

CARBON REDUCTION PLAN

Supplier name: INVISIO AB (INVISIO) and all wholly owned subsidiaries of INVISIO AB listed in Appendix 1.

Publication date: 3rd February 2026

Commitment to achieving Net Zero

INVISIO AB and all wholly owned subsidiaries of INVISIO AB are committed to achieving Net Zero emissions by 2050, adopt and support this plan.

Baseline Emissions Footprint


INVISIO has continuously worked to improve production flows in terms of efficiency and leverage industrialisation methods and suppliers which are focused on decreasing CO₂e emissions. In 2024, INVISIO developed a climate strategy and consequently, established a baseline for CO₂e emissions covering all three scopes. 2023 was selected as a base year as no extraordinary events took place which would affect the figures. The Scope 1 & 2 data is calculated using energy data and CO₂e emissions are applied from IEA, AIB and DEFRA. For market-based accounting the GHG protocol Scope 2 guidance is followed, and residual mix are used where Guarantees of Origins are not applied. Scope 3 data covering Purchased goods and services are based on material weight of products and emission factors from Ecoinvent is added. In addition, to capture CO₂e emission beyond raw material extraction and processing, primary data is gathered from carbon intensive suppliers.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
This is INVISIO's baseline year and as such this is the first set of figures produced with the defined methodology.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	25
Scope 2 – Market Based	65
Scope 3 (Included Sources)	6,469
Total Emissions	6,559

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	25
Scope 2	93
Scope 3 (Included Sources)	10,695
Total Emissions	10,813

Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. The targets are defined on group level through a bottom-up approach which covers all entities. However, due to consolidated management of suppliers, logistic flows, and the R&D process



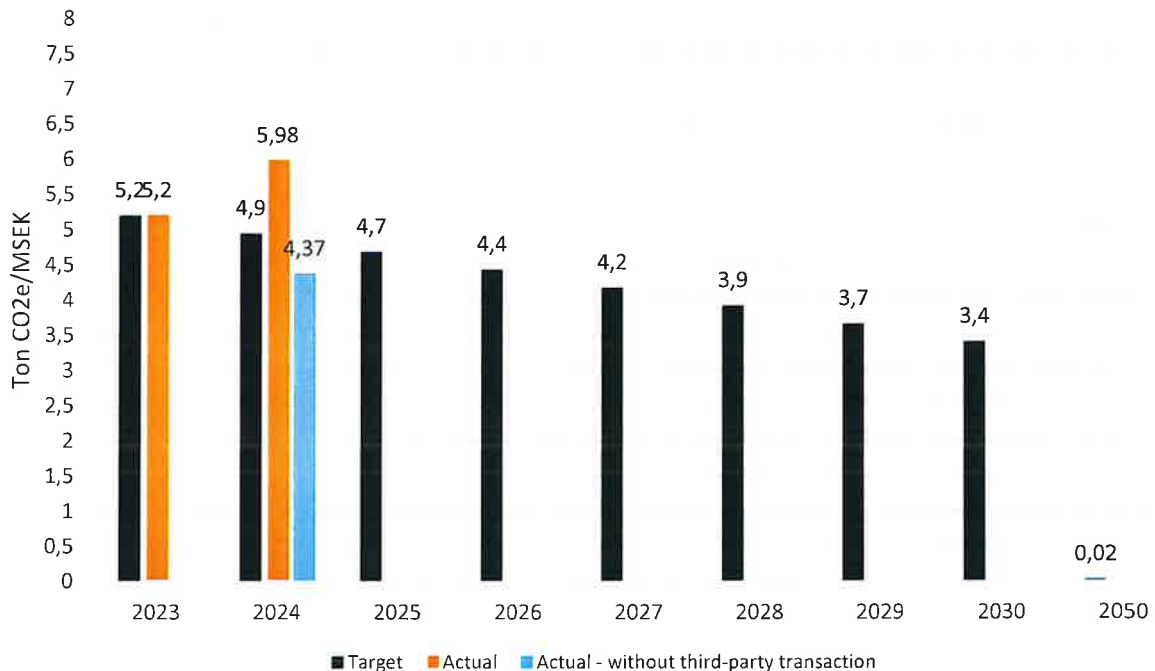
the same decarbonization levers and plans has been identified for INVISIO and INVISIO Communications Ltd.

The majority of INVISIO's emissions stem from the production of our products. Consequently, the main focus of decrease our CO₂e emissions is to develop solutions and products which leverage less material resources in combination with supplier engagement to improve the efficiency in the production. To enable appropriate focus for the organization the defined target is measured as an intensity as relation sales. This enables INVISIO to drive decrease of emissions when still growing the business and putting competitive products on the market.

The base year which has been defined is 2023 and the target is to decrease CO₂e emissions intensity measured as CO₂e / sales by 35% by 2030. This means moving from an intensity of 5.2 to 3.4 while total emissions are expected to increase from 6,471 to 14,240 tonnes CO₂e. For 2024 the intensity moved from 5.2 to 5.98 tonnes CO₂e. However, this was mainly driven by one transaction including resale of third-party radios. Excluding this transaction the absolute emissions 7,145 tonnes CO₂e underlying improvement was 17%, and the intensity 4.37.

Expected progression against the targets can be seen below.

Target reduction projected vs actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

To drive appropriate decarbonization actions INVISIO has identified emissions hot spots. The key emission hot spots related to:

- Use of material in INVISIOs products
- Production and assembly of INVISIO products
- Transportation of INVISIO products
- Business travel

In addition, to this INVISIO is committed to decrease the scope 1 and 2 emissions even though their relative contribution to the Carbon footprint is limited.

- To drive decarbonization the following decarbonization levers has been identified: Close collaboration with suppliers to drive improvements including engaging for the use of green electricity, improving efficiency

in production related to both energy consumption and yield. Estimated to decrease emissions by 1,126 tons CO₂ between 2023 and 2030.

- Regionalisation of supply chain to decrease the carbon footprint from transportation and decreasing the amount of air freight through better planning
- Industry improvements related to integrated circuits and transportation. Estimated to decrease emissions by 1,549 tons CO₂ between 2023 and 2030.

During 2024 and 2025 INVISIOs main focus to decarbonize has been on:

- Engaging with suppliers to commonly find solutions to decrease emissions, this both relates to material choice, production, and green electricity.
- Continuous work to improve logistic flows and planning to decrease the number of air freight and to regionalise the supply chain to the highest extent possible.
- Integrating evaluation related to CO₂e improvements into the R&D process.

In addition, INVISIO has improved the performance of own operations through the following measures since 2023:

- INVISIO Communications Ltd have continued to maintain its ISO14001 certification for the 22nd year demonstrating its long-standing commitment to responsible environmental performance and sustainability.
- INVISIO Communications Ltd, site is powered by 100% renewable energy including roof mounted PV panels
- Free charging of EV vehicles to encourage sustainable transport has saved approximately 8,995kg CO₂e compared to a standard Petrol/Diesel Vehicle.
- The INVISIO Communications Ltd, site is also 100% zero to landfill through its reuse and recycling procedures for normal waste, there are some exceptions for specialist waste. We also use 100% LED lighting that is PIR controlled for all common and office areas.



Future carbon reduction initiatives

During the following 18 months we are committed to continue with our decarbonization strategy and decrease emissions through:

- Close supplier collaboration and regionalization including requiring green electricity from suppliers.
- Improving logistical flows through regionalization and decreasing the amount of air travel.
- Reducing business travel.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of INVISIO:



Lars Højgård Hansen

CEO

Date: 3rd February 2026

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>

Appendix 1

INVISIO Communications Ltd

INVISIO A/S

INVISIO Communications Inc

INVISIO Canada Inc

INVISIO Communications SAS

INVISIO Srl

INVISIO Sverige AB

Nextlink Patent AB