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In this online GRI Index, Cargotec lists its disclosures for 2024 with reference to the GRI Standards, and refers to the locations where these topics are addressed in the company's annual reporting. The location references may also be complemented with additional information.

The main document for Cargotec's 2024 annual sustainability reporting is the company's [Sustainability statement](#) in the Board of Directors' report. This index includes some key performance indicators related to topics that have not been deemed material to the company and are excluded from the Sustainability statement. This is because Cargotec has disclosed the information earlier and strives to maintain its previous level of GRI reporting. Cargotec's material topics are those that contribute to the company's biggest impacts on people, the society and the environment, or that could have a financial impact on the company in the short, medium and long-term.

Cargotec's sustainability reporting is prepared on a consolidated basis, and the scope of consolidation is the same as for the company's financial statements. Following the separation (Kalmar) and announced sale (MacGregor) of Cargotec's business areas, the scope of the company's GRI reporting covers the company's continuing operations (Cargotec's group functions and Hiab business area).

Cargotec's sustainability reporting period is annual and aligned with the financial reporting period of 1 January–31 December. This index has been prepared in accordance with the GRI Standards and covers all general disclosures as well as those topic-specific standards deemed material. It is available as a separate document on the company's website on 27 February 2025.

More information about Cargotec's material topics and sustainability accounting approach can be found in the company's Sustainability statement.

Cargotec's sustainability information presented in the GRI Index covers the company's continuing operations in their entirety, whereas the following indicators have been identified as material only for assembly sites: 303, 305-7 and 306. Cargotec's assembly sites also include competence centres.

Accounting methodology

Economic indicators

The economic responsibility data presented in this review is based on Cargotec Corporation's audited consolidated financial statements. They are collected through Cargotec's group reporting system and prepared in accordance with the International Financial Reporting Standards (IFRS) as endorsed by the European Union. Cargotec's accounting principles for the consolidated accounts are available in note 1 of the consolidated financial statements. 201-1 Direct economic value generated and distributed is calculated as follows:

1. Revenues include sales from goods and services sold to customers, other operating income, and interest income received. The sales are reported net of sales taxes and discounts.
2. Operating costs include purchases of goods and services from suppliers, as well as other operating costs incurred during the financial year, excluding employment-related costs and depreciation and amortisation costs.
3. Wages and benefits include wages, salaries and bonuses paid and/or accrued to Cargotec employees during the financial year as well as fringe benefits, pension costs and social costs of employment for the financial year.
4. Creditors' share of value added is presented as interests paid and other financing expenses incurred.
5. The distribution of value added to the public sector includes income taxes. Deferred taxes are not included in this figure.
6. The distribution of value added to shareholders is the total value of dividends paid to shareholders from the parent company's distributable funds during the financial year.
7. Donations include contributions to non-profit organisations.

Environmental indicators

Cargotec's approach to energy and greenhouse gas emissions accounting is explained in the company's Sustainability statement.

Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions under 305-7 include emissions that are monitored as required by local authorities. Air emissions are locally regulated and their monitoring and quantification are based on site-specific methods.

Social indicators

The personnel-related information unit is head count. Further details related to personnel-related indicators can be found in the company's Sustainability statement.

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GRI 2: GENERAL DISCLOSURES

THE ORGANISATION AND ITS REPORTING PRACTICES

2-1 ORGANIZATIONAL DETAILS

Cargotec Oyj. Cargotec's class B share is listed on the Nasdaq Helsinki stock exchange. The company's headquarters are located in Helsinki, Finland. Cargotec's continuing operations are located in 21 countries within Europe, the Middle East and Africa (EMEA), Asia and Pacific (APAC) and the Americas (AMER).

2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING

2024 Annual report, Board of Directors' report, Sustainability statement: General information
2024 Annual report, Financial statements, note 1: Accounting principles

2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT

2024 Annual report, Board of Directors' report, Sustainability statement: General information
Publication date: 27 February 2025
Contact information: sustainability@cargotec.com

2-4 RESTATEMENTS OF INFORMATION

Improvements have been made to the scope 3 calculation methodology affecting the previously stated scope 3 figures. The restatement of the scope 3 figures also affects Cargotecs total emissions, which are aslo restated.

2-5 EXTERNAL ASSURANCE

2024 Annual report, Assurance report on the Sustainability statement

ACTIVITIES AND WORKERS

2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

Cargotec operates in the Machinery and equipment sector (as per GRI list of sectors).
2024 Annual report, Board of Directors' report, Sustainability statement: Cargotec's strategy and business model

2-7 EMPLOYEES

2024 Annual report, Board of Directors' report, Sustainability statement: Characteristics of employees and non-employee workers

2-8 WORKERS WHO ARE NOT EMPLOYEES

2024 Annual report, Board of Directors' report, Sustainability statement: Characteristics of employees and non-employee workers

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GOVERNANCE

2-9 GOVERNANCE STRUCTURE AND COMPOSITION

2024 Annual report, Corporate governance statement
2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec

2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY

2024 Annual report, Corporate governance statement
2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec

2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY

2024 Annual report, Corporate governance statement

2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS

2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec

2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS

2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec

2-14 ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING

2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec
2024 Annual report, Board of Directors' report, Sustainability statement: Risk management and internal controls over sustainability reporting

2-15 CONFLICTS OF INTEREST

2024 Annual report, Corporate governance statement

In addition to the information presented in the Corporate governance statement, Cargotec Conflict of Interest Instructions provide clarity into different types of conflicts of interest and guidance on how to mitigate and manage related risks. The instructions apply to all Cargotec employees and the Board of Directors.

2-16 COMMUNICATION OF CRITICAL CONCERNS

2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec and Preventing non-compliance

2-17 COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY

2024 Annual report, Board of Directors' report, Sustainability statement: Sustainability governance at Cargotec

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2-18 EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY

2024 Annual report, Corporate governance statement: Self-assessment and assessment of independence

2-19 REMUNERATION POLICIES

2024 Annual report, Remuneration report

2-20 PROCESS TO DETERMINE REMUNERATION

2024 Annual report, Remuneration report
Cargotec Remuneration Policy (available on [cargotec.com](https://www.cargotec.com))

2-21 ANNUAL TOTAL COMPENSATION RATIO

2024 Annual report, Remuneration report
2024 Annual report, Board of Directors' report, Sustainability statement: Remuneration metrics

STRATEGY, POLICIES AND PRACTICES

2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY

2024 Annual report, Annual review, CEO review
2024 Annual report, Board of Directors' report, Sustainability statement: Cargotec's strategy and business model and Cargotec's material impacts, risks and opportunities

2-23 POLICY COMMITMENTS

2024 Annual report, Board of Directors' report, Sustainability statement:

- Policies related to climate change
- Policies related to biodiversity
- Policies related to resource use and circular economy
- Policies related to own workforce
- Policies related to workers in the value chain
- Business conduct policies and corporate culture

2-24 EMBEDDING POLICY COMMITMENTS

2024 Annual report, Board of Directors' report, Sustainability statement:

- Sustainability governance at Cargotec
- Implementation of policies for each material sustainability topic is described through engagement and actions taken throughout the sustainability statement (under the Environmental, Social and Governance sections).

2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS

2024 Annual report, Board of Directors' report, Sustainability statement: Own workforce, Processes for remedy and channels to raise concerns
2024 Annual report, Board of Directors' report, Sustainability statement: Workers in the value chain, Processes for engagement, remedy and grievance channels

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2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS

2024 Annual report, Board of Directors' report, Sustainability statement: Own workforce, Processes for remedy and channels to raise concerns

2024 Annual report, Board of Directors' report, Sustainability statement: Workers in the value chain, Processes for engagement, remedy and grievance channels

2-27 COMPLIANCE WITH LAWS AND REGULATIONS

2024 Annual report, Board of Directors' report, Sustainability statement: Non-compliance incidents

2-28 MEMBERSHIP ASSOCIATIONS

The below list only includes organisation where Cargotec has had a significant role (e.g. as a shareholder or committee chair) during 2024.

- The Association of Lorry Loader Manufacturers and Importers (ALLMI)
- China Office of Finnish Industries
- Responsible Minerals Initiative (RMI)
- Digital, Internet, Materials & Engineering Co-Creation (DIMECC)
- Hudiksvall Hydraulik Kluster Innovation AB

STAKEHOLDER ENGAGEMENT

2-29 APPROACH TO STAKEHOLDER ENGAGEMENT

2024 Annual report, Board of Directors' report, Sustainability statement: Interests and views of stakeholders

2-30 COLLECTIVE BARGAINING AGREEMENTS

Collective bargaining agreements are applied on a country-specific basis. Complete information on the bargaining agreement coverage is available and confirmed in the human resources information system ZONE only for some of the countries, while for many others it is maintained in other sources. Therefore a global overview cannot be provided.

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GRI 3: MATERIAL TOPICS

DISCLOSURES ON MATERIAL TOPICS

3-1 PROCESS TO DETERMINE MATERIAL TOPICS

2024 Annual report, Board of Directors' report, Sustainability statement: Process to identify material impacts, risks and opportunities

3-2 LIST OF MATERIAL TOPICS

2024 Annual report, Board of Directors' report, Sustainability statement: Identified material impacts, risks and opportunities (IROs), incl. Changes to material IROs

3-3 MANAGEMENT OF MATERIAL TOPICS

2024 Annual report, Board of Directors' report, Sustainability statement

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GRI 200: ECONOMIC

GRI 201: ECONOMIC PERFORMANCE

201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

2024 Annual review, Financial statements: Consolidated statement of income, note 2.1 Segment information, note 2.5 Finance income and expenses, note 3 Employee benefits, note 4 Income taxes, note 8.6 Equity

201-2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

2024 Annual report, Board of Directors' report, Sustainability statement: Identified material impacts, risks and opportunities (IROs), incl. Climate change (climate scenario analysis)

201-3 DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS

2024 Annual review, Financial statements: note 3.4 Post-employment benefits

GRI 205: ANTI-CORRUPTION

205-1 OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

2024 Annual report, Board of Directors' report, Sustainability statement:

- Detecting and responding to potential misconduct
- Preventing non-compliance

205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

2024 Annual report, Board of Directors' report, Sustainability statement:

- Business conduct policies and corporate culture
- Preventing non-compliance

205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

2024 Annual report, Board of Directors' report, Sustainability statement: Non-compliance incidents

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GRI 300: ENVIRONMENTAL

GRI 301: MATERIALS

301-1 MATERIALS USED BY WEIGHT OR VOLUME

2024 Annual report, Board of Directors' report, Sustainability statement: Resource inflows

301-2 RECYCLED INPUT MATERIALS USED

2024 Annual report, Board of Directors' report, Sustainability statement: Resource inflows

GRI 302: ENERGY

302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION SASB RT-IG-130a.1

2024 Annual report, Board of Directors' report, Sustainability statement: Energy consumption and mix

302-3 ENERGY INTENSITY

2024 Annual report, Board of Directors' report, Sustainability statement: Energy consumption and mix

302-5 REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

2024 Annual report, Board of Directors' report, Sustainability statement: Actions related to climate change

GRI 303: WATER AND EFFLUENTS

303-1 INTERACTIONS WITH WATER AS A SHARED RESOURCE

Cargotec does not use any water for production purposes and our sites only use municipal waters for usage. Due to the low consumption and using it for personal needs, not industrial purposes, water sources/withdrawal, recyclability of water and discharge are not considered material. Water is withdrawn from municipal systems, consumed for domestic purposes and discharged through the public drainage systems.

303-5 WATER CONSUMPTION

Water consumption, m ³	2024	2023
Municipal water supplies	28,355	35,612

This indicator covers the assembly sites and competence centres of Cargotec's continuing operations.

GRI 304: BIODIVERSITY

304-1 OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

2024 Annual report, Board of Directors' report, Sustainability statement: Identifying material IROs and their interaction with Cargotec's strategy and business model, esp. Biodiversity and ecosystem services

304-2 SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY

2024 Annual report, Board of Directors' report, Sustainability statement: Identifying material IROs and their interaction with Cargotec's strategy and business model, esp. Biodiversity and ecosystem services

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GRI 305: EMISSIONS

305-1 DIRECT (SCOPE 1) GREENHOUSE GAS EMISSIONS

2024 Annual report, Board of Directors' report, Sustainability statement: Gross scopes 1, 2, 3 and total GHG emissions and Emissions accounting

305-2 ENERGY INDIRECT (SCOPE 2) GREENHOUSE GAS EMISSIONS

2024 Annual report, Board of Directors' report, Sustainability statement: Gross scopes 1, 2, 3 and total GHG emissions and Emissions accounting

305-3 OTHER INDIRECT (SCOPE 3) GREENHOUSE GAS EMISSIONS

2024 Annual report, Board of Directors' report, Sustainability statement: Gross scopes 1, 2, 3 and total GHG emissions and Emissions accounting

305-4 GREENHOUSE GAS (GHG) EMISSIONS INTENSITY

2024 Annual report, Board of Directors' report, Sustainability statement: Gross scopes 1, 2, 3 and total GHG emissions and Emissions accounting

305-5 REDUCTION OF GHG EMISSION

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to climate change, incl. Gross scopes 1, 2, 3 and total GHG emissions and Emissions accounting

305-7 NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO_x), AND OTHER SIGNIFICANT AIR EMISSIONS

Pollution was determined a non-material topic for Cargotec in 2024 (see 2024 Annual report, Board of Directors' report, Sustainability statement: Changes to material IROs).

Weight of emissions, t	2024	2023
Nitrogen oxides (NO _x)	1	1
Particulate matter (PM)	1	2
Sulfur oxides (SO _x)	0	0
Volatile organic compounds (VOC)	11	16

This indicator covers the assembly sites and competence centres of Cargotec's continuing operations.

GRI 306: WASTE

306-3 WASTE GENERATED

306-4 WASTE DIVERTED FROM DISPOSAL

306-5 WASTE DIRECTED TO DISPOSAL

2024 Annual report, Board of Directors' report, Sustainability statement: Waste

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GRI 400: SOCIAL

GRI 401: EMPLOYMENT

305-2 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

2024 Annual report, Board of Directors' report, Sustainability statement: Characteristics of employees and non-employee workers

GRI 402: LABOR/MANAGEMENT RELATIONS

402-1 MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

Minimum notice periods regarding operational changes are defined by national legislation and local collective bargaining agreements. Cargotec operates in various countries and complies with local legislation.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

2024 Annual report, Board of Directors' report, Sustainability statement:
 - Cargotec's material impacts, risks and opportunities: Own workforce, Health and Safety
 - Cargotec's material impacts, risks and opportunities: Workers in the value chain
 - Social: Own workforce
 - Social: Workers in the value chain

403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

2024 Annual report, Board of Directors' report, Sustainability statement:
 - Cargotec's material impacts, risks and opportunities: Own workforce, Health and Safety
 - Cargotec's material impacts, risks and opportunities: Workers in the value chain
 - Social: Own workforce
 - Social: Workers in the value chain

403-3 OCCUPATIONAL HEALTH SERVICES

2024 Annual report, Board of Directors' report, Sustainability statement: Engagement related to health and safety

403-4 WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

2024 Annual report, Board of Directors' report, Sustainability statement: Engagement related to health and safety

403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

2024 Annual report, Board of Directors' report, Sustainability statement: Engagement related to health and safety

403-6 PROMOTION OF WORKER HEALTH

2024 Annual report, Board of Directors' report, Sustainability statement: Implementing health and safety-related policy commitments and Engagement related to health and safety

403-7 PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

2024 Annual report, Board of Directors' report, Sustainability statement:
 - Cargotec's material impacts, risks and opportunities: Workers in the value chain
 - Social: Workers in the value chain

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403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

2024 Annual report, Board of Directors' report, Sustainability statement: Actions related to own workforce, Health and safety

403-9 WORK-RELATED INJURIES

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Health and safety

In addition:

Number of injuries by body part	2024	2024 assembly	2023 total	2023 assembly
Back	0	0	1	1
Eyes	0	0	1	1
Feet	1	1	4	3
Hands	18	13	9	6
Head	0	0	1	1
Legs	1	1	2	1
Multiple parts or whole body	1	0	2	0
Neck	0	0	1	1
Thorax	0	0	1	0
Total number of lost time injuries	21	15	22	14

Number of injuries by type	2024	2024 assembly	2023 total	2023 assembly
Abrasion/cut/scratch	7	5	2	2
Bone fracture	5	4	1	1
Burn injury	1	0	0	0
Chemical exposure	0	0	0	0
Concussion	1	0	0	0
Contusion/bruise	3	3	6	4
Electric shock	0	0	0	0
Eye injury	0	0	1	1
Hearing loss	0	0	0	0
Heatstroke/hypothermia	0	0	0	0
Loss of consciousness	0	0	0	0
Loss of limb	0	0	0	0
Poisoning	0	0	0	0
Sprain/strain/dislocation	1	1	6	2
Whiplash injury	0	0	0	0
Other	2	1	1	1
Total number of lost time injuries	21	15	22	14

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Number of High-consequence injuries	2024 total	2024 assembly	2023 total	2023 assembly
	0	0	2	0

Number of hours worked	2024 total	2024 assembly	2023 total	2023 assembly
	7,299,799	3,563,296	7,771,540	4,033,294

Number of lost time injuries by region	2024 total	2024 assembly	2023 total	2023 assembly
AMER	3	2	3	2
APAC	0	0	1	0
EMEA	18	13	18	12

Frequency rate of injury (HCIR)*	2024	2023
Assembly sites and competence centres	0	0
Non-assembly sites	0	0.535
Continuing operations total	0	0.257

*High-consequence injury rate (HCIR) is the number of high-consequence injuries per million hours worked.

Total recordable injury frequency rate (TRIF)*, Near miss frequency rate (NMFR)**, Fatality rate***	2024 total	2024	2023 total	2023
r12m TRIF x 1,000,000	7.64	7.58	8.41	8.43
r12m NMFR x 1,000,000	54	66	41	58
r12m Fatality rate x 1,000,000	0	0	0	0

The data is presented as rolling 12 months.

*Total recordable injury frequency rate (TRIF) – includes all incidents occurring in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.

**Near miss frequency rate (NMFR) – includes work-related near misses.

***Fatality rate – includes fatalities.

These have been prepared according to the SASB standard for industrial machinery and goods, that can be found at https://www.sasb.org/wp-content/uploads/2018/11/Industrial_Machinery_Goods_Standard_2018.pdf

403-10 ILL HEALTH

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Health and safety

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GRI 404: TRAINING AND EDUCATION

404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Training and skills development

404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Training and skills development

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Diversity metrics

405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Remuneration metrics

GRI 406: NON-DISCRIMINATION

406-1 INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

2024 Annual report, Board of Directors' report, Sustainability statement: Targets and metrics related to own workforce, Incidents, complaints and severe human rights impacts

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1 OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK

Cargotec's most significant human rights risks exist in the value chain, which is why the company has strict requirements for its suppliers and other partners related to, for example, health and safety, freedom of association as well as prohibition of child and forced labour. Freedom of association and collective bargaining is also included as a requirement in Cargotec's audit checklist.

GRI 408: CHILD LABOUR

408-1 OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOUR

2024 Annual report, Board of Directors' report, Sustainability statement:
- Cargotec's material impacts, risks and opportunities: Own workforce, Child and forced labour
- Cargotec's material impacts, risks and opportunities: Workers in the value chain

GRI 409: FORCED OR COMPULSORY LABOUR

409-1 OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOUR

2024 Annual report, Board of Directors' report, Sustainability statement:
- Cargotec's material impacts, risks and opportunities: Own workforce, Child and forced labour
- Cargotec's material impacts, risks and opportunities: Workers in the value chain

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GRI 414: SUPPLIER SOCIAL ASSESSMENT

406-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA
414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

2024 Annual report, Board of Directors' report, Sustainability statement: Actions related to workers in the value chain

GRI 416: CUSTOMER HEALTH AND SAFETY

416-1 ASSESSMENT OF THE HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES

100%. Health and safety impacts are evaluated in all product categories.


2024 Annual report, Board of Directors' report, Sustainability statement:
- Cargotec's material impacts, risks and opportunities: Workers in the value chain and End-users
- Social: Workers in the value chain and End-users

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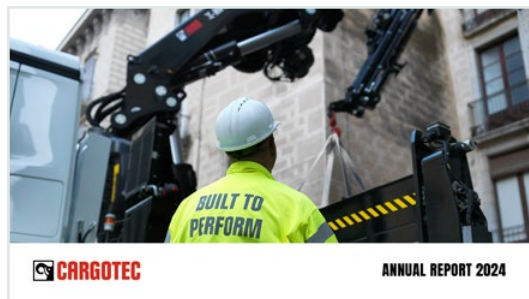
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Cargotec's (Nasdaq Helsinki: CGCBV) Hiab business is a leading provider of smart and sustainable on road load-handling solutions, committed to delivering the best customer experience every day with the most engaged people and partners. The company's continuing operations sales in 2024 totalled approximately EUR 1.6 billion and it employs over 4,000 people.

www.cargotec.com

Annual Report 2024



GRI Index 2024



Cargotec' Annual Report 2024 consists of the annual review, financial review, corporate governance statement and remuneration report. The financial review consists of the Board of Directors' report, including the sustainability statement, as well as the financial statements, and audit and assurance reports. All documents are available at the company website www.cargotec.com/annual-reviews.

