



# Invitation to the Annual General Meeting

at Inission AB (publ) on Thursday, May 7, 2026



# Värmlands Museum, Karlstad

Inission AB (publ), reg. no. 556747-1890, hereby convenes the Annual General Meeting on Thursday, 7 May 2026 at 17:00 at Värmlands Museum, Sandgrundsudden, Karlstad.

Registration of attendance at the Annual General Meeting will commence at 16:30. The Meeting will begin with CEO Fredrik Berghel's review of the past year and the interim report for the first quarter. In connection with the presentation, Inission offers shareholders and others the opportunity to attend this part as listeners, either physically or digitally. For more information on how to participate, please visit: [www.inissiongroup.com](http://www.inissiongroup.com)

Following the presentation, Inission will serve a light meal and then proceed with the formal Annual General Meeting.

## Right to participate in the Meeting

Shareholders wishing to participate in the Annual General Meeting must:

- be registered in the share register maintained by Euroclear Sweden AB no later than Wednesday, 29 April 2026, and
- notify the Company no later than Wednesday, 29 April 2026. Notification shall be made by post (Inission AB, Lantvärnsgatan 4, SE-652 21 Karlstad, Sweden) or by mail to [john.granlund@inission.com](mailto:john.granlund@inission.com)

The notification shall state name or company name, personal identity number or company registration number, number of shares held, as well as address and telephone number. Shareholders wishing to bring up to

two assistants shall notify the Company in the same manner. Personal data obtained from the share register maintained by Euroclear Sweden AB, the notification and attendance at the Meeting, as well as information on representatives, proxies and assistants, will be used for registration, preparation of the voting list and, where applicable, the minutes. Personal data will be processed in accordance with the General Data Protection Regulation (Regulation (EU) 2016/679), applicable from 25 May 2018.

Shareholders whose shares are registered in the name of a nominee must, well in advance of 29 April 2026, through the nominee, temporarily register the shares in their own name to be entitled to participate in the Meeting. As of the date of this notice, the total number of A shares in the Company amounts to 2,400,012 and the total number of B shares amounts to 20,637,878. The total number of votes amounts to 44,637,998.

## Proxy

Shareholders represented by proxy shall issue a dated power of attorney. If issued by a legal entity, a certified copy of the certificate of registration or equivalent document shall be enclosed. The certificate must not be older than six months. The original power of attorney and, where appli-

cable, the certificate should be sent to the Company by post prior to the Meeting. A proxy form is available on the Company's website, [www.inissiongroup.com](http://www.inissiongroup.com)

## PROPOSED AGENDA

1. Opening of the Meeting
2. Election of Chair of the Meeting
3. Approval of the agenda
4. Preparation and approval of the voting list
5. Election of persons to verify the minutes
6. Determination of whether the Meeting has been duly convened
7. Presentation of the annual report and the auditor's report, the consolidated financial statements and the auditor's report for the Group, and the assurance report on the Group's sustainability report
8. Resolutions regarding:
  - A. adoption of the income statement and balance sheet and the consolidated income statement and consolidated balance sheet
  - B. allocation of the Company's profit or loss in accordance with the adopted balance sheet and, where applicable, the adopted consolidated balance sheet
  - C. discharge from liability of the members of the Board of Directors and the CEO

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9. Resolution on approval of the remuneration report
10. Determination of remuneration to the Board of Directors and the auditor
11. Resolution on the Board of Directors' proposal regarding guidelines for remuneration to senior executives
12. Determination of the number of Board members and auditors
13. Election of Board members and Chair of the Board
14. Election of auditor
15. Resolution on instructions for the Nomination Committee
16. Resolution on the Board of Directors' proposal to authorize the Board to resolve on new share issues pursuant to Chapter 13, Section 35 of the Swedish Companies Act
17. Resolution on issuance of warrants and approval of transfer of warrants to employees (series 2026/2029:1)
18. Resolution on issuance of warrants and approval of transfer of warrants to Board members (series 2026/2029:2)
19. Closing of the Meeting

## PROPOSAL FOR RESOLUTION

### Election of Chair of the Meeting

#### Item 2.

The Nomination Committee proposes Mathias Larsson as Chair of the Meeting.

### Proposal for Dividend

#### Item 8B

For the 2026 Annual General Meeting, the Board of Directors proposes a dividend of SEK 0.60 per share for 2025, corresponding to SEK 13.8 million. When determining the dividend proposal, the Board has taken into account the Group's financial position,

strong cash flow, and liquidity. The year's result has been negatively affected by a non-cash expense of SEK 20.9 million related to the revaluation of an additional purchase consideration in connection with the final settlement of a previously completed acquisition. This accounting effect has not affected the Group's dividend capacity. The Board's proposal means that the dividend temporarily exceeds the Company's dividend policy of up to 30 percent of profit after tax. The Board considers the proposed dividend to be justifiable with regard to the requirements that the nature, scope, and risks of the business place on the equity, liquidity, and overall financial position of the Group and the Parent Company.

### Resolution on approval of the remuneration report

#### Item 9

The Board of Directors has prepared a remuneration report for the financial year 2025 in accordance with the Swedish Companies Act. Inission AB (publ) was listed on Nasdaq Stockholm Main Market on 28 April 2025. Since the notice of the 2025 Annual General Meeting was published on 31 March 2025, i.e., prior to the listing, the 2025 AGM did not address guidelines for remuneration to senior executives pursuant to Chapter 8, Section 51 of the Swedish Companies Act. Against this background, the Company's auditor has not been able to express an opinion on whether such guidelines were followed during the 2025 financial year. The remuneration report is available at the Company and on the Company's website no later than three weeks before the Annual General Meeting and will be sent to shareholders who request it and provide their postal address. The Annual General Meeting is pro-

posed to resolve to approve the remuneration report.

### Determination of fees to the Board of Directors and auditor

#### Item 10

Board of Directors: Chair SEK 400,000, Vice Chair SEK 250,000, other members SEK 200,000.

Audit Committee: Chair SEK 100,000, member SEK 50,000.

Remuneration Committee: Chair SEK 50,000, member SEK 30,000.

The auditor's fee is proposed to be paid according to current account.

### Resolution on the board of directors' proposal for guidelines on remuneration to senior executives

#### Item 11

The Board of Directors proposes that the Annual General Meeting adopt the following guidelines for remuneration to the CEO and other senior executives.

#### Overall principles

A prerequisite for successfully implementing Inission's business strategies and safeguarding the Company's long-term interests, including sustainability, is the ability to recruit and retain qualified employees. To achieve this, the Company must offer competitive and market-based remuneration.

Total remuneration shall be balanced, contribute to long-term value creation for shareholders, and reflect the individual's responsibilities, competence, and performance.

#### Forms of remuneration

Remuneration to senior executives shall consist of: fixed cash salary, variable cash remuneration, pension benefits, and other customary benefits.

#### Fixed remuneration

The fixed cash salary shall be individual and based on the employee's responsibilities, role, experience, and

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performance, and shall be market-based.

#### Variable remuneration

Variable remuneration shall:

be linked to predetermined and measurable criteria, which may be financial or non-financial, and promote the Company's business strategy, long-term interests, and sustainability.

Financial criteria may include, for example, results, growth, or cash flow. Non-financial criteria may include operational targets, quality, sustainability, or strategic initiatives.

Variable remuneration may amount to a maximum of four (4) monthly salaries and shall not be pensionable for the CEO.

#### Pension and other benefits

Pension benefits shall be defined-contribution and based on the fixed salary. Other benefits shall be customary and contribute to facilitating the executive's role.

#### Termination of employment

If notice is given by the Company, the notice period and any severance pay together shall not exceed what is market-based and consistent with good practice in the stock market.

#### Decision-making process

The Board has established a Remuneration Committee responsible for preparing matters related to remuneration of senior executives. The Board decides on remuneration to the CEO and ensures that the guidelines are followed.

#### Deviation from the guidelines

The Board shall have the right to temporarily deviate from these guidelines, in whole or in part, if particular reasons exist in an individual case and such a deviation is necessary to safeguard the Company's long-term interests or ensure its financial viability.

### **Nomination committee's proposal regarding the number of board members and auditors**

#### Item 12

The Nomination Committee proposes that the number of board members be five and that there shall be one auditor.

### **Nomination committee's proposal for board members and chair of the board**

#### Item 13

The Nomination Committee proposes re-election of the members Hans Linarson, Margareta Alestig, Mia Bökmark, and Olle Hulteberg. New election of Martin Jonsson. Olle Hulteberg is proposed as Chair of the Board.

### **Nomination committee's proposal for auditor**

#### Item 14

The Nomination Committee proposes the election of Ernst & Young AB as the Company's auditor until the end of the next Annual General Meeting. Ernst & Young AB has informed that the authorized auditor Johan Eklund will be the principal auditor. This proposal replaces the current auditing firm PwC. The proposal is in line with the recommendation of the Audit Committee.

### **Resolution on instructions for the Nomination Committee**

#### Item 15

The Nomination Committee shall consist of three persons appointed by each of the three largest shareholders by votes. At the end of the third quarter, the Chair of the Board shall contact the three largest shareholders of the Company and ask them to appoint one member to the Nomination Committee. If a shareholder waives its right to appoint a member, the right shall pass to the next largest shareholder. The Nomination Committee shall elect its own Chair. The term of office continues until a new Nomination

Committee has been constituted. In the event that a member of the Nomination Committee resigns, is prevented from performing their duties, or if the shareholder who appointed the member makes their place available, the remaining members shall, among the Company's shareholders, appoint a suitable replacement for the remainder of the term. The duties of the Nomination Committee include evaluating the composition and work of the Board and submitting proposals to the Annual General Meeting regarding:

- election of Chair of the Meeting
- number of board members and auditors
- election of board members and Chair of the Board
- election of auditor
- fees to the Board, committees, and auditor

In its assessment of the Board's evaluation and in its proposals, the Nomination Committee shall particularly consider the requirements for diversity and breadth of the Board and strive for an even gender distribution. The Nomination Committee's proposals shall be presented in the notice of the General Meeting where board or auditor elections will take place, and on the Company's website. At the General Meeting, the Nomination Committee shall report on how its work has been conducted and present and motivate its proposals. Members of the Nomination Committee do not receive any remuneration from the Company.

### **Decision on the Board's proposal for authorization for the Board to decide on a new share issue pursuant to Chapter 13, Section 35 of the Swedish Companies Act**

#### Item 16

Given the capital requirements that the Board considers necessary for the Company to maintain the desired pace

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of expansion and realize the potential of the Company's market position, new share issues may need to be carried out.

The Board therefore proposes that the Annual General Meeting resolves to authorize the Board, until the next Annual General Meeting, on one or more occasions, with or without deviation from shareholders' preferential rights, to decide on the issuance of new shares. Payment may be made in cash, by contribution in kind, by set-off, or otherwise under conditions. The Company's share capital and number of shares may, under this authorization, be increased by a maximum of 4,600,000 B shares. The shares issued under this authorization correspond to a maximum dilution of 20.0 percent based on the Company's existing number of shares.

Deviation from shareholders' preferential rights may occur to enable the Company to issue shares in order to raise capital for continued acquisitions. The subscription price in case of deviation from shareholders' preferential rights, as well as in case of payment by contribution in kind, shall be as close as possible to the market value of the shares. The Board, or a person appointed by the Board, shall have the right to make the formal adjustments to the authorization resolution that may prove necessary in connection with its registration.

**Decision on the issue of warrants, approval of the transfer of warrants to employees (series 2026/2029:1)**  
Item 17

The Board of Inission AB (publ), reg. no. 556747-1890 ("the Company"), proposes that the Annual General Meeting on 7 May 2026 resolves to establish a warrant-based incentive program for employees in the compa-

nies within the Group of which the Company is the parent ("the Group") through (A) a resolution on the issuance of warrants of series 2026/2029:1 to the Company's wholly-owned subsidiary Inission Munkfors AB ("the Subsidiary") and (B) a resolution to approve the transfer of warrants of series 2026/2029:1 from the Subsidiary to employees in the Group, as set out below.

**A) Proposal for the issuance of warrants of series 2026/2029:1**

The Board proposes that the Meeting resolves to issue a maximum of 456,600 warrants of series 2026/2029:1 on the following terms: By deviation from shareholders' preferential rights, the warrants may only be subscribed for by the Subsidiary, with the right and obligation for the Subsidiary to transfer the warrants to employees in the Group in accordance with the proposal under item B below. The Subsidiary shall not have the right to dispose of the warrants in any other way than as set out under item B.

1. The purpose of the proposal and the reason for deviation from shareholders' preferential rights is to establish a warrant-based incentive program for employees in the Group. Such a program provides the employees with an opportunity to participate in the value growth of the Company's shares, which is expected to increase engagement with the Company's operations and financial performance, as well as enhance motivation and a sense of belonging to the Company. The Board considers that this may positively impact the Company's continued development to the benefit of the Company and its shareholders.

2. The warrants shall be issued free of charge to the Subsidiary.

3. Subscription for warrants shall take place on a separate subscription list no later than 18 June 2026. The Board has the right to extend the subscription period.

4. Each warrant entitles the holder to subscribe for one new B share in the Company at a subscription price corresponding to 115 percent of the volume-weighted average price for the Company's B shares according to Nasdaq Stockholm Main Market's official price list over ten trading days, starting from the day after the Annual General Meeting on 7 May 2026. The warrants may be exercised to subscribe for B shares during the period from 18 June 2029 to 13 July 2029.

5. B shares issued upon exercise of the warrants shall carry entitlement to dividends for the first time on the record date for dividend that occurs immediately after the exercise has been executed.

6. The full terms of the warrants are set out in the attached terms for warrants of series 2026/2029:1, Appendix A ("Warrant Terms"). As specified in the Warrant Terms, the subscription price as well as the number of shares each warrant entitles to may be adjusted in connection with bonus issues, new issues, issues of warrants or convertibles, and in certain other cases. The exercise period for the warrants may also be brought forward or postponed in certain cases.

7. If the issue is fully subscribed, all warrants are transferred to employees in the Group in accordance with the proposal under item B below, and all warrants are exercised for subscription of B shares, the Company's share capital will increase by SEK 19,038

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(subject to any adjustment resulting from recalculation under the Warrant Terms).

8. The Board, or a person appointed by the Board, is authorized to make minor adjustments to the resolution that may prove necessary in connection with registration with the Swedish Companies Registration Office or Euroclear Sweden AB.

#### **B) Proposal for resolution on approval of the transfer of warrants of series 2026/2029:1**

The Board proposes that the Meeting resolves to approve that the Subsidiary, within the framework of the incentive program, transfers a maximum of 456,600 warrants of series 2026/2029:1 to employees in the Group on the following terms:

1. The right to acquire warrants from the Subsidiary shall be granted to employees in the Group as follows:

Category 1: The Group CEO shall have the right to acquire a maximum of 2,000 warrants.

Category 2: Employees who are part of the Group management and local CEOs of subsidiaries (currently 20 persons) shall have the right to acquire a total of 40,000 warrants. Each participant has the right to acquire a maximum of 2,000 warrants.

Category 3: Employees who are part of the management teams of subsidiaries and employees of Inission AB (and who are not simultaneously included in Category 1 or 2) (currently approx. 84 persons) shall have the right to acquire a total of 75,600 warrants. Each participant has the right to acquire a maximum of 900 warrants.

Category 4: Other employees (currently approx. 1,130 persons) shall have the right to acquire a total of 339,000 war-

rants. Each participant has the right to acquire a maximum of 300 warrants.

For the purposes of this program, an “employee” includes a person who has entered into an employment agreement with a company within the Group but has not yet commenced employment. Employees who register to acquire warrants within the above limits are guaranteed to receive the number of warrants for which they have registered (“guaranteed allocation”). Employees in Category 1 and Category 2 may apply to acquire additional warrants. If the total number of warrants requested in such applications exceeds the number of warrants remaining after guaranteed allocations to Categories 1–4, the remaining warrants shall be allocated among those in Category 1 and Category 2 who have applied for additional warrants. Allocation shall be made pro rata in relation to the number of additional warrants each has applied to acquire, and, to the extent this is not possible, by lottery.

2. The transfer of warrants shall be made at market value at the time of transfer. The market value of the warrants shall be determined by an independent valuation institute using the Black & Scholes valuation model.

3. Registration for the acquisition of warrants and applications for additional warrants under item 1 above shall be submitted no later than 18 June 2026.

4. Payment for allocated warrants shall be made no later than 29 June 2026.

5. A condition for the right to acquire warrants from the Subsidiary is that the entitled employee, at the time of acquisition, is employed in the Group and has neither resigned nor been terminated. Additional conditions are

that the acquisition of warrants may legally take place and that the employee, at the time of acquisition, has entered into a so-called pre-emption agreement with the Subsidiary under which the employee is obliged to offer the Subsidiary, or the person designated by the Subsidiary, the shares.

#### **C. Information on costs, dilution, impact on key ratios, etc.**

##### Costs

Given that the warrants will be transferred at market value at the time of transfer, the transfer of the warrants itself is not expected to result in any costs for the Company in the form of social security contributions or similar.

The market value of the warrants is, according to a preliminary valuation based on a market value of the underlying share of SEK 56.40, SEK 13.34 per warrant, assuming a subscription price of SEK 67.85 per share, a volatility of 39.78 percent, and a risk-free interest rate of 2.72 percent.

To stimulate participation in the incentive program, employees who choose to participate in the program shall be entitled to receive a premium subsidy in the form of additional salary. The premium subsidy shall only cover warrants acquired under the guaranteed allocation and shall be divided into two parts – one at the time of acquisition of the warrants and, provided that the warrants are retained and exercised for subscription of shares, one at the time the warrants are exercised. The first part of the subsidy / the first additional salary payment shall amount to an amount corresponding to 50 percent of the paid option premium.

The second part of the subsidy / the second salary payment shall amount

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to an amount corresponding to 50 percent of the option premium paid for the warrants that are exercised for subscription of shares. The subsidy / additional salary shall be paid by the company within the Group from which the employee normally receives their salary. The total cost of the above-described additional salary payments, including social security contributions, is estimated to amount to a maximum of SEK 8.00 million. Since at least the amount for which the premium subsidy is provided will flow back to the Group through payment of option premiums by employees acquiring warrants from the Subsidiary, the liquidity impact is lower. It is estimated to amount to approximately SEK 1.91 million.

The calculations are based on the number of employees in each Category as of the date of the proposal, assuming that all eligible employees acquire all warrants guaranteed to them and that all of these are exercised for subscription, as well as the preliminary calculation of the option premium described above.

Costs in the form of fees to external advisors and costs for administration of the incentive program are estimated to amount to approximately SEK 0.20 million. The total costs of the incentive program 2026/2029:1, including fees to external advisors and administration costs, are estimated to amount to SEK 8.20 million and will provide a positive liquidity impact of SEK 28.87 million if fully exercised.

#### Dilution and information on outstanding share-related incentive programs

As of the date of the proposal, there are 23,037,890 shares in the Company, of which 2,400,012 shares are series A and 20,637,878 shares

are series B. Series A shares carry ten votes each and series B shares carry one vote each.

If the issuance proposed under item A above is fully subscribed, all warrants are transferred to employees in the Group in accordance with the proposal under item B above, and all warrants are exercised for subscription of series B shares, the number of shares and votes in the Company will increase by 456,600 (subject to possible recalculation of the number of shares according to the Terms of the Warrants), corresponding to a dilution of approximately 1.71 percent of the outstanding shares and approximately 0.82 percent of the outstanding votes in the Company. The Company currently has five corresponding outstanding share-related incentive programs, namely:

2023/2026 of 17,900 shares,  
2024/2027:1 of 26,200 shares,  
2024/2027:2 of 3,000 shares,  
2025/2028:1 of 37,500 shares, and  
2025/2028:2 of 6,000 shares.

All dilution effects have been calculated as the number of new shares and votes in relation to the number of existing shares and votes together with the new shares and votes.

#### Impact on key ratios

The warrants are expected to have a marginal effect on the Company's key ratios.

#### Preparation of the proposal

The proposal has been prepared by the Board in consultation with external advisors.

#### Majority requirement

The resolution in accordance with the

proposals under items A and B above is proposed to be adopted as a joint resolution. For a valid resolution, it must be supported by shareholders holding at least nine-tenths of both the votes cast and the shares represented at the Meeting.

### **Proposal for resolution on the issuance of warrants and approval of the transfer of warrants to board members (series 2026/2029:2)**

#### **Item 18**

The principal shareholder (FBM Consulting AB, controlled and here represented by Fredrik Berghel) of Inission AB (publ), reg. no. 556747-1890 ("the Company"), representing 21.5 percent of the shares and 19.9 percent of the votes in the Company, proposes that the Annual General Meeting on May 7, 2026, resolves to establish a warrant-based incentive program for board members in Inission AB through (A) a resolution on the issuance of warrants of series 2026/2029:2 to the Company's wholly-owned subsidiary Inission Munkfors AB ("the Subsidiary") and (B) a resolution on the approval of the transfer of warrants of series 2026/2029:2 from the Subsidiary to board members of Inission AB, as described below.

#### **A) Proposal for resolution on the issuance of warrants of series 2026/2029:2**

The principal shareholder FBM Consulting AB, controlled and here represented by Fredrik Berghel, proposes that the AGM resolves to issue a maximum of 10,000 warrants of series 2026/2029:2 on the following terms:

1. By deviation from the shareholders' preferential rights, the warrants may only be subscribed for by the Subsidiary, with the right and obligation for the Subsidiary to transfer the

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warrants to board members of Inission AB in accordance with the proposal under Item B below. The Subsidiary shall not have the right to dispose of the warrants in any other way than as set out in the proposal under Item B below.

2. The rationale for the proposal and the reason for deviating from the shareholders' preferential rights is to establish a warrant-based incentive program for board members of Inission AB. Through such a program, the board members are offered an opportunity to participate in the value growth of the Company's share, which is expected to lead to increased engagement in the Company's operations and financial performance, as well as enhance motivation and a sense of affiliation with the Company. Fredrik Berghel considers that this may have a positive impact on the Company's continued development to the benefit of the Company and its shareholders.

3. The warrants shall be issued free of charge to the Subsidiary. Subscription of warrants shall be made on a separate subscription list no later than 18 June 2026. The Board of Directors has the right to extend the subscription period.

4. Each warrant entitles the holder to subscribe for one new series B share in the Company at a subscription price corresponding to 115 percent of the volume-weighted average price of series B shares in the Company according to Nasdaq Stockholm Main Market's official price list during ten trading days starting from the day after the AGM on 7 May 2026.

5. The warrants may be exercised to subscribe for series B shares during

the period from 18 June 2029 until 13 July 2029.

6. A series B share issued through the exercise of a warrant shall carry the right to dividend for the first time on the record date for dividend falling immediately after the subscription has been executed.

7. The full terms and conditions of the warrants are set out in the attached terms for warrants of series 2026/2029:2, Appendix A ("the Warrant Terms"). As set out in the Warrant Terms, the exercise price, as well as the number of shares that each warrant entitles the holder to subscribe for, may be adjusted in the event of a bonus issue, new share issue, issuance of warrants or convertibles, and in certain other cases. Furthermore, the period during which the warrants may be exercised may be brought forward or postponed in certain cases. If the issue is fully subscribed, all warrants are transferred to the board members of Inission AB in accordance with what is set out in the proposal under item B below, and all warrants are exercised for subscription of series B shares, the company's share capital will increase by SEK 417 (subject to any adjustments that may be required due to recalculations under the Warrant Terms).

8. The Board of Directors, or a person appointed by the Board, is authorized to make minor adjustments to the resolution on the issue that may prove necessary in connection with registration with the Swedish Companies Registration Office (Bolagsverket) or Euroclear Sweden AB.

**B) Proposal for resolution on approval of transfer of warrants to board mem-**

**bers, series 2026/2029:2**

The principal shareholder FBM Consulting AB, controlled and here represented by Fredrik Berghel, proposes that the Annual General Meeting resolves to approve that the Subsidiary, within the framework of the incentive program, transfers a maximum of 10,000 warrants of series 2026/2029:2 to board members of Inission AB on the following terms:

1. The right to acquire warrants from the Subsidiary shall be granted to board members of Inission AB as follows:

Category 1: Board members of Inission AB shall have the right to acquire a maximum of 2,000 warrants. A board member who applies to acquire warrants within the limits set out above is guaranteed to acquire the number of warrants for which they apply ("guaranteed allocation").

2. The transfer of warrants shall be made at market value at the time of transfer. The calculation of the warrants' market value shall be carried out by an independent valuation institute using the Black & Scholes valuation model.

3. Applications to acquire warrants must be submitted no later than 18 June 2026.

4. Payment for the allocated warrants must be made no later than 29 June 2026.

5. A condition for the right to acquire warrants from the Subsidiary is that the entitled person, at the time of acquisition, is a board member of Inission AB and has not resigned from or been removed from the assignment.

**C) Information on costs, dilution, impact on key ratios, etc. on the next page »**

### Costs

Given that the warrants are to be transferred at market value at the time of transfer, the transfer itself is not expected to incur any costs for the Company in the form of social security contributions or similar. According to a preliminary valuation based on a market value of the underlying share of SEK 56.40, the warrant's market value is SEK 13.34 per warrant, assuming a subscription price of SEK 67.85 per share, a volatility of 37.78 percent, and a risk-free interest rate of 2.72 percent. Costs in the form of fees to external advisors and administrative costs for the incentive program are estimated at SEK 0.00. The total costs for the 2026/2029:2 incentive program are thus estimated at SEK 0 and are expected to have a positive cash flow effect of SEK 0.82 million if fully exercised.

### Dilution and information on outstanding share-related incentive programs

As of the date of the proposal, there are 23,037,890 shares in the Company, of which 2,400,012 are series A shares and 20,637,878 are series B shares. Series A shares carry ten votes each, and series B shares carry one vote each.

If the issue proposed under item A above is fully subscribed, all warrants

are transferred to board members of Inission AB in accordance with the proposal under item B above, and all warrants are exercised to subscribe for series B shares, the number of shares and votes in the Company will increase by 10,000 (subject to any recalculation of the number of shares pursuant to the Terms and Conditions), corresponding to a dilution of approximately 0.05 percent of the outstanding shares and approximately 0.02 percent of the outstanding votes in the Company.

As stated above in item 17, the Company currently has five corresponding outstanding share-related incentive programs, namely 2023/2026 with 17,900 shares, 2024/2027:1 with 26,200 shares, 2024/2027:2 with 3,000 shares, 2025/2028:1 with 37,500 shares, and 2025/2028:2 with 6,000 shares. All dilution effects have been calculated as the number of new shares and votes in relation to the number of existing plus newly issued shares and votes.

### Impact on key ratios

The warrants are expected to have a

marginal effect on the Company's key ratios.

### Preparation of the proposal

The proposal has been prepared by the majority shareholder in consultation with an external advisor.

### Majority requirement

Decisions in accordance with the proposals under items A and B above are proposed to be adopted as a single decision. For the decision to be valid, it must be supported by shareholders representing at least nine-tenths of both the votes cast and the shares represented at the meeting.

## **DOCUMENTS FOR THE GENERAL MEETING**

The annual accounts, the auditor's report, the board of directors' complete proposals for resolutions, and other documents required under the Swedish Companies Act will be available no later than Tuesday, 7 April 2026, on the Company's website, [www.inissiongroup.com](http://www.inissiongroup.com)

## **ABOUT INISSION**

Inission AB consists of two business areas under the brands Inission and Enedo. Inission (EMS) is a contract manufacturer of industrial electronics and mechanics, offering services covering the entire product lifecycle — from development and design to industrialization, volume production, and aftermarket services. Enedo (OEM) develops, manufactures, and sells its own customized products and systems within power electronics. Together, they strengthen our position in advanced electronics manufacturing and create new opportunities to deliver value to our customers. In 2025, total revenue amounted to SEK 2.2 billion with an average of 1,240 employees. Inission AB is listed on the Nasdaq Stockholm Main Market and operates in Sweden, Norway, Finland, Estonia, Lithuania, Italy, the USA, and Tunisia. Reports are available at: [www.inissiongroup.com/en](http://www.inissiongroup.com/en)

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### **For more information:**

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 **INISSION**

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