

# Announcement

To NASDAQ OMX Copenhagen A/S and the press

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## Company announcement

On Friday 2 January 2009 three members of the Supervisory Board of RTX Telecom A/S elected by the general meeting announced their retirement from the board, cf. Announcement no. 1/2009.

This decision was made following an extraordinary board meeting at which the remaining Supervisory Board decided not to approve certain elements of a proposed incentive programme for the Executive Board at RTX Telecom.

The reason for this was that the proposed incentive programme comprised, among other things, a retrospective allocation and approval of a bonus of DKK 2.5 million to the Executive Board due to the sale of RTX Healthcare earlier in the year.

The details of the incentive programme had been prepared by the then chairmanship, but had not been presented to or decided by the entire Supervisory Board. The other board members were not informed of these details until shortly before the publication of the Annual Report 2007/08, and they therefore only gained a complete overview of the consequences during the subsequent weeks.

In the opinion of the Supervisory Board, an incentive programme should be forward-looking and, as such, create an incentive for future earnings. It has therefore been a matter of principle not to accept the request of the former chairmanship for the allocation of a bonus with retrospective effect as part of a new incentive programme.

As a consequence of this change the provision of DKK 2.5 million described in Note 6 in the Annual Report 2007/08 no longer constitutes a company liability and will be reversed in the profit and loss account for the financial year 2008/09.

The Supervisory Board is currently working on a new proposal for an incentive programme for the Executive Board which will be presented at the Annual General Meeting on 28 January 2009.

It is important to note that this change has nothing to do with the work performed by the Executive Board. The Supervisory Board is completely satisfied with the work of the Executive Board and is fully prepared to remunerate the Executive Board accordingly.

This event is not expected to have any impact on the future operations of RTX Telecom, nor on the outlook for the current financial year as announced on 9 December 2008.

**Questions and further information**

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Yours sincerely,

Jens Hansen  
Chairman of the Board

Tage Rasmussen  
CEO