

# Remuneration Report

2024/25

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This remuneration report provides an overview of the total remuneration received by each member of the Board of Directors and of the Executive Board of RTX A/S, CVR no. 17002147 (“RTX” or “Company”) during the 2024/25 financial year from 1 October 2024 to 30 September 2025.

The Board of Directors and the Executive Board comprise the persons registered with the Danish Business Authority as members of the Executive Board and Board of Directors of RTX.

The remuneration of the Board of Directors and the Executive Board during the 2024/25 financial year has been provided in accordance with the remuneration policy of RTX adopted at the Annual General Meeting on 31 January 2025. The remuneration policy is available on RTX’s website at <https://www.rtx.dk/investors/governance/#Policies>.

The remuneration report has been prepared in accordance with section 139b of the Danish Companies Act. The report is further prepared in accordance with the European Commission Guidelines on the standardized presentation of the remuneration report under the Shareholder Rights Directive (SRD) (Directive 2007/36/EC), as amended by SRD II (Directive (EU) 2017/828) as regards the encouragement of long-term shareholder engagement. The report will be presented for an advisory vote at the Annual General Meeting of RTX A/S on 29 January 2026. The information included in this remuneration report has primarily been derived from the audited annual reports of the Company for the financial years 2020/21 to 2024/25 available from RTX’s website. Unless explicitly stated otherwise, all amounts are included in thousand DKK and are gross amounts.

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# Introduction and Background

## RTX Remuneration Policy

According to RTX's remuneration policy, as adopted at the Annual General Meeting on 31 January 2025 for agreements entered into on or after these dates, it is RTX's policy to offer a competitive remuneration to the Executive Board in order to attract, motivate and retain qualified individuals in the markets in which RTX competes. The remuneration is further designed to create shared interests between the Executive Board and the shareholders of RTX and thus to promote and support RTX's short-term and long-

term goals, strategies and value creation. Sustainability considerations also play a role in determining the remuneration level of management.

To assist in realizing these objectives, the Executive Board remuneration can encompass fixed remuneration, short-term cash-based bonuses, longer-term share-based bonuses and longer-term cash-based bonuses. The Board of Directors receives a fixed remuneration and does not receive variable remuneration components in their capacities as Board of Directors.

## Shareholder feedback

The Remuneration Report for the previous financial year – 2023/24 – was presented for an advisory vote at the Annual General Meeting of RTX on 31 January 2025. The report was approved in the advisory vote with 100.0% of the votes approving the report.

## Financial Performance 2024/25

Revenue in 2024/25 reached DKK 547 million which was above the original expectations set out at the beginning of the financial year, and close to 10% above 2023/24 revenue. As the year progressed, performance strengthened across the Enterprise segment, particularly in the retail sub-segment, while Healthcare also delivered solid growth. In response to these positive trends, full-year guidance was adjusted in June 2025.

Earnings were also impacted by the higher revenue. EBITDA reached DKK 36 million in 2024/25 (2023/24: DKK 3 million) and EBIT reached DKK 9 million in 2024/25 (2023/24: DKK -34 million). The earnings are positively impacted by the higher revenue and gross margin.

## Proposed Board Remuneration for 2025/26

The remuneration for the Board of Directors for 2025/26 is proposed unchanged compared to 2024/25, with base at DKK 225 thousand, and the multiple for the Chair and the Deputy Chair being 3x and 2x, respectively. Remuneration for audit committee work also remains unchanged at DKK 175 thousand and for Nomination & Remuneration Committee at DKK 75 thousand. RTX proposes approval of board remuneration for the financial year 2025/26 to align expectations between the company and the board member from the start of the new board period.

## Compliance with the Remuneration Policy

The remuneration of the Board of Directors and the Executive Board for the 2024/25 financial year complies with the framework and guidelines provided by the remuneration policy. There has been no deviation or derogation from the framework and guidelines provided by the remuneration policy.

### Objectives of RTX Remuneration Policy

C

Promote long-term value creation in RTX and support RTX's business strategy

A

Attract, motivate and retain qualified members of management

B

Ensure alignment of interests between management, company and shareholders

# Remuneration of the Board of Directors

Members of the Board of Directors receive a fixed annual remuneration approved by the General Meeting and stated in the annual report and in this remuneration report. In accordance with the remuneration policy, members of the Board of Directors do not receive any variable compensation (such as short-term cash-based bonus or

long-term share-based bonus) in their capacity as Board Members.

The ratio between the fixed remuneration for the Chair of the Board, the Deputy Chair of the Board, board members elected by the employees, board members who are also members of

board committees (Audit Committee as well as Nomination and Remuneration Committee) and other members of the Board may vary, among other things depending on the board member's competencies and efforts.

Board member Jesper Mailind received other fees totaling 75 DKK'000 for his additional work

supporting the transition to new CEO and Board composition.

Documented travel costs of board members related to the work in the Board of Directors or in the Audit Committee are reimbursed. Board members do not receive mileage.

Table 1: Board of Directors remuneration 2024/25 (2023/24), (DKK '000)

| Name and position                                                    | 2024/25      |               |                        |                    | 2023/24      |               |                        |                    |
|----------------------------------------------------------------------|--------------|---------------|------------------------|--------------------|--------------|---------------|------------------------|--------------------|
|                                                                      | Board Fee    | Committee Fee | Other fees or benefits | Total remuneration | Board Fee    | Committee Fee | Other fees or benefits | Total remuneration |
| Henrik Schimmell Nielsen; Chair, Member AC, Chair NRC <sup>(1)</sup> | 600          | 0             | 0                      | 600                | 378          | 56            | 0                      | 434                |
| Katja Millard; Deputy Chair, Member AC, Member NRC <sup>(2)</sup>    | 375          | 0             | 0                      | 375                | 154          | 0             | 0                      | 154                |
| Mogens Vedel Hestbæk; Board Member, Chair AC (from 25 Jan 2024)      | 225          | 175           | 0                      | 400                | 150          | 117           | 0                      | 267                |
| Jesper Mailind; Board Member, Member NRC                             | 225          | 75            | 75                     | 375                | 296          | 0             | 0                      | 296                |
| Gitte Schjøtz; Board Member (from 31 Jan 2025)                       | 150          | 0             | 0                      | 150                | 0            | 0             | 0                      | 0                  |
| Carsten Michael Drachmann; Board Member (from 31 Jan 2025)           | 150          | 0             | 0                      | 150                | 0            | 0             | 0                      | 0                  |
| Kurt Heck Rasmussen; Board Member (Employee Representative)          | 225          | 0             | 0                      | 225                | 225          | 0             | 0                      | 225                |
| Kevin Harritsø; Board Member (Employee Representative)               | 225          | 0             | 0                      | 225                | 225          | 0             | 0                      | 225                |
| Camilla Sembach Munk; Board Member (Employee Representative)         | 225          | 0             | 0                      | 225                | 225          | 0             | 0                      | 225                |
| Peter Thostrup <sup>(3)</sup>                                        | 225          | 0             | 0                      | 225                | 675          | 0             | 0                      | 675                |
| Lars Christian Tofft; Board Member (from 27 Jan 2017 to 16 Jan 2025) | 75           | 0             | 0                      | 75                 | 225          | 0             | 0                      | 225                |
| Ellen Andersen; Board Member (from 28 Jan 2022 to 13 Jan 2024)       | 0            | 0             | 0                      | 0                  | 64           | 0             | 0                      | 64                 |
| <b>Total</b>                                                         | <b>2,700</b> | <b>250</b>    | <b>75</b>              | <b>3,025</b>       | <b>2,617</b> | <b>173</b>    | <b>0</b>               | <b>2,790</b>       |

AC = Audit Committee NRC = Nomination & Remuneration Committee

(1) Henrik Schimmell Nielsen; Chair, Member AC, Chair NRC from 31 Jan 2025

(2) Katja Millard; Deputy Chair, Member NRC from 31 Jan 2025

(3) Peter Thostrup; Chair, Member AC, Chair NRC until 31 Jan 2025

# Remuneration of the Executive Board

In accordance with the remuneration policy, the remuneration for the Executive Board may comprise the following remuneration components:

- a) Fixed base salary
- b) Pension contributions (not applicable for all Executive board members)
- c) Customary employee benefits, including company car and associated costs
- d) Cash bonuses (short-term and long-term incentive-based remuneration)
- e) Share-based payments (long-term incentive-based remuneration)
- f) Matching shares programme

The combination of these components creates a balanced remuneration package reflecting both individual performance and responsibility of the members of the Executive Board in relation to RTX's short-term and long-term goals and targets as well as the Company's overall performance.

The composition of the remuneration of each individual member of the Executive Board is determined so as to facilitate the Company's ability to attract and retain qualified management while at the same time ensuring the Executive Board has incentives to create added value for the Company's shareholders through variable compensation.

The terms of employment and remuneration of the members of the Executive Board are agreed between the individual member and the Board of Directors.

The financial performance for 2024/25 have led to a partial target fulfilment for the short-term cash-based bonus.

In table 2 below, the remuneration for the Executive Board in 2024/25 is listed.

**Table 2: Executive Board remuneration 2024/25 (2023/24), (DKK '000)**

|                                                      | Henrik Mørck Mogensen,<br>CEO <sup>(3)</sup> |            | Peter Røpke,<br>CEO <sup>(3)</sup> |              | Mille Tram Lux,<br>CFO <sup>(4)</sup> |              | Total <sup>(5)</sup> |              |
|------------------------------------------------------|----------------------------------------------|------------|------------------------------------|--------------|---------------------------------------|--------------|----------------------|--------------|
|                                                      | 2024/25                                      | 2023/24    | 2024/25                            | 2023/24      | 2024/25                               | 2023/24      | 2024/25              | 2023/24      |
| <i>Fixed remuneration:</i>                           |                                              |            |                                    |              |                                       |              |                      |              |
| Fixed base salary                                    | 1,919                                        | n/a        | 749                                | 4,499        | 1,724                                 | 1,460        | 4,392                | 6,023        |
| Pension contributions                                | 0                                            | n/a        | 3                                  | 18           | 136                                   | 115          | 139                  | 133          |
| Other benefits                                       | 74                                           | n/a        | 40                                 | 234          | 92                                    | 93           | 206                  | 327          |
| <b>Total fixed remuneration</b>                      | <b>1,993</b>                                 | <b>n/a</b> | <b>792</b>                         | <b>4,751</b> | <b>1,952</b>                          | <b>1,668</b> | <b>4,737</b>         | <b>6,483</b> |
| <i>Variable remuneration:</i>                        |                                              |            |                                    |              |                                       |              |                      |              |
| Extraordinary items                                  | 0                                            | n/a        | 0                                  | 0            | 360                                   | 0            | 360                  | 0            |
| Short-term cash bonus (earned)                       | 438                                          | n/a        | 0                                  | 0            | 270                                   | 0            | 708                  | 0            |
| Long-term cash-bonus (estimated) <sup>(1)</sup>      | 90                                           | n/a        | 0                                  | 0            | 60                                    | 0            | 150                  | 0            |
| Long-term share-based bonus (awarded) <sup>(2)</sup> | 800                                          | n/a        | 0                                  | 1,005        | 420                                   | 360          | 1,220                | 1,365        |
| <b>Total variable remuneration</b>                   | <b>1,328</b>                                 | <b>n/a</b> | <b>0</b>                           | <b>1,005</b> | <b>1,110</b>                          | <b>360</b>   | <b>2,438</b>         | <b>1,365</b> |
| <b>Total remuneration</b>                            | <b>3,321</b>                                 | <b>n/a</b> | <b>792</b>                         | <b>5,756</b> | <b>3,062</b>                          | <b>2,028</b> | <b>7,175</b>         | <b>7,848</b> |
| Share of fixed remuneration                          | 60%                                          | n/a        | 100%                               | 83%          | 64%                                   | 82%          | 66%                  | 83%          |
| Share of variable remuneration                       | 40%                                          | n/a        | 0                                  | 17%          | 36%                                   | 18%          | 34%                  | 17%          |

(1) Long-term cash bonus is approved by the Board in connection with approval of the Annual Report for 2024/25.

(2) Measured at fair value (Black Scholes calculation) of the RSUs at the time of award

(3) Henrik Mørck Mogensen CEO from 1 March 2025. Peter Røpke CEO until 30 November 2024.

(4) Mille Tram Lux CFO from 1 June 2023. Morten Axel Petersen CFO until 31 May 2023.

(5) Morten Axel Petersen received 64 DKK '000 in 2023/24 that is not listed separately in the table, but included in the total column. Morten Axel Petersen has not received remuneration in 2024/25.

Fixed base salary

The purpose of the fixed base salary, pension contributions and other customary benefits is primarily to provide the individual Executive Board member with a predictable minimum remuneration so as to be able to attract and retain Executive Board members with the desired competencies. In determining the remuneration levels, the remuneration levels in comparable companies are taken into account.

The ratio between the fixed base salary and the total remuneration depends on the achievement of the performance criteria (KPIs) for the variable remuneration components.

Pension contributions

An employer-paid pension contribution may be provided to members of the Executive Board. In case such pension is provided it may amount to up to 10% of the total remuneration.

Other customary benefits

Other benefits (such as, for instance, company car, health insurance, free telephone, internet subscription) may also be provided to members of the Executive Board. Other benefits may amount to up to 6% of the total remuneration.

Short-term cash-based bonus

The purpose of the short-term cash-based bonus is to ensure the Executive Board’s focus on the short-term performance criteria (KPIs) in the Company’s strategy and to reward satisfactory results in relation to these performance criteria which are aligned with RTX’s strategy, objectives and value-creation. The performance criteria (KPIs) applied in 2024/25 are shown in table 3 below. There may also be a retention bonus, loyalty bonus or similar bonus schemes. A one-time retention bonus of 3 months base salary was granted to the 5 members of the executive team to ensure management continuity during the transition period. The bonus is subject to

continued employment and is disbursed in two tranches: 33% upon the appointment of the new CEO and 67% nine months following the new CEO’s commencement. Retention bonus to Mille Tram Lux is listed as an extraordinary item in Table 2. The award is granted in accordance with the Company’s Remuneration Policy.

Table 3: Performance criteria (KPIs) for short-term cash bonus 2024/25

| Name and position          | Description of KPI           | Relative weight of KPI | KPI performance threshold | Min. and max. bonus award of fixed base salary (min. to max. %) | Actual bonus awarded (% of fixed base salary) | Actual award (DKK '000) |
|----------------------------|------------------------------|------------------------|---------------------------|-----------------------------------------------------------------|-----------------------------------------------|-------------------------|
| Henrik Mørck Mogensen, CEO | Realized group revenue 24/25 | 50%                    | Quantitative interval     | 0% to 31%                                                       | 23%                                           | 438                     |
|                            | Realized group EBITDA 24/25  | 50%                    | Quantitative interval     |                                                                 |                                               |                         |
| Mille Tram Lux, CFO        | Realized group EBITDA 24/25  | 50%                    | Quantitative interval     | 0% to 25%                                                       | 16%                                           | 270                     |
|                            | Realized group EBIT 24/25    | 50%                    | Quantitative interval     |                                                                 |                                               |                         |

**Long-term cash-based bonus**

The purpose of the long-term cash-based bonus is to ensure the Executive Board's focus on the implementation of the long-term strategy plan for RTX. The performance criteria (KPIs) applied in 2024/25 are shown in table 4 below.

The long-term cash bonus is awarded pro rata in case of termination of employment.

**Long-term share-based bonus**

The purpose of the long-term share-based bonuses is to secure the Executive Board's incentive to safeguard RTX's long-term interests and to incentivize the retention of the Executive Board. In particular, the fact that the long-term share-based bonus has a multi-year vesting period ensures that the Executive Board is continuously exposed to developments in the share price and ensure a particular emphasis on the longer-term results and value creation of the Company.

The long-term share-based bonuses for the Executive Board consist of a restricted share unit (RSU) program.

RSUs are issued to members of the Executive Board through a vesting plan and will vest if and after having achieved the required performance criteria. RSUs have no tangible value until they have vested. The RSUs vest three years after the award to create shared long-term interests between RTX and the Executive Board. The RSUs will vest provided that (i) defined minimum

targets for the Company's EBITDA are achieved in the three years' period from the award, that (ii) the employee is still employed during the vesting period (if the Executive Board member leaves the company, the right to exercise the RSUs will lapse), and that (iii) the Board of Directors assesses that the Executive Board is conducting the business to the extent relevant in compliance with the 10 principles of the UN Global Compact which have been adopted by RTX. The targets set in the RSU programs are set so as to emphasize incentives related to retention.

**Table 4: Performance criteria (KPIs) for long-term cash bonus 2024/25**

| Name and position          | Description of KPI                                                                  | Relative weight of KPI | KPI performance threshold | Min. and max. bonus award of base salary (min. to max. %) | Est. bonus earned (% of base salary) | Est. earned (DKK '000) |
|----------------------------|-------------------------------------------------------------------------------------|------------------------|---------------------------|-----------------------------------------------------------|--------------------------------------|------------------------|
| Henrik Mørck Mogensen, CEO | Realized group revenue 26/27 <sup>(1)</sup>                                         | 25%                    | Quantitative interval     | 0% to 25%                                                 | 5%                                   | 90                     |
|                            | Realized group EBITDA 26/27 <sup>(1)</sup>                                          | 25%                    | Quantitative interval     |                                                           |                                      |                        |
|                            | Realised revenue in Healthcare segment                                              | 25%                    | Quantitative interval     |                                                           |                                      |                        |
|                            | Discretionary board evaluation on milestones on next generation Enterprise Platform | 25%                    | Quantitative interval     |                                                           |                                      |                        |
| Mille Tram Lux, CFO        | Realized group revenue 26/27 <sup>(1)</sup>                                         | 25%                    | Quantitative interval     | 0% to 25%                                                 | 3%                                   | 60                     |
|                            | Realized group EBITDA 26/27 <sup>(1)</sup>                                          | 25%                    | Quantitative interval     |                                                           |                                      |                        |
|                            | Realised revenue in Healthcare segment                                              | 25%                    | Quantitative interval     |                                                           |                                      |                        |
|                            | Discretionary board evaluation on milestones on next generation Enterprise Platform | 25%                    | Quantitative interval     |                                                           |                                      |                        |

(1) A bonus qualifier related to a minimum level of Group EBITDA level applies - i.e. if a minimum EBITDA and revenue level is not reached in the financial years 2024/25 - 2026/27 then no bonus is earned, regardless the fulfillment of sub KPIs.

Table 5: Long-term share-based bonus programs

| Name and position          | Program | Performance period     | Time of award | Time of vesting <sup>(1)</sup> | No. of RSUs awarded | No. of RSUs outstanding | Est. outstanding value 30 Sep 2025 (DKK '000) | No. of shares vested | Value at time of vesting (DKK '000) |
|----------------------------|---------|------------------------|---------------|--------------------------------|---------------------|-------------------------|-----------------------------------------------|----------------------|-------------------------------------|
| Henrik Mørck Mogensen, CEO | RSU XII | FY 2024/25 to Jan 2028 | Jun 2025      | Jan 2028                       | 12,475              | 12,475                  | 1,160                                         | Not yet vested       | Not yet vested                      |
| Mille Tram Lux, CFO        | RSU X   | FY 2022/23 to Jan 2026 | Jun 2023      | Jan 2026                       | 1,000               | 1,000                   | 93                                            | Not yet vested       | Not yet vested                      |
|                            | RSU XI  | FY 2023/24 to Jan 2027 | Jan 2024      | Jan 2027                       | 5,193               | 5,193                   | 483                                           | Not yet vested       | Not yet vested                      |
|                            | RSU XII | FY 2024/25 to Jan 2028 | Jan 2025      | Jan 2028                       | 6,549               | 6,549                   | 609                                           | Not yet vested       | Not yet vested                      |

(1) Subject to fulfilling vesting criteria.

Note: For the valuation of "Estimated outstanding value at 30 Sep 2025" the share price as per that date has been used together with the outstanding number of RSUs and an estimated likelihood of vesting – based on an assessment of the likelihood of fulfilling the performance criteria for vesting – assessed at 100% (RSU X), 100% (RSU XI), 100% (RSU XII).

For the RSU programs all the performance criteria (for a program to vest) must be met if the program shall vest – therefore vesting based solely on fulfilment of one or more, but not all, criteria is not possible.

The award and vesting of RSUs under ongoing long-term share-based bonus programs are displayed in table 5 above. The parameters for calculating the fair value at the time of award for the various programs are displayed in table 6 below.

An accelerated restricted share unit (Accelerated RSU) program has previously been active, but it has not been extended after the latest program related to the financial year 2021/22. No payments relating to accelerated RSUs has been made in 2024/25.

Table 6: RSU fair value calculation at the time of award (Black-Scholes value calculation)

|                                                                | RSU X         | RSU XI       | RSU XII      |
|----------------------------------------------------------------|---------------|--------------|--------------|
| Time of award                                                  | Feb 2023      | Feb 2024     | Feb 2025     |
| Price per share (at award)                                     | 145.8         | 72,0         | 65,8         |
| Vesting time (years)                                           | 3             | 3            | 3            |
| Volatility                                                     | 0.58          | 0.49         | 0.51         |
| Expected dividend                                              | 0.83%         | 0.84%        | 0.72%        |
| Risk-free interest rate                                        | 2.52%         | 2.42%        | 2.11%        |
| Adjustment for likelihood of achievement (at award)            | n/a           | n/a          | n/a          |
| <b>Fair value (Black-Scholes calculation) per RSU at award</b> | <b>137.38</b> | <b>69.33</b> | <b>64.13</b> |

### Matching shares

Before commencement of service, the members of the Executive Board may be invited to make an investment at his/her own cost of an agreed number of shares in the Company. If such an investment is made, the Company shall grant such member of the Executive Board a number of matching shares corresponding to 1.5 times the investment. Such matching shares will vest by the end of a three year period. The grant of matching shares is subject to the continued employment of the Executive Board member with the Company 36 months after the commencement date.

At present, there are no outstanding matching shares for any member of the Executive Board.

### Executive Board remuneration overview

The remuneration policy states the following levels for the various remuneration components:

**Fixed base salary:** At expected achievement levels for the performance criteria (KPIs), the fixed base salary is expected to amount to between 60% and 100% of the total remuneration.

**Pension contributions:** May amount to up to 10% of the total remuneration.

**Other customary benefits:** May amount to up to 6% of the total remuneration.

**Short-term cash-based bonus:** May allow the Executive Board member to receive a performance bonus of up to 50% of the Executive Board members' gross annual salary calculated before any bonus payments. A one-time retention bonus of 3 months base salary was granted to Mille Tram Lux (CFO) to ensure management continuity during the transition period, encompassing the interim management role and the onboarding of the new CEO. The bonus is subject to continued employment and will be disbursed in two tranches: 33% upon the appointment of the new CEO and 67% nine months following the new CEO's commencement. The first tranche has been fully accrued, while the second tranche has been accrued proportionally for seven out of nine months. The award was granted in accordance with the Company's Remuneration Policy.

**Long-term cash-based bonus:** May allow the Executive Board member to receive a performance bonus of up to 50% of the Executive Board members' gross annual salary calculated before any bonus payments. However, the total value of cash- and share-based bonuses cannot exceed 110 % of the Executive Board Member's Base Salary.

**Long-term share-based bonus:** The total value of RSUs may allow the Executive Board member to receive long-term share-based bonus of up to 110% of the Executive Board members' gross annual salary calculated before any bonus payments.

**Aggregate of short-term cash-based, long term cash-based and long-term share-based bonuses:** In addition to the limits stated above, the total value of cash- and share-based bonus cannot exceed 110% of the Executive Board Member's gross annual salary before any bonus payments.

According to table 2 none of the above levels have been exceeded in 2024/25, and the actual remuneration is thus in compliance with the remuneration policy.

### Termination

Employment agreements with members of the Executive Board are subject to a notice period of 6 to 12 months on the part of the company and 3 to 6 months on the part of the member of the Executive Board. Members of the Executive Board are entitled to salary in the notice period.

In case of termination due to the death of an Executive Board member, the spouse or children of the deceased member may be eligible to receive the fixed base salary for the month of death plus the subsequent three months.

No terminations related to the Executive Board have occurred in 2024/25.

### Clawback

All long-term share-based bonus are subject to a usual clawback provision whereby the Board of Directors may demand that any bonus awarded to a member of the Executive Board shall be repaid in part or full if a long-term share-based bonus has been awarded based on information which the Company is subsequently able to document as materially incorrect or if they were awarded as a result of fraud, manipulation of underlying data or material non-compliance with the accounting principles to which RTX is subject.

In 2024/25, there has been no basis for applying the clawback provision and thus no remuneration has been reclaimed.

# Shareholdings of the Board of Directors and the Executive Board

Table 7: Board of Directors and Executive Board holdings of shares and RSUs (number)

|                                                                      | Shares            |                         |                       | RSUs              |                         |                       |
|----------------------------------------------------------------------|-------------------|-------------------------|-----------------------|-------------------|-------------------------|-----------------------|
|                                                                      | End of<br>2024/25 | Beginning of<br>2024/25 | Net change<br>2024/25 | End of<br>2024/25 | Beginning of<br>2024/25 | Net change<br>2024/25 |
| <b>Board of Directors</b>                                            |                   |                         |                       |                   |                         |                       |
| Henrik Schimmell Nielsen; Chair, Member AC, Chair NRC                | 4,710             | 3,210                   | 1,500                 | n/a               | n/a                     | n/a                   |
| Katja Millard; Deputy Chair, Member AC, Member NRC                   | 0                 | 0                       | 0                     | n/a               | n/a                     | n/a                   |
| Mogens Vedel Hestbæk; Board Member, Chair AC                         | 1,000             | 1,000                   | 0                     | n/a               | n/a                     | n/a                   |
| Jesper Mailind; Board Member, Member NRC                             | 3,837             | 3,837                   | 0                     | n/a               | n/a                     | n/a                   |
| Gitte Schjøtz; Board Member (from 31 Jan 2025)                       | 1,397             | 0                       | 1,397                 | n/a               | n/a                     | n/a                   |
| Carsten Michael Drachmann; Board Member (from 31 Jan 2025)           | 2,380             | 0                       | 2,380                 | n/a               | n/a                     | n/a                   |
| Kurt Heick Rasmussen; Board Member (Employee Representative)         | 1,050             | 1,050                   | 0                     | 0                 | 550                     | -550                  |
| Kevin Harritsø; Board Member (Employee Representative)               | 0                 | 0                       | 0                     | 0                 | 0                       | 0                     |
| Camilla Sembach Munk; Board Member (Employee Rep. from 27 Jan 2023)  | 0                 | 0                       | 0                     | 0                 | 0                       | 0                     |
| Peter Thostrup <sup>(1)</sup>                                        | 1,275             | 2,075                   | -800                  | n/a               | n/a                     | n/a                   |
| Lars Christian Tofft; Board Member (from 27 Jan 2017 to 16 Jan 2025) | 0                 | 632                     | -632                  | n/a               | n/a                     | n/a                   |
| <b>Executive Board</b>                                               |                   |                         |                       |                   |                         |                       |
| Henrik Mørck Mogensen; CEO                                           | 1,016             | 0                       | 1,016                 | 12,475            | 0                       | 12,475                |
| Peter Røpke <sup>(2)</sup>                                           | 12,000            | 13,805                  | -1,805                | 0                 | 0                       | 0                     |
| Mille Tram Lux; CFO                                                  | 2,000             | 2,000                   | 0                     | 12,742            | 6,193                   | 6,549                 |

(1) Chair, Member AC, Chair NRC until 31 Jan 2025

(2) CEO until 30 November 2024

Note: Employee representatives on the Board of Directors may be included in a share-based remuneration program – not because of their function in the Board of Directors but because of their regular job function and qualification profile.

# Comparative Overview of Remuneration

Table 8: Comparison of remuneration and Company performance, 2024/25 and previous years (includes only individuals employed in 2024/25)

|                                                                               | 2024/25 | 2023/24 | 2022/23 | 2021/22 | 2020/21 | % change<br>2023/24 to<br>2024/25 | % change<br>2022/23 to<br>2023/24 | % change<br>2021/22 to<br>2022/23 | % change<br>2020/21 to<br>2021/22 |
|-------------------------------------------------------------------------------|---------|---------|---------|---------|---------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| <b>Total remuneration, Board of Directors (DKK '000)</b>                      |         |         |         |         |         |                                   |                                   |                                   |                                   |
| Henrik Schimmell Nielsen; Chair, Member AC, Chair NRC                         | 600     | 434     | 400     | 300     | 200     | 38%                               | 9%                                | 33%                               | 50%                               |
| Katja Millard; Deputy Chair, Member AC, Member NRC                            | 375     | 154     | 113     | 133     | n/a     | 144%                              | 36%                               | -15%                              | n/a                               |
| Mogens Vedel Hestbæk; Board Member, Chair AC                                  | 400     | 267     | n/a     | n/a     | n/a     | 50%                               | n/a                               | n/a                               | n/a                               |
| Jesper Mailind; Board Member, Member NRC                                      | 375     | 296     | 450     | 400     | 400     | 27%                               | -34%                              | 13%                               | 0%                                |
| Gitte Schjøtz; Board Member (from 31 Jan 2025)                                | 150     | n/a     | n/a     | n/a     | n/a     | n/a                               | n/a                               | n/a                               | n/a                               |
| Carsten Michael Drachmann; Board Member (from 31 Jan 2025)                    | 150     | n/a     | n/a     | n/a     | n/a     | n/a                               | n/a                               | n/a                               | n/a                               |
| Kurt Heck Rasmussen; Board Member (Employee Representative)                   | 225     | 225     | 225     | 200     | 200     | 0%                                | 0%                                | 13%                               | 0%                                |
| Kevin Harritsø; Board Member (Employee Representative)                        | 225     | 225     | 225     | 200     | 200     | 0%                                | 0%                                | 13%                               | 0%                                |
| Camilla Sembach Munk; Board Member (Employee Representative)                  | 225     | 225     | 150     | n/a     | n/a     | n/a                               | 50%                               | n/a                               | n/a                               |
| Peter Thostrup; Chair, Member AC, Chair NRC (until 31 Jan 2025)               | 225     | 675     | 675     | 600     | 600     | -67%                              | 0%                                | 13%                               | 0%                                |
| Lars Christian Tofft; Board Member (until 16 Jan 2025)                        | 75      | 225     | 225     | 200     | 200     | -67%                              | 0%                                | 13%                               | 0%                                |
| <b>Total remuneration, Executive Board (DKK '000)</b>                         |         |         |         |         |         |                                   |                                   |                                   |                                   |
| Henrik Mørck Mogensen (from 1 Mar 2025)                                       | 3,321   | n/a     | n/a     | n/a     | n/a     | n/a                               | n/a                               | n/a                               | n/a                               |
| Peter Røpke; CEO (until 30 Nov 2024)                                          | 792     | 5,756   | 7,663   | 8,527   | 7,248   | -86%                              | -25%                              | -17%                              | 18%                               |
| Mille Tram Lux; CFO                                                           | 3,062   | 2,028   | 840     | n/a     | n/a     | 51%                               | 141%                              | n/a                               | n/a                               |
| <b>Average FTE remuneration in RTX A/S (excl. Executive Board) (DKK '000)</b> |         |         |         |         |         |                                   |                                   |                                   |                                   |
| Average number of FTEs in RTX A/S (excl. Executive Board) (number FTEs)       | 188     | 188     | 197     | 179     | 187     | 1%                                | -5%                               | 10%                               | -4%                               |
| <b>RTX A/S Financial performance (DKK '000)</b>                               |         |         |         |         |         |                                   |                                   |                                   |                                   |
| Revenue                                                                       | 547,107 | 498,340 | 782,777 | 663,289 | 457,157 | 10%                               | -36%                              | 18%                               | 45%                               |
| EBITDA                                                                        | 35,525  | 3,117   | 107,524 | 79,631  | 31,701  | 1,040%                            | -97%                              | 35%                               | 151%                              |
| EBIT                                                                          | 8,745   | -34,102 | 67,896  | 42,348  | 2,404   | n/a                               | -150%                             | 60%                               | 1,662%                            |
| Profit for the year (after tax)                                               | 10,455  | -30,685 | 46,715  | 32,466  | 1,771   | n/a                               | -166%                             | 44%                               | 1,733%                            |
| <b>RTX share price, year-end (price per share)</b>                            |         |         |         |         |         |                                   |                                   |                                   |                                   |
|                                                                               | 93,0    | 82,6    | 83,6    | 115,0   | 165,0   | 13%                               | -1%                               | -27%                              | -30%                              |

The remuneration policy states that the relationship between the remuneration of the members of the Executive Board and the average remuneration per FTE in RTX A/S cannot exceed a maximum of 15 times. According to table 8 the guidelines hereon in the remuneration policy have been met in the financial year.

# Statement by the Board of Directors

The Board of Directors has today considered and approved the remuneration report of RTX A/S for the financial year 1 October 2024 – 30 September 2025.

The remuneration report has been prepared in accordance with section 139b of the Danish Companies Act.

In our opinion, the remuneration report is in accordance with the remuneration policy adopted at the Annual General Meeting, and is free from material misstatement and omissions, whether due to fraud or error.

The remuneration report will be presented for an advisory vote at the Annual General Meeting.

Noerresundby, 27 November 2025

## Board of Directors

Henrik Schimmell Nielsen  
Chair of the Board  
Chair NRC

Katja Millard  
Deputy Chair  
Member NRC

Jesper Mailind  
  
Member NRC

Mogens Vedel Hestbæk

Gitte Schjøtz

Carsten Michael Drachmann

Kurt Heick Rasmussen  
Employee Representative

Kevin Harritsø  
Employee Representative

Camilla Sembach Munk  
Employee Representative

# Independent Auditor's report

## To the shareholders of RTX A/S

We have been engaged to provide a statement on whether the remuneration report for RTX A/S for the financial year 1 October 2024 - 30 September 2025 contains the information required by section 139b(3) of the Danish Companies Act.

Our conclusion is expressed with reasonable assurance.

## The Board of Directors' responsibility for the remuneration report

The Board of Directors is responsible for the preparation of the remuneration report in accordance with section 139b(3) of the Danish Companies Act.

Further the Board of Directors is responsible for the internal control that the Board of Directors deems necessary to prepare the remuneration report without material misstatement and omissions, whether due to fraud or error.

## Auditor's responsibilities

Our responsibility is to express a conclusion as to whether the remuneration report contains the information required under section 139b(3) of the Danish Companies Act based on our examinations.

We conducted our examinations in accordance with ISAE 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and additional requirements under Danish audit regulation to obtain reasonable assurance about our conclusion.

KPMG Statsautoriseret Revisionspartnerselskab applies International Standard on Quality Management, ISQC 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code), which is based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, and ethical requirements applicable in Denmark.

As part of our examinations, we have checked whether the remuneration report contains the information required pursuant to section 139b(3),

items (1)-(6), of the Danish Companies Act for the remuneration of each member of the Board of Directors and the Executive Board.

Our examinations have not included procedures to verify the accuracy and completeness of the information provided in the remuneration report and therefore we do not draw any conclusion in this regard.

It is our opinion that the procedures carried out provide a sufficient basis for our conclusion.

## Conclusion

In our opinion the remuneration report contains, in all material respects, the information required by section 139b(3) of the Danish Companies Act.

Aalborg, 27 November 2025

## KPMG

Statsautoriseret Revisionspartnerselskab  
CVR no. 25 57 81 98

Steffen S. Hansen  
State-Authorised  
Public Accountant

Niklas R. Filipsen  
State-Authorised  
Public Accountant



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