

Guidelines for Election of Employee Representatives for RTX's Board of Directors

Every four years, the employees of the RTX Group elect three members for the Company's board of directors 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, in permanent employment, and who have been employed in RTX during the latest 12 months prior to the election, can be a candidate for the board of directors.

Employees who sign up as candidates are added to a candidature list.

1.2 Holding of the election

At the election all candidates are listed on the same list. This means that the candidates do not decide if they are candidates for members or deputies of the board of directors. 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, but still employed at the election day, 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 board of directors

The employee representatives are elected for four years and enter into the company's board of directors immediately after the annual general meeting.

The latest election was held on 17 January 2019, and following the company's annual general meeting on 24 January 2019 the employee representatives in the company's board of directors were Kurt Heick Rasmussen, Flemming Vendbjerg Andersen og Kevin Harritsø.