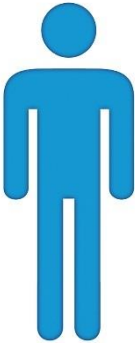
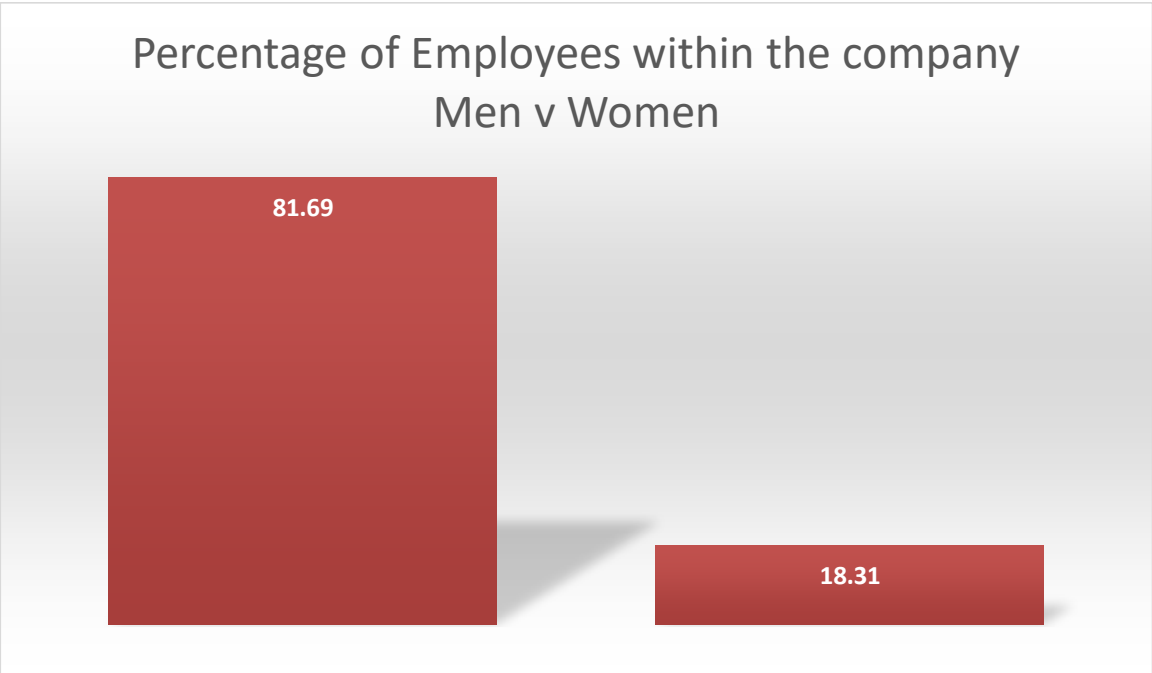


Konecranes Demag UK Ltd – Gender Pay Gap Report – 2024

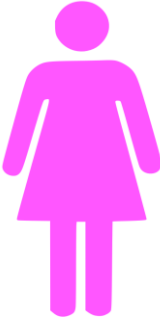
As Konecranes Demag UK Ltd are an employer with a workforce of 250 employees or more (based on 5th April 2024) we are required by law from 2017 to report on the companies Gender Pay Gap figures.

The requirement is to carry out six calculations which show the size of the gender pay gap between our male and female employees. Using the Gender Pay Gap legislation, the relevant figures have been calculated and are set out in the report below.

There is a gender pay gap within the company, as there is in most UK companies, however one of the main reasons for this is that we employ more men in technician roles and more women in administrative roles.



339 Male Employees



76 Female Employees

(Only Employees who are eligible to be included in the Gender Pay Gap calculations)

GENDER PAY GAP RESULTS

Our MEAN gender pay gap is 17.4

Compared to a figure of

27.6 2018, 21.7 2019, 17.3 2020, 25.5 2021, 22.2 2022 & 17.1 2023

Our MEDIAN gender pay gap is 9.5

Compared to a figure of

28.3 2018, 26.2 2019, 20.6 2020, 13.1 2021, 26.4 2022 & 26.2 2023

Pay Quartiles

A summary of how men and women sit within quartile pay bands.

QUARTILE	PERCENTAGE OF MEN	PERCENTAGE OF WOMEN
Lower Quartile	66.3 %	33.7 %
Lower Middle Quartile	91.3 %	8.7 %
Upper Middle Quartile	83.7 %	16.3 %
Upper Quartile	85.4 %	14.6 %

Bonus Payments

The figures below show the number of men and women who were eligible for a bonus as a percentage of the total headcount.



83.93 %

Percentage of Men receiving a Bonus



94.94 %

Percentage of Women receiving a Bonus

The MEAN Bonus pay gap = **-10.90 %** (Women receiving a higher MEAN bonus than Men)

The MEDIAN Bonus pay gap = **-169.10 %** (Women receiving a higher MEDIAN bonus than Men)

Analysis

Konecranes Demag UK Ltd is committed to the principles of equal pay for all of our employees.

In our business, there has historically been a male dominated workforce, and this is still true to this day. The company encourages applicants from Women for all job roles especially the Technician roles, but the vast majority of applicants continues to be from men.

The gender pay gap is at a figure of 17.4 for April 2024 this compares to a range of 17.1 to 27.62 over the past few years. This shows that Konecranes is working towards reducing the Gender Pay Gap within the business. Although there has been a slight increase between 2023 and 2024 from 17.1 to 17.4

Virtually all our Technicians are men and most of our administrators are women – the difference in pay between these job roles goes some way to explain the gender pay gap percentage. Also, men make up a larger proportion of higher roles within the company.

88.93 % of men were eligible to receive a bonus whereas 94.94 % of women were eligible.

However, The MEAN Bonus pay gap for this report was 10.90 in favour of women, (a reduction from 7.70% in 2022 in favour of men), the MEDIAN bonus pay gap was 169.10 in favour of women – this is due to a large number of small operative bonus payments made to men whereas a larger proportion of Staff Bonuses were paid to women.

Commitment

With this policy we aim to

- Recognize, value, and continuously improve the diversity of Konecranes
- Ensure fair treatment, non-discrimination, and equal opportunities for all through equal training and career building, employment terms and working conditions based on performance and merit
- Reinforce the use of common criteria and objectives for rewarding people for their work
- Improve the recruitment and retention of diverse talents