

Corporate Social Responsibility and ESG Report

2021 COP Report for RTX Group

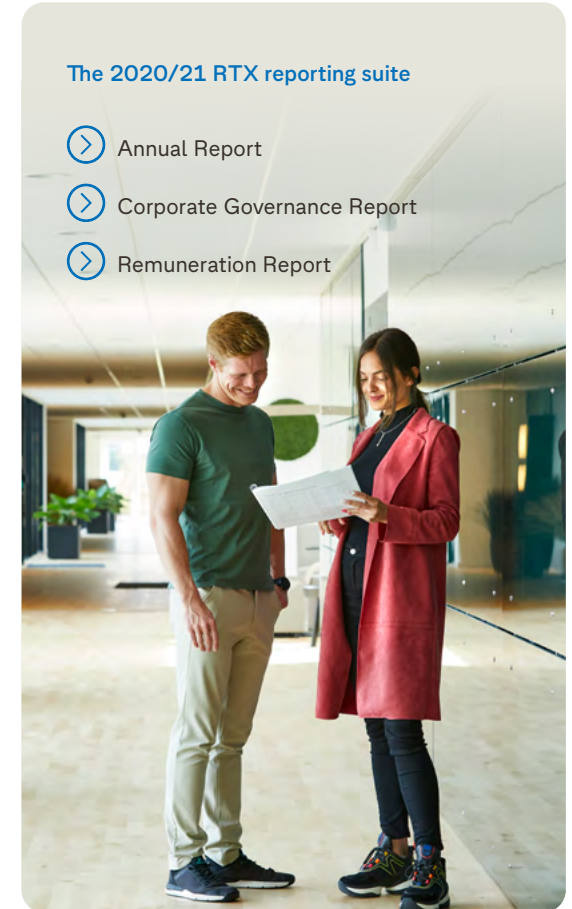


Contents

Letter from the CEO: Responsibility in All We Do	3	3. UN Sustainable Development Goals	20
1. CSR and Sustainability at RTX	5	3.1 Our SDG Focus Areas and Actions	20
1.1 Introduction	5	4. Diversity Policy and Objective	23
1.2 Our Purpose and Values	6	4.1 Diversity Policy	23
1.3 Our Business Model	7	4.2 Objective for the Underrepresented Gender	23
1.4 Our CSR and Sustainability Approach	8	4.3 Activities	24
1.5 Legislation and Standards for CSR Reporting	9	4.4 Follow-up and Reporting	24
2. Progress on Material CSR Issues	12	5. CSR/ESG Performance and KPI Reporting	26
2.1 Our Stakeholders	12	5.1 People – Selected KPI Performance	26
2.2 Assessment of Materiality of CSR Issues and Risks	13	5.2 Environment – Selected KPI Performance	27
2.3 CSR Issues and Risks with Highest Materiality	14	5.3 CSR and ESG Performance	29
2.4 Other Material CSR Issues and Risks	18	5.4 Future Plans and Expectations	29
		6. Appendix:	31
		Global Compact Principle Index	31

The 2020/21 RTX reporting suite

- > Annual Report
- > Corporate Governance Report
- > Remuneration Report



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

COMMUNICATION ON PROGRESS

Letter from the CEO

Responsibility in All We Do

To act responsibly is integral to how we operate at RTX, and by doing so we want to contribute to the positive development of our society. Our approach to ensuring responsibility and sustainability in our operation is defined by societal needs and our business priorities as well as our values and commitment to the ten principles of the UN Global Compact, which we adopted in 2014.

RTX develop and deliver wireless communication solutions that help people perform at their best. In addition to the direct benefits of wireless interconnectivity, such solutions can contribute to a sustainable global development by reducing the need for travel and the need for physical infrastructure such as cables etc.

At RTX, we recognize that our impact on people, environment and communities across the globe is broader than the direct impact of our wireless solutions. We therefore constantly strive for reducing any potential harm, while at the same time maximizing the benefits for our stakeholders. Adherence to our stated values and responsible business conduct is paramount to

maintain the continued support from our stakeholders, thereby also serving as the basis for our license to operate. We believe that RTX's CSR activities as well as our monitoring of and follow-up on our ESG performance will benefit all our stakeholders and strengthen our attractiveness as an employer.

As a company with a global reach and operation we are committed to meet our corporate responsibility to respect commonly accepted human rights throughout our operations and business relationships as set out in the UN Guiding Principles on business and human rights. We expect the same from our partners and through our Code of Conduct require them to work with all the principles of the UN Global Compact.



“We strive to combine financial performance with socially responsible behaviour, timely governance and environmental awareness in everything we do at RTX. We base our work on the principles of UN Global Compact and on the areas the UN Sustainable Development Goals where we can best contribute to a sustainable global development.”

Peter Røpke,
CEO

We made progress in several areas in 2020/21. The “Quality and Compliance” function, which we established last year, accelerated its work and further improved our compliance with product safety and other key standards. We have continued our work with the UN’s 17 Sustainable Development Goals (SDG) and further integrated the goals most relevant for RTX into our sustainability work. Also, we have begun to work more holistically with our carbon emissions and climate footprint. Thus, we have initiated mapping and measurement of our CO₂ emissions according to the Greenhouse Gas Protocol to create a baseline for measuring our impact and future improvements. We also report this carbon footprint measurement to the Carbon Disclosure Project (CDP).

I believe that the personal engagement of myself and my team is key to ensure a sustainable future and to further RTX’s responsibility aspirations. Through our consistent focus and appropriate follow-up, we support the proliferation of the principles in the UN Global Compact. I hope this CSR and ESG report will introduce approach to acting responsibly when conducting business at RTX and how this approach is translated into some of our specific actions.

CSR and Sustainability at RTX

- 🕒 Introduction
- 🕒 Our Purpose and Values
- 🕒 Our Business Model
- 🕒 Our CSR and Sustainability Approach
- 🕒 Legislation and Standards for CSR Reporting



1. CSR and Sustainability at RTX

Our values and business model are fundamental to how we act at RTX. We supplement this with our sustainability approach to ensure that we always act responsibly.

1.1 Introduction

Corporate social responsibility (CSR) is an integral part of the way we work at RTX and of our corporate culture. We have aligned our business priorities and values with the ten principles of the United Nations Global Compact (UNGC). Since 2016, we have reported on CSR by way of a Communication of Progress (COP), and we report in compliance with section 99a, 99b and 107d of the Danish Financial Statements Act.

Our CSR approach is of high importance to ourselves as global citizens and to our customers, investors and other stakeholders. We are therefore continuously strengthening our CSR practices and developing our CSR and ESG reporting. This CSR and ESG report is for the financial year 2020/21 and covers the RTX Group companies in Denmark, Hong Kong and the United States. Unless otherwise explicitly stated, the reported information reflects CSR practice at RTX group level.

RTX Group is a global growth company serving a customer base consisting of a wide range of major international brands. The international exposure is an important factor in the development of our CSR practices. Our growing and increasingly geographic diverse customer base has widened our focus from safeguarding human rights and the environment to being compliant with product safety legislation such as REACH and RoHS. The latter two are now a basic requirement from virtually all customers and following on from our group-wide/global ISO 9001 certification, RTX has built up a management system to deal and comply with such very important CSR-related customer requirements. The management system also makes RTX more agile in relation to continually adapt and respond to regulatory changes and to meet customer expectations by applying similar requirements to suppliers and other partners in our supply chain.

Our Code of Conduct for suppliers is central to these efforts. Suppliers to RTX are obliged to sign and comply with our commercial terms including our Code of Conduct. Our experience with the implementation of the RTX Code of Conduct and other aspects of our management system has led us to widen the focus in our CSR approach to also include materiality in relation to CSR as key for directing our efforts.

During 2020/21, the “Quality and Compliance” function, which we established last year, accelerated its work and further improved our compliance with product safety and other key standards. We continued our work with the UN’s 17 Sustainable Development Goals and further integrated the goals most relevant for RTX into our sustainability work. Also, we began to work more holistically with our carbon emissions and climate footprint by initiating mapping and measurement of our CO₂ emissions according to the Green-

house Gas Protocol in order to create a baseline for measuring our impact and future improvements. We also report this carbon footprint measurement to the Carbon Disclosure Project (CDP). Finally, we updated our charter for the work of the Audit Committee to include overseeing our sustainability and CSR efforts including this report.

1.2 Our purpose and values

During 2021 we have worked on updating the definition of RTX's purpose, mission, vision and values to create a joint external and internal understanding of what RTX fundamentally is and does. Wireless communication is an integral part of all our lives. It seamlessly helps us connect and communicate – in our work as well as in our spare time. RTX's purpose is to help people perform at their best by providing our customers with the best possible wireless communications solutions. We do so through long-term partnerships with our customers aiming at strengthening our customers positioning in their markets.

The wireless communication solutions developed and delivered by RTX facilitates wireless interconnectivity and thereby contributes to a more sustainable global development by reducing the need for travel and the need for physical infrastructure such as cables etc. Our values include the commitment and ingenuity to help our customers with wireless solutions that makes a difference for them and also to find solutions that benefits societies and reduces harm.

The core of RTX



Our Purpose Helping people perform at their best



Our Mission To help our customers make a difference in their markets



The Vision To be the preferred partner for wireless technology solutions



Our Values

- Commitment: to build long-lasting relationships
- Ingenuity: to create the best solution for each customer
- Openness: to build trust and act with efficiency

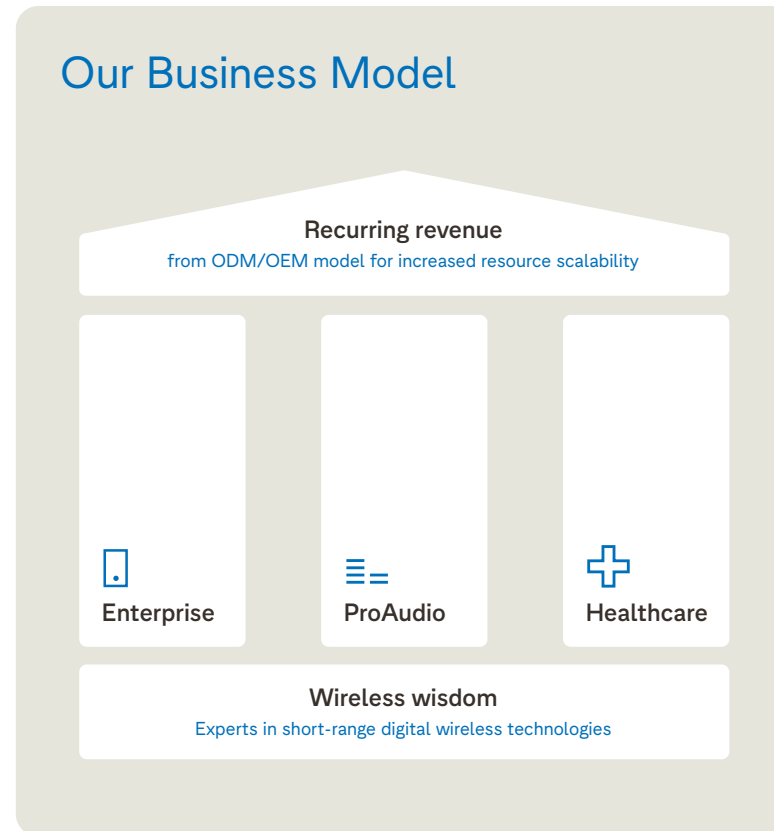
1.3 Our Business Model

In line with our vision, the RTX business model and value chain is based on RTX as the preferred partner for the design, development and production of wireless communication solutions. For our B2B target market segments in Enterprise, ProAudio and Healthcare, RTX conducts development projects either targeted to individual customers within different market segments or development projects funded by RTX. These development projects typically result in subsequent deliveries of ODM/OEM products or customized modules to customers – with RTX outsourcing physical production to suppliers (EMS). The business model across the Group's target segments has converged over the past years into this uniform model.

The business model builds on our unique core capabilities within short-range digital wireless and audio technologies by deploying these in attractive B2B markets securing recurring revenue via ODM/OEM offerings. To ensure that RTX can unfold our business model, we therefore rely on the specialized skills of our employees.

In order for RTX to maintain its position as a preferred supplier of specialized wireless products and solutions within the Enterprise, ProAudio and Healthcare B2B markets, it is essential that the Group's employees have a broad insight into the engineering disciplines required to carry out complex technology development projects from the design and planning phase to delivery of wireless communication services and products. The structure of the organization enables prompt integration

of additionally skilled employees. With our locations near Aalborg University in Denmark and in the industry environments in Hong Kong and the US, RTX has access to an international pool of resources in terms of e.g. development, logistics and quality assurance.



How We Work



Specification and Design

Turning user needs and customer requirements into solutions



Development and Integration

From software and hardware into fully integrated products



Testing and Certification

Ensuring and validating performance



Production and Supply Chain Management

Delivery throughout the entire product life-cycle via certified manufacturers

1.4 Our CSR and sustainability approach

Our approach to CSR and sustainability is anchored in the belief that, as a business, RTX influences and impacts people, environments and communities around the globe and that we have a responsibility for reducing any potential harm while maximizing benefits for our stakeholders. The starting points for our CSR approach and efforts are our commitment to the UN Global Compact – of which we have been a member since 2014 – to the UN Sustainable Development Goals most relevant for RTX as well as to an assessment of which CSR issues and risks are most material to RTX and to our stakeholders.

Materiality is a key underlying principle of new legislation and standards within the CSR and sustainability field. In 2017/18, we took a major step towards more proactively managing CSR, by engaging external CSR experts to identify and assess our CSR practices, and to initiate an analysis of the materiality of CSR issues for RTX's stakeholders and for our business. Since then, we have built on this approach e.g., by periodically revisiting the materiality assessment and by adding CSR / ESG reporting on selected KPIs. The assessment of materiality for RTX and our stakeholders forms the basis for defining our policies, actions and risk management for CSR and for selecting our UN SDG focus areas. Our materiality assessment can be found in section 2.2 of this report.

Policies for CSR

As mentioned, RTX is committed to the ten principles of the Global Compact and to implementing the principles in our business – as is also summarized in the Global Compact Principle Index in the appendix to this report. As displayed in the index, the principles are categorized into the areas: human rights, labor, environment and anti-corruption. These areas are similar to the ones companies are required to report under section 99a of the Danish Financial Statements Act, specifically concerning their policies on these areas and the action taken.

Our approach to CSR is integrated into how we do business and is described in our policies and guidelines including our staff policy, our supplier code of conduct, our remuneration policy, our whistleblower reporting program, our tax policy etc. Herein, RTX has defined policies for human rights, environment and labor. These areas are considered highly material to our business and stakeholders as reflected in the materiality matrix in section 2.2. At present, RTX has no defined policies for anti-corruption as this area is not considered highly material to our business and stakeholders. Should this area become highly material to RTX, we will define specific policies for it. Nonetheless, RTX is taking action on all four areas in the Global Compact as listed the Global Compact cross-referencing index in the appendix to this COP – including a whistleblower reporting program which can help in counteracting potential corruption or bribery issues.

Human rights policy

“RTX supports and respects the protection of internationally proclaimed human rights and commits all business units of the RTX Group to collaborate only with individuals, companies or organizations, which respect the internationally acknowledged UN Human Rights.”

Labor and diversity policy

“RTX is committed to our employees and to ensuring that they thrive in a safe and stimulating work environment with good working conditions. RTX finds it important that everyone is treated equally irrespective of nationality, gender, social status and political opinion. RTX therefore requires all units of the RTX Group to uphold or implement the measures required for such a work environment. This also applies to RTX suppliers.”

Environment policy

“RTX supports a precautionary approach to environmental challenges and initiatives to promote greater environmental responsibility. We commit all business units of the RTX Group to collaborate only with individuals, companies or organizations, which support a precautionary approach to environmental challenges. Furthermore, RTX supports the development and diffusion of environmentally-friendly technologies. RTX Group therefore encourages all business units to engage with customers and other relevant stakeholders who wish to develop or apply such technologies.”

Note: The above policies are further supported by a staff policy applying to all employees of the RTX Group as well as the RTX Code of Conduct and a conflict minerals policy applying to suppliers to RTX.

Policy action and due diligence for CSR

RTX has taken and continues to take action not only on our policies, but on all of the areas in section 99a of the Danish Financial Statement Act and on all the ten principles of the Global Compact. However, as not all CSR issues are equally material to RTX's stakeholders and our business, we do not apply due diligence to the same extent on every CSR issue.

In section 2.3 and 2.4 we describe the actions and due diligence approach taken on the CSR risks and issues most important to RTX, and in the appendix to this report, we connect these to the ten Global Compact principles in a cross-referencing index.

Risk management

As documented by the materiality matrix in section 2.2 and given RTX's business model with outsourced production, our supply chain is the central risk to our business from a CSR point of view. Further, product safety has been identified as a highly material CSR issue and risk for RTX. Thus, RTX has established our Code of Conduct for suppliers and other supply chain specific requirements including REACH, RoHS, conflict minerals and further requirements as risk management measures – as further described in section 2.3. Hence, robust management processes have been set up to ensure compliance by RTX Group and its suppliers, thereby de facto addressing the most common risks associated with supply chain and product safety.

In addition, RTX has management procedures that include maintaining constant awareness of upcoming or potential bans of substances used in our products. Our agile approach allows us to react swiftly to such new requirements and we have zero tolerance towards suppliers, who do not engage properly with us on this matter. During 2020/21, we have strengthened these procedures via the further work of our newly established central Quality & Compliance function and via the updated organizational structure where we have moved from two partly independent business units and we now instead work in a uniform functional structure. With this uniform organizational structure process improvements ensuring common and "best practice" processes is facilitated also relating to CSR. Our central Supply Chain and Quality & Compliance functions remain pivotal in this regard.

Employee working conditions are also highlighted as a CSR risk and issue, as the employees are the backbone of RTX's critical core capabilities and thus of the business model. RTX monitors and manages this risk through employee satisfaction surveys and various other KPI measurements.

Measuring and following-up on CSR performance

In order to follow-up on our CSR approach and to institute corrective actions and further improvements where needed, we measure and report on certain KPIs related to all ESG areas (Environmental, Social, Governance). During 2020/21, we have added measurements of our scope 1 and 2 carbon emissions accord-

ing to the Greenhouse Gas Protocol to the list of KPIs measured. We also report these measurements to CDP (Carbon Disclosure Project). Our CSR and ESG reporting and performance on selected KPIs can be found in section 5 of this report.

1.5 Legislation and standards for CSR reporting

The Danish Financial Statements Act

RTX is required by law to report on its CSR practices, as stated in section 99a of the Danish Financial Statements Act, through which Denmark has implemented Directive 2014/95/EU on non-financial reporting. This RTX CSR and ESG report for 2021 is aligned with the requirements of section 99a while also serving as our COP report for 2021. Further, the report includes reporting in compliance with sections 99b and 107d of the Danish Financial Statement Act regarding the underrepresented gender and diversity (refer to section 4).

One of the central requirements of section 99a is the comply or explain principle. Hence, if RTX does not have a policy for one of the four main CSR areas addressed in section 99a, for example, we would be required to explain why not. Having a policy for a particular CSR area most often means that it has some level of materiality to the company. Therefore, choosing to conduct a materiality analysis is both a good way of determining the policy need and conversely to explain why a specific policy is not needed.

Another element of section 99a is the requirement to report on any due diligence processes implemented to follow up and take action on particular CSR issues. RTX has due diligence processes in place for CSR issues, and they are reflected throughout this COP. Section 99a offers different format options for reporting and as a Global Compact signatory, RTX has chosen to continue its COP reporting to the Global Compact standard.

The Global Compact standard and COP reporting

The Global Compact standard requires signatories to report their Communication on Progress (COP) annually, with a “...description of practical actions the company has taken or plans to take to implement the Ten Principles in each of the four areas (human rights, labor, environment, anti-corruption)” and “a measurement of outcomes”.

Hence, Global Compact is a principles-based standard and as such, there is no official requirement to the format for the reporting on this progress. A commonly used approach, however, is to report an index, which connects the principles with relevant sections in the report, as we have done in the appendix to this COP.

Furthermore, we have developed our work on assessing the SDG’s most material to RTX building on the materiality analysis prepared for this COP to provide an assessment of the SDGs material to RTX. This assessment is included in section 3 in the report, which contains the information needed to report on the SDGs when submitting the COP.



Progress on Material CSR Issues

- ① Our Stakeholders
- ② Assessment of Materiality of CSR Issues and Risks
- ③ CSR Issues and Risks with Highest Materiality
- ④ Other Material CSR Issues and Risks



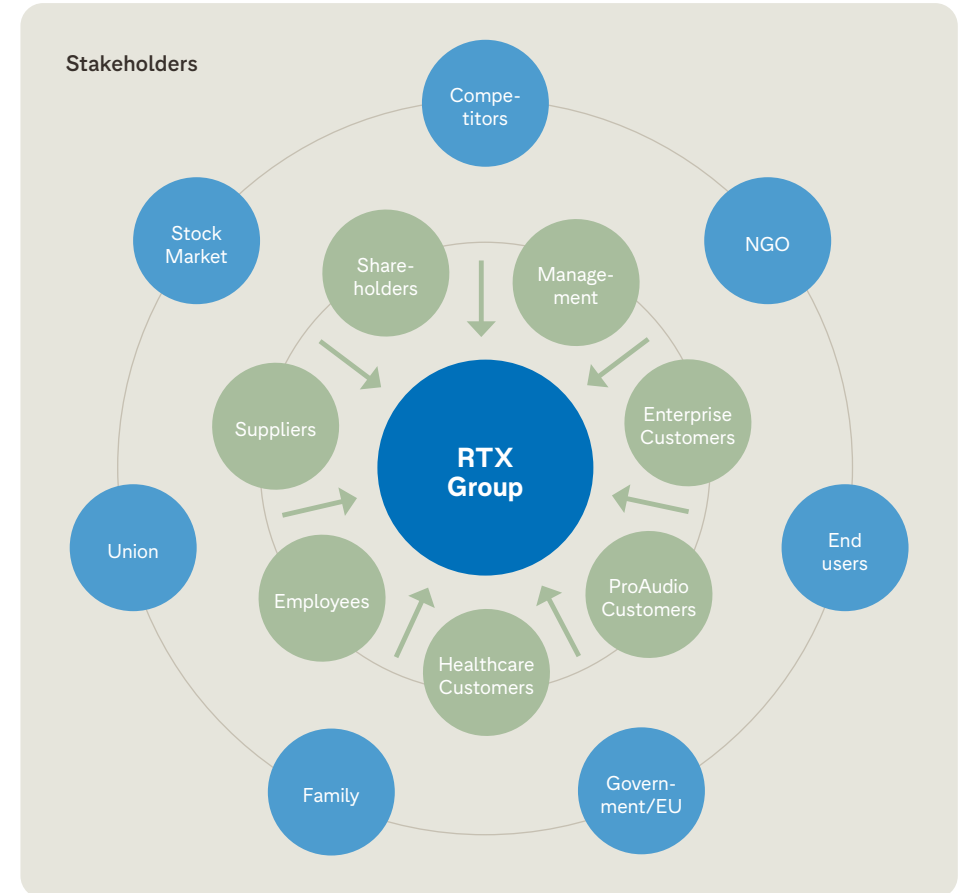
2. Progress on Material CSR Issues

RTX has adopted a materiality approach to our CSR reporting in this COP. We first identified stakeholders material to our business and their expectations to our CSR practice, before identifying the CSR issues most central to our business. Through this approach, we report in greater detail on the CSR issues most material to our business, while reporting in less detail on other material CSR issues. The materiality approach is in line with the trends in standards and norms directing CSR reporting.

2.1 Our stakeholders

RTX is committed to conduct our business responsibly and sustainably, but the continued advancement of our CSR practice is also driven by our stakeholders and the expectations they express to us. First and foremost, our customers in all business segments, including Enterprise, ProAudio and Healthcare, drive us in various ways to engage on CSR in general and with extra emphasis on particular issues. Hence, our customers are material to RTX in the sense that their expectations to our CSR practice have a direct impact on our business.

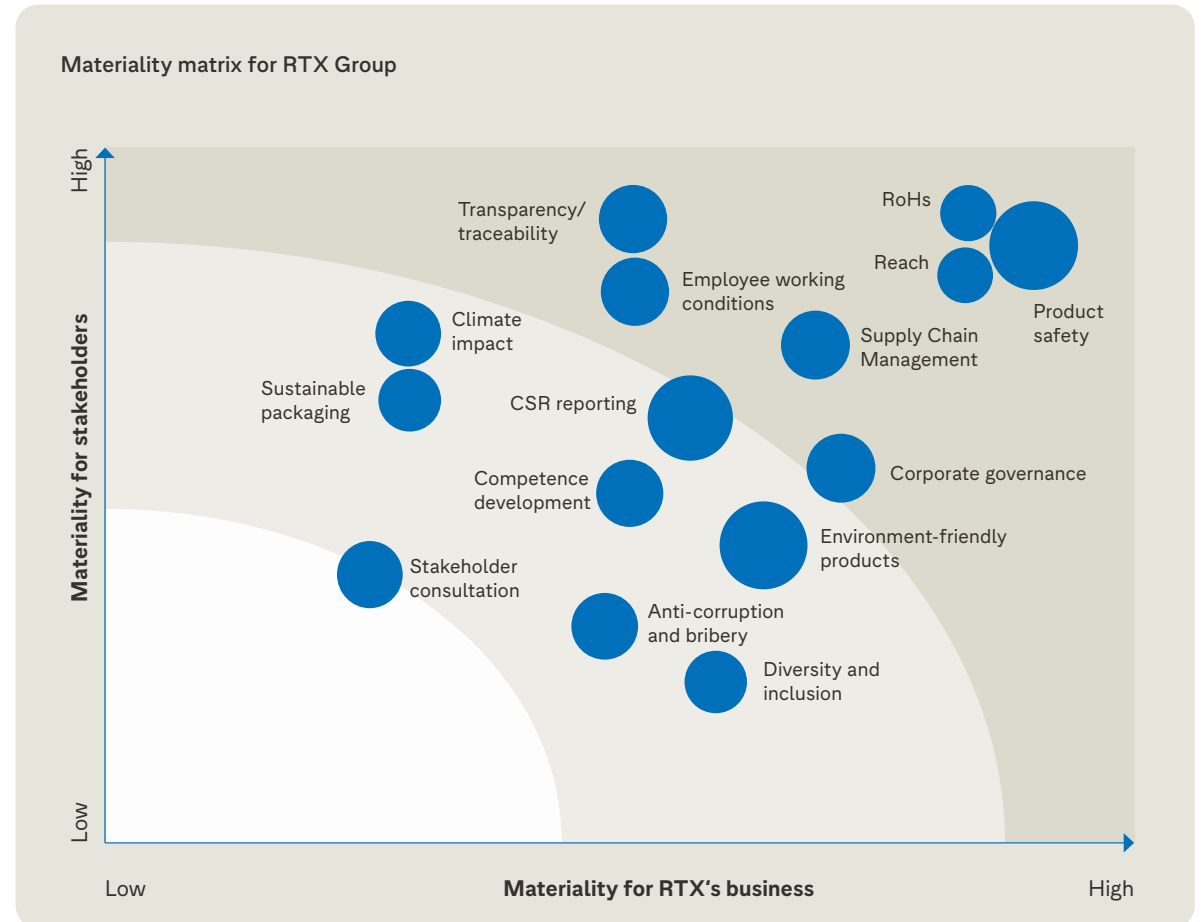
In addition to customers, our material stakeholders include our employees, shareholders and our suppliers. Regulators also play an important role for RTX – for example in terms of regulations on product safety, on wireless spectrums, and on international trade. We do have other stakeholders of importance, but their impact on our business is often more indirect and less tangible and thus not our primary consideration in terms of the materiality assessment.



2.2 Assessment of materiality of CSR issues and risks

The outset for the materiality assessment of CSR issues and risks for RTX is the mapping of the expectations of our key stakeholders to our CSR practices in terms of specific CSR issues and risks. The CSR risks and issues identified were then evaluated to assess the impact they have or potentially could have on our business in the near to medium term. This approach facilitates the establishment of the materiality matrix for RTX as depicted here. We update the assessment periodically and add new issues and risks when relevant.

The materiality matrix illustrates the degree of materiality of certain CSR risks and issues to RTX's business and our stakeholders, respectively, and thus the CSR risks related to RTX's business. The larger the dot representing a CSR issue, the more comprehensive it is in terms of sub-issues covered by the CSR issue. The CSR issues placed in the top right part of the matrix have the highest level of materiality to RTX and are therefore also the issues that will be reported on in more detail in the following sections. Next, other, less material, CSR issues in the matrix will be reported on in a more compact format.



2.3 CSR issues and risks with highest materiality

Product safety

Product safety is of paramount importance to RTX in general and in all our business areas as well as to our stakeholders. The term product safety here encompasses both environmental and technological aspects of products and will be elaborated on in the following.

REACH, RoHS and WEEE are abbreviations for EU directives, which regulate environmentally safe and sound production and handling of electronic equipment. Today, the overriding and paramount requirement of our customers is that RTX is compliant with these directives. This expectation is formalized as a requirement in most of our contracts with customers, which typically also require RTX to ensure compliance by our suppliers, which are the de facto manufacturers of the products sold by RTX to our Enterprise, Pro-Audio and Healthcare customers. The establishment of central Supply Chain and Quality & Compliance functions facilitates managing these requirements and document compliance. Our EMS suppliers are obligated contractually and/or via annual or bi-annual declarations to ensure compliance with the requirements.

In addition to compliance with the directives, RTX also ensures that the products brought to market are within the accepted SAR-value ranges for wireless devices. Extensive measurements, prototyping and testing both internally by RTX and by external certifiers

ensure compliance and among other things address a health aspect of product safety.

Transparency and traceability

The expectations of our customers to RTX and to our efforts to ensure compliance with the environmental directives reflect a broader trend across stakeholders to expect more transparency concerning CSR in general and traceability regarding specific materials.

Conflict minerals and other materials

In the electronics industry, particular attention regarding traceability is paid to conflict minerals, which refers to natural resources extracted in a conflict zone and sold to perpetuate fighting in conflict zones. RTX will not support the latter in any way. In 2013, we established a corporate policy requiring all suppliers to provide information about the origin of the metals used to manufacture RTX designs and products. Since 2018, RTX has retrieved this information through a Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative. Based on information provided by our suppliers, we do not knowingly use metals derived from conflict regions in our products.

Moreover, RTX maintains – through our supply chain – extensive traceability on key components and materials which facilitates remedial actions should issues regarding product safety, environment or conflict minerals occur.



Product safety, traceability and the management of our supply chain are highly material CSR issues for RTX and our stakeholders.

Transparency through reporting on due diligence

Stakeholder expectations on the issue of conflict minerals reflect a broader tendency in legislation, standards and norms towards achieving increased transparency through the reporting on due diligence set out for CSR issues. This is exemplified in the requirements on due diligence in section 99a of the Danish Financial Statements Act and the general focus on due diligence in standards such as the Global Compact.

At RTX, due diligence is an important element in our approach to CSR as described in section 1.4. In this COP report, we ensure transparency by connecting our practices directly to the Global Compact principles in the appendix to the report, by reporting on our SDG focus in section 3 and by our KPI reporting on the results of CSR/ESG related activities reporting in section 5 including establishing measurement and reporting of our greenhouse gas emissions as part of our reporting of KPIs related to CSR/ESG.

Supply chain management

With production outsourced to EMSs, a large part of RTX's CSR footprint occurs via our suppliers, and therefore supply chain management is of high importance for handling CSR issues and risks.

High quality products and services is an RTX hallmark and with manufacturing outsourced, our robust supply chain management practice is vital to meeting our customers' high expectations to quality and increasingly

also to CSR issues. Processes concerning the REACH, RoHS and WEEE directives are already an integral part of our core supply chain management, which includes a rigorous process for obtaining and validating the information requested from suppliers. RTX regularly performs site visits at its EMS providers' production plants and conducts scheduled audits, sometimes together with customers. Such visits are also used to monitor any non-compliance with RTX's Code of Conduct (see below) with respect to Human Rights, Labour, Environment and Anti-Corruption and the suppliers' CSR practices thus is an important part of assessing and selecting EMS providers.

The RTX supplier code of conduct

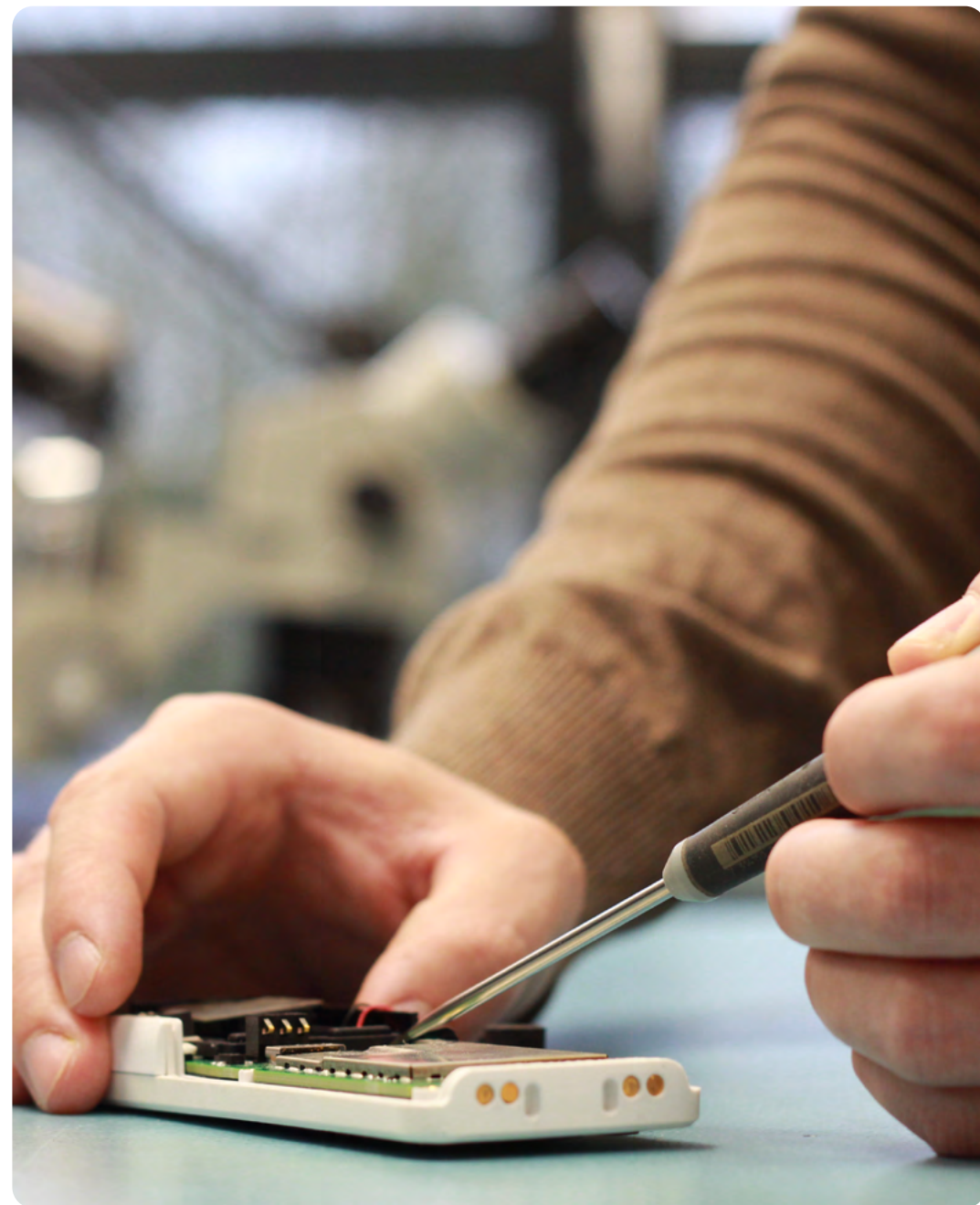
RTX's expectations to suppliers on the broader range of CSR issues are reflected in the RTX Supplier Code of Conduct, which is based upon the principles of the UN Global Compact. All significant current suppliers have signed our Code of Conduct or have affirmed that they support and have adopted the UN Global Compact. The RTX Code of Conduct has been used to assess potential suppliers, and our contracts with suppliers selected require them to adhere to the Code of Conduct with respect to Human Rights, Labour, Environment and Anti-Corruption and in accordance with RTX's applicable policies in these areas.

Suppliers' (EMS') CSR activities and reporting

The largest suppliers utilized by RTX have their own CSR programs and prepare CSR and ESG reporting. The largest supplier to RTX is a global EMS who pre-

pares an annual +90 page corporate-wide sustainability report. This report highlights the supplier's CSR and ESG focus areas and actions which are based on a materiality assessment and which are aligned with the principles of the UN Global Compact and the UN Sustainable Development Goals. The focus areas fall within environmental sustainability, employees, communities, supply chain and governance/integrity. In its latest report, the supplier reports – among other things – showed an improvement in health and safety incidents, an increase in the share of employees receiving Human Rights Policy and Code of Conduct training, an increase in the share of electricity from sustainable sources, a decrease in CO₂ emissions relative to activity, and an increase in the share of new suppliers screened on social and environmental criteria (to 100%). On the other hand, the average hours of training per employee and the participation in the company's community outreach activities decreased during the year, partly due to COVID-19 restrictions.

In the latest CSR reporting from our second largest supplier, the number of workplace-related injuries is reduced, the power consumption decreased both in absolute and relative terms and the company has taken steps to reduce carbon emissions by upgrading parts of its power supply at its two largest production facilities (that both serve RTX). On the other hand, the proportion of waste which is recycled has declined slightly.



Employee working conditions

As fundamentally a knowledge-based company, our employees are vital to our performance and to the development of the innovative products and services that enable us to uphold and expand our market share. Hence, it is important to RTX that our employees thrive and that their working conditions support this ambition.

During the year, RTX continued to take several measures to keep our employees safe during the COVID-19 pandemic, including e.g. work-from-home, availability of hand sanitizers, social distancing measures in canteens, meeting rooms etc. During 2020/21, we updated our organizational structure moving from two business units to a uniform functional structure. This primarily impacted our R&D teams and secondarily our Commercial/Sales teams as these were merged into one RTX unit instead of two separate business units. Maintaining the well-being of our employees also after this change in organizational structure has been a significant focus.

RTX utilizes three primary sources of information in order to continuously improve the working conditions for our employees. One is RTX's annual employee satisfaction survey covering all group employees. Another is the statutory workplace assessment for employees based in Denmark. Finally, RTX monitors certain further employee-related KPIs regarding absence and retention.



The working conditions of our employees is a key CSR issue for RTX and is highly important for our performance.

Employee satisfaction

For the latest five consecutive years (2016-20), the survey results have shown that RTX's employees are highly motivated and committed, and the satisfaction ratings are at a very high level. RTX employees generally are appreciative of their colleagues, the challenges their work offers, the ability to flex their working schedule and the dining opportunities provided by RTX.

The employees are less appreciative of the work pressure and the challenges that certain development tasks and projects entail in terms of structuring work. RTX activities lead to occasional peak periods, but we are committed to reducing the potential work pressure, and our managers are instructed to monitor workloads in our time registration system and act on work overload. Satisfaction regarding these issues has increased in the latest reported satisfaction survey in 2020. The results of the 2021 employee satisfaction survey were not yet available at the deadline for this CSR report.

Individual departments follow up on the employee satisfaction survey, which is conducted anonymously, by using it as a basis for a discussion regarding employee satisfaction and specific improvement areas.

Workplace assessment

RTX conducts a workplace assessment (APV) at HQ in Denmark every three years. Compared to the employee satisfaction survey, the workplace assessment targets specific aspects of our employees' physical

and mental work environment. The most recent assessment was done during 2021.

Overall, the new workplace assessment done in 2021 complements the positive impressions of the employee satisfaction survey with the vast majority of our employees being either very satisfied or satisfied with their physical and mental work environment respectively. However, the details of the workplace assessment also reveal that some employees experience challenges in terms of noise levels in the workplace and the indoor climate – especially the temperature in the summer months – which RTX continuously addresses through targeted improvements. In 2021, we have renovated a significant part of our premises in Denmark. The assessment also detailed that while most of our employees thrive in their work, some experience uncertainty regarding the expectations to their work because of changes. This may be caused by the recent changes to the organizational structure and is something we strive to address through communication, workshops, one-to-one-dialogue etc.

Employee-related KPIs

RTX measures and periodically follows up on employee absence and on employee retention. Both measures act as indicators for employee satisfaction. Equally important, performance in these areas is directly linked to RTX's overall success as it builds on attracting, retaining and developing people with the right skill set not least within our core wireless and audio areas. The KPIs are further described in section 5.1.

Corporate governance

Transparency and constructive stakeholder dialogue are cornerstones of good corporate governance and are vital to any company and is required by all stakeholders, although they might differ in their specific expectations. For RTX, corporate governance includes balancing the interests of our stakeholders and efficiently executing our system of rules, practices and processes by which we are directed and controlled. Thus, our Code of Conduct, general management system, supply chain practices, surveys on job satisfaction and working conditions etc. are all part of our corporate governance and are described in the preceding sections in this report.

At the end of the 2020/21 financial year, the RTX Group employed 280 people: 183 in Denmark and 97 outside Europe. We strive in all aspects to manage the company in a professional manner and to be as open and transparent about our management approach as possible. The Executive Management of RTX regularly invites all employees to internal employee briefings, where an open and constructive dialogue is encouraged. We believe that a good working environment and a high level of job satisfaction leads to higher efficiency levels, lower staff turnover, low absenteeism and contributes to the general well-being of the people in our society.

Every four years, RTX A/S employees elect three members to the Board of Directors pursuant to the Danish Companies Act. The current employee repre-

sentatives were elected to the Board of Directors in January 2019. Employee representatives are elected for four-year terms.

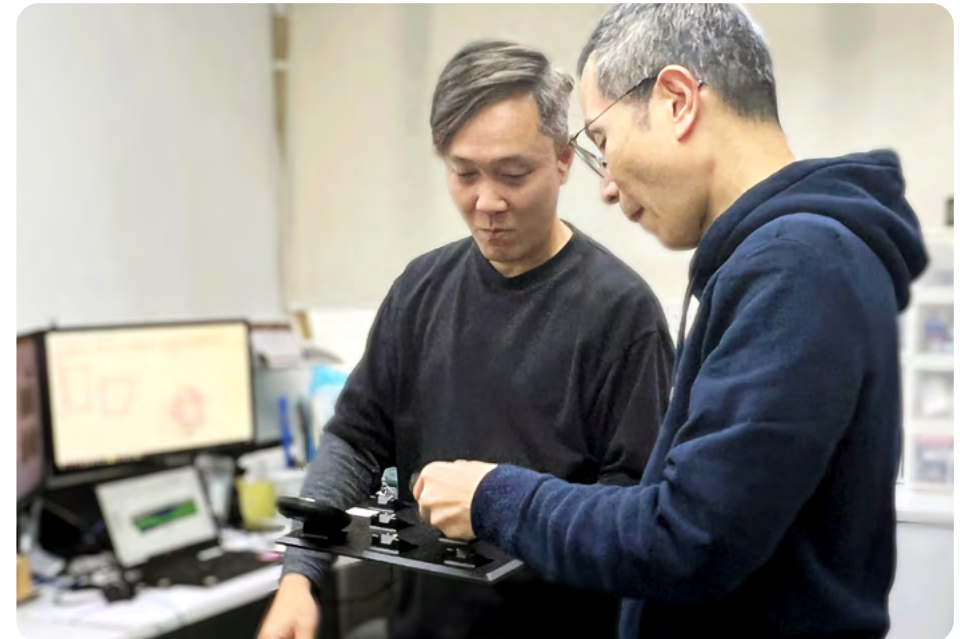
Any suspicions of wrongdoings can be confidentially notified to the Board of Directors of RTX through our whistleblower reporting system. In 2020/21, no incidents have been reported to RTX's whistleblower system.

RTX A/S is a publicly listed company and the Executive Board meets quarterly with investors and analysts for a business update and to discuss the financial results of the quarter. Also, the company participates in investor presentations throughout the year and make all presentations publicly available via the company's website.

RTX's practices regarding corporate governance are further described in our Annual Report and in a separate Corporate Governance Report both also published on our website. The separate report describes our compliance with the Danish recommendations on good corporate governance.

Corporate governance also concerns the governance of CSR issues, which follows a distributed governance approach with responsibilities anchored at different levels and functions of the organization. The overall responsibility for CSR reporting resides with the Executive Management, which also has the overall responsibility for the working conditions of RTX employees.

The ongoing management of specific CSR issues is handled by our Enterprise, ProAudio and Healthcare specialists in sales and R&D as well as by our central Supply Chain and Quality & Compliance functions. On behalf of the Board of Directors, the Audit Committee monitors the CSR approach and reporting of RTX.



2.4 Other material CSR issues and risks

In addition to the CSR issues and risks considered highly material to RTX, the materiality matrix in section 2.2 displays additional CSR issues that are also – albeit to a somewhat lesser degree – material to RTX’s stakeholders, our business or both. In the following list, we provide a compact description of the status and progress on other selected CSR issues and risks.

Environmentally friendly products

Many of the products and services provided by RTX include environmentally friendly features beyond compliance with the environmental aspects of product safety. We continuously have dialogue with our customers regarding specific environmentally friendly features with a focus on more energy efficient products. During 2021, we have been working on using newer semiconductors with lower energy usage in our new product development. Our supply chain management system ensures that all products are made-to-order and not to inventory – this means that we produce less waste since we only build what we sell.

Sustainable packaging

All products from RTX are packaged in brown boxes from recycled cardboard, which has not been exposed to chlorine or other chemical substances. We strive for the most compact packaging possible, with a minimum of surplus space, allowing for smaller packages and more efficient packaging in transport. This reduces transport costs per unit and results in a more environmentally friendly delivered product with less CO₂ emitted per unit. Sustainable packaging is an area where we expect increased customer interest, and we work with our customers to find new and improved packaging solutions. We have identified ways to substitute plastic bags used inside the recycled cardboard boxes and continue to implement these substitutes in new products.

Climate impact

As an internationally operating company, we have a role to play in addressing the role of climate change. Beyond developing solutions which enables remote collaboration instead of carbon emitting travel, we also want to reduce the negative climate impact of our operations. This is an aspiration we share with our customers and many of our other stakeholders. To support the ambition, we conducted the first measurement of RTX’s emissions according to scope 1 and 2 of the Greenhouse Gas Protocol in 2021. We measured our emissions in 2020 as our baseline for our further measurements and actions for improvement. We have reported the measurement to the Carbon Disclosure Project (CDP).

Competence development

A key foundation for RTX’s business is the ability to master various short-range digital wireless technologies – our Wireless Wisdom – as well as audio technologies. Therefore, RTX supports and encourages continuous professional development. We continue to develop and strengthen our Corporate Technology Office (CTO) also through various research projects and partnerships with academia both on Ph.D. and master level. Also, we widened our leadership development program in 2021 to cover additional line and project managers.

Diversity and inclusion

RTX’s workforce is diverse and represents more than 10 different nationalities. The share of women in the Group’s workforce decreased marginally in the year and remains at a low level (17%) compared to other industries, as is often the case in highly engineering-focused companies. Our diversity efforts are based on our diversity policy – which among other things aims to increase the share of women in the Group and in management. Please refer to section 4 for further information as well as to section 5.3 for reporting on KPIs.

Anti-corruption and bribery

RTX maintains zero tolerance towards corruption and bribery. RTX has had a whistleblower policy and a whistleblower program in place since the 2012/2013 financial year. The whistleblower reporting program is available to third parties, e.g. suppliers or customers, to report on potential irregularities through RTX’s website. There is no history of incidents involving RTX, and no issues were reported through the whistleblower program in 2020/21.

UN Sustainable Development Goals

[👉 Our SDG Focus Areas and Actions](#)



3. UN Sustainable Development Goals

3.1 Our SDG focus areas and actions







The 17 Sustainable Development Goals (SDGs) are at the heart of UN's 2030 agenda for sustainable development. The ambition of RTX is to contribute to promoting and fulfilling this UN agenda. To this end and building on the materiality matrix in section 2.2 of this COP report and on RTX's business model, we have assessed which SDGs RTX can influence and promote and thus are the most relevant for RTX. It is the guiding principle of RTX to support the achievement of these goals, where RTX primarily has a role to play, either by minimizing our negative impact or maximizing our positive contribution.

Based on the assessment, RTX has chosen to focus our CSR and ESG efforts on targets within the UN SDGs nos. 4, 5, 9, 10, 12 and 13.

More specifically, RTX has highlighted certain specific targets within the SDGs which RTX through its conduct and best influence and advance. These UN targets are listed below together with examples of our activities within these targets.

UN Sustainable Development Goals and RTX Focus Areas



SDG	Target	Examples of activities
	4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.	At RTX, we believe in the value of education and the continuous development of skills throughout one's life. Specifically, we engage with education institutions in various ways. Presently we engage in an industrial Ph.D. programme with a focus on speech enhancement and intelligibility together with Aalborg University. We have also conducted several other university projects in the fields of audio processing and RF strategy during the year together with university students. Also, we have apprentices and participate in vocational training, for example for IT supporters.
	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	While this is a challenge for RTX operating in a heavily male-dominated industry, we set objectives for the inclusion of women in board and managerial objectives. We also strive to include women in our leadership development program for middle managers as also detailed in section 4.
	9.1: Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	Together with our customers – most of which are international leaders in their respective fields – we strive to develop and deliver quality infrastructure for wireless communication in various fields. This includes infrastructure for communication reducing the need for travel, intercom systems making critical communication possible, and equipment making the efficient and safe monitoring of patients in critical care possible. Many of our customers operate globally.
	10.2: By 2030, empower and promote the social, economic, and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	RTX's diversity policy emphasizes that everyone is treated equally irrespective of nationality, gender, social status and political opinion. We have 10 different nationalities employed at RTX and we adhere to the UN Global Compact including labour and human rights. As detailed in section 4, RTX A/S has instituted a seniority policy allowing employees aged 60+ to influence the planning of their senior work life to ensure a managed transition to the third age – if so desired by the employee – and thereby to keep them active in the work force for as long as they desire.
	12.2: By 2030, achieve the sustainable management and efficient use of natural resources.	We measure our electricity consumption and strive to reduce consumption per employee. In 2020/21, we reduced our electricity consumption both in absolute terms and per employee.
	13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	During 2020/21, RTX has initiated measurement of our greenhouse gas emissions according to scope 1 and 2 in the Greenhouse Gas Protocol and we report our carbon footprint to the Carbon Disclosure Project (CDP). We also work with several of our customers on the mutual carbon footprint.

Diversity Policy and Objective

- ④ Diversity Policy
- ④ Objective for the Underrepresented Gender
- ④ Activities
- ④ Follow-up and Reporting



4. Diversity Policy and Objective

RTX has defined policies and actions to ensure diversity and sets targets for the underrepresented gender at management level. This section is the statutory report on gender distribution and diversity 2021 in accordance with sections 99b and 107d of the Danish Financial Statements Act.

4.1 Diversity policy

As stated in RTX's diversity policy: "RTX finds it important that everyone is treated equally irrespective of nationality, gender, social status and political opinion". The policy applies to all parts of the organization including the Board of Directors and Group Executive Management. Based on this policy, RTX is conducting various diversity-related activities, measures gender diversity and sets targets for the gender composition in management.

RTX's staff policy aims to attract and maintain highly qualified and motivated employees. Regarding gender composition in relation to employment and recruitment, RTX strives to have both male and female candidates, despite operating in a male dominated industry. RTX recognizes that the current percentage of females in our staff of engineers may be too low to secure a pipeline of future female candidates for management level in RTX.

In our recruitment process RTX therefore encourages qualified female applicants to seek vacancies as they arise. The general split between male and female employees in the Group is 17% female and 83% male and the share of female employees decreased marginally by 2 %-points in 2020/21 due to the outsourcing of a smaller team of prototype builders which were partially female. Regarding nationality, our team of employees is diverse and includes more than 10 different nationalities.

4.2 Objective for the underrepresented gender

The Board of Directors has defined an ambition that the female share of board members elected by the annual general meeting should be at least 17% by 2021. The aim of the adopted ambition is to increase the number of female board members elected by the annual general meeting and thus to increase the diversity in a male dominated industry. However, the

objective has not been met and as of 30 September 2021 the Board of Directors consists only of males. In this male dominated industry, it has been hard to identify the right female board member possessing the unique competencies deemed relevant for the board duties in RTX.

The Board of Directors has therefore adopted a new ambition that the female share of board members elected by the annual general meeting should be at least 20% by 2024. The Board of Directors have further resolved to further step up the search for female candidates for the Board of Directors in the future including intensifying demands for external search companies assisting in such searches to include more females on their list of candidates.

In order to promote, facilitate and increase the number of women in management level positions at RTX, management has defined an objective to increase the percentage of females at management level as vacan-

cies arise. During 2020/21, one addition the Group Executive Management team was made, however, the position was as Vice President of R&D where the recruiting base was heavily skewed towards males in a very engineering heavy function. Therefore, all members of Group Executive Management continue to be male.

4.3 Activities

RTX strives to focus on increasing the share of women at management level as vacancies arise. Thus, when hiring at managerial level through external recruitment agencies, the agency is explicitly asked to identify and present female candidates. In connection with employment at management level, an elaborate assessment is conducted as to which skills, background and experience is needed to best match the needs of the company and to contribute to the overall skill set and efficiency of management.

During 2020/21, we widened the participant base in our leadership development program for middle management which we instituted in 2019 to develop the individual and collective leadership skills at RTX. In the list of original participants in the program were 12% female and 88% male. The participants in this next wave of the program are 22% female and 78% male. This further indicates the start and growth of an internal pipeline of female candidates for further managerial positions as well as the ambition to cultivate such female candidates.

To promote diversity and inclusion, and to ensure a balanced composition of skills and experience, RTX A/S has instituted a seniority policy. Thereby, employees aged 60+ can influence the planning of their senior work life to ensure a managed transition to the third age – if so desired by the employee. This is done in the annual employee development dialogue and can result in, for instance, modified tasks, reduced working hours over time, as agreed between company and employee. Also, RTX has instituted a disability policy to promote inclusion of people with disabilities in the work force.

It is the aim of RTX that the Board of Directors and Group Executive Management reflect diversity, not only regarding gender but also in terms of age, educational background and nationality as well as competences and experience as relevant for the company. In practice, this means that the recruitment for the Board of Directors and Group Executive Management is driven by this objective, and that our policies regarding seniority and disability (and of course gender) also apply to the Board of Directors and Group Executive Management.

4.4 Follow-up and reporting

To increase awareness regarding diversity (including gender diversity), the Board of Directors discusses reporting on progress against the objectives set at least once annually on a board meeting. This year, the Board of Directors as mentioned set a new target for the underrepresented gender in the board and resolved

to intensify the efforts to reach this target. Annually, RTX also publishes our report on diversity through our COP report and submitted in our Annual Report. Further, the annual report details the gender, age and background of members of the Board of Directors and the Executive Board.



CSR/ESG Performance and KPI Reporting

- 🕒 People – Selected KPI Performance
- 🕒 Environment – Selected KPI Performance
- 🕒 CSR and ESG Performance
- 🕒 Future plan and expectations



5. CSR/ESG Performance and KPI Reporting

We monitor our CSR and ESG performance by measuring and following up on a set of KPIs. We also use the performance evaluation to guide our future actions. This year we added measurement of our carbon emissions to our KPIs.

A central aspect of our corporate governance approach is to define relevant key performance indicators (KPIs) that can help us deliver robust performance and development. The actions and results related to our CSR practice are described in sections 2 to 4, which accounts for our progress on CSR issues material to RTX.

In the sections below, we further illustrate by commenting on specific CSR-related KPIs used and results achieved. In section 5.3 we complement these selected KPIs with a more comprehensive CSR and ESG management KPI overview.

5.1 People – selected KPI performance

As described in section 2.3 employee absence and employee turnover/employee retention are indicators of the well-being and efficiency of our people and we therefore measure and follow-up on these KPIs.

Employee absence

As already mentioned, we consider the continuous development of the competences of our employees as well as their well-being and safety to be crucial for the performance of RTX. Therefore, the health of our employees is very important to us, as is keeping the number of days of absence to a minimum.

The target for the absence KPI is <2.5% on Group level. The actual employee absence level for 2020/21 was 1.1% and therefore met this target and developed positively (decreased) compared to the prior years. The increased use of working from home and hybrid working may have contributed to the improvement.

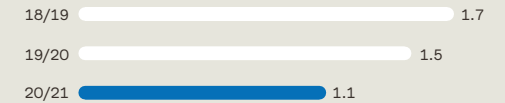
Employee retention

In continuation of employee absence, our ability to retain the right staff is also highly important to the development and performance of RTX. During 2020/21, our employee turnover increase (thus reten-

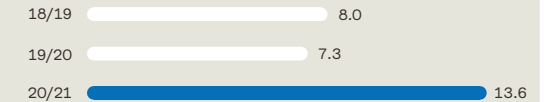


Employee absence continued to improve in 2020/21 and is at low level, however, employee turnover increased in an increasingly heated job market.

Employee Absence (%)



Employee Turnover (%)



tion decreased). This reflects an increasingly heated job markets – not least for engineers – during 2021. We have increased our focus on the well-being of our people and on the development of the leadership competences throughout the organization.

5.2 Environment – selected KPI performance

In 2021, RTX has begun measuring our greenhouse gas emissions. We measured our 2020 emissions in scope 1 and 2 according to the Greenhouse Gas Protocol and this will serve as a baseline for measurements and actions regarding our carbon footprint going forward. The measurement and reporting of our CO₂ emissions supplements the measurement of our electricity consumption which we have reported and followed-up on for several years.

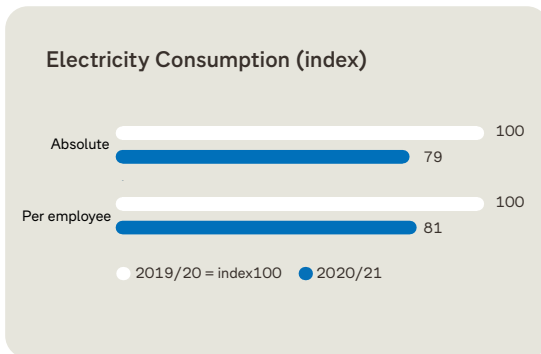
Electricity consumption

Although the direct stand-alone impact of RTX’s in-house electricity consumption is limited due to production being outsourced, we do consider it a measure that helps to direct the awareness of the organization

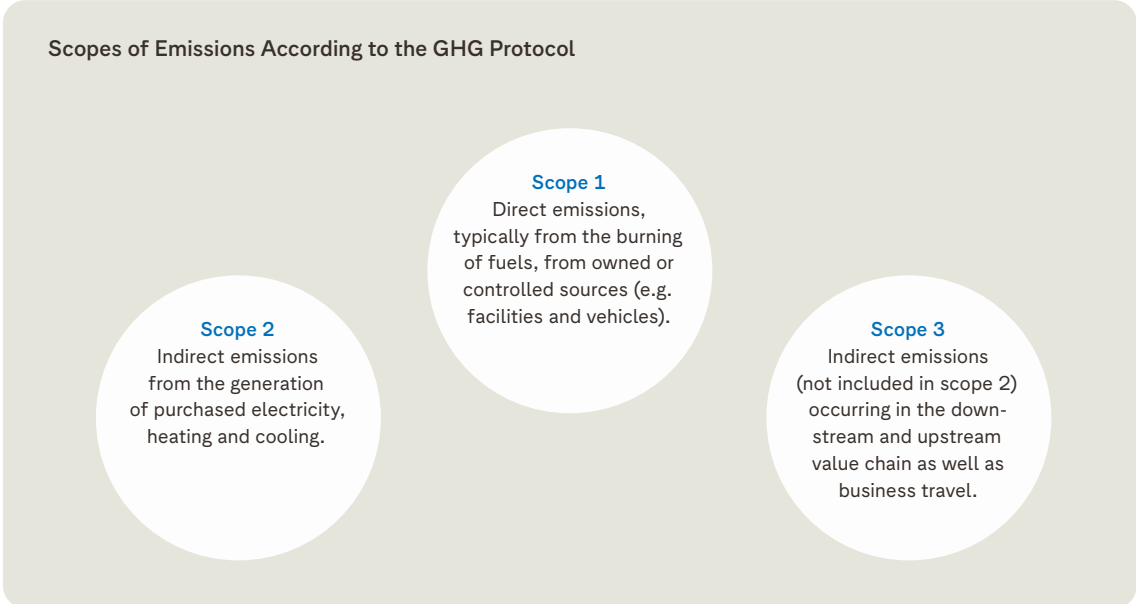
to sustainable development. As can be seen below, our electricity consumption at RTX sites in 2020/21 decreased both in relative (per employee) terms compared and absolute terms compared to last year. Increased awareness and energy efficient solutions, including LED lights and motion sensors, aids the improvement. The continued use of working from home and a change in the composition of the square meters rented at our headquarters in Denmark also contributed to the development.

Carbon emissions

We measured RTX greenhouse gas emissions for the first time in 2021. As mentioned, this measurement of our 2020 emissions will serve as a baseline for our future measurements and actions in managing and reducing our carbon footprint. We also reported our 2020 emission data to the Carbon Disclosure Project. In this initial baseline measurement, we focussed on our scope 1 and 2 emissions according to the Greenhouse Gas Protocol (GHG). Medium-term we will also initiate measurement of scope 3 emissions together with our supply chain.



The electricity consumption of RTX decreased significantly in 2020/21 – by as much as 20%



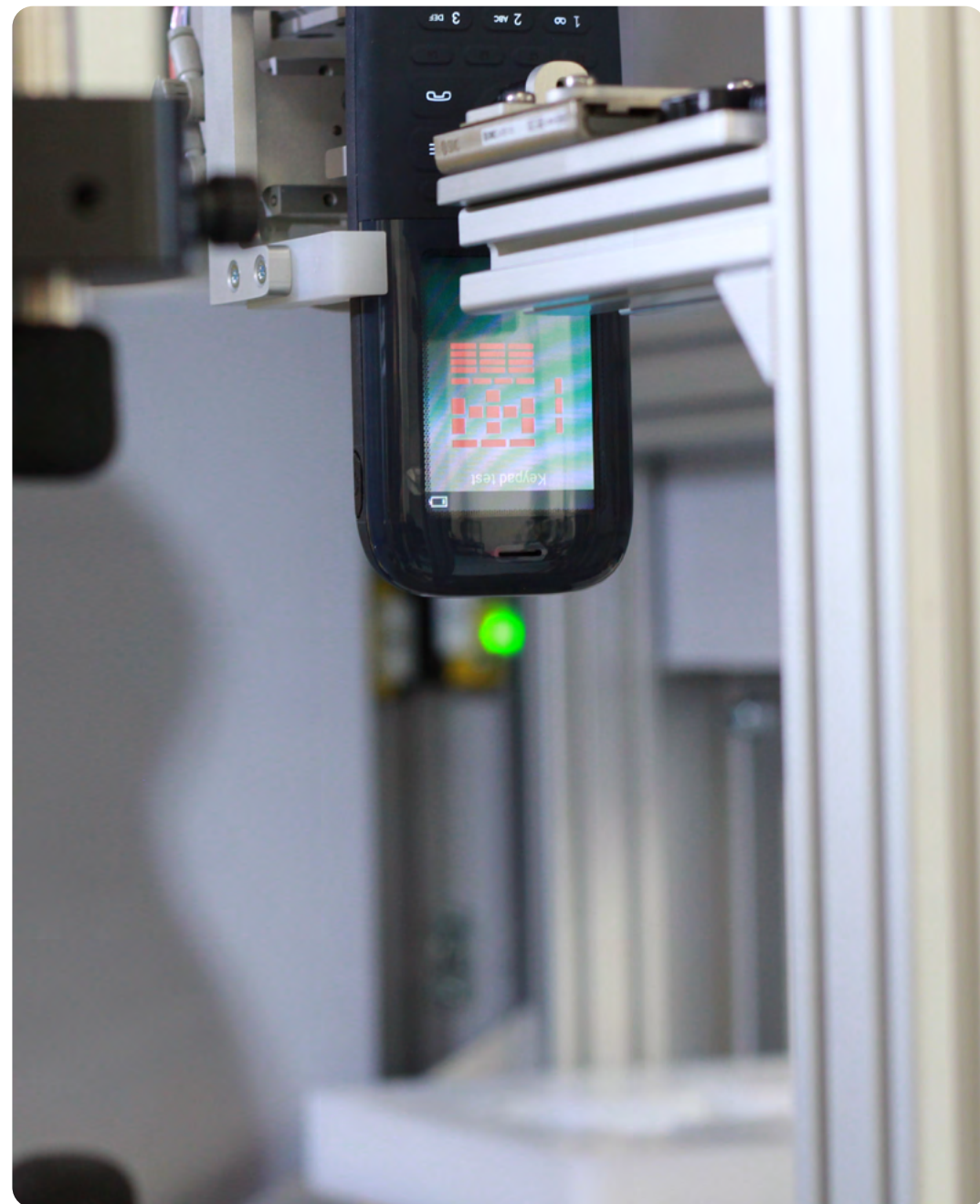
The scope 1 emissions of RTX only consists of company cars owned and leased by RTX as we do not directly use fossil fuels in a production, heating or any other capacity. We include both owned and leased vehicles in scope 1 emissions as we consider the choice of financing irrelevant for the purposes of calculating direct emissions. RTX owned and leased a total of five vehicles in 2020 (the year of emission measurement). Three of five cars are cars granted to employees under the company car scheme. Most of the fuel consumption under the company car scheme relates to the employee's private usage of the cars and should therefore, strictly speaking, not be part of the GHG scope emissions of RTX. However, for full transparency, we have chosen to report on the total fuel consumption regardless of whether business or private usage.

Our scope 2 emissions relate to RTX's electricity usage and heating at our premises in Denmark and Asia. All premises are rented and the electricity and heating agreements are thus part of our landlords' agreements. The main contributor to our scope 2 emissions is the heating of our premises in Denmark, followed by electricity for our premises.

Scope 2 emissions make up 96% of our scope 1 and 2 emissions in our 2020 baseline measurement and are thus clearly the most important emission sources to focus on. Scope 1 emissions only make up 4% of the total. Our presence in Denmark accounts for 81% of scope 1 and 2 emissions in 2020 while our presence in Asia accounts for 19%.

RTX Emissions

	Unit	2020 baseline
Scope 1 emissions	CO ₂ e tons	22.9
Scope 2 emissions (location-based)	CO ₂ e tons	519.6
Scope 2 emissions (market-based)	CO ₂ e tons	677.9
Per employee total scope 1 and 2 emissions	CO ₂ e tons per average FTE	1.8



5.3 CSR and ESG performance

Today, CSR as reflected in a company's responsible behaviour is often translated into quantifiable "Environment, Social, and Governance" (ESG) criteria to be measured and reported on by the company in addition to financial performance measures. In essence, ESG is the criteria used to evaluate a company's commitment to CSR, and ESG performance is the measurement of the company's "corporate sustainable performance". Our ESG reporting table covers data on the ESG metrics we have identified as most pertinent to the business of RTX. Among others, they include the KPIs described in section 5.1 and 5.2 of this report.

5.4 Future plans and expectations

RTX plans to maintain a strong focus on supply chain management, product safety, traceability including conflict minerals and employee working conditions – as the most material CSR risk areas. We will also continue to work on the Sustainable Development Goals identified as those where RTX can make the biggest difference.

We will continue to measure our carbon emissions in scope 1 and 2 against the 2020 baseline now established and medium term we will also prepare for gradually being able to measure scope 3 emissions. We are also, as mentioned in section 4, intensifying our efforts to meet our objective for the underrepresented gender on the Board of Directors.

As potential longer-term development areas, we continue to envision a corporate Code of Conduct supplementing and updating the current supplier Code of Conduct as well as increased efforts to disseminate existing policies and a potential future corporate

Code of Conduct internally (among employees) and externally (primarily among suppliers).

ESG Reporting Table

KPI	Unit	2020/21	2019/20
Environment data			
Energy consumption (absolute)	MWh	723	912
Energy consumption (relative)	MWh/average FTE	2.53	3.12
Scope 1 carbon emissions (absolute) ⁽¹⁾	CO ₂ e tons	22.9	n/a
Scope 2 carbon emissions (location-based, absolute) ⁽¹⁾	CO ₂ e tons	519.6	n/a
Scope 2 carbon emissions (market-based, absolute) ⁽¹⁾	CO ₂ e tons	677.9	n/a
Scope 1 and 2 carbon emissions (relative) ⁽¹⁾	CO ₂ e tons/average FTE	1.8	n/a
Social data			
Employee absence ratio	%	1.1	1.5
Employee turnover ratio	%	13.6	7.3
<i>Gender diversity</i>			
Women as share of all employees	%	17	19
Women as share of Group Executive Management	%	0	0
Governance data			
Gender diversity, woman as share of Board of Directors	%	0	0
Attendance at board meetings	%	99	99

⁽¹⁾ Baseline emission data measured for 2020.

Appendix: Global Compact Principle Index

[↪ Global Compact Principle Index](#)



Appendix: Global Compact Principle Index

UN Global Compact principle index

For each principle of the UN Global Compact, references are made to the sections in this COP report, illustrating the implementation of the principle.

Additionally, section 1 and 5 further elaborates how RTX works with the principles in terms of policies, due diligence, risk management, KPIs and future plans.

United Nations Global Compact ten principles

Human rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

Refer to section 1.4, 2.3 and 2.4

Principle 2

Make sure that they are not complicit in human rights abuses.

Refer to section 1.4, 2.3 and 2.4

Labour

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Refer to section 1.4, 2.3 and 2.4

Principle 4

The elimination of all forms of forced and compulsory labor;

Refer to section 1.4, 2.3 and 2.4

Principle 5

The effective abolition of child labor; and

Refer to section 1.4, 2.3 and 2.4

Principle 6

The elimination of discrimination in respect of employment and occupation.

Refer to section 1.4, 2.3, 2.4, 3.1 and 4

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Refer to section 1.4, 2.3, 2.4 and 3.1

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Refer to section 1.4, 2.3, 2.4 and 3.1

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Refer to section 1.4, 2.3 and 2.4

Anti-corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Refer to section 1.4 and 2.4



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