

Announcement

To Nasdaq Copenhagen A/S and the press

*Noerresundby, Denmark, 8 January 2025
Announcement no. 01/2025
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Notice of the Annual General Meeting of RTX on 31 January 2025

Enclosed please find the notice convening the Annual General Meeting of RTX to be held on Friday 31 January 2025 at 14:00 at the Company's address: Stroemmen 6, Noerresundby.

Best regards,
RTX A/S

Peter Thostrup
Chair of the Board

Questions and further information:

Mille Tram Lux, CFO or Peter Thostrup, Chair at tel. +45 96 32 23 00

Please visit RTX's website at: www.rtx.dk

The Board of Directors of RTX A/S has the pleasure of convening the

Annual General Meeting

to be held on Friday 31 January 2025 at 14.00
at the Company's address Stroemmen 6, DK-9400 Noerresundby

Agenda:

1. The Board of Director's review of the Company's activities in the past financial year.
2. Presentation of the audited Annual Report 2023/24 for adoption and resolution on discharge of the Board of Directors and the Executive Board.
3. Resolution as to the utilization of profit or coverage of loss according to the adopted annual report.
4. Presentation of and advisory vote on the remuneration report.
5. Remuneration:
 - 5.1. Approval of the Remuneration Policy
 - 5.2. Approval of the remuneration of the Board of Directors for 2024/25
6. Election of members to the Board of Directors.
7. Appointment of auditors.
8. Proposals from the Board of Directors and from shareholders:
 - 8.1. Authorization to inform the Danish Business Authority of decisions taken at the Annual General Meeting.
9. Any other business.

Complete proposals for the items on the agenda:

1. The Board of Director's review of the Company's activities in the past financial year.
2. Presentation of the audited Annual Report 2023/24 for adoption and resolution on discharge of the Board of Directors and the Executive Board.

The Board of Directors recommends that the annual report and the proposal to discharge the Board of Directors and the Executive Board are adopted.

3. Resolution as to the utilization of profit or coverage of loss according to the adopted annual report.

The Board of Directors recommends that no dividend be paid for the financial year 2023/24.

4. Presentation of and advisory vote on the remuneration report.

The Company has prepared the 2023/24 remuneration report, which according to applicable legislation is presented to the Annual General Meeting for an advisory vote. The report covers remuneration awarded or due during the financial year 2023/24 to the Company's Board of Directors and Executive Board. The Executive Board includes executive management members registered as such with the Danish Business Authority. The 2023/24 remuneration report is available on the Company's website, www.rtx.dk/RemunerationReport. The Board of Directors recommends that the Annual General Meeting approves the Company's 2023/24 remuneration report in the advisory vote.

5. Remuneration:

- 5.1 Approval of the Remuneration Policy

Proposal to approve the Remuneration Policy, with the key change to previous version being, changing section 4.1 and 4.2.

From:

"4.1 The Board of Directors receive a fixed remuneration and does not receive any variable remuneration components (such as short-term cash-based bonus or long-term share-based bonus). Efforts are made to ensure that the remuneration of the Board of Directors matches the level in comparable companies, whilst also taking into consideration the scope of the board work, including the number of meetings.

4.2 The fixed remuneration for each member of the Board of Directors is approved by the General Meeting for the current financial year and is stated in the annual report. The ratio between the fixed remuneration for (i) the Chairman of the Board of Directors, (ii) the Deputy Chairman of the Board of Directors, (iii) board members elected by the employees, (iv) board members who are also members of the Audit Committee and (v) other members of the Board of Directors, may vary, among other things depending on the board members' competencies and efforts"

With:

" 4.1 The members of the Board of Directors are elected for one year at a time and are remunerated by way of a fixed base fee.

The chairman of the board receives three times the base fee, and the deputy chairman receives two times the base fee. Also, members of board committees receive an additional annual fee for each committee membership.

The board members do not participate in incentive schemes.

The level of the remuneration of the Board of Directors is market consistent and match the level in comparable, listed companies, taking into account the responsibility and scope of the board work as well as the required competencies by the board members.

The total remuneration of the Board of Directors is submitted for adoption by the annual general meeting.

In special circumstances individual board members may receive further remuneration in line with market practice for extraordinary ad hoc tasks outside their normal duties assigned by the board.

Travel and accommodation costs as well as other relevant expenses in connection with board meetings will be covered"

5.2 Approval of the remuneration of the Board of Directors for 2024/25

The remuneration for the Board of Directors for 2024/25 is proposed unchanged compared to 2023/24. The Board members shall receive multiples of the base fee in accordance with the Remuneration Policy:

1. The chair shall receive 3 times the base fee.
2. The vice chair shall receive 2 times the base fee
3. The other Board members shall receive the base fee (DKK 225,000)

The proposed fees for committee work will remain the same:

- The Chair of the Audit Committee will receive DKK 175,000.
- Audit Committee members not serving as part of the Chairmanship will receive DKK 100,000.
- Members of the Remuneration and Nomination Committees who are not part of the Chairmanship will receive DKK 75,000.

6. Election of members to the Board of Directors.

***The Board of Directors recommends re-election of:
Henrik Schimmell (current Deputy Chair)***

Jesper Mailind

Katja Millard

Mogens Vedel Hestbæk (current Chair Audit Committee)

The Board of Directors recommends for new election of:

Gitte Schjøtz, EVP, UL Solutions

Gitte Schjøtz is EVP, Chief Operations & Sustainability Officer at UL Solutions

With 30+ years of global leadership experience across Denmark, Germany, USA, and Singapore, Gitte has a proven track record in P&L, operational performance, and strategic geographic expansion. Gitte holds international board positions, focusing on emerging technologies like Robotics, SaaS, and AI, and is a council member in World Business Council for Sustainable Development. She brings valuable experience from publicly listed companies, coupled with strong technical expertise, sustainability insight and proven global leadership.

Carsten Drachmann, CEO GomSpace

Carsten Drachmann is CEO at GomSpace

With 30 years of extensive industry expertise in Telecom, including 20 years at Nokia and CEO roles in two publicly listed companies, Carsten has a proven track record of driving growth, value, and profitability in high-tech organizations ranging from start-ups to Fortune 500 enterprises with global reach. He combines deep experience in publicly listed companies with robust technical knowledge and a history of delivering exceptional global leadership.

If the general meeting votes in favor of re-election and new election of the above-mentioned board members and candidates, the Board of Directors will, after the general meeting, as part of an incipient generational change, constitute itself with Henrik Schimmell as Chair, Katja Millard as Deputy Chair and Mogens Vedel Hestbæk as Chair of the Audit Committee.

Peter Thostrup and Lars Christian Tofft do not seek reelection.

Information on the candidates' competencies and directorships is set out in Appendix 1 to this notice and is also available on the company's website, www.rtx.dk.

7. Appointment of auditors.

The Board of Directors proposes KPMG, Statsautoriseret Revisionspartnerselskab (CVR no. 25 57 81 98) be reelected. The Audit Committee has been free from influence by any third party and has been bound by no third-party agreement restricting the General Meeting's choice of auditor to certain auditors or audit firms.

8. Proposals from the Board of Directors and from shareholders:

8.1 *The Board of Directors proposes that Attorney Henrik Møgelmoose is authorized to inform the Danish Business Authority of any decisions taken at the Annual General Meeting and in this connection to make any changes and addendums to the decisions and the Company's Articles of Association that the Danish Business Authority may require to register the decisions.*

9. Any other business.

After the general meeting refreshments will be served.

Share capital

The share capital amounts to DKK 42,339,190. Only one share class exists. The capital is divided into shares of DKK 5 and the total number of shares is 8,467,838. Each share of DKK 5 gives one vote.

Agenda and documents

No later than Thursday 9 January 2025, the notice to convene the general meeting, the agenda and the complete proposals will be made available at the Company's website www.rtx.dk and will be sent to all shareholders having so requested. Necessary information and documents for the Annual General Meeting are available from the same date at the Company's website www.rtx.dk.

Adoption requirements

To adopt the points of the agenda a simple majority is required.

The vote on the remuneration report (agenda item 4) is solely advisory.

Shareholders' right to attend and vote at the Annual General Meeting

A shareholder's right to attend the Annual General Meeting and to vote is determined on the basis of the shares held by the shareholder at the date of registration, which is Friday 24 January 2025. A shareholder must take out an admission card for her or himself as well as for any advisor on **Monday 27 January 2025** at the latest. Admission cards shall be issued to any such person who, according to the register of shareholders, is recorded as shareholder on the date of registration or for whom the Company at the date of registration has received an adequate request to be recorded in the register of shareholders. Admission cards with voting slips can be obtained at RTX's website <https://www.rtx.dk/investors/agm/> until Monday 27 January 2025 at 11.59 pm (CET) at the latest.

Webcast

The Annual General Meeting will be held in Danish and broadcasted live via webcast which can be accessed via the Company's website at <https://avcenterlive.dk/rtx250124>. The webcast will be available at the time of the Annual General Meeting.

It is not necessary to take out an admission card in order to view the webcast. However, as it is not possible to vote or ask questions via the webcast, voting by proxy or by post/correspondence shall be done prior to the Annual General Meeting in accordance with the deadlines stated below and it is recommended that any questions for the Annual General Meeting are sent in writing prior to the Annual General Meeting as also described below.

Voting by proxy

Voting shareholders, who do not wish or are unable to attend the Annual General Meeting in person, may grant a power of attorney/proxy. The proxy form is available at www.rtx.dk/agm. Proxy forms may be submitted electronically via the link provided at www.rtx.dk/agm. Alternatively, proxy forms must be filled in, signed and sent by e-mail to CPH-investor@euronext.com or to VP Securities A/S, c/o Euronext Securities, Nicolai Eigtveds Gade 8, 1402 Copenhagen K. The power of attorney must be received by VP Securities A/S no later than **Monday 27 January 2025 at 11.59 pm (CET)**.

Voting by post/correspondence

Voting shareholders, who do not wish or are unable to attend the Annual General Meeting in person, may vote by post/correspondence. Postal voting form is available at www.rtx.dk/agm. Postal vote may be submitted electronically via the link provided at www.rtx.dk/agm. Alternatively, proxy forms must be filled in, signed and sent by e-mail to CPH-investor@euronext.com or to VP Securities A/S, c/o Euronext Securities, Nicolai Eigtveds Gade 8, 1402 Copenhagen K. Postal votes must be received by VP Securities A/S no later than **Thursday 30 January 2025 at 12.00 pm (noon) (CET)**.

Questions by the shareholders

At the Annual General Meeting the Board of Directors will answer questions from the shareholders concerning the agenda or the documents etc. to be considered at the Annual General Meeting. Prior to the Annual General Meeting questions may be sent to the Board of Directors by e-mail to ir@rtx.dk or by post to RTX A/S, Att. "Investor Relations", Stroemmen 6, 9400 Noerresundby.

Processing of personal data

As a result of company law requirements, RTX A/S processes personal information about its shareholders as part of the administration of the company's register of shareholders and other communication hereunder also related to the Annual General Meeting. The following information is processed: Name, address, contact information, VP account number, shareholding and participation in events.

Noerresundby, Denmark, 8 January 2025

The Board of Directors

RTX A/S

Supplement to the notice of the Annual General Meeting
Appendix 1: Candidates for the Board of Directors

	Henrik Schimmell (Deputy Chair)	Katja Millard, (Board Member)
<i>Board since</i>	2019	2024
<i>Independent</i>	Yes	Yes
<i>Committees</i>	Deputy Chair, Member Audit Committee, Member Nomination and Remuneration Committee	
<i>Directorships and executive positions</i>	Board Chair: LRE Medical	VP, Critical Communication Solution, Motorola
<i>Competencies</i>	General management within medical device/diagnostics and hearing instrument industries. Competencies within strategic planning, lean business operations & M&A.	International management background - software and hardware with deep knowledge of the electronics industry. Experience covers sales, marketing, innovation and product development.
<i>Nationality, gender</i>	Danish, Male	Danish, Female
	Mogens Vedel Hestbæk (Board Member)	Jesper Mailind, (Board Member)
<i>Board since</i>	2019	2013
<i>Independent</i>	Yes	Yes
<i>Committees</i>	Chair Audit Committee	Member Nomination and Remuneration Committee
<i>Directorships and executive positions</i>	Group CFO, Per Aarsleff Holding A/S	Chair of the board of directors of Aidian Oy; Member of the boards of directors of Etac AB and Contour Design A/S
<i>Competencies</i>	Finance, corporate governance in listed companies. Group CFO and executive management experience from listed companies.	General management and transition management from global industries including life science, medtech, diagnostics, technology and manufacturing
<i>Nationality, gender</i>	Danish, Male	Danish, Male
	Gitte Schjøtz (Board Member)	Carsten Drachmann (Board Member)
<i>Board since</i>		
<i>Independent</i>	Yes	Yes
<i>Committees</i>		
<i>Directorships and executive positions</i>	EVP, Chief Operations & Sustainability Officer, UL Solutions www.ul.com (NYSE Listed company)	CEO of GomSpace AB
<i>Competencies</i>	General management within medical device/diagnostics and hearing instrument industries. Competencies within strategic planning, lean business operations & M&A.	Top management of listed technology company. Commercial approach to technology, investor communication expertise, track record in driving growth and innovation.
<i>Nationality, gender</i>	Danish, Female	Danish, Male