

The nomination committee's proposal and reasoned statement for the 2026 Annual General Meeting in INVISIO AB (publ)

1. The nomination committee's composition and work

In accordance with the nomination committee's instruction, the nomination committee consists of Niels Jacobsen, appointed by William Demant Invest, Chairman of the nomination committee, Elisabet Jamal Bergström, appointed by SEB Investment Management, Oscar Bergman, appointed by Swedbank Robur Fonder, and the Chairman of the board, Annika Andersson.

The nomination committee has held five meetings and also had several contacts between the meetings. As a basis for its work, the nomination committee has, among other things, individually interviewed the members of the board and the company's CEO as well as reviewed the Chairman of the board's report on the board's work and the company's goals and strategies. In addition, the nomination committee has reviewed an external evaluation of the board. Following that the Chairman of the board, Annika Andersson, announced that she would not stand for re-election, she has not participated in the work of the nomination committee.

2. The nomination committee's proposals

The nomination committee hereby declare the following proposals to the 2026 Annual General Meeting in INVISIO.

2.1 Chairman of the Annual General Meeting

Tone Myhre-Jensen, partner at Cederquist law firm, is proposed as Chairman of the Annual General Meeting 2026.

2.2 Members of the board

The nomination committee proposes that the number of board members shall be seven (7) ordinary members elected by the general meeting, with no deputies.

Nicklas Hansen, Martin Krupicka, Charlott Samuelsson and Hannu Saastamoinen are proposed for re-election as members of the board.

Members proposed for new election are Cecilia Daun Wennborg, Christian Kløve and Søren Skou.

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 Carmea 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.

Annika Andersson and Ulrika Hagdahl will not stand for re-election.

2.3 Chairman of the board

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

2.4 Remuneration to the board

The nomination committee has conducted a review of the remuneration paid, including a comparison with other companies of similar size, industry and market value, both in Sweden and internationally. Based on this, the nomination committee proposes that 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).

2.5 Auditor

The nomination committee has taken part of the audit committee's recommendation regarding the election of auditor, which concludes that the nomination committee shall propose that the registered

firm Öhrlings PricewaterhouseCoopers AB ("**PwC**") is re-elected as auditor for the period until the end of the next Annual General Meeting. PwC has informed that the authorised public accountant Johan Rönnbäck will be appointed as auditor in charge if the Annual General Meeting decides to follow the nomination committee's proposal.

2.6 Remuneration to the auditor

Remuneration to the auditor shall be paid in accordance with approved invoices.

3. The nomination committee's reasoned statement

The nomination committee views its task as ensuring that the composition of the board is such that it can successfully meet the challenges that INVISIO faces today and in the future.

The nomination committee has in its considerations, taking into account the company's strategy and business model, analysed the board's need for relevant knowledge, experience and networks in terms of product development, marketing, strategic development and general entrepreneurship. In its deliberations preceding the presentation of the nomination committee's proposals, the nomination committee has also taken into account the evaluation of the board's work, interviews with board members and what the nomination committee has learnt about the company's operations, goals and strategies.

According to the Swedish Corporate Governance Code (the "**Code**"), when assessing the composition of the board and in its proposal to the Annual General Meeting, the nomination committee must pay particular attention to the requirement for diversity and breadth on the board and endeavour to achieve gender balance. The nomination committee applies rule 4.1 of the Code as its diversity policy. The nomination committee has taken these requirements into account in its work and made an overall assessment based on the company's strategy, operations and current stage of development. Against this background, the nomination committee has concluded that the proposed composition of the board, despite the fact that the gender distribution is not currently even, has an appropriate composition and best meets the company's needs given the company's development and future direction.

The nomination committee's board proposal represents a group with technical, commercial and financial expertise, with experience in business development, growth and internationalisation.

3.1 The board members independence

All proposed board members are considered independent in relation to the company and its management. Nicklas Hansen and Christian Kløve are not considered to be independent in relation to major shareholders, while the other board members are considered to be independent also in relation to the major shareholders. The nomination committee finds that the proposed board of directors meets the requirements for independence as set forth in the Code.

4. Principles for the appointment of the nomination committee and its work

The instruction for the appointment of the nomination committee and its work was adopted at the Annual General Meeting 2020 and is valid without a confirmatory resolution at each general meeting and until a future general meeting resolves to change it. The nomination committee has not proposed any changes to the nomination committee's instruction.

Stockholm in March 2026

INVISIO AB (publ)

The nomination committee