

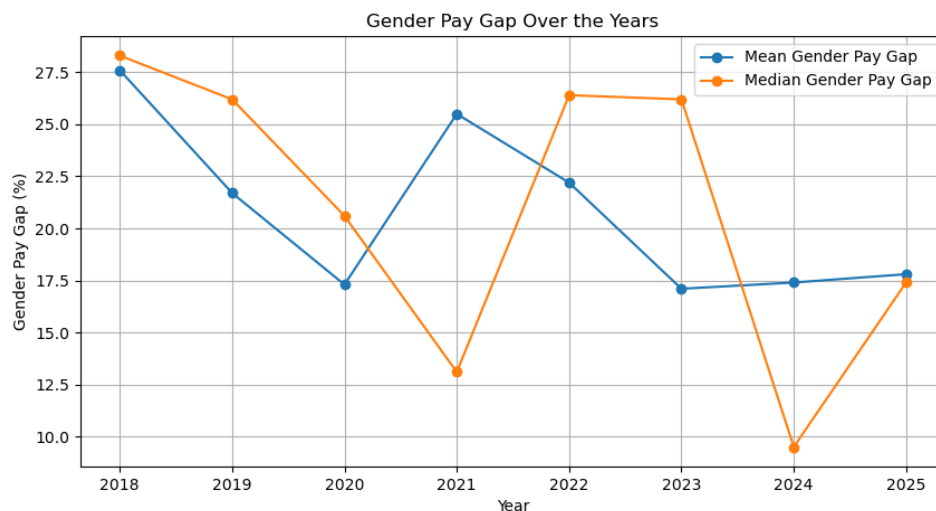
# Konecranes Demag UK Ltd – Gender Pay Gap Report – April 2025

## Summary

This report presents the Gender Pay Gap figures for Konecranes Demag UK Ltd as of April 2025. As required by law, the company has conducted six calculations to determine the size of the gender pay gap between male and female employees. The findings indicate a mean gender pay gap of 17.8% and a median gender pay gap of 17.4%. These figures reflect a slight increase from the previous year but show an overall trend of improvement compared to earlier years. The report also highlights the distribution of employees across different pay quartiles and the differences in bonus payments between men and women. Konecranes Demag UK Ltd remains committed to promoting diversity, ensuring equal opportunities, and reducing the gender pay gap within the organization.

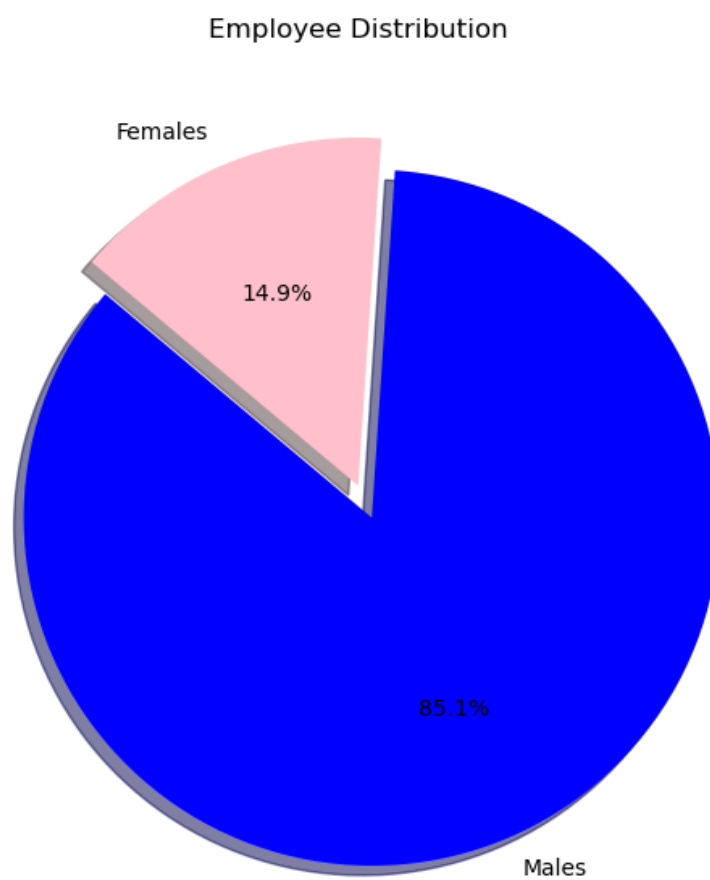
## Gender Pay Gap Figures

- Mean Gender Pay Gap: 17.8%
  - Historical comparison: 27.6% (2018), 21.7% (2019), 17.3% (2020), 25.5% (2021), 22.2% (2022), 17.1% (2023), 17.4% (2024)
- Median Gender Pay Gap: 17.4%
  - Historical comparison: 28.3% (2018), 26.2% (2019), 20.6% (2020), 13.1% (2021), 26.4% (2022), 26.2% (2023), 9.5% (2024)



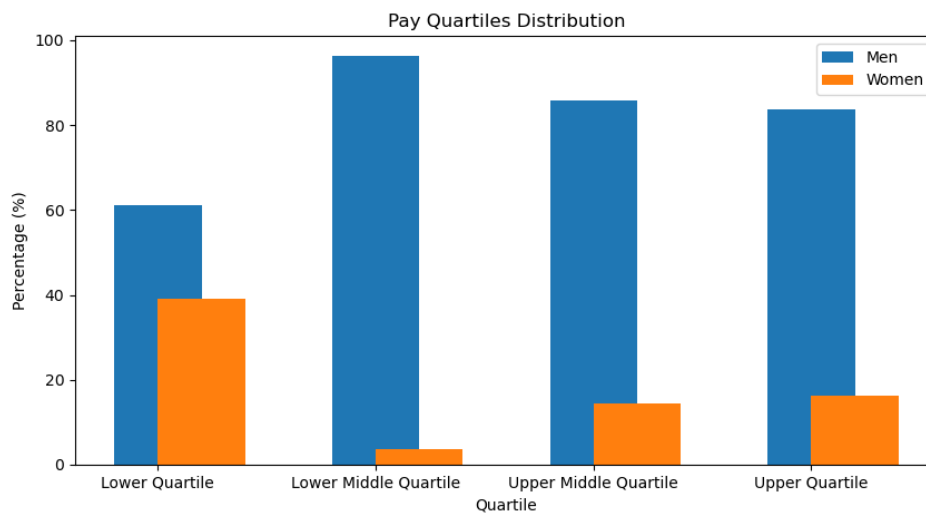
## Employee Distribution

- Percentage of Employees:
- Males: 85.05%
- Females: 14.95%
- Total: 343 male employees, 77 female employees



## Pay Quartiles

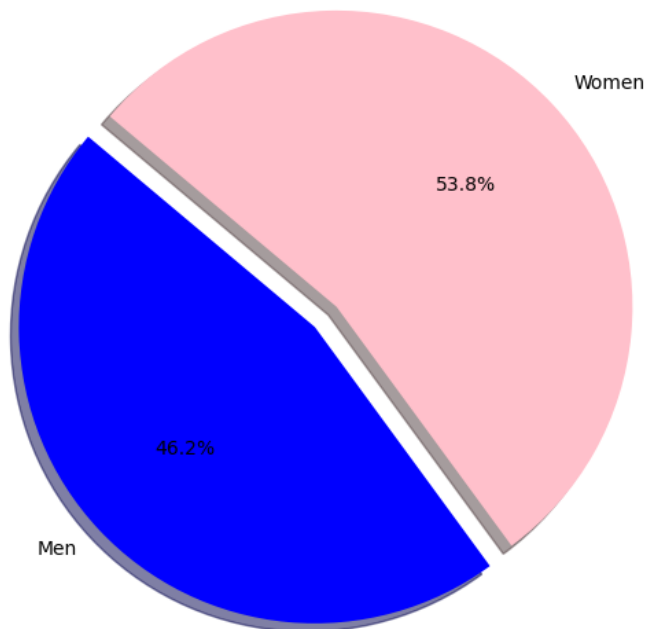
- Lower Quartile: 61.0% men, 39.0% women
- Lower Middle Quartile: 96.2% men, 3.8% women
- Upper Middle Quartile: 85.7% men, 14.3% women
- Upper Quartile: 83.8% men, 16.2% women



## Bonus Payments

- Eligibility:
  - Men: 81.52%
  - Women: 95.00%
- Mean Bonus Pay Gap: -12.4% (women receiving higher mean bonus than men)
- Median Bonus Pay Gap: -69.2% (women receiving higher median bonus than men)

Bonus Payments Eligibility



## Analysis

Konecranes Demag UK Ltd is unwavering in its commitment to pay equity and fostering a diverse, inclusive workforce. While the company has historically been male-dominated—particularly in technician roles—it actively encourages applications from women across all positions. Despite these efforts, most applicants remain men, contributing to a gender pay gap influenced by the distribution of roles within the organization. With more men in technician and senior leadership positions, while women are more represented in administrative roles, pay disparities persist.

### Our Commitment to Equality

Konecranes Demag UK Ltd is dedicated to:

- Championing diversity—continuously recognizing, valuing, and enhancing the range of perspectives and talents within the company.
- Ensuring fair treatment—promoting non-discrimination and equal opportunities for all employees, with career development, training, and working conditions grounded in performance and merit.
- Establishing equitable reward systems—reinforcing consistent criteria for employee recognition and compensation.
- Advancing recruitment and retention strategies—actively working to attract and retain a workforce that reflects a broad spectrum of backgrounds and experiences.

Through these initiatives, Konecranes Demag UK Ltd remains steadfast in its pursuit of a workplace where everyone has the opportunity to thrive, regardless of gender or background.