

Konecranes Demag UK Ltd Gender Pay Gap Report – April 2026

Summary

This report sets out the Gender Pay Gap (GPG) figures for Konecranes Demag UK Ltd as of April 2026, in line with statutory reporting requirements. The calculations are based on six legally prescribed measures comparing the pay and bonus outcomes of male and female employees.

The results for 2026 demonstrate continued and significant progress in reducing the gender pay gap across the organisation. The mean gender pay gap has reduced to 12.0%, and the median gender pay gap has reduced to 3.2%, representing a substantial improvement compared to the previous year and a marked reduction when viewed against historical figures.

These outcomes reflect our sustained commitment to improving representation, ensuring equitable reward practices, and creating inclusive career opportunities. While we recognise there is more work to do, the long-term downward trend confirms that our actions are having a positive impact.

Leadership Statement and Context

We are pleased that our gender pay gap for this reporting year has decreased to 12%. This reflects both the progress we are making and the continued challenges faced across the engineering and industrial sectors, where women remain under-represented in senior, technical and leadership roles.

Our analysis confirms that our gender pay gap is not driven by unequal pay for men and women undertaking the same or equivalent roles. Instead, it is driven by differences in the distribution of men and women across roles and levels within the organisation.

We operate robust pay and reward frameworks, including consistent job evaluation, clear salary bands and strong governance processes to ensure fairness and transparency in pay decisions. Regular reviews are undertaken to monitor pay outcomes and identify any anomalies.

While our gender pay gap sits broadly in line with sector benchmarks for engineering organisations, we recognise that this does not diminish the importance of continued action. We remain committed to improving gender diversity at all levels of the organisation and to supporting long-term progress through targeted attraction, development and progression initiatives.

Closing the gender pay gap is a long-term commitment for Konecranes. Our actions are therefore focused on strengthening early-career pipelines, supporting career development

and progression into senior roles, and continuing to promote inclusive and flexible working practices. We will continue to monitor our data year on year, evaluate the impact of our actions, and take further steps where necessary to support a more balanced workforce over time.

Gender Pay Gap Figures

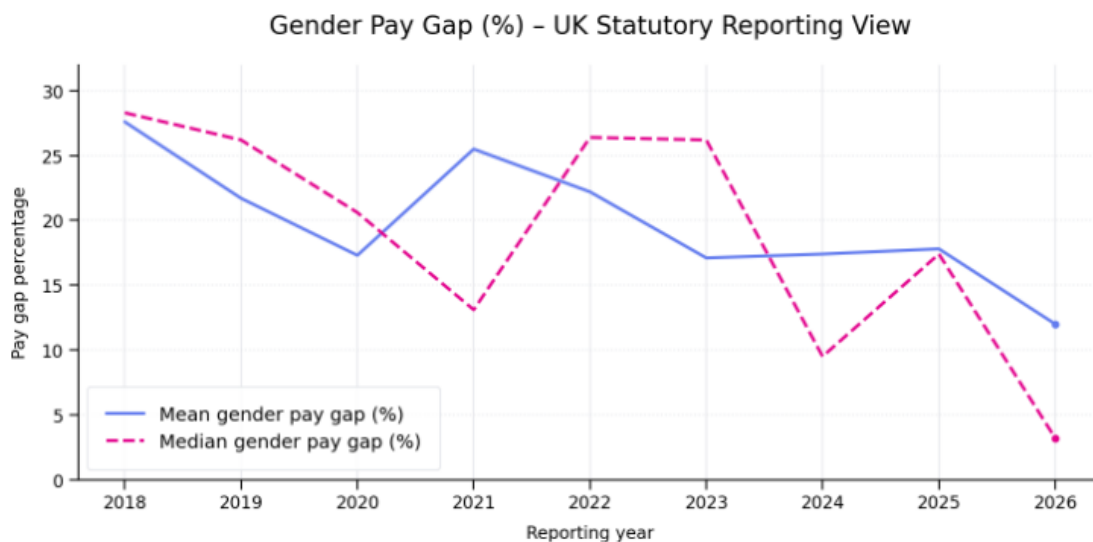
- Mean Gender Pay Gap: 12.0%

- Historical comparison: 27.6% (2018), 21.7% (2019), 17.3% (2020), 25.5% (2021), 22.2% (2022), 17.1% (2023), 17.4% (2024), 17.8% (2025)

- Median Gender Pay Gap: 3.2%

- Historical comparison: 28.3% (2018), 26.2% (2019), 20.6% (2020), 13.1% (2021), 26.4% (2022), 26.2% (2023), 9.5% (2024), 17.4% (2025)

The sharp decline in both mean and median figures in 2026 represents the lowest gender pay gap reported by the company to date, underlining consistent progress.

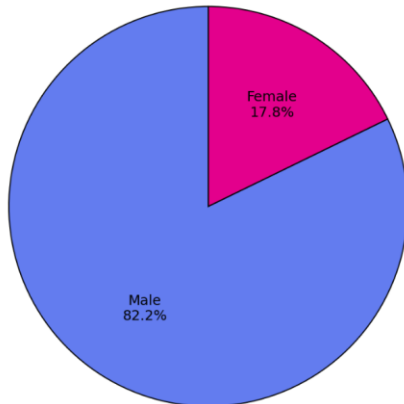


Employee Distribution

Percentage of Employees:

- **Male employees:** 82.20% (351 employees)
- **Female employees:** 17.80% (76 employees)

Employee Distribution by Gender

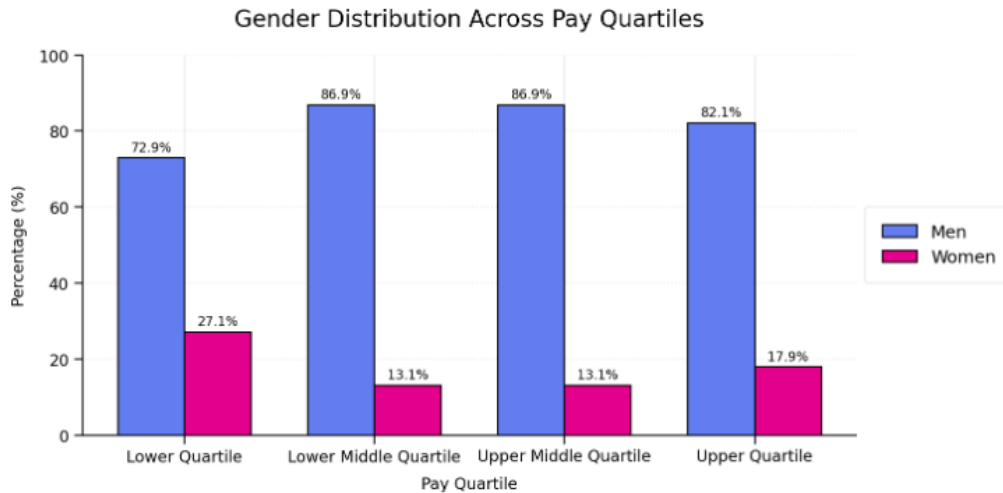


Konecranes Demag UK Ltd continues to operate within a traditionally male-dominated sector, particularly within technician and engineering roles. Despite this, gradual improvements in gender representation are being made, supported by inclusive recruitment practices and targeted initiatives.

Pay Quartiles

- Lower Quartile: 72.9% men, 27.1% women
- Lower Middle Quartile: 86.9% men, 13.1% women
- Upper Middle Quartile: 86.9% men, 13.1% women
- Upper Quartile: 82.1% men, 17.9% women

The distribution across quartiles remains broadly stable and reflects the current workforce mix. Importantly, women continue to be represented across all pay quartiles, including the upper quartile.



Bonus Payments

Eligibility:

Men: 85.79%

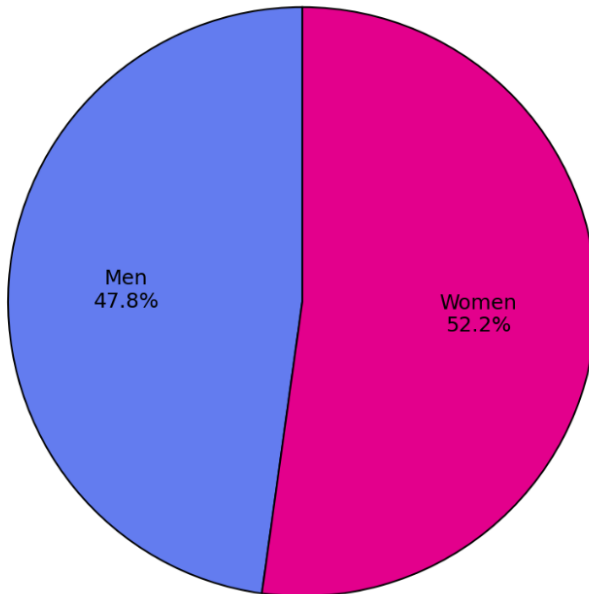
Women: 93.67%

Mean Bonus Pay Gap: -35.1% (women receiving higher mean bonus than men)

Median Bonus Pay Gap: -163.7% (women receiving higher median bonus than men)

Both the mean and median bonus pay gaps show that, on average, women received higher bonus payments than men in the reporting period. This reflects role composition, performance outcomes, and bonus eligibility rather than differences in bonus policy, which applies consistently across the organisation.

Bonus Payments Eligibility



Analysis

Konecranes Demag UK Ltd is fully committed to the principle of equal pay for equal work. Men and women performing the same roles at the same level are paid equally, with differences in the Gender Pay Gap driven by role distribution rather than unequal pay practices.

The primary factors influencing the gender pay gap continue to be:

- A higher concentration of men in technician and senior operational roles, which typically attract higher pay
- A higher proportion of women in administrative and support roles
- The overall gender composition of applicant pools within the engineering and technical labour market

Encouragingly, the significant reduction in the 2026 figures reflects ongoing progress in representation, reward consistency, and career development opportunities.

Commitment

Konecranes Demag UK Ltd is committed to continuing the positive progress made in reducing our Gender Pay Gap and to fostering a workplace where everyone has equal opportunity to succeed.

We will continue to:

- Promote fairness and equality by ensuring consistent pay, bonus, and reward practices across all roles, based on performance, skills, and experience.
- Strengthen inclusive recruitment practices, encouraging applications from under-represented groups and supporting more diverse talent pipelines, particularly within technical and operational roles.
- Support career development and progression, providing equal access to training, development opportunities, and career pathways for all employees.
- Maintain transparent and objective reward frameworks, using common criteria and clearly defined processes for pay and bonus decisions.
- Monitor progress year on year, using our Gender Pay Gap data to inform action and drive continuous improvement.

We are encouraged by the significant improvements reflected in this year's results and remain committed to sustaining this momentum. Through continued focus and long-term action, we aim to further reduce the Gender Pay Gap and build a more balanced, inclusive, and representative workforce.

Statement of Accuracy

"I confirm that the information and data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."



Andy Spencer, Managing Director UK & Ireland

30 April 2026