



corporate structure

As of January 2012

BOARD OF DIRECTORS

Non-executive Directors

Siegfried Luther

Chairman of the Board

Born in 1944, Siegfried Luther studied law and business management in Münster, Germany. In 1974, he joined Bertelsmann AG as director of the Tax department. Seven years later, he was appointed Deputy Head of the Accounting and Tax Department. From 1985 on, he headed the Corporate Treasury Department. In July 1990, the Supervisory Board appointed Siegfried Luther to the Bertelsmann AG Executive Board. He also took over the responsibilities of Chief Financial Officer and Head of the Bertelsmann AG Corporate Centre. In August 2002, he was appointed Deputy Chairman of the Bertelsmann AG Executive Board. A member of the Board of Directors of RTL Group since July 2000 he was appointed Chairman of the Board in December 2004. Siegfried Luther retired from the Bertelsmann AG Executive Board when his contract expired on 31 December 2005.

Martin Taylor*

Vice Chairman of the Board

Chairman of the Nomination and Compensation Committee of RTL Group

Chairman of Syngenta

Martin Taylor (born in 1952) began his career as a financial journalist with Reuters and the Financial Times. He then joined Courtaulds plc, becoming a director in 1987, and then Chief Executive of Courtaulds Textiles plc on its demerger in 1990. He moved to Barclays plc in 1993 as Chief Executive, a post he held until the end of 1998. From 1999-2003 he was Chairman of WH Smith PLC and from 1999 to 2005 International Advisor to Goldman Sachs. Currently he is Chairman of the Board of Syngenta AG. He has done various pieces of work for the British Government and served for five years as a member of its Council for Science and Technology. Appointed as independent non executive director in July 2000 (at the moment of the creation of RTL Group), he took over the responsibilities of Vice Chairman of the Board in December 2004.

Günther Grüger

Executive Vice President Corporate Controlling and Strategy of Bertelsmann AG

Günther Grüger, born in Germany in 1951, is currently Executive Vice President Corporate Controlling and Strategy of Bertelsmann. From 1983 until 1997 he held various positions at Bertelsmann. Before joining Bertelsmann he worked in the Corporate Controlling Department of Oetker Group. He holds a diploma and a doctorate in Economics from the University of Münster, Germany. Günther Grüger is married and has two children.

Thomas Hesse**

Designated Member of the Executive Board, Bertelsmann AG

After studying in Oxford, London and St. Gallen, Hesse (45) began his career in 1991 as a consultant with McKinsey, leaving in 1996 to join what is now the RTL Group, and subsequently taking on various executive positions within Bertelsmann until 2008.

Thomas Hesse has served as head of the worldwide digital business and chief strategist at Sony BMG, now Sony Music Entertainment, since 2005; in this New York-based position he is also responsible for US sales. With effect from 1 February 2012 he will be Member of the Bertelsmann Executive Board and head the central department for corporate development and new businesses. In this role he will be responsible for the growth platforms Bertelsmann Digital Media Investments (BDMI) and Bertelsmann Asia Investments (BAI), for the Education business and for the holding in the BMG music rights company.

** : Subject to AGM approval

Thomas Rabe

*Chairman of the Executive Board and Chief Executive Officer,
Bertelsmann AG*

Thomas Rabe, born in Luxembourg-Ville in 1965, holds a Diploma and a Doctorate in Economics from the University of Cologne. He started his career in 1989 at the European Commission in Brussels. From 1990 to 1996 he held various senior positions at Forrester Norall & Sutton (now White & Case) in Brussels as well as the state privatisation agency Treuhandanstalt and a venture capital fund in Berlin. In 1996, he joined Cedel International (Clearstream, following the merger with Deutsche Börse Clearing) where he was appointed Chief Financial Officer and member of the Management Board in 1998. In 2000, Thomas Rabe became Chief Financial Officer and member of the Executive Committee of RTL Group. In March 2003 he was also appointed Head of Corporate Center and responsible for the Luxembourgish activities of RTL Group. Thomas Rabe is Chief Financial Officer and Head of the Corporate Centre of Bertelsmann AG since January 2006.

James Singh*

Chairman of the Audit Committee of RTL Group

Independent Director

Executive Vice President and Chief Financial Officer, Nestlé S.A.

Born in 1946, James Singh began his career as a financial analyst for Nestlé Canada in 1977. He served as Manager, Financial Analysis and Planning, at Nestlé Canada from 1980 before becoming Director of Finance, Food Service, at Nestlé Canada in 1984. After serving as Vice President Finance and Treasurer at Nestlé Canada from 1988 to 1995, James Singh was promoted to Executive Vice President and Chief Financial Officer of Nestlé Canada in 1995. In 2000, he became Senior Vice President Acquisitions and Business Development at Nestlé's headquarters in Switzerland and was named Executive Vice President and Chief Financial Officer of the company in 2008. In addition to his responsibilities at Nestlé S.A., James Singh is Chairman of the Finance Committee of the European Round Table and a member of the International Integrated Financial Reporting Standard Committee.

Jacques Santer*

Chairman of the Board of CLT-UFA

Former Prime Minister of the Luxembourg Government

Former President of the European Commission

Before Jacques Santer (born in 1937) became Chairman of the Board of CLT-UFA in May 2004, his distinguished career covered a variety of political roles including Member of the European Parliament (1974-1979 and 1999-2004), Prime Minister of Luxembourg (1984-1995) and President of the European Commission (1995-1999).

Executive Director

Gerhard Zeiler

Chief Executive Officer of RTL Group

Member of the Bertelsmann AG Executive Board

Gerhard Zeiler, born in 1955 in Vienna (Austria), joined RTL Group in November 1998 when he was appointed Chief Executive Officer (CEO) of RTL Television in Cologne. In this capacity, Zeiler was responsible for the German RTL family of channels (RTL Television, Vox, RTL II, Super RTL, N-TV). In March 2003 Gerhard Zeiler was additionally appointed CEO of RTL Group. He handed over the management of RTL Television to Anke Schäferkordt in September 2005 to fully concentrate on RTL Group's international channel architecture. In his function as CEO of RTL Group, Gerhard Zeiler is a member of the Supervisory Boards of M6 in France and RTL Television in Germany and Chairman of the Board of M-RTL in Hungary. He is also a member of the Bertelsmann AG Executive Board since October 2005. Gerhard Zeiler began his career as a freelance journalist and then became press spokesman for the Austrian Minister for Education and the Arts, Dr. Fred Sinowatz, whom he eventually followed to the Federal Chancellor Office in 1983. Later he continued working in the same capacity for Federal Chancellor Dr. Franz Vranitzky. In 1986 he became Secretary-General of the Austrian public broadcaster "ORF" in Vienna. After a two-year period as CEO of Tele 5 and a further two-year period as CEO of RTL II, he was elected Chief Executive Officer of ORF in 1994 and stayed in this position until November 1998.

AUDIT COMMITTEE

The Audit Committee is made up of three non-executive directors, two of whom are independent, and meets at least four times a year.

Siegfried Luther

Thomas Rabe

Onno Ruding

Martin Taylor

See CVs above

NOMINATION AND COMPENSATION COMMITTEE

The Nomination and Compensation Committee is made up of four non-executive directors and consults with the CEO on the appointment and removal of executive directors and senior management.

Siegfried Luther

Thomas Rabe

Martin Taylor

See CVs above

EXECUTIVE COMMITTEE

Gerhard Zeiler

Chief Executive Officer, RTL Group

Member of the Bertelsmann AG Executive Board

See CV above

Elmar Heggen

Chief Financial Officer and Head of the Corporate Centre, RTL Group

Elmar Heggen, born in 1968, holds a diploma in Business Administration from the European Business School and graduated as Master of Business Administration (MBA) in Finance. In 1992, he started his career at the Felix Schoeller Group, becoming Vice President & General Manager of Felix Schoeller Digital Imaging in the UK in 1999. Elmar Heggen first joined the RTL Group Corporate Centre in 2000 as Vice President Merger & Acquisitions. In January 2003, he was promoted to Senior Vice President Controlling & Investments. From July 2003 until December 2005 he was Executive Vice President Strategy & Controlling. Since January 2006, Elmar Heggen has served on the RTL Group Executive Management team, where he is responsible for business development in the emerging markets of Southern, Central and Eastern Europe, as well as the radio business, and the Belgian market. Since 1 October 2006 Elmar Heggen is CFO and Head of the Corporate Centre of RTL Group.

Guillaume de Posch

Chief Operating Officer, RTL Group

Guillaume de Posch, born 1958 in Belgium, is one of Europe's most experienced TV executives. After first jobs at the international energy and services company Tractebel (1985-1990) and the global management consulting firm McKinsey & Company (1990-1993), he started his career in the media industry at the Luxembourg-based Compagnie Luxembourgeoise de Télédiffusion (CLT), which ultimately became RTL Group in the year 2000. At CLT, Guillaume de Posch started as assistant to the Managing Director (1993-1994) and then became Head of CLT's TV operations in French-speaking countries (1995-1997). From 1997 to 2003, he was Deputy General Manager and Programming Director of the French pay-TV company TPS, before he joined the Munich-based, publicly listed ProSiebenSat1 Media AG in August 2003, first as Chief Operating Officer and then as Chairman of the Executive Board and CEO (2004-2008). Since January 2009, Guillaume de Posch has advised several European and US broadcasters. In December 2011, he was appointed Chief Operating Officer of RTL Group with effect from 1 January 2012.

Andreas Rudas

Executive Vice President Regional Operations & Business Development CEE and Asia, RTL Group

Andreas Rudas (55) joined RTL Group in January 2009. Previously he was Executive Director of WAZ Ost Holding (subsidiary of WAZ Media Group), responsible for Austria, South Eastern Europe and Vietnam. In this position, since December 2005, he had been responsible for strategy, subsidiary management as well as M&A activities in ten Eastern countries. Prior he held various positions at Magna International Europe since 2000, being Member of the Management Board 2001 to 2005. Since 1986, Rudas worked with the public Austrian broadcaster ORF, from 1994 to 1997 as its Secretary General, responsible for business planning, media politics, marketing and satellite broadcasting.

Born in Budapest, the Austrian Rudas is initiator of the Alpbach technology forum, was University lecturer for marketing at the University of Vienna, and is author of various publications on media politics and new media.

OPERATIONS MANAGEMENT COMMITTEE

The Operations Management Committee was set up in February 2002 to increase information sharing and co-operation between the Group's operating heads.

Gerhard Zeiler

Chief Executive Officer, RTL Group

Member of the Bertelsmann AG Executive Board

See CV above

Dawn Airey

President UK TV, CLT-UFA

Dawn Airey (47) began her broadcasting career as a management trainee for Central TV in 1985. In 1989 she became Director of Programme Planning at Central and was appointed to the Central broadcasting board. In 1993 she moved to the ITV Network Centre as Controller of Children's and Daytime Programmes and in 1994 moved to Channel 4 to become Controller of Arts and Entertainment. In 1996 she was appointed Director of Programmes for Channel Five and was promoted to Chief Executive in 2000. In 2003 she was appointed Managing Director Sky Networks and was responsible for all of Sky's wholly owned channels (excluding sport). In 2006 she was made Managing Director Channels and Services with responsibility for all third party channels, joint ventures and networked media. In 2007 she joined ITV as Director of Global Content and in 2008 she became member of the Board of ITV. In October 2008, Dawn Airey returned to Five as CEO. She left the company in late 2010 and became President CLT-UFA, UK TV

Christopher Baldelli

Chairman, RTL Radio France

Christopher Baldelli, born in 1965, was appointed Chairman of RTL Radio France's Executive Board as of 1 August 2009. He joined RTL Group's subsidiary Groupe M6 in June 2006 as its Secretary General of Programming. Since November 2006 he had been CEO of M6 Thématique, directing the company's thematic TV channels such as W9, Téva and Paris Première. Under his leadership, the free digital channel W9 has consistently grown its audience to become the most-watched new DTT channel among young viewers. W9 first achieved a positive operating profit on an annual basis in fiscal year 2008.

Prior to joining Groupe M6, Baldelli worked in various executive positions for the public TV channel France 2 (1999 to 2005), including as its Directeur Général from June 2002 to August 2005, and for the media division of the Lagardère group (1997 to 1999).

After graduating from École Normale Supérieure at Saint-Cloud, Baldelli graduated from IEP Paris (Institut d'Études Politiques de Paris). From 1991 to 1997, he held various positions as a high civil servant, specialised in media regulation.

Alain Berwick

Chief Executive Officer, RTL Radio and Télé Lëtzebuerg

Alain Berwick, born in Luxembourg in 1957, started his career at Leesch Frères S.A. in 1983, becoming Chief Commercial Officer of Botex S.A., a Leesch Frères company, in 1984. From 1985 until 1986 he has been Head of Sales at ELCO Luxembourg. In 1986 he joined IP Luxembourg, where he was appointed Managing Director in 1993. Since 1994 he is Chief Executive Officer of RTL Radio and Télé Lëtzebuerg. He is also Member of the Board of Directors of CLT-UFA, BCE and President of the Management Committee of IP.

Tony Cohen

Chief Executive Officer, FremantleMedia

Tony Cohen, born in 1953, began his career as a journalist working on London regional newspapers and the Sunday Times. He joined London Weekend Television in 1979 where he held senior production posts. In 1995 he was appointed managing director of the Broadcasting Division of Pearson Television. He later became co-chairman of the North American division of Pearson Television, and president of its production operation in Los Angeles. In 2000 he returned to the UK to run worldwide production and in 2001 became CEO of RTL Group's production arm, FremantleMedia (formerly known as Pearson Television), based in London.

Philippe Delusinne

Chief Executive Officer, TVI S.A.

Philippe Delusinne, born in 1957, started his career in 1982 in the advertising business after an academic background in Law and Marketing. He held different positions in the Account Department of Ted Bates, Publicis and FCB. In 1988 he was appointed Deputy Managing Director at McCann Erickson and in 1993 became Chief Executive Officer of Young & Rubicam. After an experience of 20 years in managing local and international clients in the advertising business and participating in the media business revolution, Philippe Delusinne was appointed Chief Executive Officer of TVI in Belgium in March 2002.

Vincent de Dorlodot

General Counsel, RTL Group

Vincent de Dorlodot, born in 1965, was appointed general counsel of RTL Group in April 2000. He started his career in 1990 as an attorney working for the lawfirm De Bandt, Van Hecke et Lagae (now Linklaters De Bandt). In 1995, he joined Groupe Bruxelles Lambert as corporate counsel, a position he held until joining RTL Group in 2000. He studied law at the University of Louvain (Belgium) and the University of Leiden (Netherlands). He gained a Master degree in Law at Duke University (USA) in 1994.

Dirk Gerkens

Chief Executive Officer, RTL Klub

Dirk Gerkens, born in 1968, joined RTL Group in 1995 as deputy to the Head of TV activities. After studying economics and journalism, he started his career in 1992 as deputy to the CEO of the Barcelona based bookclub of Bertelsmann. In 1997, he was part of the launch team of a TV channel in Hungary. He was appointed CEO of RTL Klub in 2001 and is involved in the development of RTL Group in Central and Eastern Europe.

Alexander Glatz

Executive Vice President Strategy & Controlling, RTL Group

Alexander Glatz, born in Neustadt an der Weinstrasse in 1970, was appointed Senior Vice President Controlling and Investments of RTL Group in 2006. He joined the Group in 2000 where he held several functions in Business Development and Controlling. In 2004 he was appointed Vice President Controlling. In January 2010 he was appointed Executive Vice President Strategy & Controlling. Alexander Glatz started his professional career at the UK sales branch of Deere & Company as Project Manager. Alexander Glatz studied law at the University of Konstanz in Germany. Besides his legal degree he graduated as Master of Business Administration (MBA) from Rotterdam School of Management in the Netherlands.

Bert Habets

Chief Executive Officer, RTL Nederland

Bert Habets (born in 1971) joined RTL Group in 1999 as Project Manager in the Business Development unit of CLT-UFA. In March 2001, he was appointed CFO of Holland Media Groep, which was rebranded into RTL Nederland in August 2004. In 2008, Habets was appointed CEO of RTL Nederland. He holds a Master of Economics and Law (fiscal) at the University of Maastricht and a MBA at the University of Barcelona.

Elmar Heggen

Chief Financial Officer and Head of the Corporate Centre, RTL Group

See CV above

Oliver Herrgesell

Executive Vice President Communications and Marketing

Oliver Herrgesell, born in Austria in 1962 has been appointed Executive Vice President Communications and Marketing of RTL Group in February 2006. Before that he worked as Chief Press Officer and Head of Internal Communications at Bertelsmann AG for six years. Before joining Bertelsmann he was a journalist in newspapers, magazines and TV. Amongst others, he worked with the daily "Berliner Zeitung" and the magazine "Stern" and co-founded media projects including the pay TV operator "Premiere", the weekly "Die Woche" and the monthly magazine "Tempo".

Hans Mahr

Consultant, RTL Group

Hans Mahr, born in 1949 in Vienna, studied business administration, worked for Neue Zeitung, Express and Kronenzeitung in Austria before he header to the office of the mayor of Vienna in 1977. Afterwards he did the election campaigns for the Austrian Chancellor Bruno Kreisky. In 1985 he was head of RTL Television's office in Vienna, became head of Stern's office in Vienna in 1986 and returned as COO to the Kronenzeitung in 1989.

In 1994 he moved to RTL Television and became Director of Information and Editor-in-chief. In this capacity, he was responsible for all the channel's news, magazines and sports and is especially credited establishing RTL Television as the leading news provider within the target group. In 1999 he was appointed deputy CEO of RTL Television. From 2000 to 2002 he was also Managing Director of RTL Newmedia (today: RTL Interactive). In 2002, Hans Mahr became Executive Coordinator for Group Synergies at RTL Group and member of the OMC. In September 2005, he left RTL Group to become member of the board at Premiere AG (today: Sky Deutschland), returning to RTL Group in 2007. In his capacity he is responsible for identifying and realising projects of mutual interest within RTL Group's operating companies. He also represents RTL Group in Russia and Bertelsmann in China, both in Media boards.

Christoph Mainusch

Chief Executive Officer, Alpha Media Group

Christoph Mainusch, born in Muenster (Germany) in 1962, studied Economics before starting his career as freelance for the Bavarian Television. In 1990, he became Executive Assistant to the Programme Director of SAT 1. From 1991-1992 he held the position of Head of Acquisitions and Deputy Program Director at Tele 5 before joining RTL 2 as Programme Director (1992-1995). From 1996 until 2004 he was CEO of ACS Media GmbH. In 2004, he has been appointed Chief Executive Officer of RTL Televizija in Croatia.

Romain Mannelli

Executive Vice President Corporate HR

Romain Mannelli, born in 1951, has been appointed Executive Vice President Corporate Human Resources of RTL Group in 2001. Romain Mannelli joined the Group as Vice President Human Resources in 1995 and has accompanied the Group in its steady development: he contributed to the merger of CLT and UFA in 1997 and the creation of RTL Group after the merger with Pearson TV in 2000, bringing together very different corporate cultures. Prior to joining the Group, Romain Mannelli was Managing Director of Luxair-Tours, the tour-operator entity of the airline. From 1990 to 1993, he was named Vice-President and member of the Executive Committee of Luxair, in charge of all the Information Systems & Technology and Telecom-networks of the company. Prior to starting at Luxair, he oversaw the Information Technology and Information Systems of the Luxembourg railway company CFL (Chemins de Fer Luxembourgeois), for more than 13 years. Romain Mannelli started his career, after graduating with an information technology degree from the University of Karlsruhe (Germany), at the Fraunhofer-Institut in Germany.

Guillaume de Posch

Chief Operating Officer, RTL Group

See CV above

Andreas Rudas

*Executive Vice President Regional Operations & Business Development
CEE and Asia, RTL Group*

See CV above

Anke Schäferkordt

Chief Executive Officer, RTL Television

Anke Schäferkordt, born in 1962, has been CEO of RTL since September 2005. After studying business administration Anke Schäferkordt began her professional career at Bertelsmann AG in 1988. In 1991 she went to Cologne to become an executive assistant for sales controlling and strategic planning at RTL plus and one year later took over the Controlling Department. From 1993 to 1995 Anke Schäferkordt was a Director in charge of the Corporate Planning and Controlling Division at RTL. In 1995 Anke Schäferkordt moved to VOX television where she was in charge of business affairs and in 1997 she was also named Program Director. Anke Schäferkordt has been the CEO of VOX since 1999. In February 2005 she was appointed Chief Operating Officer and Deputy CEO of RTL. In these offices she was responsible for Finance, Technical, Information and Media Policy as well as the General Secretary, the IP Sales Organization and the broadcaster VOX. Furthermore Anke Schäferkordt was in charge of the RTL Group's holdings in the n-tv and Super RTL networks.

Nicolas de Tavernost

Président du Directoire, M6

Nicolas de Tavernost, born in France in 1950, started his career in 1974 at the French Foreign Trade Department. In 1976, he moved to Zurich to become secretary for the French Chamber of Commerce. One year later, he returned to France as press spokesperson for the Ministry for Post and Telecommunications, working under Norbert Segard. From 1981 to 1986, de Tavernost headed various governmental delegations, and eventually worked as director of the audiovisual activities at Lyonnaise des Eaux. In 1987 he joined M6 as managing director and became president of M6 Publicité in 1988. Since May 2000 de Tavernost has held the post of CEO and chairman of the Management Board of the M6 Group. He is also President of the Association of Commercial Televisions since June 2003.

Gert Zimmer

*Senior Vice President Radio Central and Northern Europe,
CEO of RTL Radio Deutschland*

Gert Zimmer, born in Nuremberg (Germany) in 1964, has been Senior Vice President Radio Central and Northern Europe, RTL Group and CEO of RTL Radio Deutschland, Berlin, since 2004. After studies of telecommunications at the Georg-Simon-Ohm-University in Nuremberg, he got in touch with radio for the first time in 1982 when he did an internship at Armed Forces Radio and Television Services (AFN Nuremberg). This was followed by assignments at Radio C (Bozen, Italy) and Neue Welle Franken (Nuremberg) as a news editor and presenter and Head of Music at Neue Welle Franken. From 1986 to 1988 he served as a Programme Director for Radio Charivari Nuremberg and was involved in starting other Charivari stations in various Bavarian cities. From 1989 to 1992 Gert worked as a consultant and producer for the BCI Group, a European consulting company for radio/TV stations and a music production house with investments in various other media companies. In 1993 Gert became a co-owner of the BCI Group and the CEO of the company and served in that role till 2003.

Johannes Züll

Chief Executive Officer, RTL Televizija

Johannes Züll, born in Nuremberg, was appointed Chief Executive Officer of RTL Televizija in Croatia in 2009. Previously, he oversaw the German activities of the Aegis Media Network-brands Carat, Vizeum, Posterscope and Isobar. From 1999 to 2007, he held various executive positions within RTL Group, including Managing Director at RTL Interactive and Head of Strategy and Business Development at RTL Television in Cologne. He also served as Managing Director of the news channel N-TV, as Managing Director RTL New Media, Head of the Internet & New Technologies division at RTL Group in Luxembourg, and as Head of Business Development for TV in the German-speaking territories, CLT-UFA. Züll also sat on the supervisory boards of Super RTL and IP Deutschland. Prior to his career at RTL Group, Züll worked for the Boston Consulting Group in Germany and Thailand from 1993 to 1999. Johannes Züll studied Business and Economics at the University of St. Gallen (HSG) in Switzerland and at Indiana University in the US. He holds an MBA from the University of St. Gallen.

Eduardo Zulueta

Managing Director MABUAT (Spain)

Eduardo Zulueta, born in New York in 1958, is Managing Director of MABUAT which represents RTL Group's interests in Spain since 2003. Before that he worked as Managing Director Spain and Portugal of Producciones Fremantle SA, a subsidiary of FremantleMedia. Before joining FremantleMedia he has held various management positions in the Spanish media industry, as Programme and Content Director of Via Digital and Managing Director of Multicanal and Molinare. He has been responsible for the launch of various theme channels (Hollywood, Odisea, Panda, Sol Musica, Canal de Historia...) and TV programmes (Precio Justo, Audacia, Furor, Trato Hecho, Ay mi madre...) in both Spain and Portugal. He studied economy at Georgetown University and holds a Master Degree in International Finance of Columbia University.

CORPORATE CENTRE MANAGEMENT

Gerhard Zeiler

Chief Executive Officer

Member of the Bertelsmann AG Executive Board

See CV above

Elmar Heggen

Chief Financial Officer and Head of the Corporate Centre

See CV above

Guillaume de Posch

Chief Operating Officer, RTL Group

See CV above

Andreas Rudas

*Executive Vice President Regional Operations & Business Development
Central and Eastern Europe*

See CV above

Michael Beisheim

Senior Vice President Group Tax

Michael Beisheim, born in 1964, holds a diploma in tax law (Diplom-Finanzwirt) from Fachhochschule für Finanzen in Nordkirchen (Germany). In 1995, he became a certified tax consultant (Steuerberater). He started his career in 1984 at the tax authority in Cologne. In February 1993, he joined RTL Television in Cologne to be in charge for all tax matters. Then in 1998, he became Head of Tax department of the German RTL-Holding CLT-UFA Deutschland. In September 2000, he was promoted to Head of Group Tax Department in Luxemburg and in January 2004, he was appointed Senior Vice President Group Tax.

Jean-Marie Bourhis

Deputy CFO and Executive Vice President Finance

Jean-Marie Bourhis, born in 1956, is Deputy Chief Financial Officer of RTL Group since December 2006. He has been promoted to this position in addition to his role as Executive Vice President Finance which he holds since January 2004. He is responsible for Group Accounting, Consolidation and Group Transactions and Reporting Systems. Through a combination of Finance and systems, his teams integrate functional skills, software expertise, services providing and project management.

Andrew Buckhurst

Senior Vice President Investor Relations

Andrew Buckhurst, Senior Vice President Investor Relations, joined RTL Group as Senior Controller in August 2000. From 2003 until 2006 he headed the External Communications Department of RTL Group in addition to his Investor Relations Role. He qualified as a Chartered Accountant with Ernst & Young in England and then joined AEA Technology, Harwell as a financial analyst. In 1995, he started at Oriflame International in Belgium where he was Corporate Controller and Group treasurer before becoming Regional Finance Controller in Athens. During his free time he enjoys travelling and playing tennis. Born in 1966, he is married and has two children.

Vincent de Dorlodot

General Counsel

See CV above

Alexander Glatz

Executive Vice President Strategy & Controlling

See CV above

Oliver Herrgesell

Executive Vice President Communications and Marketing

See CV above

Romain Mannelli

Executive Vice President Corporate HR

See CV above

François Masquelier

Senior Vice President Treasury & Corporate Finance

François Masquelier, born in 1962, has been Head of Corporate Finance and Treasury with RTL Group since November 1997. Before he worked for Eridania Béghin-Say (Coordination Centre) and ABN AMRO Bank. He is the President of Association of Corporate Treasurers of Luxembourg (ATEL). He is also Honorary Chairman and Founder of Euro Associations of Corporate Treasurers (EACT).

Ursula Schmidt

Senior Vice President Internal Audit

Ursula Schmidt has been Head of RTL Group Internal Audit since June 2004. She joined the Group in 2000 where she held several functions in Strategy and Controlling. Before joining the Group she worked for the European Commission (Eurostat) in Luxembourg. From 1994 until 1998 she worked as Project Manager in the area of Business Statistics at various service providers. From 1998 until 1999 she was responsible for Foreign Direct Investment Statistics at Eurostat. In 1994, Ursula Schmidt achieved her final degree (Dr. rer. pol.) at the university of Nuremberg further to her studies of economics with a focus in statistics.