

Sustainability Report 2022/23

2023 COP Report for RTX Group



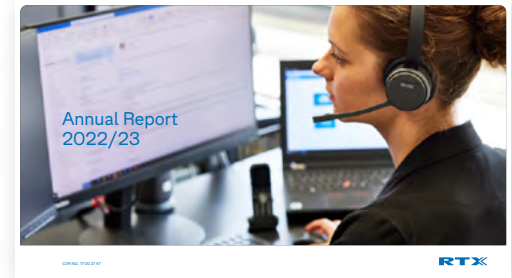
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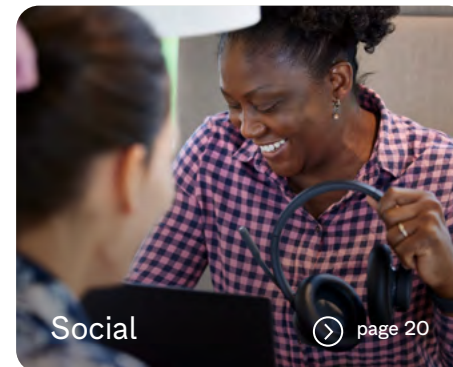
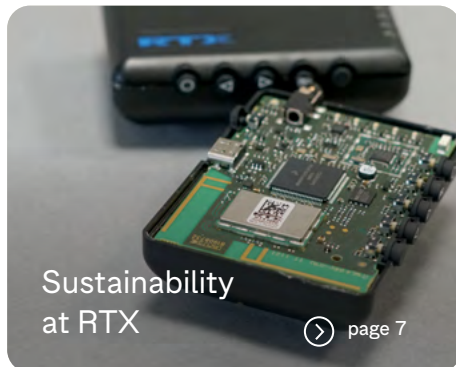
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The 2022/23 RTX reporting suite



- [Annual Report](#)
- [Corporate Governance Report](#)
- [Remuneration Report](#)



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Letter from the CEO

1. Acting for the Future

At RTX, we strive to act responsibly in all we do, and by doing so we want to contribute to a sustainable future for our society. We base our approach on our commitment to the ten principles of the UN Global Compact and assessment of where and how we can make the largest difference.



Peter Røpke
President & CEO

RTX develops and delivers wireless communication solutions that help people perform at their best. In addition to the direct benefits of wireless interconnectivity, such solutions can contribute to a sustainable global development by reducing the need for travel and the need for physical infrastructure such as cables etc.

We recognize that our impact on people, environment, and communities across the globe is broader than the direct impact of our wireless solutions. We therefore constantly strive for reducing any potential harm, while at the same time considering the needs and requirements of our stakeholders.

We are committed to the ten principles of the UN Global Compact which we adopted in 2014. We expect the same from our partners and through our Code of Conduct we require them to work with the principles as well. Our Code of Conduct for suppliers and our work with our suppliers are essential for our sustainability efforts. Internally, our ISO 9001 certified management system, our standardized product development process, and our corporate quality and compliance function are important for managing various requirements including product safety compliance (REACH, RoHS and other regulations and directives) and the sustainability of our products.

During 2022/23, we have taken actions to continue to advance our sustainability agenda with focus on products and people. Products because they are where we have the biggest impact. People, both employees and partners, because they are the most critical in terms of defining and driving improvement efforts.

We have conducted several interviews with key customers, to better understand their sustainability priorities. This proactive approach was welcomed by our customers, and the next step is to strengthen knowledge sharing and align on common goals. We have initiated life cycle assessment of one of our key products, to assess its carbon footprint and understand where we can make the most significant impact in cooperation with our customers and suppliers.

We are also preparing for the coming updated EU ecodesign directive, which will strengthen focus on increased environmental friendliness and circularity of products. Together with our partners, we have continued our work on making our packaging more sustainable. In collaboration with our customer Alcatel-Lucent Enterprise, we have applied ecodesign principles and implemented multiple improvements in their next generation base station. Redesign of the electronic and mechanical parts of the product and power source enabled a decrease of more than 30% of the actual product weight and 80% of the volume of the product transported.

The share of female board members, elected by the annual general meeting, declined from 33% to 20%, as Katja Millard resigned in March 2023, due to a conflict of interest.

We have further increased focus on the wellbeing and development of our employees, including an all-staff seminar and interactive workshop on the RTX culture.

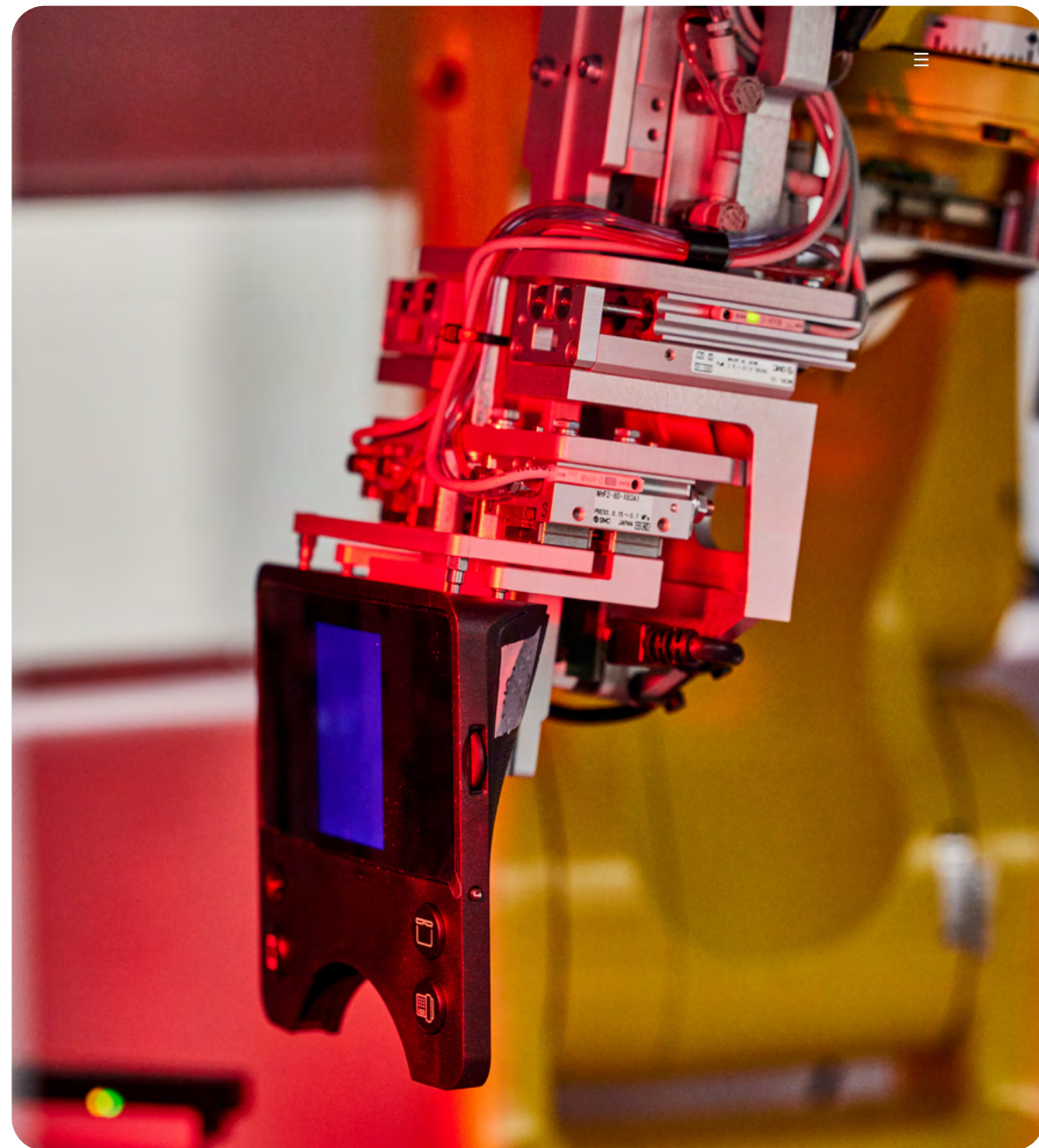
We aim to integrate the sustainability thinking in our RTX culture and strategy even further the coming year.

I believe that the personal engagement of myself and my team is key to help ensuring a more sustainable future and to further accelerate RTX's sustainability agenda.

Peter Røpke
President & CEO

Data and Focus Areas

🕒 Key sustainability measures 🕒 Focus areas for next year



2. Data and Focus Areas

2.1 Key sustainability measures

ESG reporting table

| KPI | Unit | 2022/23 | 2021/22 | 2020/21 |
|--|------------------------------------|---------|---------|---------|
| Environment data | | | | |
| Energy consumption (absolute) | MWh | 1,410 | 1,431 | 1,430 |
| Energy consumption (relative) | MWh/average FTE | 4.7 | 5.1 | 5.0 |
| Scope 1 carbon emissions (absolute) ⁽¹⁾ | CO ₂ e tons | 24 | 27 | 23 |
| Scope 2 carbon emissions (location-based, absolute) ⁽¹⁾ | CO ₂ e tons | 508 | 524 | 520 |
| Scope 2 carbon emissions (market-based, absolute) ⁽¹⁾ | CO ₂ e tons | 642 | 648 | 678 |
| Scope 1 and 2 carbon emissions (relative) ⁽¹⁾ | CO ₂ e tons/average FTE | 1.8 | 2.0 | 1.9 |
| Social data | | | | |
| Full-time workforce | average FTE | 299 | 282 | 286 |
| Employee absence ratio | % | 2.0 | 2.5 | 1.1 |
| Employee turnover ratio | % | 8.5 | 13.6 | 13.6 |
| Women as share of all employees | % | 18 | 20 | 17 |
| Women as share of Group Executive Management | % | 17 | 0 | 0 |
| Governance data | | | | |
| Whistleblower reports | no. | 0 | 0 | 0 |
| Women as share of Board of Directors (elected by AGM) | % | 20 | 33 | 0 |
| Attendance at ordinary board meetings | % | 97 | 98 | 98 |
| Attendance at extraordinary board meetings | % | 83 | 88 | 100 |

⁽¹⁾ CO₂e measured for 2022, 2021, and 2020 respectively

2.2 Focus areas for next year



Environment

Scope 2: Ensure a 10% reduction in our carbon emissions (tons CO₂e) from electricity, compared to the previous year.

Scope 3: Initiate scope 3 assessment with our partners – including both supply chain, customers, and third-party support – an important milestone as this assessment will be the basis for future carbon reduction targets.

Life cycle assessment (LCA): Expand the LCA concept across more products and product categories and longer term incorporate LCA models proactively by making them an integral part of our product development process and ecodesign assessments.

Ecodesign: Continuous implementation of ecodesign principles into our product development processes and future products.

Partner engagement: Continue to engage with our partners, both customers and suppliers, to ensure sufficient knowledge sharing and collaboration to push forward the environmental sustainability agenda.



Social

Absence ratio: Group level KPI of 2.5% or below, reflecting healthy work environment.

Competence development: Implement and operationalize new ‘annual employee development dialogue’ processes and software tool to better support competence development and performance-based culture.

Cyber security: Continuous implementation of cyber security measures and controls, to our product development processes and corporate processes, to ensure cyber security in RTX products and organization.

Product safety and compliance: Regulatory landscape is ever evolving and shall be continuously monitored to ensure products are also safe and compliant in the future.

Supply chain management: Continue to monitor and evolve management of our supply chain to ensure compliance with our RTX Supplier Code of Conduct and the UN Global Compact principles, that it is based upon, including both human rights, labor, environment, and anti-corruption.



Governance

Female board members: Share of female board members, elected by the annual general assembly, should increase to at least 40% by 2026.

Corporate governance: Continue to comply with all the recommendations in the ‘Recommendations on Corporate Governance’ from the Committee on Corporate Governance in Denmark.

Auditors: Election of new auditors for RTX at the Annual General Meeting 2024, as the current auditors cannot continue due to requirement for rotation.

Anti-corruption: Continue to promote our zero tolerance towards corruption and bribery, both internally and with suppliers, and to monitor our whistleblower reporting system.

Sustainability at RTX

🕒 Our purpose and values 🕒 Our business model

🕒 Our approach to sustainability 🕒 Our stakeholders and materiality assessment



3. Sustainability at RTX

Our sustainability approach builds on our values, our business model, and to always act responsibly. We use the materiality matrix to assess our sustainability impact and to focus our priorities within the sustainability agenda.

3.1 Our purpose and values

At the core of RTX are our purpose, mission, vision, and values, which act as guides for our focus and actions. RTX's purpose is to help people perform at their best and we accomplish this, in part, by providing our customers with the best possible wireless communications solutions. Our mission is to help them make a difference in their markets and we do so through long-term partnerships with our customers.

Wireless communication is an integral part of all our lives. It seamlessly helps us connect and communicate – at work, at home, or on the move. The wireless communication solutions, developed and delivered by RTX, facilitates wireless interconnectivity, and thereby contributes to a more sustainable global development

by reducing the need for travel and the need for physical infrastructure such as cables etc. At the same time, these wireless communication solutions consume raw materials during the production phase and energy during the use phase, so continued focus and efforts on material- and energy-efficiency are required. Our RTX values include the commitment, ingenuity, and openness to help our customers with wireless solutions that make a positive difference for them and their customers, benefit societies, and reduce harm.



3.2 Our business model

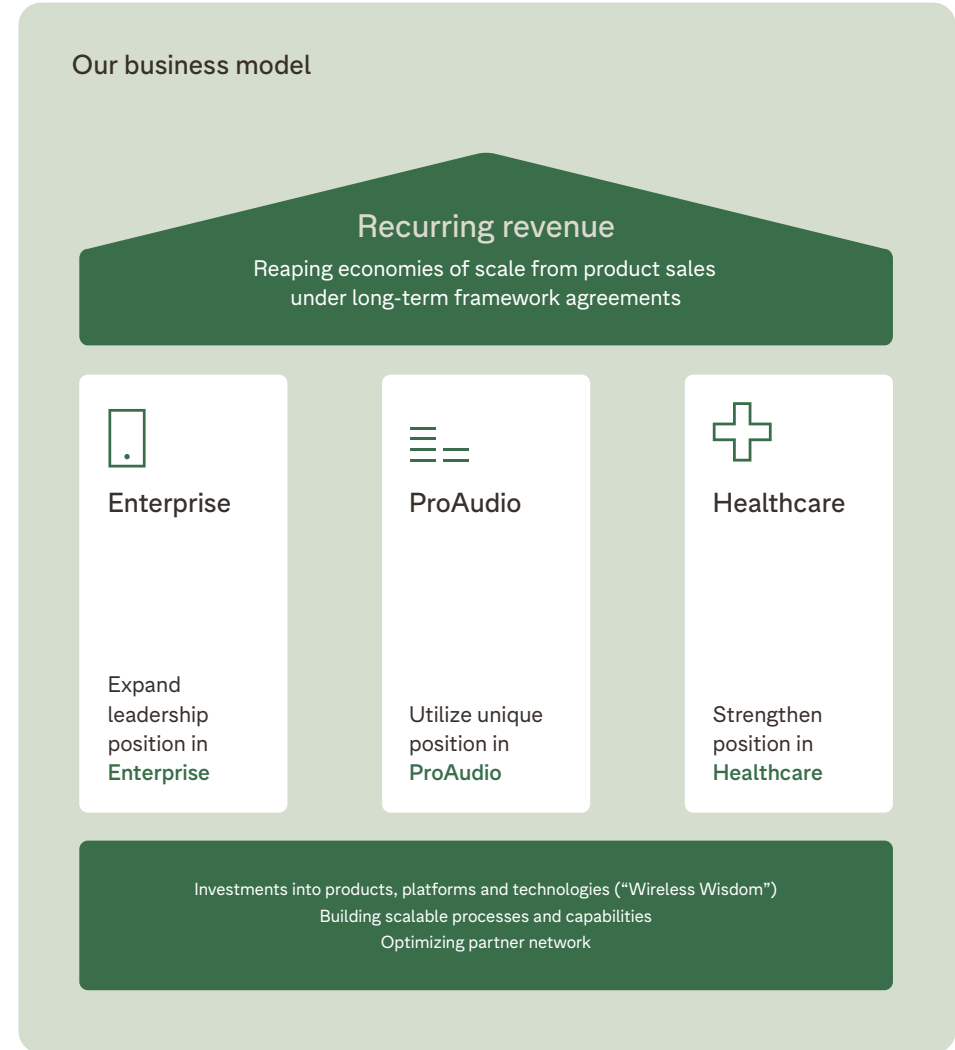
In line with our purpose – helping people perform at their best – RTX delivers turnkey, customized wireless communications solutions to globally recognized B2B customers.

Most of these customers are global leaders in their respective fields and together with them we strive to develop and deliver quality infrastructure for wireless communication in various fields, including infrastructure for communication reducing the need for travel, intercom systems making critical communication possible, and equipment making the efficient and safe monitoring of patients in critical care possible.

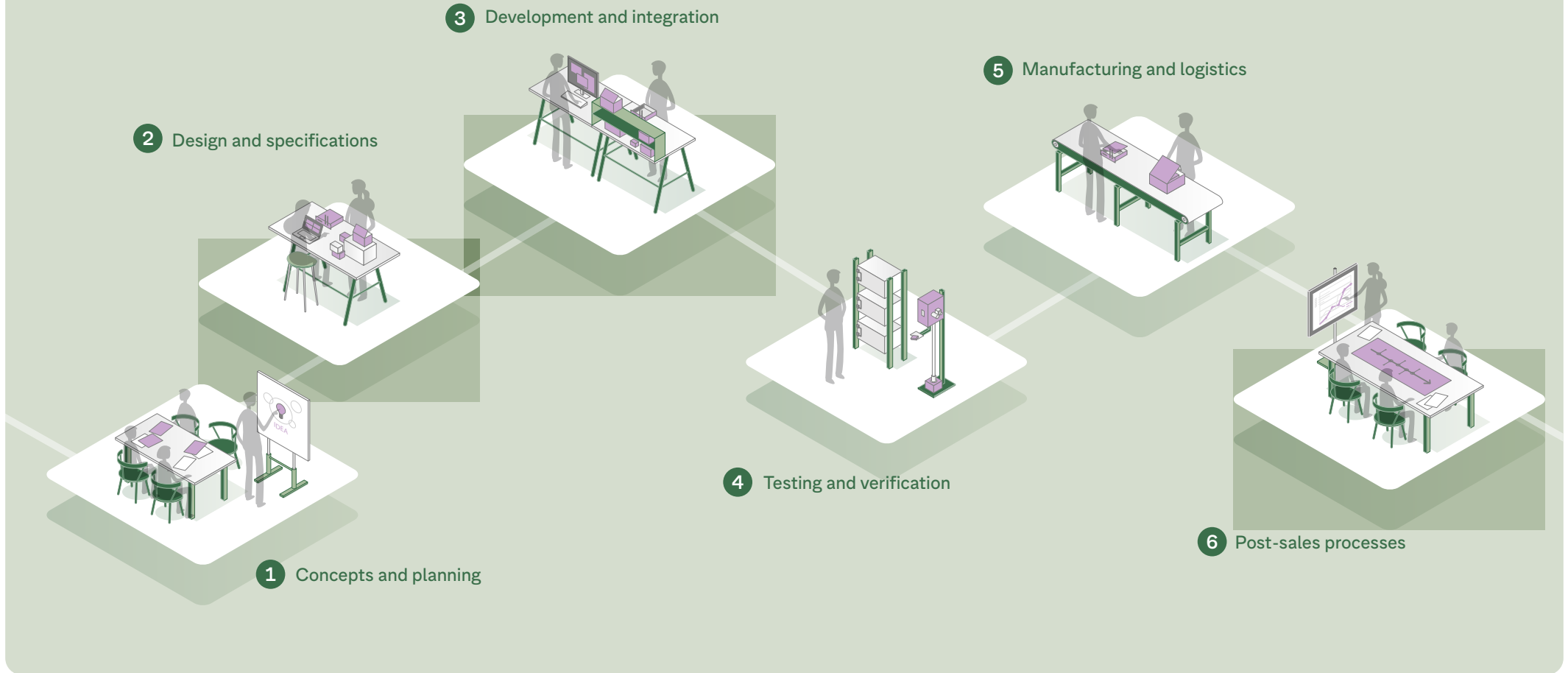
Our business model and value chain are based on RTX as the preferred partner for the design, development, and production of wireless communication solutions. For our B2B target market segments in Enterprise, ProAudio and Healthcare, RTX conducts development projects either targeted to individual customers within different market segments or development projects funded by RTX. These development projects ultimately result in subsequent deliveries of ODM/OEM products or customized modules to customers with RTX outsourcing the physical production to suppliers; electronics manufacturing services companies (EMS).



Our business model



How we work



3.3 Our approach to sustainability

Guiding our approach to sustainability is the belief that RTX, as a global business, influences and impacts people, environments, and communities around the globe, and that we have a responsibility for reducing any potential harm while considering the priorities of our stakeholders.

The starting point for our sustainability approach and efforts is twofold. One is our commitment to the UN Global Compact, of which we have been a member since 2014, and its principles on human rights, labor, environment, and anti-corruption. Two is our materiality assessment of which sustainability issues and risks are most material to RTX and to our stakeholders. The assessment of materiality for RTX and our stakeholders forms the basis for defining our policies, actions, and risk management for sustainability. Our materiality assessment can be found in section 3.4 of this report and our commitment to the ten principles of the Global Compact, and to implementing the principles in our business, is summarized in the Global Compact principle index in the appendix to this report (see section 8.1).

Our approach to sustainability is integrated into how we do business and is described in our policies and guidelines, including our staff policy, supplier code of conduct, remuneration policy, whistleblower reporting program, tax policy, etc.

In RTX we develop products within the framework of a number of standards, e.g., REACH, RoHS, ecodesign etc., which regulates the use of conflict minerals and regulated substances, take lifecycle impact into consideration and work with reparability and circularity of products. We do this in collaboration with large multinational customers and suppliers, who set ambitious sustainability goals. We will continue to work closely with these partners, firstly to gather data and establish a reporting baseline, secondly to set common improvement targets. Our aim is to always act responsibly and proactively help build a better future.

In order to follow-up on our sustainability approach and to institute corrective actions and further improvements where needed, we measure and report on a selection of KPIs related to the environment, social, and governance areas.

In the subsequent sections on environment, social, and governance, we describe the actions and due diligence approach taken on the sustainability risks and the issues most important to RTX. And as already mentioned, section 8.1 maps these activities to the Global Compact principles and section 8.2 maps to UN Sustainable Development Goals (SDGs).

Human rights policy

RTX supports and respects the protection of internationally proclaimed human rights and commits all business units of the RTX Group to collaborate only with individuals, companies, or organizations, which respect the internationally acknowledged UN Human Rights.

Labor and diversity policy

RTX is committed to our employees and to ensuring that they thrive in a safe and stimulating work environment with good working conditions. RTX finds it important that everyone is treated equally irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex, or age. RTX therefore requires all units of the RTX Group to uphold or implement the measures required for such a work environment. This also applies to RTX suppliers.

Environment policy

In alignment with UN Global Compact principles, RTX supports a precautionary approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility, and encourages the development and diffusion of environmentally friendly technologies. We commit all business units of the RTX Group to collaborate with only individuals, companies, or organizations who have made, or are willing to make, the same commitment.

Note: The above policies are further supported by a staff policy applying to all employees of the RTX Group as well as the RTX Code of Conduct and a conflict minerals policy applying to suppliers to RTX.

3.4 Our stakeholders and materiality assessment

RTX is committed to conduct our business responsibly and the continued development of our sustainability practice is closely linked to our stakeholders and the expectations they express to us.

Our stakeholders

Our customers in all business segments, Enterprise, ProAudio, and Healthcare, have a large impact on our priorities on sustainability engagement. We support their sustainability targets and expect to integrate them into our own targets within the coming years. We actively seek dialogue with our customers in order to understand the potential to reduce the footprint of our customers' products, both in the design, development, production, use, and life extending phase.

Our suppliers are mainly EMSs (electronic manufacturing services). They produce the products, designed and developed by RTX in cooperation with our customers. We have selected EMS partners, who act globally and have defined clear and ambitious sustainability targets, which they report on periodically.

Other material stakeholders include our employees and shareholders. For RTX to attract and maintain qualified, dedicated, and ambitious employees, sustainability focus and initiatives play an important role for more and more employees. For our shareholders, sustainability, in its broadest ESG context,

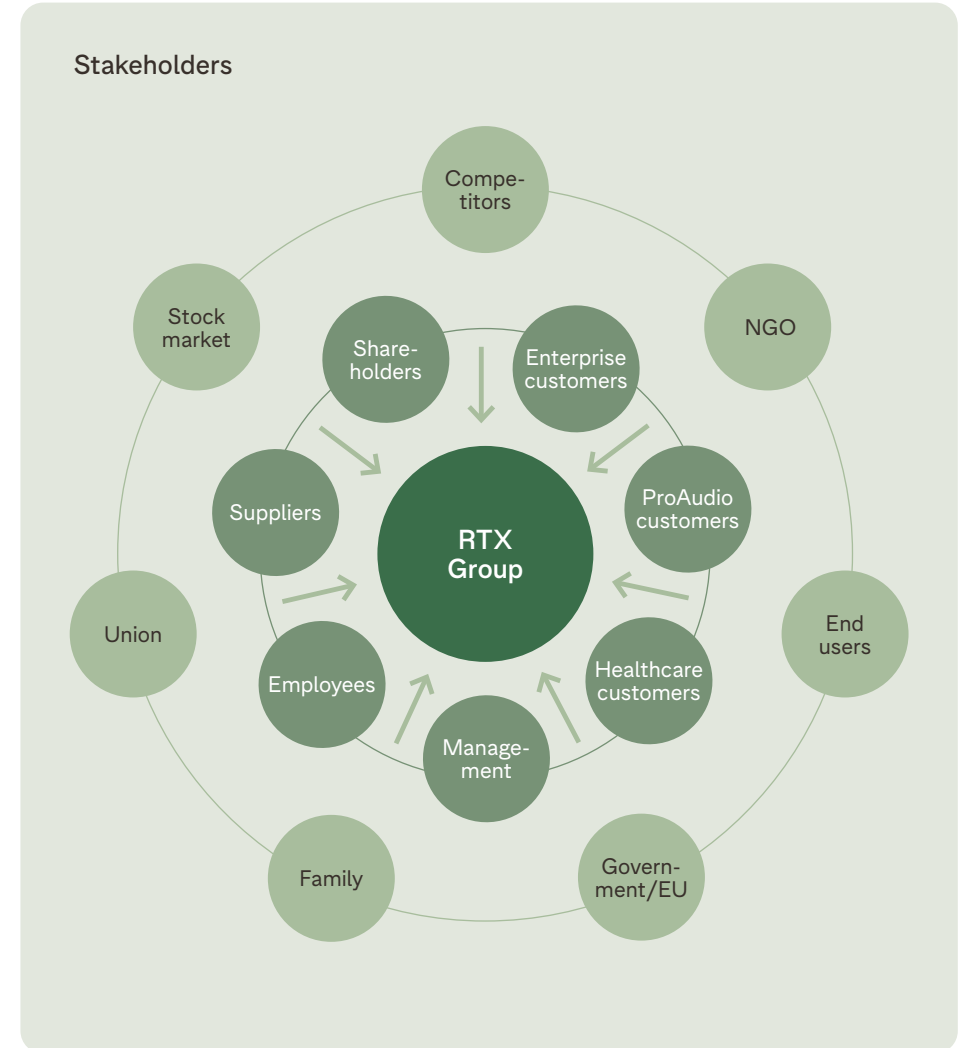
has become a must-have and a parameter in selecting which share to invest in.

We have several other stakeholders, but their impact on our business is more indirect and less tangible and thus not our primary consideration in terms of the materiality assessment.

Materiality assessment

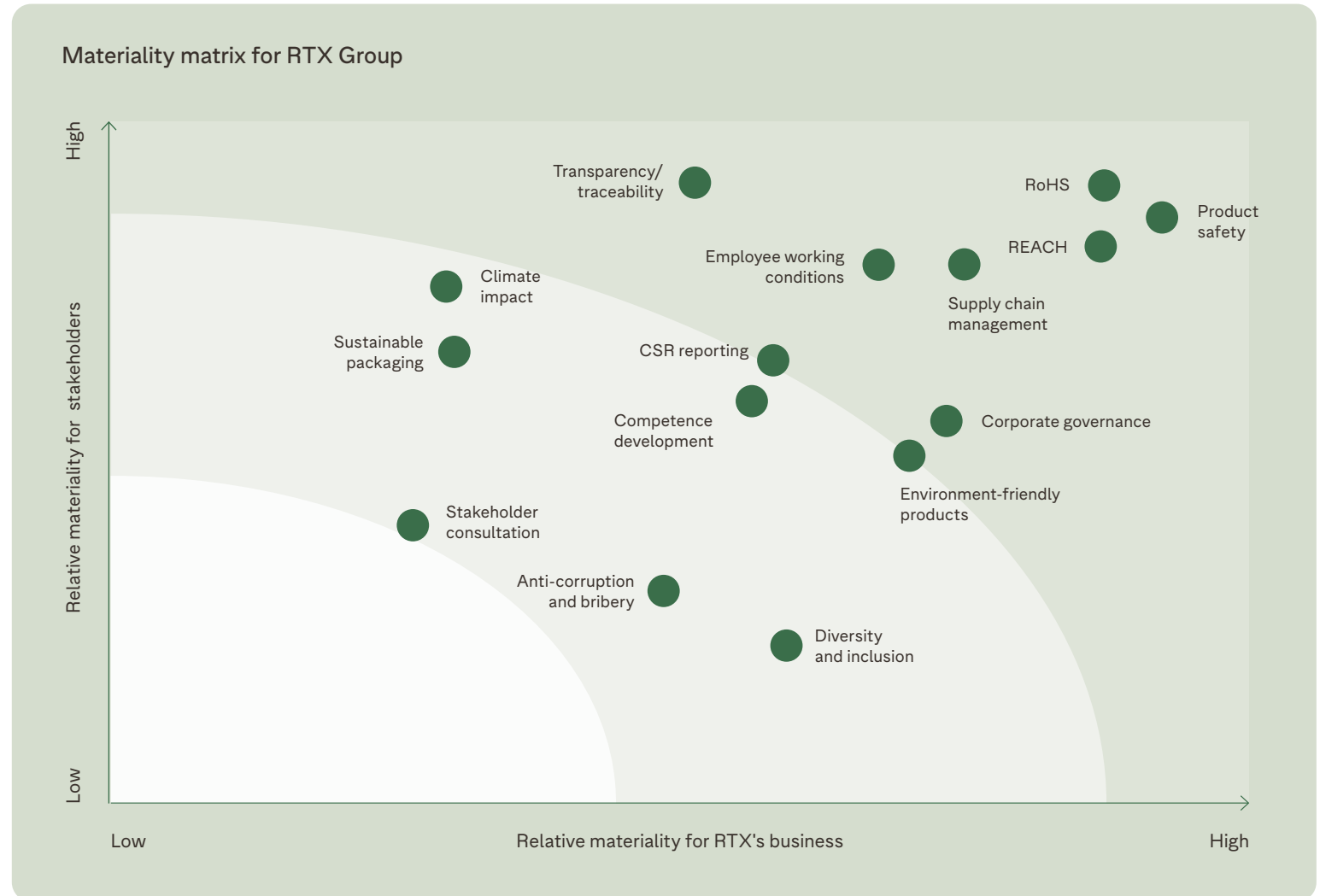
In our materiality assessment, we have identified issues, where RTX has a significant impact or significant risk of impact on sustainability. We map the issues according to their importance for our key stakeholders and their influence on RTX business. The sustainability risks and issues identified are evaluated with respect to the potential or actual impact on our business in the near to medium term. The result is shown in our materiality matrix for RTX, as depicted on the next page. The materiality matrix is updated every three years or if large changes occur. Next update is in 2024.

The materiality matrix illustrates the degree of materiality of certain sustainability risks and issues to RTX's business and our stakeholders, respectively, and thus the sustainability risks related to RTX's business.



Some of the issues, with the highest materiality/risk, and our activities related to mitigating them, are described in more detail in the subsequent sections on environment, social, and governance, e.g.:

- Product safety has risks related to both compliance (e.g., RoHS and REACH), traceability, environmental, and technological (see section 5.3)
- Supply chain management covers risks related to both human rights, labor, environment, and anti-corruption in our ecosystem (see section 5.4).
- Employee related risks and activities include working conditions, competence development, diversity, and inclusion (see sections 5.1 and 5.2)
- Corporate governance (see section 6) covers risks and activities related to both CSR reporting, transparency, anti-corruption, and diversity.
- Environment related risks and activities (see section 4) cover environment-friendly products, climate impact, sustainable packaging, and stakeholder consultations.



Environment

- ① Use of resources and climate impact
- ① Sustainability on the agenda when developing products and services
- ① Environment: Focus areas for next year



4. Environment

As an internationally operating company, we have a role to play in addressing climate change. Beyond developing products and solutions which enable remote collaboration instead of carbon emitting travel, we also want to reduce the negative climate impact of our operations.

4.1 Use of resources and climate impact

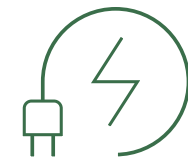
Energy consumption

The direct stand-alone impact of RTX's in-house energy consumption is limited due to production being outsourced. However, every energy saving counts and we also consider it a measure that helps to direct

the awareness on sustainable development in our own organization. The energy consumption across RTX sites decreased slightly in 2022/23 driven by a decrease in district heating in Denmark and electricity in Asia.

Energy consumption

| | 2022/23 | 2021/22 | % change |
|--------------------------------|---------|---------|----------|
| Energy consumption (MWh) | 1410 | 1431 | -1.5% |
| Consumption per employee (MWh) | 4.7 | 5.1 | -7.1% |

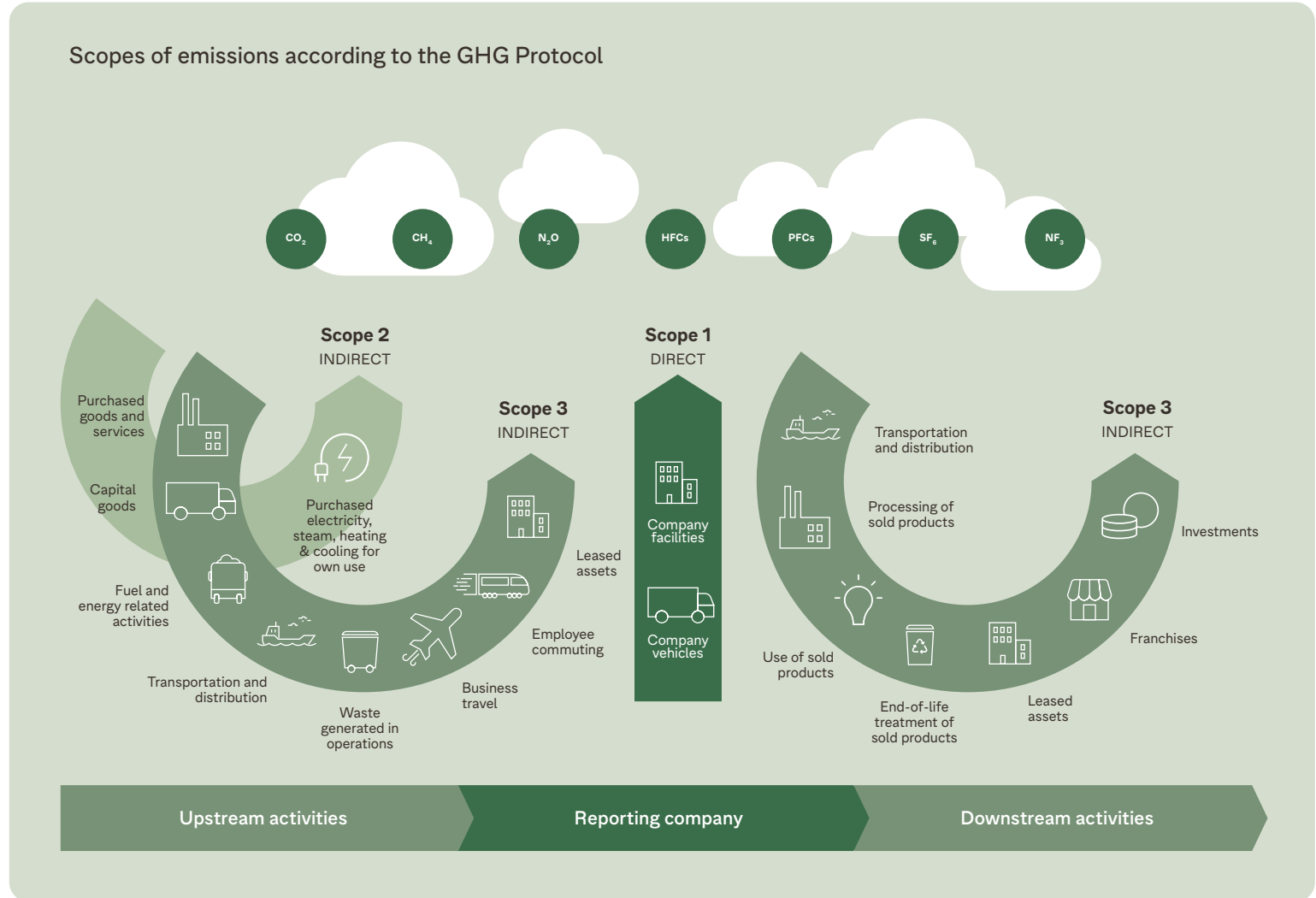


The energy consumption of RTX decreased in 2022/23 both in absolute and relative terms.

Carbon emissions

RTX began measuring RTX's greenhouse gas emissions in 2020 as a baseline for our future measurements and actions in managing and reducing our carbon footprint. We report our emission data to the Carbon Disclosure Project (CDP). Focus has, for now, been on measuring our scope 1 and 2 emissions according to the Greenhouse Gas Protocol (GHG) and we plan to initiate measurement of scope 3 emissions together with our supply chain in 2023/24.

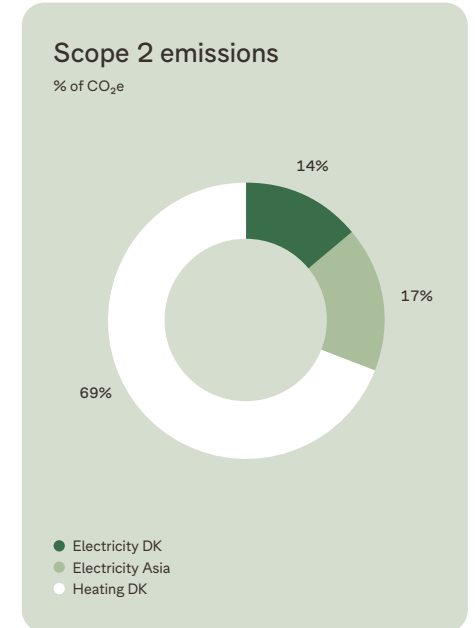
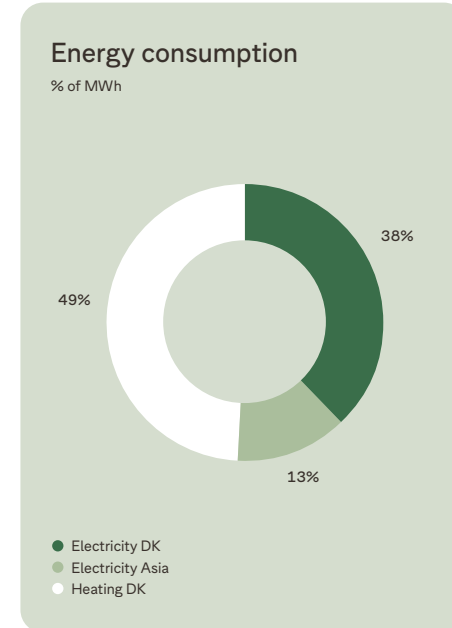
The scope 1 emissions of RTX consists of only company cars owned and leased by RTX – we do not directly use fossil fuels in a production, heating, or any other capacity. We include both owned and leased vehicles in scope 1 emissions as we consider the choice of financing irrelevant for the purposes of calculating direct emissions. RTX owned and leased a total of five vehicles in 2022 (the year of emission measurement) down from six cars in 2021. Four of the five cars are cars granted to employees under the company car scheme.



Our scope 2 emissions relate to RTX's electricity usage and district heating at our premises in Denmark and Asia. All premises are rented, and the electricity and heating agreements are thus part of our landlords' agreements. The main contributor to our scope 2 emissions is the heating of our premises in Denmark, followed by electricity for our premises.

Scope 2 emissions make up 96% of our scope 1 and 2 emissions in 2022 (2021: 95%). Our presence in Denmark accounts for 83% of scope 1 and 2 emissions in 2022 (2021: 82%) while our presence in Asia accounts for 17% (2021: 18%) of scope 1 and 2 emissions.

Regarding heating in Denmark, our primary scope 2 driver, the district heating supplier is on a transition from coal to green energy and is expected to be fully transitioned by 2028.



Scope 1 and 2 emissions

| | Unit | 2022/23 | 2021/22 |
|---|--|---------|---------|
| Scope 1 emissions ⁽¹⁾ | CO ₂ e tons | 24 | 27 |
| Scope 2 emissions (location-based) ⁽¹⁾ | CO ₂ e tons | 508 | 524 |
| Scope 2 emissions (market-based) ⁽¹⁾ | CO ₂ e tons | 642 | 648 |
| Per employee total scope 1 and 2 emissions ⁽¹⁾ | CO ₂ e tons per average FTE | 1.8 | 2.0 |

⁽¹⁾ CO₂e measured for 2022 and 2021 respectively

4.2 Sustainability on the agenda when developing products and services

RTX operates as an ODM/OEM supplier, which means that we design products in close collaboration with our customers. In the design process sustainability topics, such as energy consumption, reparability, recycled plastic have moved up on the design criteria and are becoming important elements in the design process. And with millions of products shipped globally on an annual basis, it is via the products that RTX has the largest opportunity to make a positive difference on the sustainability front.

During 2022/23, RTX has continued to make energy usage an important consideration when deciding on the use of electronics components such as semiconductors and software development for efficient energy usage. We have also strengthened our understanding of our customers' sustainability priorities through interviews with a handful of our largest customers. Additionally, we continue the ongoing work of incorporating new insights and future requirements into our development practices – including lifecycle assessments and ecodesign.

Lifecycle assessment

During 2023, we have initiated our first life cycle assessment (LCA). This pilot project aims to familiarize us with the LCA process as well as create transparency on the selected product's carbon footprint. We have chosen the 'cradle-to-grave' approach where we assess the carbon footprint across

the entire product lifecycle, from raw materials, to manufacturing, distribution, use phase, and end of life. This holistic approach will provide a comprehensive carbon baseline estimate as well as associated 'hot spots' to guide future reduction efforts. We are conducting this initial LCA, guided by the standards ISO 14040/44/67, using Umberto software from iPoint, and emission factors from ecoinvent database. We will, in collaboration with our partners, expand the LCA focus to more products upon completion of our pilot project.

Ecodesign and products with reduced footprint

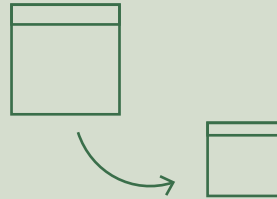
During 2022/23, we have also had focus on assessment and mapping of improvement potential from future ecodesign developments. Looking ahead, the EU's new or updated ecodesign directive will enter into force and will further accelerate the work with ensuring increased environmental friendliness and circularity, through e.g., substance reporting and management, reparability, spare parts availability, etc. We have started implementing enhancements to our development processes and will continue our focus and efforts on this front.

In collaboration with our customer Alcatel-Lucent Enterprise, we have applied ecodesign principles and implemented multiple improvements in their next generation base station. Redesign of the electronic and mechanical parts of the product, enabled a decrease of more than 30% of the product weight. Furthermore, the new design involved powering the base station via

its network cable, which allowed the customer to remove the power accessories that were provided with earlier generations of the product. All in all, the improvements resulted in more than a 70% reduction in the weight of the product package transported. Due to the reduced size and clever packaging, this enabled our customer to reduce the volume of the product package transported by more than 80%.

In collaboration with another customer, we have designed, developed, and produced a headset for their portfolio, with focus on reduced carbon footprint. This was accomplished via focus on modular design and durability. Modularity is key to sustainability as it enables repairs and updates without generating needless waste. If a single part wears out, it can be replaced, as opposed to replacing the entire headset, thus reducing electronic waste. Also, by using a replaceable battery we can extend the product lifetime as it is no longer limited by the typical battery lifetime. Lastly, a modular design enables software updates to incorporate new technology – also extending product lifetime. Another focus area was durability. While repair of individual parts is more sustainable than replacing the entire headset, not having to repair at all would of course be even better. With this in mind, there was also focus on the sturdiness of the headset, including resistance to water and dust, the ability to withstand drop from certain heights without damage etc.

Focus on ecodesign principles in collaboration with Alcatel-Lucent Enterprise



>30%

reduction of the product weight.

>80%

reduction in the volume of the product package transported.

More sustainable packaging

Smaller boxes: All products from RTX are packaged in brown boxes from recycled cardboard, which has not been exposed to chlorine or other chemical substances. We strive for the most compact packaging possible, with a minimum of surplus space, allowing for smaller packages and more efficient packaging in transport. This reduces transport costs per unit and results in less CO₂ emitted per unit.

Zero plastic: In fall of 2023 we plan to, with our partners, introduce an ambition for 'zero plastic' in packaging. This builds on past years' efforts and initial lessons on identifying ways to substitute plastic bags used inside the recycled cardboard boxes. By making this ambition explicit, we aim to drive strong focus on this both internally and in our collaboration with partners.

Sustainable packaging remains an area of increasing customer interest, and we continue to work with our customers to find new and improved packaging solutions.

4.3 Environment: Focus areas for next year

Scope 2: Ensure a 10% reduction in our carbon emissions (tons CO₂e) from electricity, compared to the previous year.

Scope 3: Initiate scope 3 assessment with our partners – including both supply chain, customers, and third-party support – an important milestone as this assessment will be the basis for future carbon reduction targets.

Life cycle assessment (LCA): Expand the LCA concept across more products and product categories and longer term incorporate LCA models proactively by making them an integral part of our product development process and ecodesign assessments.

Ecodesign: Continuous implementation of ecodesign principles into our product development processes and future products.

Partner engagement: Continue to engage with our partners, both customers and suppliers, to ensure sufficient knowledge sharing and collaboration to push forward the environmental sustainability agenda.

Social

- ④ Working conditions and competence development
- ④ Diversity and inclusion
- ④ Product safety and compliance
- ④ Supply chain management
- ④ Social: Focus areas for next year



5. Social

The most important elements in our sustainability efforts are products and people. Products because they are where we have the biggest impact. People, both employees and partners, because they are the most critical in terms of defining and driving improvement efforts.

5.1 Working conditions and competence development

As a highly knowledge-based company, our employees are essential to our performance and to the development of the innovative products and services that enable us to uphold and expand our market share. Therefore, it is important to RTX that our employees thrive and that working conditions and competence development support this ambition.

Employee satisfaction

The annual satisfaction survey conducted in 2022/23 confirmed the results from prior years. RTX employees are highly motivated and committed, and the satisfaction ratings are generally at a high level.

In the survey, which is conducted anonymously, RTX employees note appreciation of their colleagues and the team spirit, the challenges their work offers, and

the working conditions in general – including the flexible work schedules and the different benefits that our facilities offer. We have also seen a marked improvement in the satisfaction related to certain product development tasks and how work is structured – an area where satisfaction, in past years, had seen a temporary drop, partly due to a reorganization where two separate divisions were merged into ‘One RTX’. The improvement in satisfaction has in part been driven by finalization and implementation of a common RTX corporate product development gateway model and related process. Another improvement driver is the implementation of new manager training programs over the past couple of years. These training programs have focused on both general- and project management and we continue to develop these programs to drive change and monitor progress.



At department level there is also follow-up on the employee satisfaction survey. Here the department specific survey results are used as a basis for a discussion regarding employee satisfaction within the department and potential improvement areas.

As indicators for employee satisfaction, RTX also measures and periodically follows up on employee absence and on employee retention. The health of our employees is extremely important to us and so is keeping the number of days of absence to a minimum. Our ability to retain the right staff is also highly important to the development and performance of RTX. In fact, performance in these two areas is directly linked to RTX's overall success as it builds on attracting, retaining, and developing people with the right skill set not least within our core wireless and audio areas.

The target for our Group level employee absence KPI is 2.5% or below. In 2022/23, employee absence level was 2.0% which is an improvement over 2021/22 where we had an employee absence level at 2.5% and therefore just met our target. While the KPI has improved and exceed our target, it remains above the lower historic pre-COVID levels.

During 2022/23, our employee turnover was 8.5% which is a clear improvement compared to the past couple of years – years which were marked by heated job markets, not least for engineers. Despite this improvement we continue our focus on the well-being of our employees and on the development of the leadership competences throughout the organization.

Workplace assessment

RTX conducts a workplace assessment (APV) at HQ in Denmark every three years. Compared to the employee satisfaction survey, the workplace assessment targets specific aspects of our employees' physical and mental work environment. The most recent assessment was done during 2021.

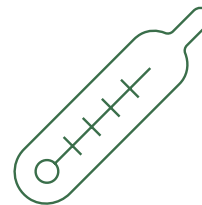
Overall, the workplace assessment done in 2021 complemented the positive impressions of the employee satisfaction survey with most of our employees being either very satisfied or satisfied with their physical and mental work environment respectively. However, the details of the workplace assessment also revealed that some employees experienced challenges in terms of their surroundings (noise level, indoor climate) or uncertainty regarding the expectations to their work because of the 'One RTX' organizational changes. The 2021 workplace assessment was followed up with an action list to drive improvements and in 2022 we conducted a mini survey, with focus on mental work environment, to monitor developments and track progress. The mini survey showed marked improvements regarding the expectations of work, driven by more clarity regarding changes at company- and team level and associated development opportunities.

Competence development

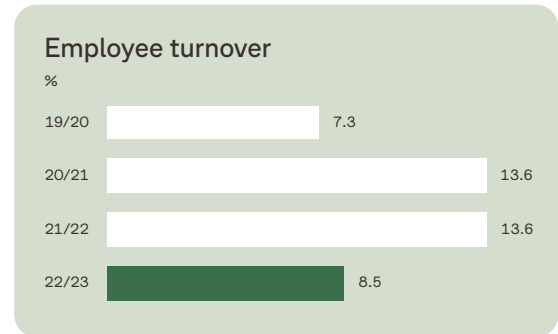
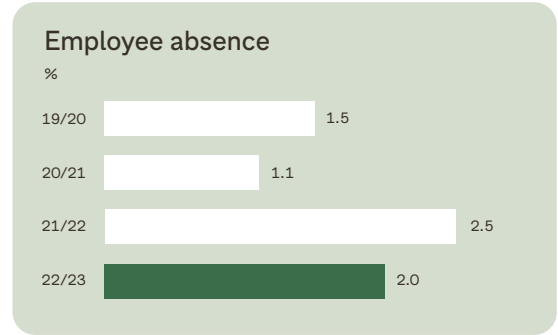
At RTX, we believe in the value of education and the continuous development of skills throughout one's life. Furthermore, to maintain our position as a preferred supplier of specialized wireless products and solutions



As a highly knowledge-based company, employee satisfaction and employee development is critical to success.



Employee absence improved in 2022/23 and is now again below our target KPI of 2.5%.



within the Enterprise, ProAudio, and Healthcare B2B markets, it is essential that we in RTX continuously develop and strengthen both our engineering- and management competences. We need broad insight into the engineering disciplines required to carry out complex technology development projects from the design and planning phase to delivery of wireless communication services and products and we need strong people-, project- and business management skills as well.

With our locations near Aalborg University in Denmark and in the industry environments in Hong Kong and the USA, RTX has access to an international pool of resources in terms of e.g., development, logistics and quality assurance. We also engage with the relevant education institutions in various ways. We participate in specifying the educations of the future as well as adjudicating on the Danish universities and engage in industrial Ph.D. programs.

An important foundation for RTX's business is the ability to master various short-range digital wireless technologies for audio applications – our Wireless Wisdom – and we engage in various research projects and partnerships with academia in this space both on Ph.D. and master level. One of our Ph.D. programs with Aalborg University has focus on speech enhancement and intelligibility. It is expected to complete around new year 2023/24 and a new industrial Ph.D. program is being planned to start early 2025. This past year we also completed a student project in collaboration with Aarhus University. The project's focus was how to avoid hearing damage in noisy environments without dampening wanted sound too much. Several new student projects, focused on areas ranging from cybersecurity, AI antenna design, to voice recognition technologies, have already been initiated with Aarhus and Aalborg Universities.

During 2022/23, we continued conducting and developing on our RTX leadership seminars which are focused on people-, project-, and business management. We also hosted our annual crash course on

compliance which includes a brush-up on existing requirements as well as an introduction to new and coming requirements and policies. Our annual tradition of an RTX Day was also continued, with employees participating in an interactive workshop seminar on RTX culture. A new initiative introduced this past year is mandatory cyber security awareness training. Through short online courses employees are trained in cyber security and data management with the aim of creating an even stronger cyber security culture and -defense.

In addition to the above-mentioned internal training programs, RTX employees develop competences via participation in networks, conferences, external training, as well as internal end-of-day lectures or presentation – e.g., on a variety of subjects relevant for development of wireless solutions or our CTO department sharing knowledge or outcome from research projects.

Our annual employee development dialogue between the individual employee and hers or his manager is the basis for the identification and prioritization of individual competence development. This will in the future be supported by a new software tool and in preparation of this we have defined roles, skills, and competences, across the 'One RTX' organization.



5.2 Diversity and inclusion

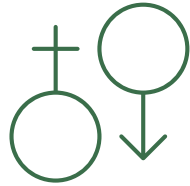
RTX has defined policies and actions to ensure diversity and sets targets for the underrepresented gender at management level.

Diversity policy

As stated in RTX's diversity policy: 'RTX finds it important that everyone is treated equally irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex, or age'. The policy applies to all parts of the organization including the Board of Directors and Group Executive Management. Based on this policy, RTX is conducting various diversity-related activities, measures gender diversity and sets targets for the gender composition in management. Also, RTX has instituted a disability policy to promote inclusion of people with disabilities in the work force.

RTX's staff policy aims to attract and maintain highly qualified and motivated employees.

Regarding gender composition in relation to employment and recruitment, RTX strives to have both male and female candidates, despite operating in a male dominated industry. Historic data (2019 to 2023) from Aalborg University shows that the overall male-female ratio for MSc in Engineering is approximately 70%-30%. However, the data also shows that for specific engineering programs (e.g., software or electronic systems) where RTX often recruits, the male-female ratio is even more skewed, with 95% or more male graduates. In our recruitment process RTX therefore



The general split between male and female employees in the Group is 18% female and 82% male and the share of female employees decreased by 2%-points in 2022/23.

encourages qualified female applicants to seek vacancies as they arise. The general split between male and female employees in the Group is 18% female and 82% male and the share of female employees decreased by 2%-points in 2022/23. RTX recognizes that the current percentage of females in our staff of engineers may be too low to secure a pipeline of future female candidates for management level in RTX.

Regarding nationality, our team of employees is diverse and includes 13 different nationalities.

To monitor and increase awareness regarding diversity (including gender diversity), the Board of Directors discusses reporting on progress against the objectives set at least once annually on a board meeting. Annually, RTX also reports on diversity through this sustainability report and our annual report.

Supporting gender diversity in education

During 2022/23, we continued promoting RTX as an exciting employment opportunity for both females and males. One focus area is universities, where we conduct outreach activities at the universities, host open house sessions at RTX for engineering students, etc. We also collaborated with high schools on the promotion of STEM educations via e.g., site visits to RTX – a way to promote careers in technology and increase focus on the exciting opportunities inherent in STEM educations for girls and boys alike.

During 2022/23, we recruited Mille Tram Lux, as the new CFO. With the onboarding of her, our Group Executive Management now consists of one female and five males, and the percentage of female members of Group Executive Management has increased to 17%.

Seniority policy

To promote diversity and inclusion, and to ensure a balanced composition of skills and experience, RTX has a seniority policy. This enables employees aged 60+ to better influence the planning of their senior work life to ensure a managed transition to the third age – if so desired by the employee – and thereby to keep them active in the work force for as long as they desire. This is done in the annual employee development dialogue and can result in, for instance, modified tasks, reduced working hours over time, as agreed between manager and employee.



Female members of Group Executive Management has increased to 17%.

5.3 Product safety and compliance

Per our materiality assessment in section 3.4, product safety has been identified as a highly material issue and risk for RTX. We have our Code of Conduct for suppliers and other supply chain specific requirements, including REACH, RoHS, conflict minerals, and further requirements as risk management measures. Hence, robust management processes have been set up to ensure compliance by RTX Group and its suppliers, thereby addressing the most common risks associated with supply chain and product safety.

Product safety

Product safety is of key importance to RTX as well as to our stakeholders. The term product safety here encompasses both environmental and technological aspects of products as described below.

REACH, RoHS and WEEE are abbreviations for EU regulations and directives, which regulate environmentally safe and sound products and handling of electronic equipment. Today, the overriding and paramount requirement is that RTX is compliant with regulations and directives, and RTX have set policies for regulated substances, that extend the regulations and directives. Customer expectations are formalized as requirements in contracts, which typically also require RTX to ensure compliance by our suppliers. A joint effort from RTX's corporate commercial, R&D, supply chain, and quality & compliance functions is essential for managing the different requirements and documenting compliance. Our EMS suppliers are obligated contractually and/or

via annual or bi-annual declarations to ensure compliance with the requirements.

In addition to compliance with the regulations and directives, RTX also ensures that the products brought to market are within the accepted SAR-value ranges for wireless devices. Further requirements must be met for products to be marked, e.g., CE or ATEX etc. Extensive measurements, prototyping and testing both internally by RTX and by external certifiers ensure compliance and among other things address a health aspect of product safety.

Traceability and conflict minerals

The expectations of our customers to RTX and to our efforts to ensure compliance with the environmental directives reflect a broader trend across stakeholders to expect more transparency concerning sustainability and CSR in general and traceability regarding specific materials.

In the electronics industry, particular attention regarding traceability is paid to conflict minerals, which refers to natural resources extracted in a conflict zone and sold to perpetuate fighting in conflict zones. RTX will not support the latter in any way. In 2013, we established a corporate policy requiring all suppliers to provide information about the origin of the metals used to manufacture RTX designs and products. RTX retrieves this information through a conflict minerals reporting template (CMRT) provided by the Responsible Minerals Initiative. Based on information

provided by our suppliers, we do not knowingly use metals derived from conflict regions in our products.

Moreover, RTX maintains, through our supply chain, traceability on key components and materials, which facilitates remedial actions should issues regarding product safety, environment, or conflict minerals occur.

Cyber security

During 2022/23, we have also had focus on assessment and mapping of improvement potential from future cyber security developments. We have started implementing enhancements to our development processes and will continue our focus and efforts on this front.



5.4 Supply chain management

The suppliers of RTX are of key importance for our handling of sustainability issues and risks given the RTX business model with outsourced production. As documented by the materiality matrix in section 3.4, our supply chain is the central risk to our business from a sustainability and CSR point of view and consequently robust management processes have been set up to ensure compliance by our suppliers.

Supplier code of conduct

With production outsourced to EMSs, a large part of RTX's sustainability footprint occurs via our suppliers, and therefore supply chain management is of high importance for handling sustainability issues and risks. Also, high quality products and services is an RTX hallmark and with manufacturing outsourced, our robust supply chain management practice is vital to meeting our customers' high expectations to quality as well as to sustainability issues. Processes concerning the regulated product substances (including but not limited to REACH and RoHS) and aftermarket product handling regulations and directives (EPR and WEEE) are already an integral part of our core supply chain management, which includes processes for obtaining and validating the information requested from suppliers.

RTX has staff at hand very frequently, if not daily, at major EMS providers and other key suppliers. COVID-19 permitting, RTX also performs site visits at its EMS providers' production plants and conducts scheduled audits, sometimes together with customers. Such visits are also used to monitor any non-compliance with RTX's

Code of Conduct with respect to human rights, labor, environment, and anti-corruption. The suppliers' sustainability and CSR practices are therefore an important part of assessing and selecting EMS providers.

During this past year, we have finalized our new 'One RTX' supplier qualification and management processes, which included an update of our supplier audit checklist to meet coming compliance requirements and our sustainability ambitions.

RTX's expectations to suppliers on the broader range of sustainability issues are reflected in the RTX Supplier Code of Conduct, which is based upon the principles of the UN Global Compact. All significant current suppliers have signed our Code of Conduct or have affirmed that they support and have adopted the UN Global Compact. The RTX Code of Conduct has been used to assess potential suppliers, and our contracts with suppliers selected require them to adhere to the Code of Conduct with respect to human rights, labor, environment, and anti-corruption and in accordance with RTX's applicable policies in these areas.

Suppliers' (EMSs) sustainability activities and reporting

RTX's largest suppliers have their own sustainability programs, are signatories to the UN Global Compact, and prepare sustainability reporting.

One of the two largest suppliers to RTX is a global EMS who prepares an extensive annual corporate-wide sustainability report. This report highlights the supplier's sustainability focus areas and actions, which are based



RTX is committed to the ten principles of the UN Global Compact which we adopted in 2014.

on a materiality assessment, and which are aligned with the principles of the UN Global Compact and the UN Sustainable Development Goals. Their sustainability focus areas, include environment (emissions, waste, and water), employees (health and safety, diversity, and labor practices), community volunteering, and governance/ethics.

The latest sustainability report from this supplier includes continued reporting on a significant number of KPIs. The report shows, compared to previous year, a decrease in both relative and absolute scope 1 and 2 GHG emissions and a continued improvement in the relative number of health and safety incidents, average hours of training per employee, and participation in company's community outreach and volunteering activities. The gender diversity at management level was largely unchanged while it increased slightly at executive- and board level. The share of new suppliers screened on social and environmental criteria remained at 100% and use of renewable energy increased to almost 100% after a significant drop the previous year.

In the latest sustainability report from the other of our two largest suppliers, the highlighted focus areas are employees, environmental impact of production, and supply chain. The report provides an update on certain KPIs. The number of workplace-related injuries remains low, while employee absence due to illness has increased slightly. The power consumption increased in absolute terms but decreased in relative terms.

5.5 Social: Focus areas for next year

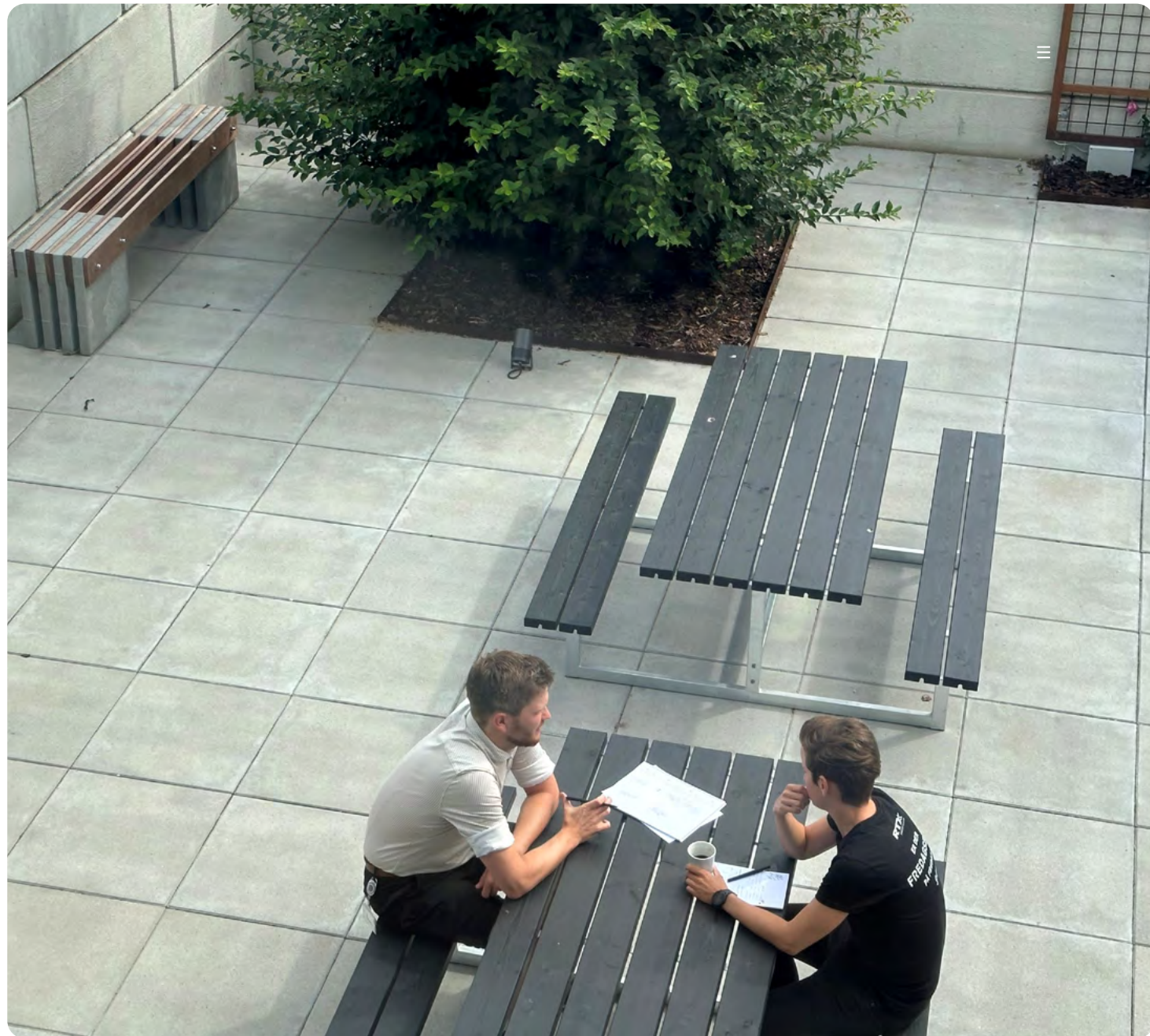
Absence ratio: Group level KPI of 2.5% or below, reflecting healthy work environment.

Competence development: Implement and operationalize new 'annual employee development dialogue' processes and software tool to better support competence development and performance-based culture.

Cyber security: Continuous implementation of cyber security measures and controls to our product development- and corporate processes to ensure cyber security in RTX products and organization.

Product safety and compliance: Regulatory landscape is ever evolving and shall be continuously monitored to ensure products are also safe and compliant in the future.

Supply chain management: Continue to monitor and evolve management of our supply chain to ensure compliance with our RTX Supplier Code of Conduct and the UN Global Compact principles, that it is based upon, including both human rights, labor, environment, and anti-corruption.



Governance

- ① Corporate governance reporting
- ① Anti-corruption and anti-bribery
- ① Gender diversity
- ① Governance: Focus areas for next year



6. Governance

RTX has a corporate governance policy. We prepare annual reporting on our compliance, in line with the recommendations on corporate governance. We have zero tolerance towards corruption and bribery and have a whistleblower reporting system in place.

The overall responsibility for CSR reporting resides with the Executive Management, which also has the overall responsibility for the working conditions of RTX employees. On behalf of the Board of Directors, the Audit Committee monitors the CSR approach and reporting of RTX.

Through its governance model, RTX aims to ensure an active, transparent, and accountable management of the Group. For RTX, corporate governance includes balancing the interests of our stakeholders and efficiently executing our system of rules, practices, and processes by which we are directed and controlled. Thus, our key corporate policies, our Code of Conduct, general management system, supply chain practices, surveys on job satisfaction and working conditions, etc. are all part of our corporate governance.



6.1 Corporate governance reporting

Annually, RTX publishes a corporate governance report. The report includes:

- A description of the company's governance structure.
- An introduction to the main elements of the internal control and risk management systems of RTX relating to financial reporting.
- The statutory review, cf. section 107b of the Danish Financial Statements Act, of the company's approach to the 'Recommendations on Corporate Governance' from the Committee on Corporate Governance in Denmark from December 2020, implemented by Nasdaq Copenhagen A/S in its 'Nordic Main Market Rulebook for Issuers of Shares'.

The separate report describes our compliance with the Danish recommendations on good corporate governance. We annually review and update a number of policies governing the way we work. On the company website, RTX policies can be found, including Tax Policy, Data Ethics Policy, Remuneration Policy, and Capital Policy.

6.2 Anti-corruption and anti-bribery

RTX maintains zero tolerance towards corruption and bribery. RTX has had a whistleblower program in place since the 2012/2013 financial year. Any suspicions of wrongdoings can be confidentially notified to the Board of Directors of RTX through our whistleblower reporting system. The whistleblower reporting program is available to third parties, e.g. suppliers or customers, to report on potential irregularities through RTX's website.

There is no history of incidents involving RTX, and no incidents were reported through the whistleblower system in 2022/23.



There is no history of incidents involving RTX, and no incidents were reported through the whistleblower system in 2022/23.

6.3 Gender diversity

In 2021, the Board of Directors (BoD) defined the ambition, that the female share of board members, elected by the annual general meeting (AGM), should be at least 17% by 2024. The aim, of the adopted ambition, was to increase the number of female board members, elected by the AGM, and thus to increase the diversity in a male dominated industry.

At the AGM in 2022, the female share of members of the BoD, elected by the AGM, grew from 0% to 33%, thereby reaching and surpassing our 17% target. Subsequently the BoD set a new and more ambitious target that the female share of board members elected by the AGM should increase to at least 40% by 2026.

Due to a conflict of interest, one of our two female board members, elected by the AGM in 2022, withdrew from the Board in March 2023 and has not been replaced. At the beginning of our financial year, the gender diversity for the members elected at the AGM was therefore 4:2 male to female (~33% female) and at the end of the year 4:1 male to female (20% female). From the three employee representatives the gender diversity ratio is 2:1 male to female (~33% female).

The Board of Directors retains the ambition that the female share of board members elected by the AGM should increase and be at least 40% by 2026.

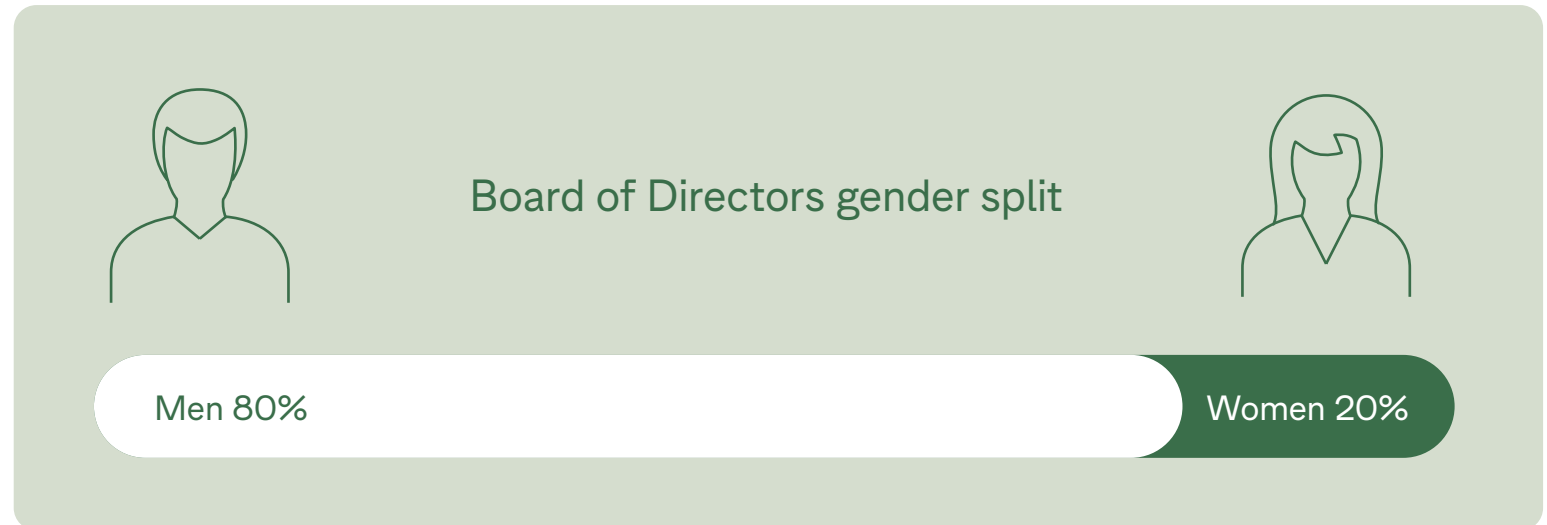
6.4 Governance: Focus areas for next year

Female board members: Share of female board members, elected by the annual general assembly, should increase to at least 40% by 2026.

Corporate governance: Continue to comply with all the recommendations in the 'Recommendations on Corporate Governance' from the Committee on Corporate Governance in Denmark.

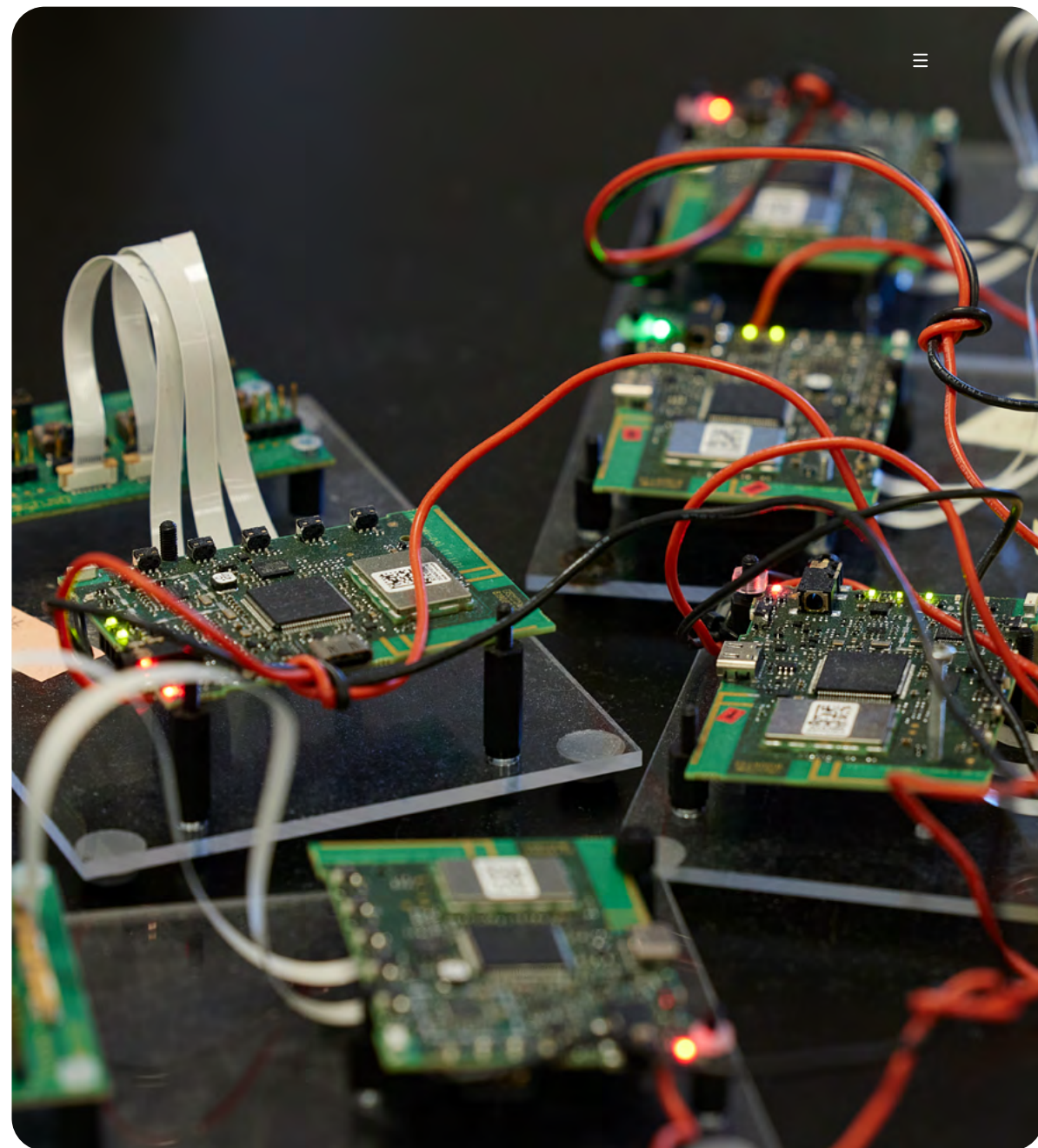
Auditors: Election of new auditors for RTX at the Annual General Meeting 2024, as the current auditors cannot continue due to requirement for rotation.

Anti-corruption: Continue to promote our zero tolerance towards corruption and bribery, both internally and with suppliers, and to monitor our whistleblower reporting system.



Legislation, Standards, and Definitions

- ④ Legislation and standards for sustainability reporting
- ④ Definitions and accounting practices



7. Legislation, Standards, and Definitions

7.1 Legislation and standards for sustainability reporting

Danish Financial Statements Act

As a listed company, RTX is required by law to report on its CSR practices, as stated in section 99a of the Danish Financial Statements Act, through which Denmark has implemented Directive 2014/95/EU on non-financial reporting. This RTX sustainability report for 2023 is aligned with the requirements of section 99a while also serving as our COP report. Further, the report includes reporting in compliance with sections 99b and 107d of the Danish Financial Statement Act regarding the underrepresented gender and diversity.

UN Global Compact

The Global Compact standard requires signatories to report their Communication on Progress (COP) annually, with a '...description of practical actions the company has taken or plans to take to implement the Ten Principles in each of the four areas (human rights, labor, environment, anti-corruption)' and 'a measurement of outcomes'.

Global Compact is a principles-based standard. RTX continues to report an index (see section 8.1), which connects the principles with relevant sections in the report.

UN Sustainable Development Goals

UN's 17 Sustainable Development Goals (SDGs) are at the heart of UN's 2030 agenda for sustainable development. RTX has chosen to focus our sustainability efforts on five targets within the UN SDGs numbers 4, 5, 9, 10, and 12, where RTX through its conduct especially can influence and advance.

- Goal 4: Quality education
SDG Target 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.
- Goal 5: Gender equality
SDG Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

- Goal 9: Industry, innovation, and infrastructure
SDG Target 9.1: Develop quality, reliable, sustainable, and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.
- Goal 10: Reduced inequalities
SDG Target 10.2: By 2030, empower and promote the social, economic, and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- Goal 12: Responsible consumption & production
SDG Target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources.

Our activities related to above SDG targets are incorporated into the environment, social, and governance sections of this report and also highlighted in a cross-referencing index appendix for SDGs (see section 8.2).

The EU taxonomy

What is the EU taxonomy and why do we need it?

The EU taxonomy is a classification system that defines which economic activities are environmentally sustainable. An economic activity is considered sustainable if it makes substantial contributions to the European Green Deal objective of becoming carbon neutral by 2050.

By serving as a frame of reference the taxonomy increases transparency, which helps prevent greenwashing, helps investors make greener choices, and helps companies plan for the green transition.

From 1 January 2022, some firms - depending on focus and size - in the EU had to report which activities comply with the taxonomy's criteria, disclosing EU taxonomy-eligible share of turnover, capital expenditure aligned with the EU taxonomy, and the operating expenses aligned with the EU taxonomy. RTX is not yet required to report under the EU taxonomy, but will be in the future. In preparation for this we have initiated voluntary reporting this year.

How have we approached our assessment according to the EU taxonomy?

We have assessed our economic activities across the EU taxonomy's six environmental objectives: Climate change mitigation, climate change adaptation, the circular economy, pollution, effect on water, and biodiversity.

For an economic activity to be deemed environmentally sustainable it must meet the following three criteria:

1. Make a substantial contribution to at least one of the EU's six environmental objectives
2. Do no significant harm to any of the other five environmental objectives
3. Comply with minimum safeguards

Outcome of RTX assessment

Our initial assessment, of the eligibility of our economic activities with the EU taxonomy, is that we have no significant costs or revenues that are taxonomy eligible.

This disclosure represents RTX's understanding of the requirements at this stage in time and we will revisit this assessment if additional guidance becomes available or if we in RTX introduce new economic activities.

RTX remains focused on the criteria of the taxonomy regulation, such as contribution to environmental objectives, do no significant harm criteria, and social safeguards, which continue to help inform our strategy going forward.

Results

| Taxonomy eligible activities and finance | Turnover | Opex | Capex |
|---|----------|------|-------|
| Percentage of eligible EU taxonomy activities | 0% | 0% | 0% |
| Percentage of non-eligible EU taxonomy activities | 100% | 100% | 100% |

7.2 Definitions and accounting practices

We measure our sustainability performance by measuring and following up on a set of KPIs. We also use the performance evaluation to guide our future actions.

Environment

Scope 1 and 2 carbon emissions are measured using the ISO standards 14064 1-3 as well as the GHG Protocol. For practical purposes regarding reporting emissions to the CDP, the scope 1 and 2 emissions are measured for calendar years 2022, 2021, and 2020 respectively.

Scope 1 emissions include vehicles owned by the Group as well as leased vehicles controlled by the Group. The Group's scope 1 emissions have been calculated based on liters of fuel used and using the CO₂e per liter conversion factors, for greenhouse gas reporting for international organizations, for 2022 as published on www.gov.uk/government/collections/government-conversion-factors-for-company-reporting.

Scope 2 emissions include indirect emissions from the use of purchased energy consumed at the Group's facilities. The underlying consumption data is extracted from invoices from electricity- and district heating suppliers as provided to either landlords or directly to the Group. Scope 2 emissions have been calculated using the CO₂e/kWh emission factors reported by the relevant providers

of electricity and district heating in the various countries.

Social

Employee absence is based on average absence due to illness from 1 October 2022 to 30 September 2023. Employee turnover is calculated as the number of staff having left RTX relative to the average number of employees as recorded by the Group's HR function.

The female share of the entire workforce, of Group Executive Management, and of the Board of Directors are based on registered headcount at the end of the 2022/23 financial year.

Governance

The number of whistleblower reports are as registered by the Audit Committee to whom such reports are sent.

Attendance at board meetings is calculated as the sum of actual attendance for all board members (ordinary and extraordinary respectively) divided by the maximum potential attendance for all board members. Extraordinary board meetings are board meetings called on short notice.



Appendix

- ① UN Global Compact principles index
- ② UN Sustainable Development Goals (SDGs) index



8. Appendix

8.1 UN Global Compact principles index

For each principle of the UN Global Compact, references are made to the sections in this COP report, illustrating the implementation of the principle in terms of policies, due diligence, risk management, KPIs, and future plans.

UN Global Compact principles

Human rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

Refer to section 3.3 and 5.4

Principle 2

Make sure that they are not complicit in human rights abuses.

Refer to section 3.3 and 5.4

Labour

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Refer to section 3.3, 5.1, and 5.4

Principle 4

The elimination of all forms of forced and compulsory labor;

Refer to section 3.3, 5.1, and 5.4

Principle 5

The effective abolition of child labor; and

Refer to section 3.3, 5.1, and 5.4

Principle 6

The elimination of discrimination in respect of employment and occupation.

Refer to section 3.3, 5.1, 5.2, and 5.4

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Refer to section 3.3, 4.1, 4.2, 5.3, and 5.4

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Refer to section 3.3, 4.1, 4.2, 4.3, 5.3, and 5.4

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Refer to section 3.1, 3.3, 4.1, 4.2, 5.3, and 5.4

Anti-corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Refer to section 3.3, 5.4, and 6.2

8.2 UN Sustainable Development Goals (SDGs) index

Across UN's 17 Sustainable Development Goals (SDGs), RTX has chosen to focus our sustainability efforts on five targets within the UN SDGs numbers 4, 5, 9, 10, and 12, where RTX through its conduct especially can influence and advance. For each of these targets, references are made to the sections in this sustainability report, illustrating the efforts towards that target in terms of policies, due diligence, risk management, KPIs, and future plans.

Selected UN SDG targets



SDG Target 4.4

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

Refer to section 5.1, 5.2, and 5.5



SDG Target 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

Refer to section 3.3, 5.2, 5.4, 6.3, and 6.4



SDG Target 9.1

Develop quality, reliable, sustainable, and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

Refer to section 3.1, 3.2, and 3.3



SDG Target 10.2

By 2030, empower and promote the social, economic, and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Refer to section 3.3, 5.2, 5.4, 6.3, and 6.4



SDG Target 12.2

By 2030, achieve the sustainable management and efficient use of natural resources.

Refer to section 3.1, 3.3, 4.1, 4.2, 4.3, and 5.4



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