

KONE Corporation

BOARD DIVERSITY POLICY

1 Purpose

This Board Diversity Policy sets forth our commitment to fostering diversity* within our Board of Directors. It outlines principles that guide the nomination and selection process of Board members, ensuring that a wide range of perspectives and experiences are considered. This policy is aligned with the company's general commitment to diversity, equity and inclusion. This policy complies with current legislation and follows established best practices.

2 Procedure

According to the Articles of Association, KONE's Annual General Meeting elects a minimum of five and a maximum of ten ordinary members to the Board of Directors, as well as a maximum of three deputy members. The proposals for Board members are prepared by the Nomination and Compensation Committee under the steering of the Chair of the Board.

During the preparation and in the proposal to the General Meeting of Shareholders, attention is paid to the candidates' broad and mutually complementary backgrounds, experiences, expertise, age, gender and views of both KONE's business and other industries.

3 Principles

At KONE Board member nominations are based on several key principles and criteria. Board members are nominated and selected based on their merits, qualifications, competencies, skills and integrity.

We recognize the importance and need for diversity of perspectives, which can be shaped by individual and professional experiences, educational background, nationality, gender and cultural background. These factors need to be considered, as they contribute to higher team performance and lead to more innovative thinking.

All nominees should have combined experience in different markets and geographies, in both social and business contexts. Knowledge in strategically important focus areas for KONE is crucial. Previous experience ensures that the Board's composition aligns with the company's operational needs, enabling effective support for KONE's strategic goals and adaptability to changing business environments. Nominations are also based on individuals' ability to dedicate time and contribute to the Board's overall effectiveness, positively influencing the strategic direction and performance of the company.

We aim for balanced gender representation on the Board. This commitment ensures that all genders have equal opportunities to contribute to the Board's work, enhancing the diversity of perspectives and experience.

By adhering to and committing to these principles, we aim for a Board composition that is diverse and balanced, fostering a dynamic and inclusive environment where members' backgrounds complement each other and create synergies that benefit KONE, its stakeholders and operations.

*What diversity means for KONE: The variety of differences and similarities among people including but not limited to gender, ethnicity, age, culture, generation, religion, class/caste, language, education, geography, national origin, disability, sexual orientation, work and lifestyle, work experience, job role and function, thinking style, and personality type.