

HIAB DISCLOSURE POLICY

Approved by the Cargotec Board of Directors 19 December 2024

1. Introduction

Communication principles and goals Hiab is committed to communicating actively and openly with all stakeholders. All communications are performed in a transparent, credible, proactive, timely and consistent manner to support a fair valuation of the company's shares.

Hiab class B shares are listed in Nasdaq Helsinki Ltd. Hiab's information disclosure as a Finnish listed company is regulated by the Finnish and EU legislation as well as rules, standards and recommendations of Nasdaq Helsinki Ltd., the Finnish Financial Supervision Authority, corporate governance principles, and other authorities, as applicable. Hiab will adhere to all this regulation in its communications.

This policy is approved by the Board of Directors and it describes Hiab's main principles for disclosing price-sensitive information to the company's stakeholders and communicating with the capital markets.

For more information about the disclosure policy, please contact Hiab's Executive Vice President Marketing & Communications, email communications@hiab.com, and/or Vice President Investor Relations, email ir@hiab.com.

Price-sensitive information Hiab publishes information that is expected to have a material impact on the value of the company's shares to the stock exchange and the main media without undue delay. Potential price sensitive information can for example be:

- major changes in strategy
- major acquisitions and divestments of businesses
- information on future financial performance and deviation from previously announced guidance
- major orders received
- major investment decisions
- significant reorganisation and redundancy measures
- changes in the Board of Directors, Leadership Team and auditors

Hiab's Investor Relations function is responsible for preparing and distributing all stock exchange releases and price-sensitive information. The disclosed information includes all details that are needed to make a justified estimate on the stock and the company. The distribution of information is organised so that it reaches all stakeholders simultaneously. The disclosed price-sensitive information and releases will be available on Hiab's websites www.hiab.com and without undue delay.

2. Communication practices

General Hiab discloses information about its financial position regularly according to a financial calendar published in advance. The publication dates for the upcoming financial period are announced prior to the end of the ongoing financial period. Information about the financial position, short-term outlook, profitability development and other similar matters is published in quarterly reports and financial statements. If material information about these matters is given in between

the publication of these reports, it is published as a stock exchange release.

Processes

Hiab reports financial information at the group and business area level in quarterly reports and financial statements. Hiab publishes non-financial information as part of financial statements reviews' Board of Directors reports. In addition, Hiab reports progress in sustainability-related matters in quarterly reports. The Audit and Risk Management Committee reviews the reports prepared by the operative management, after which the Board of Directors conducts a final review and approves the reports for publication.

Rumours and leakages

Hiab does not comment on rumours circulating in markets, share price development, actions of customers or competitors, nor business issues under preparation unless it is necessary to correct relevant or incorrect information. In case of leakage of material share price sensitive information, Hiab will consider whether to confirm or deny rumours. If a rumour is having a significant effect on the share price and there is a need to provide additional information to the market, the company will request a stop in trading of its shares on the stock exchange until it is ready to provide the market with correct information and publish a stock exchange release.

Confidential information

Hiab defines certain information confidential, for example for competitive or other sensitive business reasons. This information which is not disclosed can include information on factory, country, product and/or service specific sales and profitability.

Spokespersons

Hiab spokesperson roles are as follows:

The President and CEO, CFO, Vice President, Investor Relations are authorised to comment on the financial situation of Hiab. All matters relating to Hiab as a whole the CEO, CFO and EVP Marketing & Communication are authorised to comment on.

In connection with news releases, the persons most familiar with the issue will be the contact persons and are entitled to discuss this specific issue with all parties.

In all occasions, contact persons are internally selected and their names, work titles and contact information are published on respective releases.

Meetings with investors, analysts and media

Hiab regularly arranges meetings with capital markets representatives and media and aims to respond to inquiries from investors, analysts and media without delay. Hiab's Investor Relations is responsible for communications with investors and analysts, whereas Communications coordinates the meetings with media. Investor Relations has an active dialogue with investors and analysts through roadshows, one-on-one meetings, group meetings, conference calls, webcasts and conference participations. When deemed appropriate or necessary, Hiab's top management participates in the meetings together with representatives from Investors Relations and/or Communications. Hiab publishes materials used in investor and analyst meetings at the company's website and provides access to virtual participation in results release calls and analysts meetings when possible.

Silent period

Hiab follows a three-week silent period prior to publication of quarterly reports and financial statements. During this time, Hiab spokespersons do not comment on the company's financial situation, market, or future outlook or hold any meetings with investors or analysts or attend any investor conferences.

During the silent period, if an event would require immediate disclosure (such as a significant business event), the company will publish the information without delay in accordance with the regulations and procedures regarding the obligation to

disclose insider information and may comment on the event in question after the information is published.

Performance targets and short-term financial outlook

Hiab's Board of Directors defines and assesses the need to revise the company's long-term performance targets, which can include for example sustainability and financial KPIs. Changes in performance targets are published as a stock exchange release.

Hiab may give short-term guidance on its financial outlook in its quarterly reports and financial statements. The financial outlook is provided only for a period for which the company has reasonable visibility. The outlook can include numerical or verbal forecasts for instance on sales, operating profit, balance sheet, or cash flow. Descriptive information on the market environment may also be included. Besides the official financial outlook, no other statements concerning the future financial performance are given.

Reviewing and commenting analyst reports

Hiab takes no responsibility for the views or comments expressed by the banks, stockbrokers or analysts having a regular coverage on the company's share, or for projections depicting the value of the share, its performance or the financial performance of the company expressed in any analyses. In the case of factual errors in analyst reports, Hiab evaluates the need for revising actions. Target prices, analyst opinions and consensus estimates can be discussed but no opinions on them will be expressed.

Profit warning

A profit warning will be published without an undue delay if the company evaluates that the development of its financial position, profitability, sales or other measure in financial or business outlook has changed significantly from that previously communicated. The evaluation is based on the company's previous forecast, taking into account the prevailing market situation. A profit warning can either indicate a less favourable or a better (positive profit warning) performance than earlier expected and is always published as a stock exchange release.

Disclosure of inside information

Hiab will disclose such inside information that directly concerns Hiab without undue delay. Hiab may delay the disclosure of the information by the decision of the Board of Directors, CEO, CFO or the Leadership Team, if all of the conditions regulated by the Market Abuse Regulation are met. When the decision on delaying the disclosure is made, it will also be decided who in Hiab will assess the continuous validity of the delay criteria and be prepared to disclose the information in case it leaks out or the confidentiality of the information is no longer ensured.

3. Releases published by Hiab

Stock exchange releases

Matters that may have a material impact on Hiab's share price, and thus are price sensitive information, are disclosed as a stock exchange release to Nasdaq Helsinki Ltd. and main media without undue delay. A stock exchange release is used to announce, for example, financial statements and quarterly reports, key strategic issues, changes in financial outlook, change in Board of Directors, Leadership team or Auditors, significant acquisitions and divestments, significant orders, significant investments and significant reorganisations. Stock exchange releases are published in English and Finnish.

In addition to the above, stock exchange releases are published about, for example

- notices of annual general meetings
- decisions made at the annual general meetings
- flaggings
- material incentive programmes
- management transactions.

| | |
|-----------------------|---|
| Press releases | Regular business news that does not fulfil the criteria for a stock exchange release, but are considered newsworthy for investors, analysts and media, are published as press releases. A press release of a large order is published after the order is booked in orders received. Sometimes there are orders that are not published on customer's request. Press releases are published in English and Finnish. |
| Trade releases | Smaller orders as well as certain other interesting topics and events are published as trade releases. All trade releases are published in English and potentially also in local language. |

4. Communication channels, distribution of releases and availability

Hiab uses a dedicated release publishing tool with which the releases are distributed to Nasdaq Helsinki, specified distribution lists, and to Hiab website at www.hiab.com and www.hiab.fi.

All Hiab stock exchange releases and press releases are available and archived on the website for at least five years. Financial reports are stored at the website for at least ten years.

In addition to releases, Hiab's communications channels are its financial reports, website, social media and stakeholder meetings. The role of social media is to support other communication channels. Social media is never the primary communication channel when it comes to publishing information subject to disclosure obligations or other new information. The company has internal guidelines for the use of social media in the company's communications.

5. Crisis communications

Hiab's Crisis Management Policy defines the main principles for crisis communications. In crisis situations, Communications, together with the selected Crisis Management Team members, lead the managing and resolving the situation and Investor Relations function supports experts in managing the situation when market relevant.

6. Languages

Hiab provides all regulated information in Finnish and English.