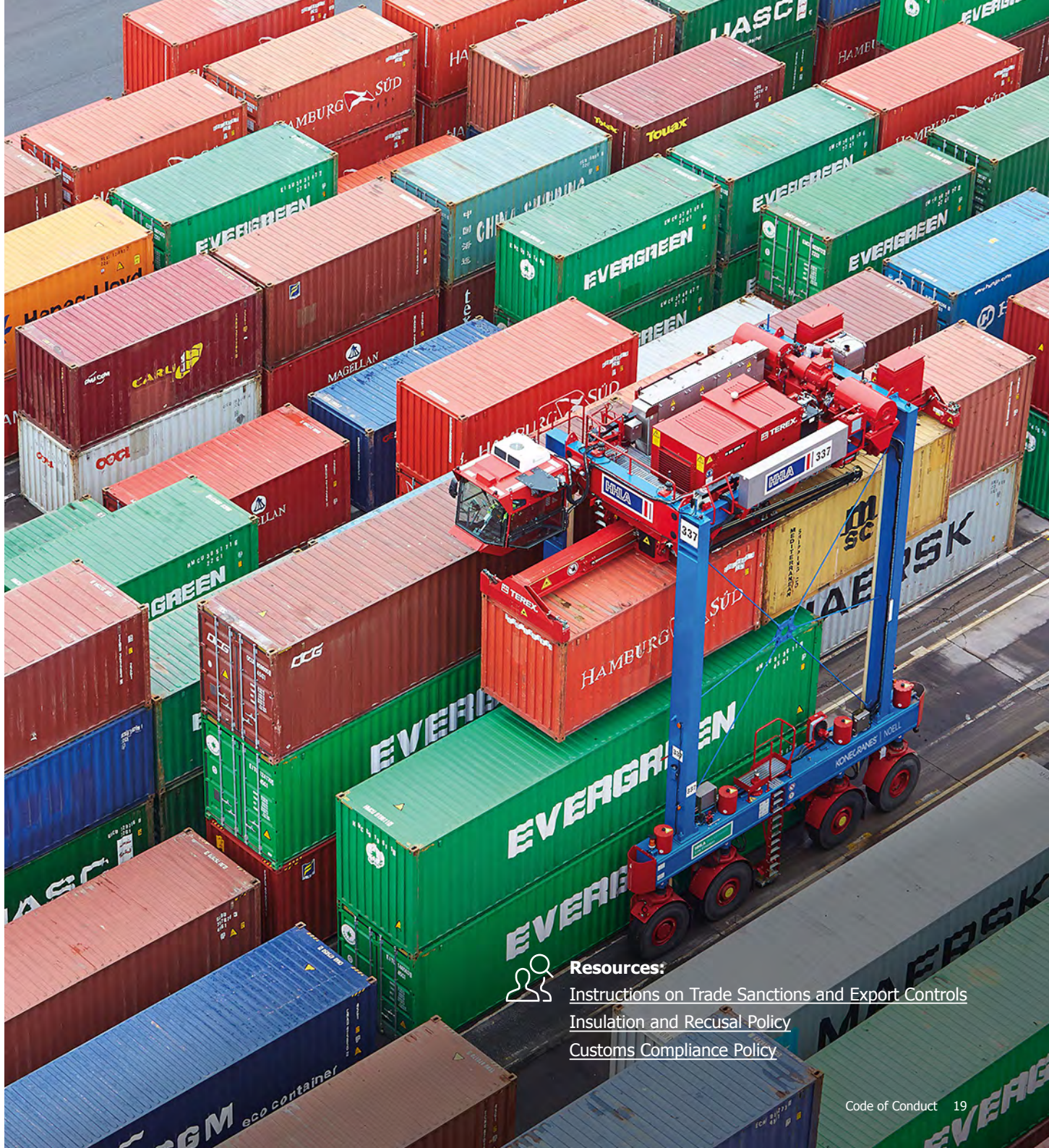
International Trade

Konecranes complies with all national and international trade sanctions and embargoes, as well as with all export and import control, and customs laws applicable to its business.

Therefore, Konecranes screens its business partners against sanctions lists and reviews its transactions based on the requirements resulting from export control and customs regulations.

YOUR ROLE

- Do not transact business with any individuals or entities appearing on relevant sanctions lists or residing in embargoed regions.
- Do not perform any business activities that violate export control or customs rules under any circumstances.



Resources:

Instructions on Trade Sanctions and Export Controls

Insulation and Recusal Policy

Customs Compliance Policy

Trade Sanctions and Export Control

Integral part of international trade is to ensure compliance with trade sanctions and export control rules. To do so, you need to consider multiple aspects. In addition to information about the products and the country to which they are sold or transported to, also the end use and end user of the product may be relevant.

END USE

Bans / license requirements for certain critical end uses

Example

- License requirements in case of military end use in a "Be-Extra-Careful" country

PRODUCT

Bans / license requirements for listed Dual-Use Goods / Controlled items

Example

- Certain frequency inverters are subject to license when being exported

END USER

Bans / license requirements for business with end users that are listed on a sanctions list

Example

- Total prohibition to ship our products to entities listed on applicable sanctions list

COUNTRY

Bans / license requirements for businesses with certain countries / regions

Example

- No-Go countries / regions (as of 2023): Afghanistan, Belarus, Crimea, Iran, North Korea, Russia, Syria, the non-government controlled areas of Ukraine in the oblasts of Donetsk, Kherson, Luhansk and Zaporizhzhia

Resources:
Instructions on Trade Sanctions and Export Controls
Insulation and Recusal Policy

Our Customers

Konecranes wants to be a trusted partner known for our integrity.

Our dealings with customers must always reflect their true nature and be based on competitive pricing and superior products and services. We have adopted a Know Your Customer (KYC) procedure to help make sure that we understand the financial, compliance and integrity risks associated with our customers.

YOUR ROLE

- Treat our customers ethically and fairly, ensuring that our business transactions are always in compliance with any applicable laws.
- Refuse to do business with or assist anyone who engages in any illegal activities relating to Konecranes' goods or with anyone who has failed to pass our KYC procedure.

Resources:
Konecranes Credit Policy

Our Supply Chain

Suppliers and subcontractors are an important and integral part of Konecranes' product and service value chain.

The legal and ethical requirements and principles we follow relating to our suppliers and subcontractors are explained in the Konecranes Supplier Code of Conduct. These principles are of high importance when qualifying, engaging, and conducting business with suppliers.

- We expect our suppliers and subcontractors to conduct their business in compliance with the same high legal, ethical, human rights and environmental requirements and principles that we follow at Konecranes.
- We expect our suppliers and subcontractors to enforce the same requirements in their own supply chains.
- Before selecting a supplier or subcontractor, we conduct appropriate due diligence.
- We monitor and audit our suppliers and subcontractors and take appropriate actions if a supplier's or subcontractor's performance is not in compliance with the principles set out in the Konecranes Supplier Code of Conduct.

YOUR ROLE

If you are responsible for selecting or managing suppliers or subcontractors:

- Before selecting a supplier or subcontractor, carry out an appropriate background check to ensure that the supplier meets our standards and is committed to equal legal and ethical requirements and principles as Konecranes. Be particularly careful about risks related to human rights (see Section Human Rights), bribery and corruption (see Section Anti-Corruption and Anti-Bribery), international trade compliance (see Section International Trade) and environmental responsibility (see Section Environmental Responsibility).
- Ensure that all purchasing of products and services is made in accordance with our procurement policies and instructions.
- Monitor the supplier or subcontractor on a regular basis and regularly renew background checks.
- If you become aware of any non-compliance with the principles set out in the Konecranes Supplier Code of Conduct, take prompt and effective corrective action.

Resources:
Supplier Code of Conduct

Our Company

USE OF COMPANY RESOURCES
CYBERSECURITY
CONFIDENTIALITY AND INTELLECTUAL PROPERTY
ACCOUNTING AND FINANCIAL REPORTING
EXTERNAL COMMUNICATIONS
INSIDE INFORMATION
RECORD RETENTION

Use of Company Resources

Konecranes employees must protect the company's assets and ensure their efficient use for lawful business purposes only.

With company assets we mean Konecranes owned property, funds, information or intellectual property, as well as equipment used on an individual basis, such as mobile phones and computers. Theft, carelessness and waste have a direct impact on Konecranes' profitability.

Except when specifically authorized, Konecranes assets, including equipment, materials, resources and proprietary information, must be used for business purposes only. All IT systems and data within, including but not limited to computer equipment, mobile devices, software, storage media and network accounts, are the property of Konecranes.

When employees use Konecranes' resources to send e-mail, voicemail or instant messages or to access internet services, they are acting as a representative of Konecranes. Any improper use of these resources is prohibited, as it may damage Konecranes' reputation and expose the resources and Konecranes to legal liability.

Incidental and occasional personal use of e-mail is permitted. Nevertheless, private messages may not be sent with illegal, unauthorized or unethical intentions, nor may private messages include any illegal content or breach third-party rights. Private messages and files must be saved in a separate folder, which is recognizable by its title as consisting of private messages. This applies to both incoming and outgoing messages.

Resources:
Cybersecurity Policy
Acceptable Use of Assets Standard

YOUR ROLE

- Take measures to prevent damage to and theft or misuse of Konecranes' property.
- Use only Konecranes approved software and services for work purposes.
- Protect Konecranes' funds and property as you would your own, guarding against misuse, loss, fraud or theft.
- If your computer, mobile device or external storage media is lost or stolen, report it immediately to Konecranes IT Helpdesk.
- Do not use Konecranes issued e-mail address to register for non-work related services.
- Do not use private e-mail accounts (e.g. gmail or yahoo) for Konecranes business.
- If your employment at Konecranes ends, return all property belonging to Konecranes in your possession. Agree with your Manager on how the relevant company information on your Konecranes OneDrive, computer or storage media is transferred.
- Familiarize yourself with and comply with Konecranes' information security policies and guidelines.

Cybersecurity

Konecranes complies with regulatory and contractual cybersecurity requirements, protects the company against cyber threats, and manages cybersecurity according to industry best practices.

Cybersecurity is critical for delivering safe and secure material handling solutions and ensuring our ability to manufacture products and services regardless of cyber-related incidents that might impact our normal operations.

We at Konecranes make cybersecurity decisions every day. These small and bigger risk security decisions impact the quality of our customer offering, protection of Konecranes trade secrets, reputation and the continuity of our operations.

Resources:
Cybersecurity Policy
Cybersecurity Intranet

YOUR ROLE

- Report all possible cybersecurity incidents or issues to Konecranes IT Helpdesk immediately.
- Work according to Konecranes processes. The security controls are part of our commonly agreed ways of working.
- Bypassing or limiting the effectiveness of Konecranes security controls is prohibited.
- Participate in the cybersecurity trainings relevant to your role and responsibilities.
- Always keep your software updated. Download applications only from the Konecranes software center or through Konecranes IT Helpdesk.
- Providing unauthorized access to Konecranes facilities, IT systems, computers, or mobile devices to another individual, either deliberately or through negligence, is prohibited.
- Report all possible unauthorized people in the Konecranes facilities according to the local practices. If your site has Konecranes ID Badges in use, keep them visible.
- Procuring any IT system or service (including cloud-based services) must be carried out according to Konecranes Procurement processes (see Section Our Supply Chain).
- Familiarize yourself with and comply with Konecranes' information security policies, standards, and guidelines.

Confidentiality and Intellectual Property

Confidential information about Konecranes and its partners, customers, suppliers, subcontractors and employees must be kept confidential and protected against unauthorized access.

Our trade secrets are vital to our future success, and special care must be paid to protect their confidentiality. Trade secrets include, for example, commercially sensitive information relating to customers and suppliers, and information relating to research and development, mergers and acquisitions, and insider projects.

Our business partners may share confidential information with us. It is important that we ensure that we follow the confidentiality commitments we have made towards our business partners.

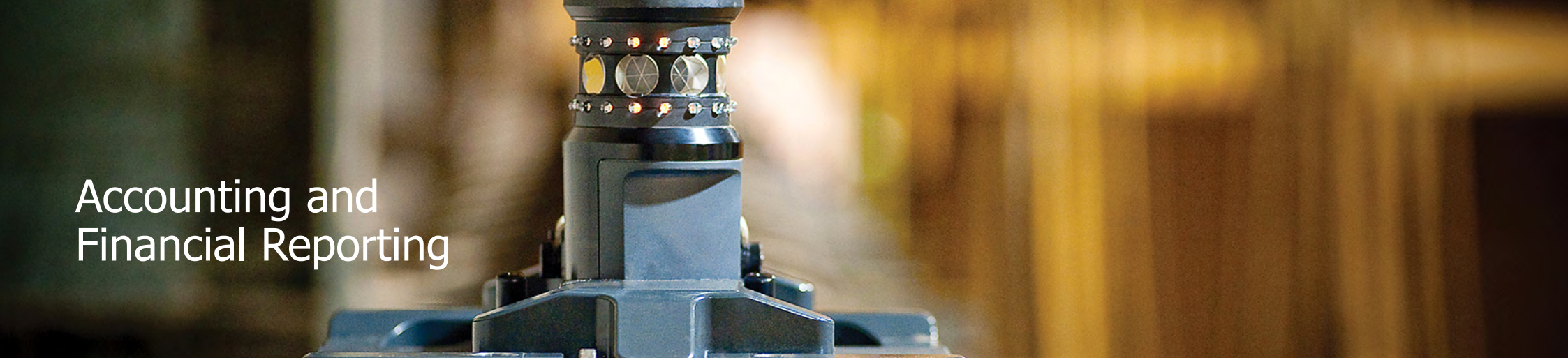
We ensure that we have the necessary intellectual property rights needed for conducting our business. We protect our intellectual property rights and, if needed, take actions to defend our rights.

Resources:

Information Classification Standard
Patent Policy
Trademark Policy
Domain Policy
NDA Standard

YOUR ROLE

- Follow Konecranes policies and instructions when using or disclosing confidential information.
- Ensure that appropriate confidentiality undertakings are included in relevant agreements with our business partners.
- Classify Konecranes information to Public, Internal, Confidential and Secret, and comply with the related guidelines for information sharing and access.
- Do not use confidential information you become aware of as part of your work for personal benefit or disclose confidential information to any unauthorized party.
- Do not use the intellectual property of others without permission.
- Do not give away rights to our intellectual property without permission.
- Take necessary steps to follow confidentiality requirements agreed with our business partners.



Accounting and Financial Reporting

Konecranes must record its financial activities in compliance with all applicable laws and accounting practices.

Konecranes has uniform, generally accepted accounting principles and definitions that are followed in financial accounting and reporting by all units. Group consolidated financial statements are done in accordance with IFRS standards while local financial statements follow local accounting principles.

Any public financial information on Konecranes must completely, accurately and reliably present the financial situation of Konecranes at the relevant date or period, having been prepared within the applicable timeframe.

Konecranes provides its stakeholders with information on its financial status and performance simultaneously and with the same content, transparently and openly, without preference or favor towards any group or individual and in compliance with the law, stock exchange regulations and the accepted practices of the securities market.

Konecranes observes a silent period prior to the publication of its financial statements and interim reports starting at the end of the quarter in question. During this time, Konecranes representatives do not comment on Konecranes' financial position.

Resources:
Controller's Manual

YOUR ROLE

- Ensure that all transactions are properly authorized, and accurately and completely recorded. Creating false or misleading entries, records or documentation is strictly prohibited.
- Never create a false or misleading report or make a payment or establish an account on behalf of Konecranes if you are aware that any part of the payment or account is to be used for a purpose other than as described in the supporting documents.
- If you notice any falsification of Konecranes' accounting or the related supporting documentation, report it immediately. Concealing information from management or from internal or external auditors can cause serious damage to Konecranes.
- Do not use confidential information you become aware of as part of your work for personal profit or disclose confidential information to any unauthorized party.

External Communications

Konecranes External Communications ensures that all relevant stakeholders are regularly informed about Konecranes in a timely manner via multiple channels and media, supporting our broader goals and strategy and protecting our brand and reputation.

Only official Konecranes spokespersons or employees specifically authorized by the CEO or CFO may speak with representatives of the media, securities analysts, other members of the financial community, shareholders or other groups or organizations about Konecranes' business.

Information given to the media and/or disseminated publicly must be informative and true in nature. Any public information generated and communicated by Konecranes must comply with all applicable laws and regulations and general Konecranes brand and communications guidelines and policies. This is applicable also to all marketing content and materials, as well as social media.

On social media, Konecranes employees are the most effective ambassadors of the company and the brand, and your participation helps the company in building and managing its online reputation and strong digital presence.

Resources:
External Communication Guidelines
Social Media Guidelines

YOUR ROLE

- Refer any request for Konecranes' financial information from the financial community or shareholders to Vice President, Investor relations.
- Refer any requests for financial information or other information about Konecranes from the media or the general public to Vice President, Brand and Communications, or the Head of External Communications.
- Remember that when representing Konecranes on social media, you must act in accordance with our Code of Conduct, even if you are using a private account.

Inside Information

Konecranes respects and follows relevant securities laws by ensuring that inside information is secure and protected.

Inside information is any information of a precise nature, which has not been made public, relating directly or indirectly, to Konecranes or any other issuer of publicly traded financial instruments or financial instruments (including shares) issued by Konecranes or such other issuer, and would, if made public, be likely to have a significant effect on the price of those financial instruments or on the price of related derivative financial instruments. The effect of the inside information on the price of the security or other financial instrument can be positive or negative.

While carrying out their work, our employees may become aware of inside information or other non-public confidential information about Konecranes itself, our suppliers, subcontractors, customers or other counterparties.

Resources:
Konecranes Plc Insider Regulations

YOUR ROLE

- If you possess inside information or material non-public information regarding or concerning Konecranes, you are prohibited from buying or selling Konecranes' financial instruments (e.g. shares), other securities or related derivatives.
- If you obtain inside information or other non-public information concerning another company, the same trading prohibitions apply.
- You are prohibited from "tipping", or passing inside information on to someone who may buy or sell securities or recommending that they buy or sell securities on the basis of such information.
- You are also prohibited from disclosing inside information, except where the disclosure is allowed under applicable laws.

Record Retention

All records must be maintained, at a minimum or maximum, for the period of time required by applicable laws and regulations. Records critical for Konecranes' business, including but not limited to corporate records, must be identified and stored in a secure location on Konecranes' premises or within Konecranes approved systems/databases.

YOUR ROLE

- If you are notified by the Konecranes Legal Function of a subpoena or pending or threatened litigation or government investigation, and are instructed to suspend the destruction of records that are relevant to such subpoena, litigation or investigation, you must retain and preserve ALL records that may be relevant to the subpoena, litigation, or investigation until you are advised by the Legal Function that such records are no longer needed.

Seeking advice and reporting concerns

SPEAKING UP IS IMPORTANT
HOW TO SPEAK UP?

Speaking Up Is Important

Whenever you have questions or concerns, do reach out.

We have several channels for raising concerns and asking questions. You are supported in making the right decision and calling things out.

The Konecranes Compliance & Ethics team is responsible for internal investigations concerning compliance violations, and they must be informed about suspected violations. All investigations must be carried out confidentially in accordance with the group's investigation principles and policies.

Findings of investigations are periodically reported to the Konecranes Compliance & Ethics Committee and Audit Committee of the Konecranes Board of Directors.

Employees who violate the law, this Code of Conduct or other company policies are subject to disciplinary actions, which may include termination of employment in accordance with the applicable laws.

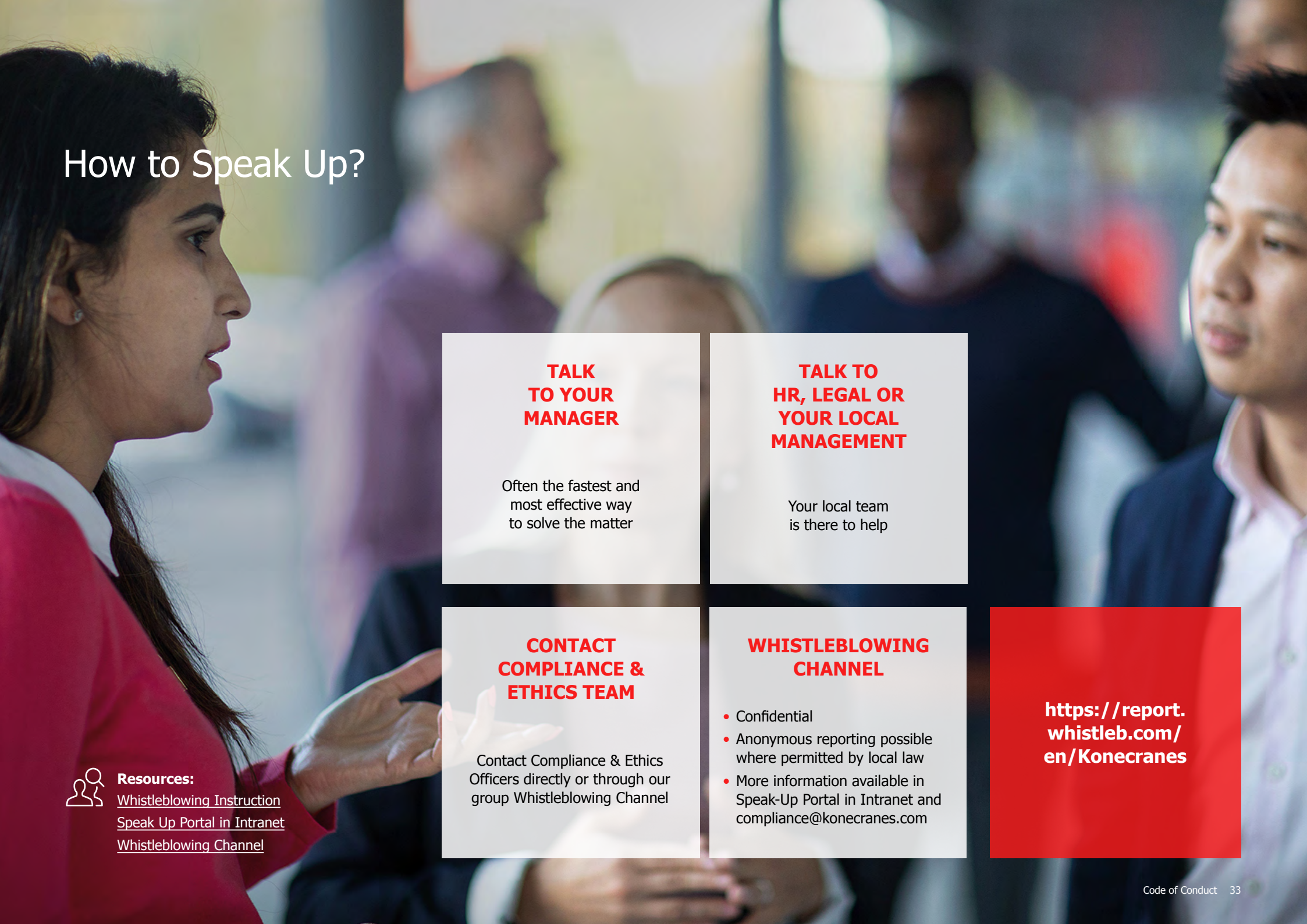
YOUR ROLE

- If you have questions or concerns, contact your immediate manager or another member of the local management.
- You can also reach out to a representative of our HR or Legal functions, or any of our Compliance & Ethics Officers, either directly (e-mail compliance@konecranes.com) or by using the confidential Konecranes Whistleblowing channel.

Resources:

Whistleblowing Instruction
Speak Up Portal in Intranet
Whistleblowing Channel

How to Speak Up?



TALK TO YOUR MANAGER

Often the fastest and most effective way to solve the matter

TALK TO HR, LEGAL OR YOUR LOCAL MANAGEMENT

Your local team is there to help

CONTACT COMPLIANCE & ETHICS TEAM

Contact Compliance & Ethics Officers directly or through our group Whistleblowing Channel

WHISTLEBLOWING CHANNEL

- Confidential
- Anonymous reporting possible where permitted by local law
- More information available in Speak-Up Portal in Intranet and compliance@konecranes.com

https://report.whistleb.com/en/Konecranes

Resources:
Whistleblowing Instruction
Speak Up Portal in Intranet
Whistleblowing Channel

KONECRANES®

www.konecranes.com

Approved by the Board of Directors on July 25, 2023
Effective on October 1, 2023