

3.1.1.4 PRESENTATION OF THE MEMBERS



Elmar HEGGEN

56

German

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

Number of Company shares
held: 500

Chairman of the Supervisory
Board

Member of the
Remuneration and
Appointments Committee
Member of the CSR
Committee
Member of the Strategy
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.
- Director of RTL Group S.A. (listed group, Luxembourg);
- Chairman of the Board of Broadcasting Center Europe S.A. (Luxembourg), Media Real Estate S.A. (Luxembourg)
- Chairman of the Supervisory Board of RTL Nederland Holding BV (Netherlands)
- Member of the Supervisory Board of RTL Nederland Media Services S.A. (Luxembourg)
- Director of CLT-UFA S.A. (Luxembourg), RTL Group S.A. (Luxembourg), Atresmedia Corporacion de Medios de Comunicacion S.A. (Listed company, Spain, but a subsidiary of RTL Group), Broadcasting Center Europe International S.A. (Luxembourg), RTL Group Services Support Limited (UK)
- Manager of RTL Group Services GmbH (Germany), UFA Film und Fernseh GmbH (Germany), RTL Group GmbH (Germany), RTL Group Holding Sarl (Luxembourg) and RTL Group Vermögensverwaltung GmbH (Germany)
- Chairman of the Management Committee of Media Properties Sarl (Luxembourg)
- CEO of RTL France Holding SAS (France) and RTL Group Beheer BV (Netherlands)

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

- Director of IP France S.A. (France) as permanent representative of Immobilière Bayard d'Antin S.A., of Broadband TV Corp (Canada), 0971999 B.C. Ltd (Canada), Viso Online Video Productions Inc (Canada), TGN Game Communities Inc (Canada), Broadband TV Inc (USA), 1189065 BC Ltd. (Canada), We are era AB (Sweden), Style Haul UK Ltd (UK), Style Haul Inc (USA), RTL Group Germany S.A. (Luxembourg), of RTL AdAlliance S.A. (formerly RTL AdConnect International S.A.) (Luxembourg), Audiopresse S.A. (Belgium), COBELFRA S.A. (Belgium), S.A. d'Information, d'Animation et de Diffusion (Belgium), New Contact S.A. (Belgium)
- Chairman of the Board of Directors of Duchy Digital S.A. (Luxembourg), Media Assurances S.A. (Luxembourg), SpotX Inc (USA), RTL Group Licensing Asia GmbH (Germany), Immobilière Bayard d'Antin S.A. (France), RTL Hrvastka d.o.o. za usluge (Croatia), RTL Belgium S.A. (Belgium), RTL Belux S.A. (Luxembourg), Audiopresse Lux S.A. (Luxembourg)
- Member of the Supervisory Board of Ediradio S.A. (France) as permanent representative of Immobilière Bayard d'Antin S.A., RTL Deutschland GmbH; RTL Radio Deutschland GmbH;
- Manager of RTL Television GmbH (Germany), RTL Group Financial Services GmbH (Germany), RTL Group Central and Eastern Europe GmbH (Germany)
- Independent non-executive director of Regus PLC (listed company, UK).