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Minutes No. 1/2025 of KONE Corporation's Annual General Meeting, which was held at the Finlandia Hall main auditorium in Helsinki on 5 March 2025 starting at 11:00 a.m.

Unofficial translation of the original signed document in the Finnish language.

In case of discrepancy, the Finnish language version shall prevail.

1 § Opening of the meeting

Chair of the Board of Directors Antti Herlin opened the meeting.

$\begin{array}{c} 2 \ \S \\ \text{Calling the meeting to order} \end{array}$

Attorney-at-Law Riikka Rannikko was elected Chair of the General Meeting, and she summoned Master of Laws Tobias Palmgren to act as Secretary of the meeting.

The Chair explained the procedures for the General Meeting and for covering the topics on the agenda of the General Meeting.

It was noted that the General Meeting was held in Finnish and that the review by the President and CEO was given in English and interpreted into Finnish.

It was further noted that the General Meeting could be followed via a live webcast and that the followers of the webcast could present questions and comments through a chat functionality. As regards the webcast, the following instructions were noted: Following the webcast or presenting written questions or comments is not considered participation in the General Meeting or using shareholders' right to request information or speak at the meeting in accordance with the Limited Liability Companies Act. Questions and comments may be combined and brought to the attention of the participants to the General Meeting and answered if the Chair of the meeting considers it appropriate and if the questions concern an item currently under discussion at the time.

The Chair noted that CitiBank Europe Plc, Danske Bank A/S, Euroclear Bank SA/NV and Skandinaviska Enskilda Banken AB (publ) Helsinki Branch had stated that they represented certain nominee registered and other shareholders and that the banks had provided shareholding information and the voting instructions of these shareholders in advance. As regards the voting instructions, the following procedures were noted: The shareholders represented by the banks had not demanded a vote on those agenda items under which their instruction was to oppose the proposed resolution or to abstain from taking part in the decision-making, if the Chair could clearly state, based on the voting instructions provided in advance and the positions taken at the General Meeting, that a majority required for adoption of the agenda item in question supports the proposal made to the General Meeting. In such situations, duly recording these votes in the minutes would be sufficient.

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The voting instructions received for each item on the agenda will not be announced separately, but summary lists of the voting instructions of shareholders represented by the banks will be attached to the minutes (<u>Appendices 1–4</u>) and, furthermore, opposing or abstaining votes will be recorded in the minutes under each relevant agenda item. To the extent the summary lists included opposing votes that had been presented without any counterproposal under agenda items where it is not possible to vote against the proposal without presenting a counterproposal, such votes would not be considered as opposing votes, and they would not be recorded under the agenda item concerned.

The procedures presented by the Chair concerning voting instructions were approved.

$3\ \S$ Election of person to scrutinise the minutes and persons to supervise the counting of votes

Juhani Laitinen was elected as the person to scrutinise the minutes.

Jukka Ala-Mello and Heta Rönkkö were elected as persons to supervise the counting of the votes.

4 § Recording the legality of the meeting

It was noted that that the notice convening the Annual General Meeting, which included the proposals by the Board of Directors and its committees for resolutions on the matters on the agenda of the General Meeting, had been published on the company's website and as a stock exchange release on 30 January 2025. It was noted that the financial statements documents and the remuneration report for the governing bodies had been available on the company's website as of 12 February 2025, and thus, the documents had been available for at least three weeks prior to the General Meeting as required by the Limited Liability Companies Act. The aforementioned documents were also available for inspection at the General Meeting.

It was noted that the General Meeting had been convened in accordance with the provisions of the Articles of Association and the Limited Liability Companies Act and that the General Meeting therefore was lawfully convened and constituted a quorum.

The notices convening the Annual General Meeting were attached to the minutes as <u>Appendices 5</u> and <u>6</u>.

$$5\ \S$$ Recording the attendance at the meeting and adoption of the list of votes

The list recording the attendance at the beginning of the General Meeting and the list of votes were presented, according to which three holders of class A shares and 3,620 holders of class B shares were present or represented at the General Meeting either in person, by legal representative or by proxy.

It was recorded that each of the class A shares of the company entitled their holder to one vote. The total number of class A shares and the votes carried by the shares was 76,208,712. Each full ten class B shares entitled their holder to one vote at the General Meeting, however, each shareholder had a minimum of one vote. On the record date of the Annual General Meeting, the total number of class B shares of the company was 453,187,148. On the record date of the Annual General Meeting,

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the company held a total of 11,564,020 class B shares.

It was noted that a total of 76,208,712 class A shares, representing an equal number of votes, and a total of 283,976,464 class B shares, representing a total of 28,396,367 votes, were represented at the beginning of the meeting, which in total amounts to 360,185,176 shares, corresponding to approximately 69.56 per cent of all shares in the company, and to a total of 104,605,079 votes, which corresponds to approximately 86.08 per cent of all votes in the company.

The list of attendees at the beginning of the meeting and the list of votes represented at the meeting were approved and attached to the minutes as <u>Appendix 7</u>. It was noted that the list of votes would be updated and confirmed to correspond to the attendance at the beginning of a possible vote.

It was recorded that the company's shareholder register was also available for inspection at the General Meeting.

It was noted that the following persons were also present at the General Meeting: Chair of the Board of Directors Antti Herlin, Vice Chair of the Board of Directors Jussi Herlin, current Board Members Matti Alahuhta, Susan Duinhoven, Marika Fredriksson, Iiris Herlin, Timo Ihamuotila, Ravi Kant and Krishna Mikkilineni as well as the proposed new Board Member Banmali Agrawala. It was noted that President and CEO Philippe Delorme and CFO Ilkka Hara were also present at the meeting.

It was noted that the company's auditor Ernst & Young Oy, represented by Toni Halonen, Authorised Public Accountant, was also present at the General Meeting. The company's principal auditor Heikki Ilkka, Authorised Public Accountant, was unable to attend the General Meeting.

In addition, meeting officials and other members of the company's management were present at the General Meeting, and it was also possible to follow the meeting via a webcast. It was decided to allow this.

6 § sentation of the annual accounts, the report of the Roard

Presentation of the annual accounts, the report of the Board of Directors and the auditor's report for the year 2024

It was noted that the documents relating to the company's annual accounts of 2024 were available for inspection at the General Meeting. The annual accounts had been published by a stock exchange release on 12 February 2025 and had also been on display and available on the company's website since that same day.

President and CEO Philippe Delorme gave the review by the President and CEO and CFO Ilkka Hara presented the main points of the 2024 annual accounts.

Toni Halonen, Authorised Public Accountant, representing the company's auditor Ernst & Young Oy, presented the conducted audit and the main points of the auditor's report given thereon. Toni Halonen, Authorised Public Accountant, representing the company's sustainability reporting assurer Ernst & Young Oy, also presented the conducted assurance of the company's sustainability statement and the main points of the assurance report given thereon.

The President & CEO's review was attached to the minutes as Appendix 8, the annual accounts as

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<u>Appendix 9</u>, the auditor's report as <u>Appendix 10</u> and the assurance report on the sustainability statement as Appendix 11.

It was noted that the annual accounts, the consolidated annual accounts, the report of the Board of Directors, the auditor's report and the assurance report on the sustainability statement had been duly presented.

7 § Adoption of the annual accounts

The General Meeting adopted the consolidated annual accounts and the annual accounts of the parent company for the financial period of 1 January 2024 to 31 December 2024.

It was recorded that there were 154,634 opposing votes and 189,347 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

8 §

Resolution on the use of the profit shown on the balance sheet and the payment of dividends

It was recorded that the parent company's distributable profits on 31 December 2024 were EUR 3,215,181,251.13, of which the share of net income for the financial year was EUR 1,111,782,600.04.

It was noted that the Board of Directors had proposed that a dividend of EUR 1.7975 be paid for each class A share and a dividend of EUR 1.80 be paid for each class B share for the financial year 2024. The record date for the dividend distribution is 7 March 2025 and the dividend is paid on 14 March 2025.

The proposal of the Board of Directors was attached to the minutes as Appendix 12.

The General Meeting decided to approve the proposal of the Board of Directors on the use of the profit shown on the balance sheet and the payment of dividends.

It was recorded that there were 4,254 opposing votes and 7 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

9 §

Resolution on the discharge of the members of the Board of Directors and the President and CEO from liability for the financial period of 1 January - 31 December 2024

It was noted that the discharge from liability for the financial year 2024 concerned all the persons who had served as members of the Board of Directors or as President and CEO during the financial year. These persons are:

Antti Herlin, Chair of the Board of Directors; Jussi Herlin, Vice Chair of the Board of Directors; Matti Alahuhta, Board Member; KONE Corporation 5 (14)

Susan Duinhoven, Board Member;
Marika Fredriksson, Board Member;
Iiris Herlin, Board Member;
Timo Ihamuotila, Board Member;
Ravi Kant, Board Member;
Krishna Mikkilineni, Board Member;
Marcela Manubens, Board Member from 1 January until 29 February 2024; and Philippe Delorme, President and CEO.

The General Meeting decided to grant discharge from liability to the aforementioned persons who served as Board Members and the President & CEO for the financial year 2024.

It was recorded that there were 540,253 opposing votes and 223,331 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

$$10\ \S$$ Consideration of the Remuneration Report for governing bodies

It was noted that the Remuneration Report for governing bodies had been published by a stock exchange release on 12 February 2025, and that the report had been on display and available on the company's website since that date. It was recorded that the Remuneration Report for governing bodies for the financial year 2024 was available for inspection at the General Meeting.

Vice Chair of the Board of Directors Jussi Herlin presented the main points of the company's Remuneration Report for governing bodies.

The Remuneration Report for governing bodies was attached to the minutes as Appendix 13.

The General Meeting decided to approve the presented Remuneration Report for governing bodies. It was recorded that the decision was advisory.

It was recorded that there were 5,030,448 opposing votes and 32,805 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

11 § Resolution on the remuneration of the members of the Board of Directors

Vice Chair of the Board of Directors Jussi Herlin presented the proposals of the Nomination and Compensation Committee of the Board of Directors before the discussion of items 11–13.

It was noted that the Nomination and Compensation Committee of the Board of Directors had proposed to the General Meeting that the annual compensation for the board members to be elected for the term that starts at the end of this Annual General Meeting and expires at the end of the 2026 Annual General Meeting be kept unchanged:

Chair of the Board of Directors: EUR 220,000;

Vice Chair of the Board of Directors: EUR 125,000; and

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board members each: EUR 110,000.

It was noted that the Nomination and Compensation Committee of the Board of Directors had further proposed that 40 per cent of the annual remuneration of the board members be paid in class B shares of KONE Corporation and the rest in cash. In case the remuneration cannot be paid in shares due to legal or other regulatory restrictions or due to other reasons related to the company or a member of the Board of Directors, the annual remuneration will be paid fully in cash.

It was noted that the Nomination and Compensation Committee of the Board of Directors had also proposed that a separate annual compensation be paid to the members of the board committees:

Audit Committee:

Chair: EUR 20,000; and

members of the committee each: EUR 10,000; and

Nomination and Compensation Committee:

Chair: EUR 20,000; and

members of the committee each: EUR 10,000.

The annual compensation of the members of the board committees had been proposed to be paid in cash.

In addition, the Nomination and Compensation Committee of the Board of Directors had proposed that annual compensation is not paid to a board member who is employed by the company. Possible travel expenses had been proposed to be reimbursed according to the travel policy of the company.

The proposal of the Nomination and Compensation Committee of the Board of Directors was attached to the minutes as Appendix 14.

The General Meeting decided to approve the proposal of the Nomination and Compensation Committee of the Board of Directors for the remuneration of the members of the Board of Directors.

It was recorded that there were 319,361 opposing votes and 7 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

12 § Resolution on the number of members of the Board of Directors

It was noted that in accordance with the Articles of Association, the Board of Directors shall comprise a minimum of five and a maximum of ten regular members and a maximum of three deputy members. At the Annual General Meeting held on 29 February 2024, nine regular members were elected to the Board of Directors.

It was noted that the Nomination and Compensation Committee of the Board of Directors had proposed to the General Meeting that nine regular board members be elected.

The proposal of the Nomination and Compensation Committee of the Board of Directors was attached to the minutes as <u>Appendix 15</u>.

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The General Meeting decided, in accordance with the proposal of the Nomination and Compensation Committee of the Board of Directors, that the number of members of the Board of Directors be confirmed as nine regular members.

It was recorded that there were 8 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

13 § Election of members of the Board of Directors

It was noted that pursuant to the Limited Liability Companies Act and the Articles of Association of the company, the members of the Board of Directors must be elected at the Annual General Meeting. The General Meeting had decided to elect nine regular members of the Board of Directors.

It was noted that the Nomination and Compensation Committee of the Board of Directors had proposed to the General Meeting that the following persons be elected to the Board of Directors for a term that starts at the end of this Annual General Meeting and expires at the end of the 2026 Annual General Meeting so that each candidate shall be considered separately in case of a possible vote:

- a) Banmali Agrawala (new member)
- b) Matti Alahuhta (present member);
- c) Susan Duinhoven (present member);
- d) Marika Fredriksson (present member);
- e) Antti Herlin (present member);
- f) Iiris Herlin (present member);
- g) Jussi Herlin (present member);
- h) Timo Ihamuotila (present member); and
- i) Krishna Mikkilineni (present member).

It was recorded that all proposed members of the Board of Directors had given their consent to their election.

The proposal of the Nomination and Compensation Committee of the Board of Directors was attached to the minutes as Appendix 16.

The General Meeting decided to elect the persons proposed by the Nomination and Compensation Committee of the Board of Directors as members of the Board of Directors for a term that starts at the end of the 2025 Annual General Meeting and expires at the end of the 2026 Annual General Meeting.

It was recorded that under this agenda item, there were abstaining votes as follows from nominee registered and other shareholders who had issued voting instructions and were represented by the banks: a) 19,659, b) 35,105, c) 19,658, d) 30,158, e) 44,073, f) 30,158, g) 23,393, h) 19,658 and i) 19,658 votes, in total 241,520 votes.

14 § Resolution on the remuneration of the auditors

It was noted that the Audit Committee of the Board of Directors had proposed to the General

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Meeting that the auditor to be elected be reimbursed as per their invoice approved by the company.

The proposal of the Audit Committee of the Board of Directors was attached to the minutes as <u>Appendix 17</u>.

The General Meeting decided, in accordance with the proposal of the Audit Committee of the Board of Directors, that the auditor be reimbursed as per their invoice approved by the company.

It was recorded that there were 202,536 opposing votes and 706 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

15 § Resolution on the number of auditors

It was noted that in accordance with the Articles of Association, the company shall have a minimum of one and a maximum of three auditors.

It was noted that the Audit Committee of the Board of Directors had proposed to the General Meeting that one auditor be elected for the company for a term ending at the conclusion of the following Annual General Meeting.

The proposal of the Audit Committee of the Board of Directors was attached to the minutes as Appendix 18.

The General Meeting decided, in accordance with the proposal of the Audit Committee of the Board of Directors, that one auditor be elected for the company for the term ending at the conclusion of the following Annual General Meeting.

It was recorded that there were 8 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

16 § Election of auditors

It was noted that, in accordance with the Articles of Association, the term of the current auditor expires at the end of this Annual General Meeting. In accordance with the Articles of Association, the auditor must be an authorised public accountant or an authorised public accounting firm, of which the principal auditor must be an authorised public accountant.

It was noted that during the term that commenced at the end of the 2024 Annual General Meeting, audit firm Ernst & Young Oy, with Heikki Ilkka, Authorised Public Accountant, as the principal auditor, had been acting as the company's auditor.

It was noted that the Audit Committee of the Board of Directors had proposed to the General Meeting that the audit firm Ernst & Young Oy be re-elected as the auditor of the company for a term ending at the conclusion of the following Annual General Meeting.

It was further noted that Ernst & Young Oy had informed the company that authorised public

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accountant Heikki Ilkka would continue as the principal auditor.

The proposal of the Audit Committee of the Board of Directors was attached to the minutes as <u>Appendix 19</u>.

The General Meeting decided, in accordance with the proposal of the Audit Committee of the Board of Directors, to re-elect audit firm Ernst & Young Oy as the auditor of the company for the term ending at the conclusion of the following Annual General Meeting.

It was recorded that there were 23,267 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

17 § Resolution on the remuneration of the sustainability reporting assurer

It was noted that the Audit Committee of the Board of Directors had proposed to the General Meeting that the sustainability reporting assurer to be elected be reimbursed as per their invoice approved by the company.

The proposal of the Audit Committee of the Board of Directors was attached to the minutes as Appendix 20.

The General Meeting decided, in accordance with the proposal of the Audit Committee of the Board of Directors, that the sustainability reporting assurer be reimbursed as per their invoice approved by the company.

It was recorded that there were 58,534 opposing votes and 2,027 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

18 § Election of the sustainability reporting assurer

It was recorded that the sustainability reporting assurer, in accordance with the provisions of the Limited Liability Companies Act, is elected by the General Meeting on account of the company having an obligation under the Finnish Accounting Act to prepare a sustainability statement. In accordance with the provisions of the Limited Liability Companies Act, the sustainability reporting assurer to be elected must be either an authorised sustainability auditor or an authorised sustainability audit firm within the meaning of the Finnish Auditing Act.

It was noted that during the term that commenced at the end of the 2024 Annual General Meeting, sustainability audit firm Ernst & Young Oy had been acting as the company's sustainability reporting assurer, with Heikki Ilkka, APA, ASA, as the principally responsible sustainability reporting assurer.

It was noted that Audit Committee of the Board of Directors had proposed to the General Meeting that the sustainability audit firm Ernst & Young Oy be elected as the company's sustainability reporting assurer for the term ending at the conclusion of the following Annual General Meeting.

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It was further noted that Ernst & Young Oy has informed the company that Heikki Ilkka, APA, ASA would act as the principally responsible sustainability reporting assurer.

The proposal of the Audit Committee of the Board of Directors was attached to the minutes as Appendix 21.

The General Meeting decided, in accordance with the proposal of the Audit Committee of the Board of Directors, to elect sustainability audit firm Ernst & Young Oy as the sustainability reporting assurer of the company for the term ending at the conclusion of the following Annual General Meeting.

It was recorded that there were 23,267 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

19 § Authorising the Board of Directors to decide on the repurchase of the company's own shares

It was noted that the Board of Directors had proposed to the General Meeting that the General Meeting authorise the Board of Directors to decide on the repurchase of not more than 52,930,000 own shares using the company's unrestricted equity, so that a maximum of 7,620,000 class A shares and a maximum of 45,310,000 class B shares may be repurchased, subject to the condition that the company and its subsidiaries may collectively hold a maximum of 10 per cent of all shares of the company at any given time. The proposed maximum number of shares corresponds to approximately 10 per cent of the company's registered number of shares and votes for each share class on the date of the notice to the General Meeting. The consideration to be paid for the repurchased shares with respect to both class A and class B shares will be determined based on the trading price determined for class B shares in public trading on the date of repurchase.

Class A shares will be repurchased in proportion to holdings of class A shareholders at a price equivalent to the average price paid for the company's class B shares in public trading on the date of repurchase. Any shareholder wishing to offer their class A shares for repurchase by the company must state their intention to the company's Board of Directors in writing. The company may deviate from the obligation to repurchase class A shares in proportion to the shareholders' holdings if all the holders of class A shares give their consent. Class B shares may be repurchased either by an offer made to all holders of class B shares on the same terms or otherwise and other than in proportion to the then existing shareholdings of the holders of class B shares. Class B shares will be repurchased at a price determined in public trading at the time of the repurchase.

It was noted that shares can be repurchased to be used, for example, as consideration in potential corporate acquisitions or other arrangements related to the company's business activities, to finance investments, to develop the company's capital structure, for example, as a method of distributing excess capital, or to be held by the company as treasury shares, otherwise disposed of or cancelled, or used as part of the company's incentive schemes. The Board of Directors is authorised to decide on all other terms related to the repurchase of the company's own shares.

It was noted that the Board of Directors had proposed that the authorisation be valid until the conclusion of the following Annual General Meeting, however, at the latest until 30 June 2026. The authorisation terminates the authorisation to decide on the repurchase of the company's own shares

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given to the Board of Directors by the Annual General Meeting on 29 February 2024.

The proposal of the Board of Directors was attached to the minutes as Appendix 22.

The General Meeting decided to authorise the Board of Directors to decide on the repurchase of the company's own shares in accordance with the proposal of the Board of Directors.

It was recorded that there were 43,797 opposing votes and 2,027 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

20 §

Authorising the Board of Directors to decide on the issuance of shares as well as the issuance of options and other special rights entitling to shares

It was noted that the Board of Directors had proposed to the General Meeting that the General Meeting authorise the Board of Directors to decide on the issuance of shares as well as the issuance of options and other special rights entitling to shares referred to in Chapter 10, Section 1 of the Limited Liability Companies Act in one or several instalments as follows:

The number of shares to be issued based on this authorisation shall not exceed 7,620,000 class A shares and 45,310,000 class B shares. The proposed maximum number of shares corresponds to approximately 10 per cent of the company's registered number of shares and votes for each share class on the date of the notice to the General Meeting. The Board of Directors is authorised to decide on all the conditions of the issuance of shares and of special rights entitling to shares. The authorisation concerns both the issuance of new shares as well as the transfer of treasury shares either for consideration or without consideration.

The issuance of shares and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue), if there is a weighty financial reason for the company, such as using shares as consideration in potential corporate acquisitions or other arrangements related to the company's business, financing investments, developing the company's capital structure, or implementing the company's incentive schemes.

It was noted that the Board of Directors had proposed that the authorisation be valid until the conclusion of the following Annual General Meeting, however, at the latest until 30 June 2026. The authorisation terminates the authorisation to decide on the issuance of shares given to the Board of Directors by the Annual General Meeting on 29 February 2024.

The proposal of the Board of Directors was attached to the minutes as Appendix 23.

The General Meeting decided to authorise the Board of Directors to decide on the issuance of shares as well as the issuance of options and other special rights entitling to shares referred to in chapter 10, section 1 of the Limited Liability Companies Act in accordance with the proposal of the Board of Directors.

It was recorded that there were 10,026,564 opposing votes and 7 abstaining votes under this agenda item from nominee registered and other shareholders who had issued voting instructions and were represented by the banks.

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21 § Closing of the meeting

The Chair noted that all items included in the notice to the General Meeting had been considered.

The Chair noted that the minutes of the meeting would be available to the shareholders on the company's website at the latest within two weeks from the meeting, i.e., on 19 March 2025.

The Chair thanked all participants of the meeting and closed the meeting at 01:05 p.m.

(Signature page follows)

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Chair of the General Meeting:	RIIKKA RANNIKKO	
	Riikka Rannikko	
In fidem:	TOBIAS PALMGREN	
	Tobias Palmgren	
Minutes scrutinised and approved:	JUHANI LAITINEN	
	Juhani Laitinen	

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