

Announcement

To Nasdaq Copenhagen A/S and the press

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Launch of incentive programme (Restricted Share Units)

The Board of Directors of RTX A/S has decided to continue the Restricted Share Units programme for Executive Management and other senior management employees by launching a new share-based incentive programme starting 2018/19.

The incentive programme follows the structure of the previous programme and will be earned and matured over a three years' period based on agreed levels for the development of RTX's share price and EBITDA fulfilment during the financial years 2018/19, 2019/20 and 2020/21.

Participants

Executive Management and other senior management employees.

Number of Restricted Share Units

If all pre-defined targets are reached on or above defined target levels, a total number of 48,500 shares will be granted under the programme with a total present value of DKK 6.8 million, calculated based on an adjusted Black-Scholes model reflecting specific terms and conditions of the programme and the current share price (at close of Nasdaq Copenhagen on 23 January 2019).

The actual number of Restricted Share Units available for distribution may range between 0 and 100 percent of the target level and is determined by RTX's performance in the financial years 2018/19, 2019/20 and 2020/21. The maximum grant of shares under the programme in total is 48,500 shares based on full performance achievement.

Conditions

The Restricted Share Units are governed by the specific terms and conditions of the programme and subject to mandatory law as well as RTX's remuneration policy and general guidelines for incentive pay. If a participant chose to leave RTX before the time of grant, the participant's rights to receive the shares will generally lapse. No payments for the granted shares are made by the participants.

Time of grant

The Restricted Share Units will at the earliest be granted after the Annual General Assembly in January 2022.

The total number of Restricted Share Units is covered by the Company's current holding of treasury shares.

Questions and further information:

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