

Guidelines for Election of Employee Representatives for RTX' Supervisory Board

The employees of the RTX Group every four year elect three members of the company's Supervisory Board as well as deputies for the employee representatives in accordance with the Danish Public Companies Act.

1.1 Candidature for the election

Employees, who are of age, still in employment and during the last 12 months prior to the election have been employed by RTX, can be a candidate for Supervisory Board.

Employees who wish to be a candidate are added to a candidature list.

1.2 Holding of the election

At the election all candidates are listed on the same list. In this system the candidates do not decide if they are candidates for members or deputies of the Supervisory Board. The number of votes determines who are elected as members and who are deputies, as the candidates receiving most votes are elected members, and the remaining candidates with at least one vote are elected deputies.

Employees under notice who have not retired on the election day are also have voting rights. Members of the company's Executive Board have no voting rights.

In case of a tie in the voting the election committee will choose by lot.

1.3 Entry into the Supervisory Board

The employee representatives are elected for four years at a time and enter into the company's Supervisory Board immediately after the Annual General Meeting.

The latest election was held on 19 January 2015 and the employee representatives in the company's Supervisory Board were from the company's Annual General Meeting 26 January 2015 Kurt Heick Rasmussen, Flemming Vendbjerg Andersen and Rune Stroem Jensen.