

**Elmar HEGGEN**

Number of company shares held: 100.

Biography and principal duties outside the Company

Elmar Heggen, a German national, graduated from the European Business School and holds an MBA in Finance. He began his career in 1992 with the Félix Schoeller group. He became Vice-Chairman and CEO of Felix Schoeller Digital Imaging in the United Kingdom in 1999 and joined the Corporate Center of the RTL Group in 2000 as Vice-President – Mergers and Acquisitions. In January 2003 he was named Senior Vice-President - Investment and Control activities and fulfilled the role of Vice-President - Control and strategy from July 2003 to December 2005. He has been a member of RTL Group's Management team since January 2006. Since 1 October 2006, Elmar Heggen has been Chief Financial Officer and Chairman of the Corporate Center of RTL Group. On 18 April 2012, he was appointed as Executive Director of RTL Group S.A.

Other appointments and duties

- Chief Financial Officer, Head of Corporate Center and Luxembourg Activities RTL Group SA
- Director of RTL Group S.A.
- CEO of RTL Group Central and Eastern Europe SA (Luxembourg)
- Chairman of the Board of Directors of Broadcasting Center Europe SA (Luxembourg); Média Assurances SA (Luxembourg); Audiomédia Investments SA (Belgium); BeProcurement SA (Luxembourg), Duchy Digital SA (Luxembourg), MP B S.A. (Luxembourg), MP D S.A. (Luxembourg), MP E S.A. (Luxembourg) and MP H S.A.

- (Luxembourg),
- Chairman of the Supervisory Board of RTL Nederland Holding BV (Netherlands)
- Director of CLT UFA SA (Luxembourg); RTL Group Germany SA (Luxembourg); RTL 9 SA (Luxembourg); RTL Belgium SA (Belgium); de INADI SA (Belgium); Immobilière Bayard d'Antin SA (France); Atresmedia Corporacion de Medios de Comunicacion SA (Spain); Belux SA (Luxembourg)
- Member of the Supervisory Board: Ediradio SA (France) as representative of Immobilière Bayard d'Antin SA
- Director of IP France SA (France) as permanent representative of Immobilière Bayard d'Antin
- Manager of RTL Group Services GmbH (Germany); UFA Film und Fernseh GmbH (Germany); RTL Group Vermögensverwaltung GmbH (Germany); RTL Group Deutschland GmbH (Germany); RTL Group Central and Eastern Europe GmbH (Germany); RTL Television GmbH (Germany), RTL Group Licensing Asia GmbH (Germany)
- Chairman of the Management Committee of Média Properties Sarl (Luxembourg)
- Independent non-executive director of Regus PLC (UK)

Appointments and duties having expired in the course of the last five financial years

- Director of Alpha Satellite Télévision SA and Plus Productions SA (Greece), Content Union S.A. (Russia) and Bertelsmann Capital Investment (S.A.), (Luxembourg).
- Manager of RTL Radio Deutschland GMBH (Germany)
- RTL Radio Berlin GMBH (Germany)
- and RTL TV Doo (Serbia),

Business address

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