



Elmar HEGGEN

53

German

Member of the Board
since 22 November 2006
Term of office to expire in
2024

Number of Company shares
held¹: 100

Chairman of the Supervisory
Board, Member of the
Remuneration and
Appointments Committee

BIOGRAPHY AND PRINCIPAL DUTIES OUTSIDE THE COMPANY

Elmar Heggen, a German national, graduated in business management 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 RTL Group in 2000 as Vice-President – Mergers and Acquisitions. In January 2003, he was appointed 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. On 1 October 2006, Elmar Heggen was appointed 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. In 2019, he was appointed Chief Operating Officer of RTL Group S.A.

OTHER APPOINTMENTS AND DUTIES

- Chief Operating and Deputy CEO, Head of Corporate Center and Luxembourg Activities RTL Group S.A.;
- Co-CEO of RTL Group S.A., (listed group, Luxembourg);
- Chairman of the Board of Broadcasting Center Europe S.A. (Luxembourg); of Media Assurances S.A. (Luxembourg) until 13 March 2020; of Duchy Digital S.A. (Luxembourg); of Media Real Estate S.A. (Luxembourg); of Immobilière Bayard d'Antin SA (France); of RTL Hrvastka d.o.o. za usluge (Hungary);
- Chairman of the Supervisory Board of RTL Nederland Holding BV (Netherlands);
- Director of CLT-UFA S.A. (Luxembourg); of RTL Group Germany S.A. (Luxembourg); of RTL Belgium S.A. (Belgium); of Atresmedia Corporacion de Medios de Comunicacion S.A. (listed company, Spain, but an RTL Group subsidiary); of RTL Belux S.A. (Luxembourg); of Style Haul Inc (USA) and Style Haul UK Ltd (UK); of SpotX Inc (USA) until 14 January 2020; of Broadcasting Center Europe International S.A. (Luxembourg); of RTL AdConnect International S.A. (Luxembourg);
- Manager of RTL Group Services GmbH (Germany); of UFA Film und Fernseh GmbH (Germany); of UFA Film und Fernseh GmbH (Germany); of RTL Group Vermögensverwaltung GmbH (Germany); of RTL Group GmbH (Germany); of RTL Group Central and Eastern Europe GmbH (Germany); of RTL Group Licensing Asia GmbH (Germany); of RTL Group Financial Services GmbH (Germany) until 6 May 2020;
- Chairman of the Management Committee of Media Properties Sarl (Luxembourg).

APPOINTMENTS AND DUTIES HAVING EXPIRED IN THE COURSE OF THE LAST FIVE FINANCIAL YEARS

- Director of INADI S.A. (Belgium), of RTL 9 S.A. (Luxembourg);
- Director of IP France S.A. (France) as permanent representative of Immobilière Bayard d'Antin S.A., Broadband TV Corp (Canada); of 0971999 B.C. Ltd (Canada); Viso Online Video Productions Inc (Canada); TGN Game Communities Inc (Canada); Broadband TV (USA) Inc (USA); Broadcasting Center Europe International AB (Luxembourg), of 1189065 BC Ltd. (Canada); of U Screens AB (Sweden);
- Chairman of the Board of Directors of BeProcurement S.A. (Luxembourg), of MP D S.A. (Luxembourg), of MP E S.A. (Luxembourg) and MP H S.A. (Luxembourg);
- Member of the Supervisory Board of Ediradio S.A. (France) as permanent representative of Immobilière Bayard d'Antin S.A.; Mediengruppe RTL Deutschland GmbH; of RTL Radio Deutschland GmbH;
- CEO of RTL Group Central and Eastern Europe S.A. (Luxembourg);
- Manager of RTL Television GmbH (Germany);
- Independent non-executive director of Regus PLC (listed company, UK).