

22 September 2010

CHARTER OF THE NOMINATION AND COMPENSATION COMMITTEE OF KONECRANES PLC

General

The Nomination and Compensation Committee is appointed by the Board of Directors of Konecranes Plc to assist the Board in its responsibilities. The tasks and responsibilities of the Committee are defined in this Charter, which is approved by the Board.

Main tasks

The Nomination and Compensation Committee shall

- advice on and prepare matters related to the nomination and election of the members of the Board of Directors
- prepare matters related to the appointment of the President and CEO and his deputy as well as other senior management
- evaluate the President and CEO's performance
- evaluate and propose the remuneration and other benefits for the President and CEO, his deputy and other senior management
- propose Group Remuneration Policy to the Board for approval
- evaluate and make recommendations to the Board relating to equity-based plans, incentive compensation plans, policies and programs of the company
- ensure that succession planning for President and CEO and other senior management is in place
- oversee and follow the compensation development for Group Management internationally within the industries that are relevant for Konecranes

The duties relating to the nomination of the members of the Board of Directors shall be performed in concert with the shareholder community.

Composition

The Nomination and Compensation Committee shall have 3-4 non-executive Board members. The majority of the members shall be independent of the company. The President and CEO or other executive of the company may not be appointed to the Nomination and Compensation Committee. The Board elects the members and the chairman of the Nomination and Compensation Committee.

Meetings and reporting to the Board

The Nomination and Compensation Committee shall meet regularly at least once a year. The Chairman presents a report on each Nomination and Compensation Committee meeting to the Board.