

Stockholm 31 March 2026

Notice to attend the Annual General Meeting of INVISIO

The shareholders of INVISIO AB are hereby summoned to the Annual General Meeting held on Wednesday 6 May 2026 at 4.00 p.m (CEST) at IVA Konferenscenter, Grev Turegatan 16, Stockholm, Sweden. Registration will commence at 3.30 p.m (CEST).

The board has decided that shareholders may also exercise their voting right at the Annual General Meeting by postal voting, pursuant to article 10 in INVISIO's articles of association.

RIGHT TO ATTEND AND NOTICE

Shareholders wishing to attend the Annual General Meeting shall

- be entered in the share register kept by Euroclear Sweden AB on Monday 27 April 2026, and
- give notice of attendance at the meeting no later than Wednesday 29 April 2026.

Nominee-registered shares

To be entitled to attend the Annual General Meeting, shareholders whose shares are nominee-registered must, in addition to giving notice of attendance to the company, register such shares in their own names so that the shareholder is recorded in the share register as of 27 April 2026. Such registration may be temporary (so called voting rights registration) and can be requested from the nominee in accordance with the nominee's procedures in such time in advance as the nominee determines. Voting rights registrations effected no later than the second banking day after 27 April 2026 will be considered in the preparation of the share register. Shareholders should inform their nominees well in advance before this date.

Participation at the meeting venue

Shareholders who wish to attend the Annual General Meeting at the meeting venue in person or by proxy must give notice of attendance no later than 29 April 2026. Notice shall be made in writing to the company at address INVISIO AB, "INVISIO Annual General Meeting 2026", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden, by telephone +46 (0)8-402 91 33 or on Euroclear Sweden AB's website <https://www.euroclear.com/sweden/generalmeetings/>. When giving notice shareholders should provide their name, personal identification number or corporate registration number, address, daytime telephone number, shareholding, and names of proxies or assistants (if any).

Shareholders represented by proxy shall issue a dated and signed power of attorney for the proxy. If the shareholder is a legal entity, a certificate of incorporation or corresponding document, shall be enclosed. In order to facilitate the registration at the general meeting, the power of attorney together with certificate of incorporation and other documents of authority should be provided to the company at the address stated above no later than 29 April 2026. A power of attorney form is available on the company's website www.invisio.com.

Shareholders who wish to exercise their right to postal vote in advance shall do so in accordance with the instructions under the heading "*Participation by postal voting*" below. In case of such postal voting, no further notification is needed.

Participation by postal voting

Shareholders who wish to participate in the Annual General Meeting by postal voting in advance must give notice of participation by casting their postal vote so that it is received by Euroclear Sweden AB (who administers the forms on behalf of INVISIO) no later than 29 April 2026. A designated form shall be used for postal voting. The form is available on the company's website, www.invisio.com.

The completed voting form can be sent either by e-mail to GeneralMeetingService@euroclear.com with reference "INVISIO Annual General Meeting 2026", or by post to INVISIO AB, "INVISIO Annual General Meeting 2026", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden. Shareholders may also submit postal votes electronically through BankID signing as per instructions available on <https://www.euroclear.com/sweden/generalmeetings/>. If a shareholder postal votes by proxy, a power of attorney shall be enclosed with the form. The proxy form is available on the company's website www.invisio.com. If the shareholder is a legal entity, a certificate of incorporation or a corresponding document shall be enclosed with the form. The shareholder may not provide special instructions or conditions in the voting form. If so, the vote (i.e. the postal vote in its entirety) is invalid. Further instructions and conditions are included in the form for postal voting.

Please note that if you wish to attend the Annual General Meeting at the meeting venue in person or by proxy, you are required to register in accordance with the instructions under the heading "*Participation at the meeting venue*" above. This means that giving notice only by postal voting is not sufficient for those who wish to attend the Annual General Meeting at the meeting venue.

PROPOSED AGENDA

1. Opening of the meeting.
2. Election of Chairman at the meeting.
3. Approval of the agenda at the meeting.
4. Preparation and approval of the voting register.
5. Election of one or two persons to approve the minutes.
6. Examination of whether the meeting has been duly convened.
7. Presentation by the CEO.
8. Presentation of the annual report and the auditors' report and the consolidated financial statements and the auditors' report for the group.
9. Adoption of the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet.
10. Resolution regarding disposition of the company's result in accordance with the adopted balance sheet and setting of the record date in case of dividend.
11. Resolution regarding discharge from liability for the members of the board and the CEO.
12. Resolution regarding the number of members of the board.
13. Determination of the fees to the board members and the auditor.
14. Election of the members of the board and the Chairman of the board.
15. Determination of number of auditors and election of auditor.
16. Presentation of the remuneration report for approval.
17. Resolution regarding authorisation for the board to resolve to issue new shares.
18. Resolution on authorisation for the board to resolve on repurchase and transfer of own shares.
19. Closing of the meeting.

RESOLUTIONS PROPOSED BY THE NOMINATION COMMITTEE

Election of Chairman at the meeting (item 2)

The nomination committee proposes that Tone Myhre-Jensen is elected as Chairman at the Annual General Meeting.

Determination of the number of members of the board and election of the members of the board and the Chairman of the board (items 12, 14)

The nomination committee proposes that the board, for the period until the end of the next Annual General Meeting, shall consist of seven (7) ordinary members elected by the general meeting with no deputies.

The nomination committee proposes re-election of the board members Nicklas Hansen, Martin Krupicka, Charlott Samuelsson, and Hannu Saastamoinen. Furthermore, the nomination committee proposes the election of Cecilia Daun Wennborg, Christian Kløve and Søren Skou as new members of the board.

The nomination committee proposes that Søren Skou is elected as the new Chairman of the board.

The current Chairman of the board, Annika Andersson, and board member Ulrika Hagdahl will not stand for re-election at the 2026 Annual General Meeting.

Information on members of the board proposed for new election:

Cecilia Daun Wennborg

Cecilia Daun Wennborg was born in 1963. *Education:* Bachelor's degree in Business Administration from Stockholm University. *Work experience:* Cecilia Daun Wennborg has many years of experience in various positions in listed companies and is currently Chairman of the board of Almi AB, as well as a board member of Getinge AB (publ), Loomis AB (publ), Bravida Holding AB (publ), Gränges AB (publ), CDW Konsult AB, Atvexa AB, Social Initiative Norden AB and the Swedish Securities Council. Cecilia Daun Wennborg has previously been Deputy CEO and CFO of Ambea AB, CEO and CFO of Carnea Vård och Omsorg AB, Acting CEO of Skandiabanken, Head of Swedish Operations at Skandia, CEO of Skandia Link and a board member of, among others, Oncopeptides AB (publ), Atos Medical Holding AB (publ), Hoist Finance AB (publ), Sophiahemmet and ICA Gruppen AB (publ). *Own and closely related parties' holdings in INVISIO:* 0 shares.

Christian Kløve

Christian Kløve was born in 1972. *Education:* Bachelor of Engineering in Production and Supply Chain from the Engineering College of Copenhagen and a Master of Business Administration from Henley School of Management. *Work experience:* Christian Kløve is Chief Operating Officer & SVP for Demant's global operations and has been responsible for the operations of the business unit Hearing Aids since 2016. Christian Kløve previously held senior positions at Danaher Corporation, including in the group companies Radiometer and Leica Biosystems. Christian Kløve was previously responsible for the Coloplast group's manufacturing and distribution operations in the United Kingdom and Hungary. *Own and closely related parties' holdings in INVISIO:* 509 shares.

Søren Skou

Søren Skou was born in 1964. *Education:* Graduate Diploma in Business Administration (Marketing) from Copenhagen Business School and a Master of Business Administration

from IMD Business School. *Work experience:* Søren Skou is Senior Advisor at BlackRock Global Infrastructure Partners and Chairman of the board of two of its portfolio companies, VTG GmbH and Skyborn Renewables GmbH. Søren Skou is also Chairman of the board of Byggma Gruppen A/S, Controlant hf., C. W. Obel A/S, Danish Crown AmBA, HES International B.V., Lundbeckfonden and Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping. Søren Skou was previously CEO of A.P. Møller - Maersk, Maersk Line and Maersk Tankers. Prior to that, Søren Skou also held various positions within the A.P. Møller - Maersk Group. *Own and closely related parties' holdings in INVISIO:* 0 shares.

Further information about the proposed board members is available at www.invisio.com.

Determination of the fees to the board members and the auditor (item 13)

The nomination committee proposes that the remuneration be paid in the amount of SEK 1,200,000 (previously SEK 790,000) to the Chairman of the board and SEK 400,000 (previously SEK 325,000) to each of the other members of the board. Further, the nomination committee proposes that, for work in the audit committee, a remuneration of SEK 200,000 (previously SEK 150,000) be paid to the Chairman of the audit committee and SEK 75,000 (previously SEK 65,000) to members of the audit committee. For work in the remuneration committee, the nomination committee proposes that a remuneration of SEK 75,000 (previously SEK 65,000) be paid to the Chairman of the remuneration committee and SEK 50,000 (previously SEK 45,000) to members of the remuneration committee. For work in the committee for cyber security, the nomination committee proposes that a remuneration of SEK 75,000 (previously SEK 65,000) be paid to the Chairman of the committee for cyber security and SEK 50,000 (previously SEK 45,000) to members of the committee for cyber security.

The nomination committee recommends that board members directly or indirectly own shares in the company at a value corresponding to at least one year's board remuneration (excluding committee remuneration).

The nomination committee proposes that remuneration to the auditor shall be paid in accordance with approved invoices.

Determination of number of auditors and election of auditor (item 15)

The nomination committee proposes, in accordance with the audit committee's recommendation, that the company shall have a registered audit firm as auditor and that the registered audit firm Öhrlings PricewaterhouseCoopers AB ("**PwC**") is elected as auditor for the period until the end of the Annual General Meeting 2027. PwC has informed INVISIO that the authorised public accountant Johan Rönnbäck will be appointed as auditor-in-charge if PwC is elected as auditor.

RESOLUTIONS PROPOSED BY THE BOARD

Resolution regarding disposition of the company's result in accordance with the adopted balance sheet and setting of the record date in case of dividend (item 10)

To the Annual General Meeting's disposal are retained earnings of SEK 268,319,837, share premium of SEK 120,497,499 and the result of the year amounting to SEK 152,328,408, i.e. SEK 541,145,744 in total. The board proposes a dividend of SEK 3 per share and that the record date for the dividend shall be Friday 8 May 2026. If the Annual General Meeting resolves in accordance with the proposal, the dividend is estimated to be paid to the shareholders around Wednesday 13 May 2026. The remaining amount of the profit is proposed to be carried forward in a new account.

Presentation of the remuneration report for approval (item 16)

The board proposes that the Annual General Meeting approves the board's report regarding remuneration for the financial year 2025 pursuant to Chapter 8, Section 53 a of the Swedish Companies Act.

Resolution regarding authorisation for the board to resolve to issue new shares (item 17)

The board proposes that the Annual General Meeting resolves on authorisation for the board to resolve to issue new shares in accordance with the following.

The board shall be authorised to resolve to issue new shares on one or several occasions for the period up to the next Annual General Meeting, to the extent that such new issue can be made without amending the articles of association. An issue may be made with or without deviation from the shareholders' preferential rights. Based on the authorisation, the board may resolve to issue a number of new shares corresponding to a maximum of ten (10) per cent of the total number of outstanding shares in the company at the time of the Annual General Meeting.

The board shall be authorised to resolve on issue where payment is made in cash, by contribution in kind or by way of set-off. A cash issue or issue by way of set-off that takes place with deviation from the shareholders' preferential rights shall be in line with market terms.

The purpose of the authorisation and the reasons for any deviation from the shareholders' preferential rights is to, in a cost-effective manner, enable the raising of capital for expansion, investments and company acquisitions.

Valid resolution in accordance with the board's proposal requires that the proposal has been supported by shareholders holding not less than two thirds of both the votes cast and the shares represented at the general meeting.

Resolution on authorisation for the board to resolve on repurchase and transfer of own shares (item 18)

The board proposes that the Annual General Meeting authorises the board to resolve on repurchase of own shares. If the board resolves to repurchase own shares by virtue of the authorisation, it shall be done on the main terms and conditions set out below.

- Repurchase of shares shall take place on Nasdaq Stockholm, on one or more occasions during the period up until the next Annual General Meeting.
- So many shares may, at the most, be repurchased so that INVISIO's holding does not at any time exceed five (5) per cent of the total number of shares in INVISIO.
- Repurchase of own shares shall not be conducted at a price that exceeds the higher of the prices for the most recent independent trade and the highest current independent bid on Nasdaq Stockholm. Repurchases may not be conducted at a price below the lowest possible market price. The company may assign a member of the stock exchange to accumulate a certain number of own shares by proprietary trading during a certain time period and on the day of delivery pay for the shares at a price corresponding to the volume-weighted average price based on the total trading during that period of time.
- Payment for the shares shall be made in cash.

The board further proposes that the Annual General Meeting authorises the board to, on one or several occasions for the period until the end of the next Annual General Meeting,

resolve on transfer of own shares. The number of shares transferred may not exceed the total number of shares held by INVISIO at any time. Transfers may be conducted on Nasdaq Stockholm or elsewhere, including a right to resolve on deviations from the shareholders' preferential rights. Transfer of shares on Nasdaq Stockholm shall be made at a price within the price range applicable at any given time. Transfer of shares outside Nasdaq Stockholm shall be made at a price in cash, or in value of property received, that corresponds to the market value of the shares, as determined by the board, at the time of the transfer of the transferred shares in INVISIO.

The purpose of the above authorisations regarding repurchase and transfer of own shares, and the reason for deviation from the shareholders' preferential rights, is to give the board of directors the possibility to use the company's share as means of payment in connection with potential acquisitions, or to use the repurchased shares to finance potential acquisitions, and, as regards the authorisation to repurchase own shares, to enable adjustment of INVISIOs capital structure, and thereby contributing to an increase in shareholder value.

Valid resolution in accordance with the board's proposal requires that the proposal has been supported by shareholders holding not less than two thirds of both the votes cast and the shares represented at the general meeting.

OTHER INFORMATION

Shares and votes

As of the date of this notice, the number of outstanding shares and votes in the company is 46,179,634. As of the same date, the company held no shares in treasury.

Authorisation

The board, or the person that the board appoints, shall be authorised to make the minor adjustments in the Annual General Meeting's resolutions as may be required in connection with registration with the Swedish Companies Registration Office and Euroclear Sweden AB.

Documentation

The accounting documents, the auditor's statement and other documents that shall be made available pursuant to the Swedish Companies Act and the Swedish Code of Corporate Governance, will be made available for the shareholders at the company and on the company's website, www.invisio.com, no later than 15 April 2026 and will be sent to any shareholder who requests the documents and provide their postal or e-mail address.

The documents can be requested in writing at the address INVISIO AB, Att: Annual General Meeting 2026, P.O. Box 151, SE-201 21 Malmö, Sweden or by e-mail: bolagsstamma@invisio.com.

Shareholders' right to request information

The board and the CEO shall, if any shareholder so requests and the board believes that it can be done without material harm to the company, provide information regarding circumstances that may affect the assessment of an item on the agenda, circumstances that may affect the assessment of the company's or its subsidiaries' financial situation, the company's relationship to another group company and the consolidated financial statements. Shareholders who wish to submit questions beforehand may do so in writing to INVISIO AB, Att: Annual General Meeting, P.O. Box 151, SE-201 21 Malmö, Sweden or by e-mail to bolagsstamma@invisio.com.

Personal data processing

For information on how your personal data is processed, please see <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

Stockholm in March 2026

INVISIO AB (publ)

The Board of Directors

For more information, please contact:

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About INVISIO AB (publ)

INVISIO is a global leader in communications technology for professionals in mission-critical environments. INVISIO develops integrated communication systems for defense and public safety professionals. These systems keep teams connected, protected, and effective in high-noise and critical environments. The modular plug-and-play portfolio includes headsets, control units, intercoms, hubs, and software that work together as one scalable system across dismounted, vehicle-based, and command operations. With a deep commitment to innovation and long-term partnerships, INVISIO helps organizations stay prepared for what's next, ensuring our solutions evolve with changing operational demands. Headquartered in Copenhagen, INVISIO operates across Europe, North America, and Asia, and is listed on Nasdaq Stockholm (Large Cap). Read more at www.invisio.com.