

The text in English is an unofficial translation of the Swedish original wording. In case of differences between the English translation and the Swedish original, the Swedish text shall prevail.

ARTICLES OF ASSOCIATION

Company Registration Number 556651-0987

§ 1 Business name

The business name of the company is INVISIO AB. The company shall be a public limited company (publ).

§ 2 The registered office of the board of directors

The board of directors shall have its registered office in the municipality of Stockholm, Stockholm County.

§ 3 Business objects

The company shall on its own and/or through wholly-owned and/or partly owned companies develop, produce and sell headsets, hearing protection and communication equipment, and own and manage shares as well as pursue other operations consistent therewith.

§ 4 Share capital

The share capital shall amount to not less than SEK 22,000,000 and not more than SEK 88,000,000.

§ 5 Number of shares

The number of shares shall be not less than 22,000,000 and not more than 88,000,000.

§ 6 Board of directors and auditors

The board of directors shall consist of not less than three and not more than eight directors. The company shall have 1 – 2 auditors with or without alternate auditors or one registered accounting firm.

§ 7 Notice of a general meeting

Notice of a general meeting shall be issued through announcement in Post- och Inrikes Tidningar as well as at the company's website. Notification that notice convening a general meeting has been issued shall be published in Svenska Dagbladet.

Shareholder wishing to attend the proceedings at a general meeting shall notify the company no later than the day stated in the notice of the general meeting.

§ 8 Opening of the general meeting

The chairman of the board of directors or a person appointed by the board of directors opens the general meeting and conducts the proceedings until the chairman of the general meeting has been elected.

§ 9 General meeting

At the annual general meeting the following matters shall be dealt with

1. Election of chairman to preside at the meeting.
2. Approval of the agenda at the meeting.
3. Preparation and approval of the voting list.
4. Election of one or two persons to approve the minutes.
5. Examination of whether the meeting has been properly convened.
6. Presentation of the annual report and the auditor's report and, where applicable, the consolidated accounts and the auditor's report for the group.
7. Resolution
 - a. in respect of adoption of the income statement and the balance sheet and, where applicable, of the consolidated income statement and the consolidated balance sheet;
 - b. in respect of disposition of the company's profit or loss according to the balance sheet adopted;
 - c. regarding discharge from liability of the directors and the managing director.
8. Determination of fees for the board of directors and the auditors.
9. Election of board of directors.
10. Election of auditors and alternate auditors when required.
11. Any other matter to be dealt with at the general meeting according to the Swedish Companies Act or the articles of association.

§ 10 Voting by post

The board may resolve, ahead of a general meeting of shareholders, that the shareholders shall be entitled to exercise their voting rights by post prior to the meeting.

§ 11 Financial year

The financial year of the company shall be calendar year.

§ 12 CSD clause

The shares of the company shall be registered in a CSD register in accordance with the Swedish Central Securities Depositories and Financial Instruments Accounts Act (1998:1478).
