



RTL Group
ESG presentation

CEO statement: Embracing independence and diversity

At RTL, the focus of our responsibility commitment has always been to embrace independence and diversity in our people, our content and our businesses.

Being a provider of information and entertainment for millions of people carries a great responsibility.

To understand which CR topics are most important for RTL Group's success, we recently asked internal and external stakeholders to help us identify our key priorities as follows:

- [Content](#)
- [Social & Society](#) (with a particular focus on diversity)
- [Climate change](#)

Despite making good progress in these three areas in recent years, we continue to pursue ambitious goals. In the following presentation I invite you to read more about our current initiatives and future aspirations.



Thomas Rabe
CEO of RTL Group

Agenda

- 1 Our ESG priorities
- 2 Our goals and targets
- 3 Non-financial key figures
- 4 Organisation

Our ESG priorities



Our role in society

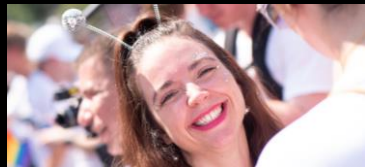
Our commitment to our main stakeholders ...



Viewers, listeners and digital users



The creative community



Our employees



Advertisers



Communities and charities

... in three focus areas #RTLcares



Content



Social & Society



Climate change



We create and share stories that entertain, inform, and engage audiences around the world.

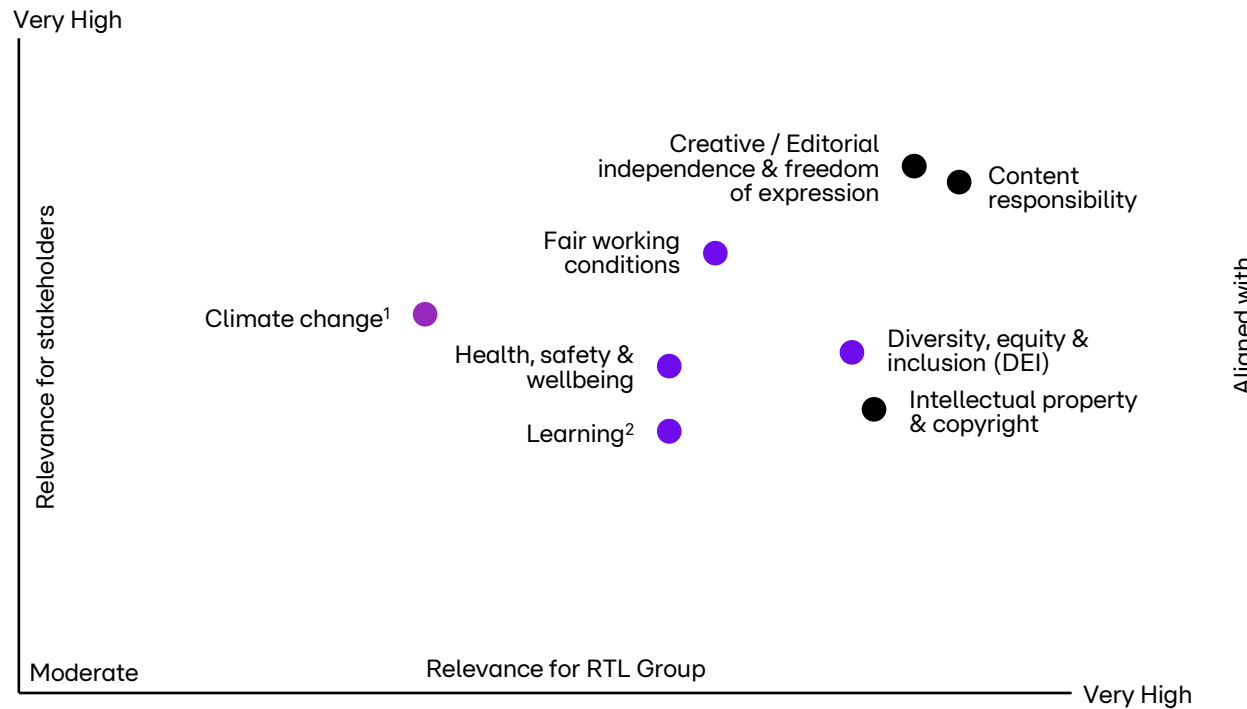
We embrace independence and diversity in our people, our content and our businesses.

We are committed to protect the environment and becoming carbon neutral by 2030.

Our priority topics

Relevance matrix

The relevance assessment is conducted regularly – most recently in 2020 – to identify the issues that are important to the business and stakeholders, as well as determining the relative priority of these issues.



Mandatory aspects

-  **Diversity of people and content**
-  **Human rights**
(Editorial independence)
-  **Employee matters**
Learning, fair working conditions, health
-  **Anti-corruption and anti-bribery**
-  **Social matters**
Content responsibility, community investment
-  **Environmental matters**

Aligned with

¹The different environmental topics have been pooled
²Including digital media literacy

Our measures in Corporate Responsibility



Diversity of people and content

- Diversity targets
- Enhanced maternity and adoption pay to reduce pay gap
- Voluntary diversity & inclusion initiatives on and off screen
- Employee networks



Employee matters

Learning

- Trainee programmes
- Training for employees
- Internal mobility programmes

Fair working conditions

- European Works Council
- Fair recognition, treatment and opportunities
- Flexible home office working arrangements

Health

- Fitness offers
- Health check-ups
- Wellbeing campaigns



Social matters

Content responsibility

- Partnerships, e.g. with Stiftung Lesen
- Child-protection standards
- Hosting child-friendly programmes
- Media literacy initiatives

Community investment

- Free airtime or donated media time worth several million euros given to charities in 2023
- Significant cash donations and budget allocated to corporate foundations or charity initiatives supported internally
- €23.3 million funds raised for charity during flagship events in 2023



Human rights

- Newsroom guidelines
- Investigative journalism
- Human rights statement



Anti-corruption and anti-bribery

- Anti-corruption training programme
- Anti-corruption policy



Environmental matters

- Promoting sustainable mobility in the company (e.g. bicycles, e-mobility)
- Employee initiatives, e.g. UFA Green Team waste collection campaign
- 98 per cent green electricity
- Participation in global carbon calculator for production business
- Sustainability weeks e.g. 'Packen wir's an' (Let's do it!) at RTL Deutschland



SPENDENMARATHON

20.133.760

Our goals and targets



Content responsibility

Our news organisations strive for **truthful, fair and impartial reporting**, while protecting individual rights and shielding minors from inappropriate content.

We ensure our output reflects the **diversity of the various cultures** we serve.

Our targets:

- Develop and implement concept “safety of journalists”
- Own one of the most trusted news brands in countries we operate in
- Maintain a journalistic balance that reflects the diverse opinions of the societies we serve
- Raise awareness for ecological and social issues in the editorial teams
- Develop a holistic approach for the protection of minors

**JAHR
ZUR
WAHRHEIT**

”

**PINAR
ATALAY**

**JOURNALISTIN
UND MODERATORIN, RTL**



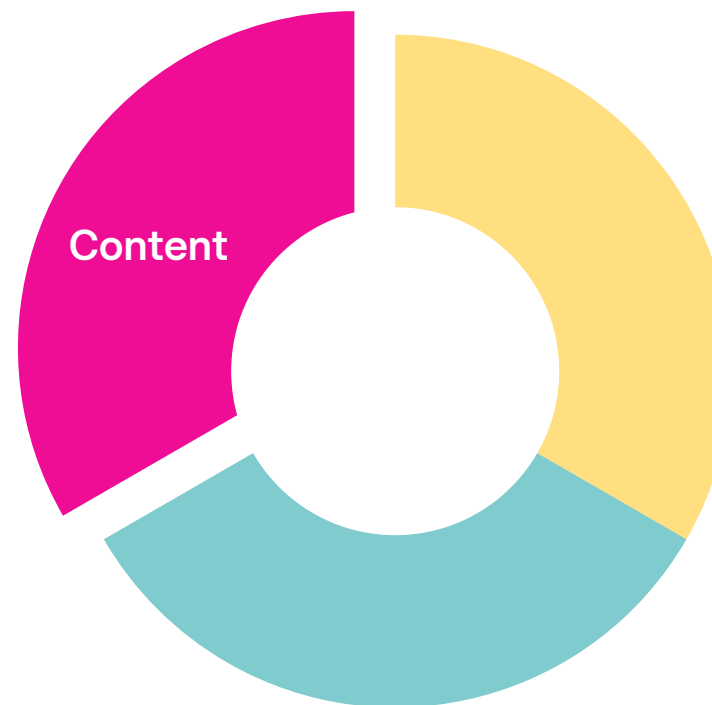
What we do

Editorial independence

- [Newsroom guidelines](#)
- Press Freedom Working Group
- Investigative journalism
- Awareness raising campaigns: Jahr zur Wahrheit, Packen wir's an and Green Weeks

Content responsibility

- Child-protection standards, hosting child-friendly programmes
- Content verification; fight against online disinformation
- Diversity in production to reflect society
- Partnerships
- Media literacy initiatives



Diversity

We **do not** tolerate discrimination against employees or applicants because of race, national or ethnic origin, gender, pregnancy, marital or parental status, age, disability, religion or belief, sexual orientation or any other characteristic specified under applicable anti-discrimination laws or company policy.

Our targets:

- Increase the share of female executives in our management to at least 40% by 2025
- Develop and implement Diversity, Equity & Inclusion (DEI) concepts and training
- Increase accessibility of content



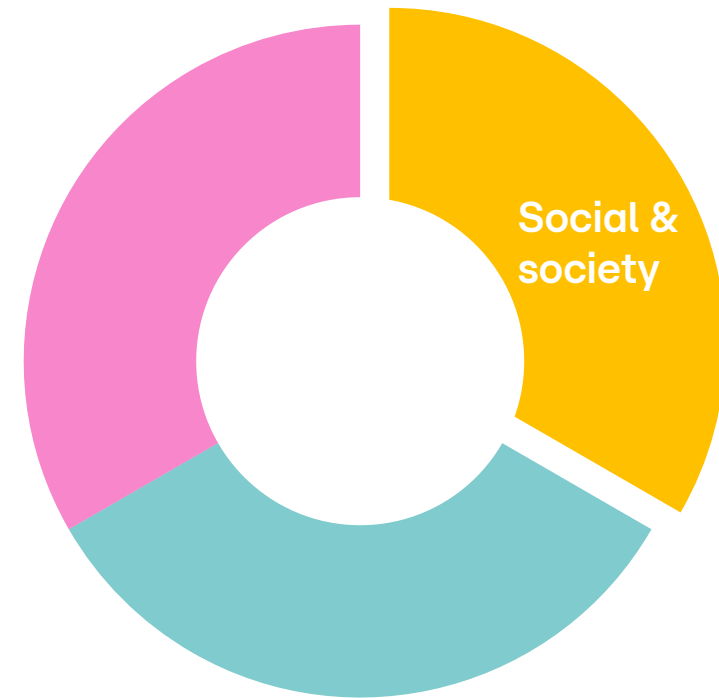
What we do

Diversity of people and content

- Diversity statement
- Enhanced maternity and adoption pay to reduce pay gap
- Voluntary diversity & inclusion initiatives on and off screen
- Employee networks, e.g. FEMpowermentNET, be.queer
- Mentoring initiatives for ethnic minority future leaders

Community investment

- Free airtime worth several million Euro given to charities or non-profit organisations
- Significant cash donations and budget allocated to corporate foundations or charity initiatives supported internally
- RTL Group's flagship fundraising events (*RTL-Spendenmarathon/Stiftung RTL* in Germany and *Télévie* in Luxembourg) raised €23.3 million for charity in 2023



What we do

Learning

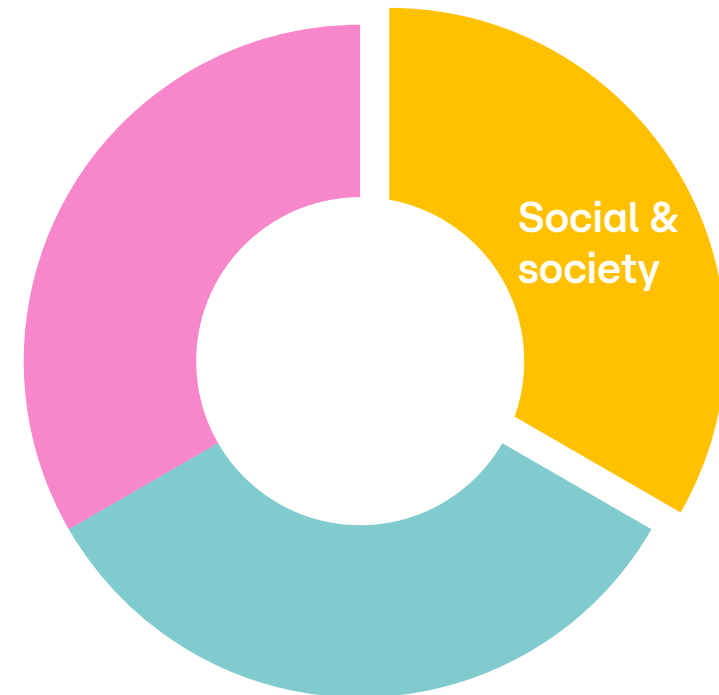
- Trainee programmes and individual coaching
- Training for employees
- Internal mobility programmes

Fair working conditions

- European Works Council
- Fair recognition, treatment and opportunities
- Flexible home office working arrangements
- Employee Survey (every two years)

Health

- Fitness offers, e.g. job bike, digital fitness offers “moving break”
- Health check-ups
- Well-being campaigns, e.g. awareness training



Climate neutrality

RTL Group decided to become **carbon neutral by 2030**, including both company-related emissions (scope 1 and 2) and emissions from the production of its programmes and products (scope 3). The goal is to reduce the Group's total emissions by more than 50 per cent compared to the 2018 baseline. As of 2030, RTL Group will offset all remaining emissions.

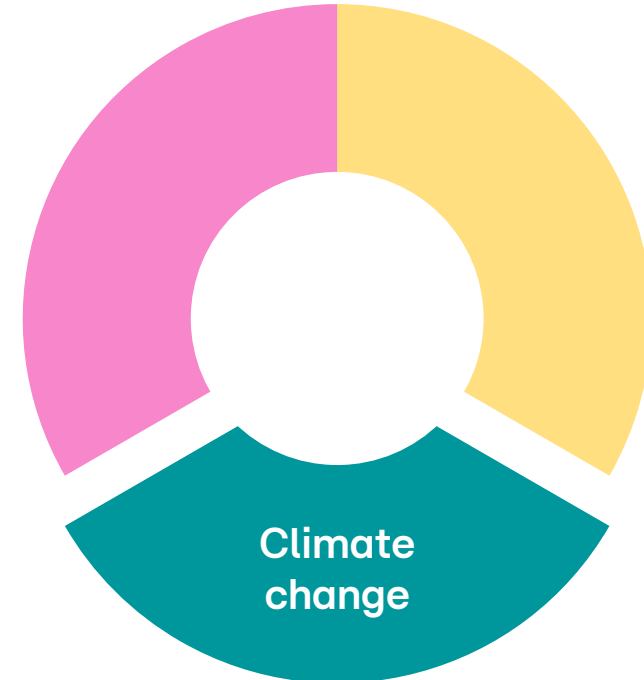
Our targets:

- Switch to 100% green electricity
- Improve environmental data collection
- Learn from building networks and alliances with industry peers
- Centralised purchase of compensation certificates
- Carbon neutrality by 2030



What we do

- [Commitment to becoming carbon neutral by 2030](#)
- Promoting sustainable mobility in the company, e.g. bicycles, e-mobility
- Green Consultants for productions at RTL Deutschland, UFA, We Are Era
- Switch to green energy
- Green Productions initiatives
- Establish a Group-wide policy for GHG accounting for video productions



Non-financial key figures

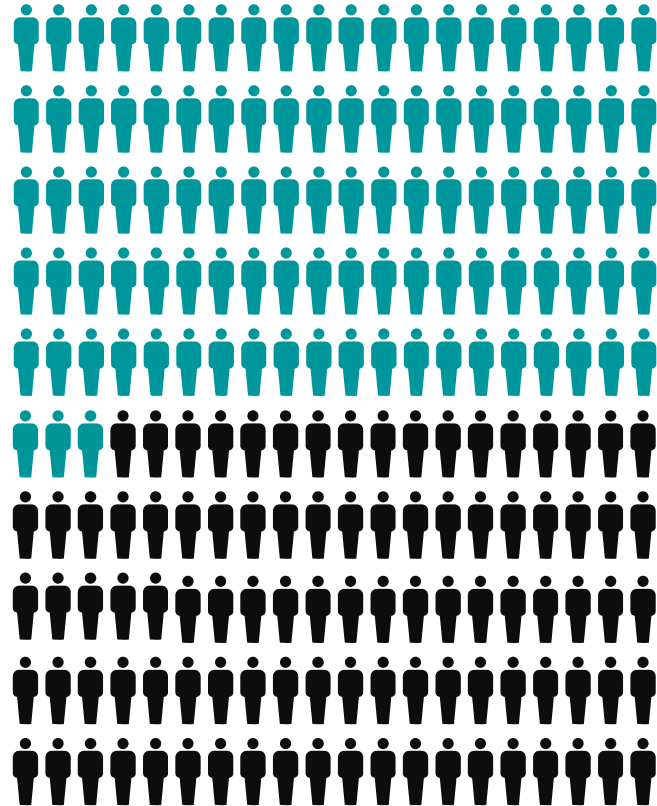


Employee survey 2023: CR Index at 74% – Target: 80%



Calculation based on the average of positive responses to **seven** questions of the 2023 Employee Survey in the following categories: Health & well-being; Diversity, Equity & Inclusion; Fair working conditions; Learning; Climate change

Gender representation

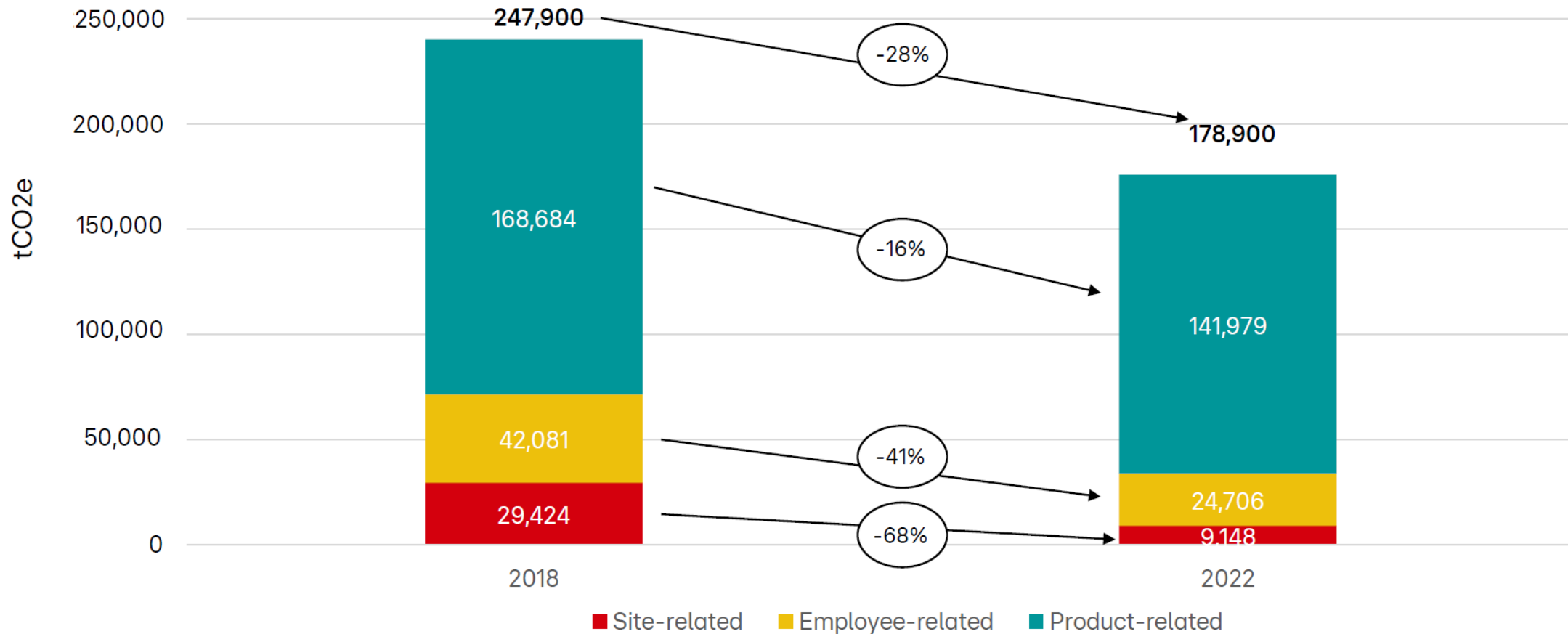


 **53%** of total workforce is female
2023

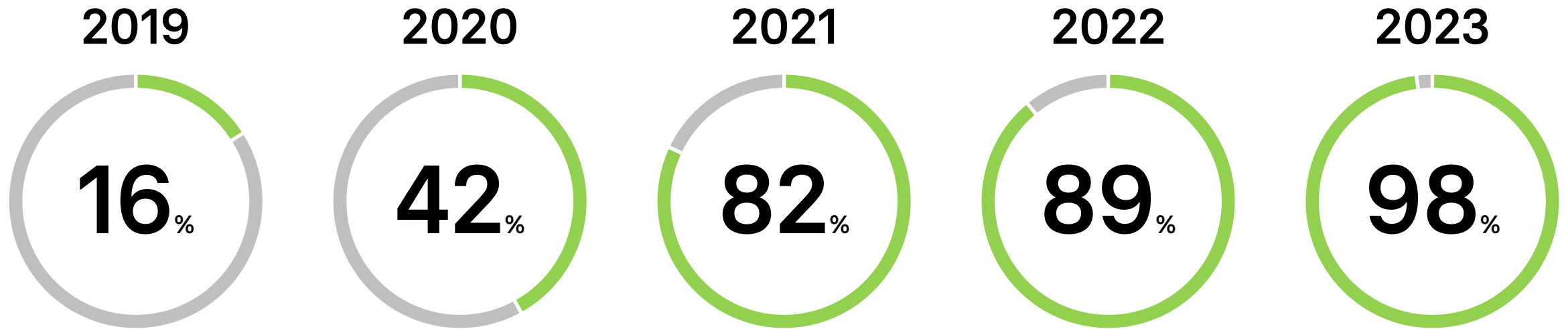
 **36%** women in top management
2023

 **37%** women in senior management
2023

Development of RTL Group's carbon footprint (in t CO2e) 2018-2022 as reported



RTL already uses 89% green electricity

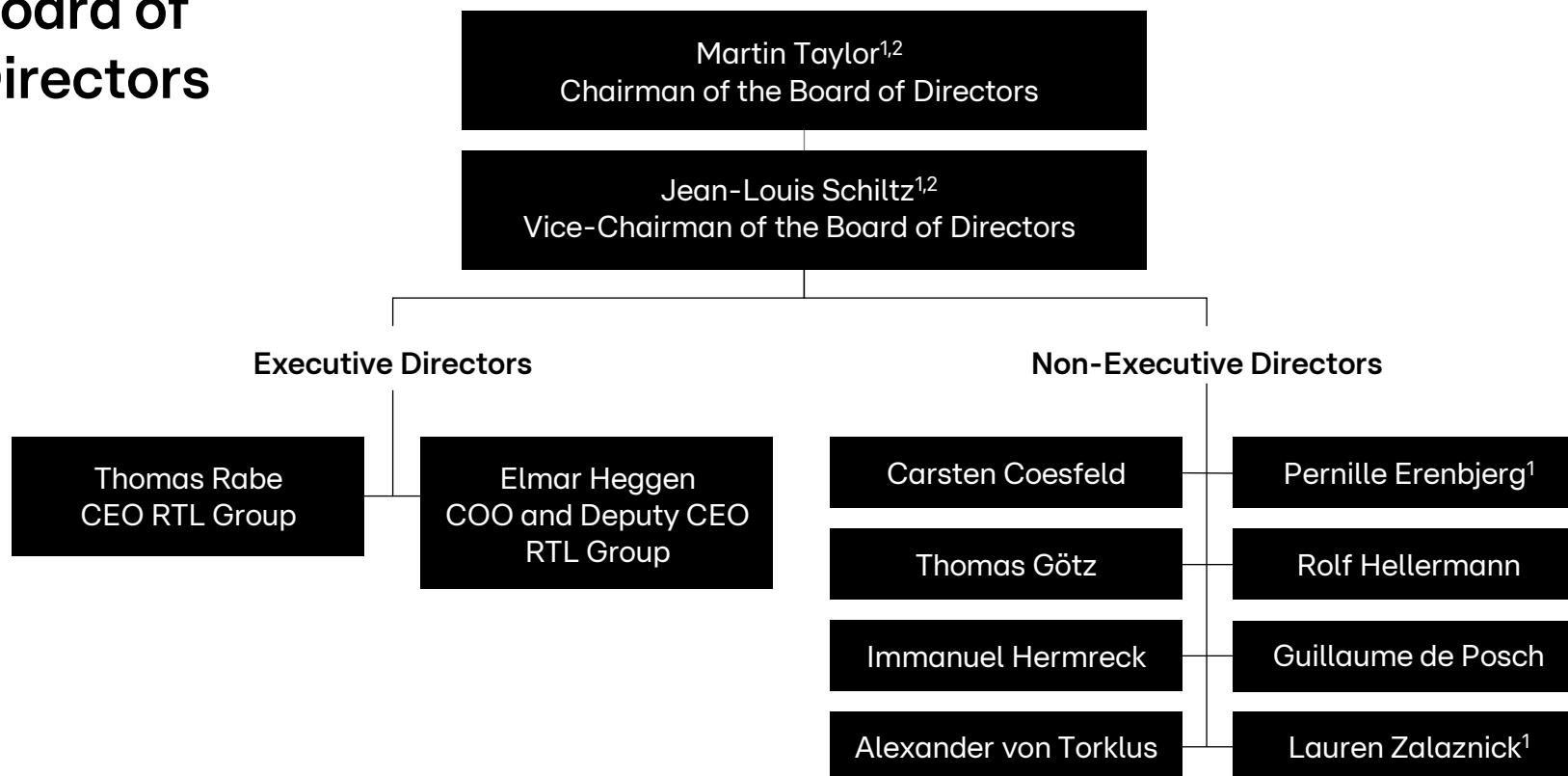


Organisation



Corporate Governance (1/2)

Board of Directors

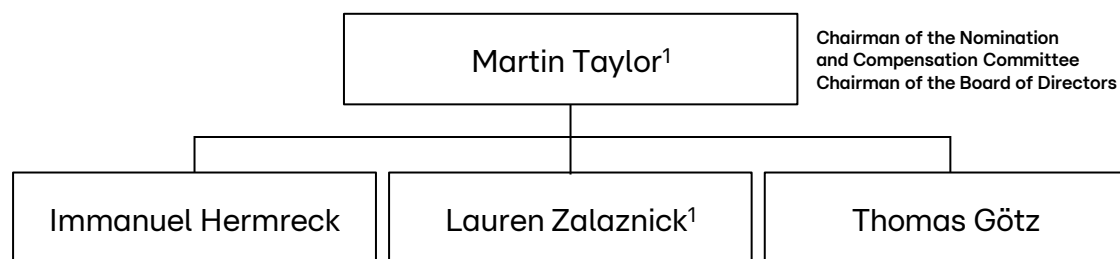


- 01 Approval of RTL Group's annual budget
- 02 Oversight of significant acquisitions and disposals
- 03 Management of the Group's financial statements
- 04 Review, with expert help if requested, that any transaction between RTL Group or any of its subsidiaries on the one hand and any of the shareholders or any of their respective subsidiaries on the other hand is at arm's length terms

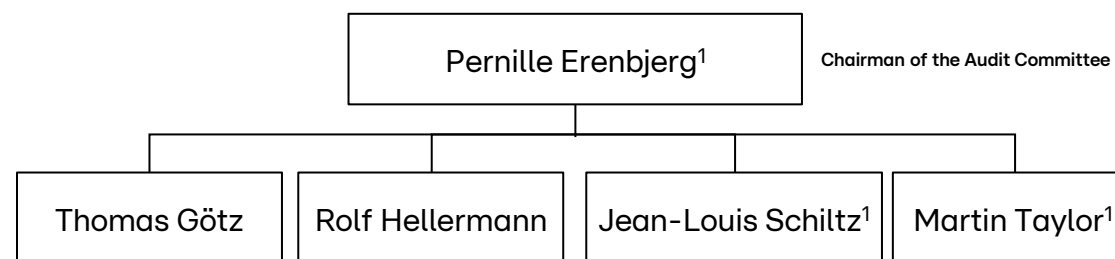
¹ Independent Director
² Also considered as Non-Executive Director

Corporate Governance (2/2)

Nomination & Compensation Committee



Audit Committee



Responsibilities

- Consulting the CEO and giving prior consent on the appointment and removal of executive directors and senior management
- Proposals on the appointment and removal of non-executive directors to the General Meeting of the shareholders
- Establishing the Group's compensation policy

- Oversight of the Group's financial reporting, risk management and internal control as well as standards of business conduct and compliance
- Monitoring of financial reporting, statutory audit of the legal and consolidated accounts, independence of the external auditors, effectiveness of the Group's internal controls, compliance programme and risk management
- Review of the Group's financial disclosures and recommendation to the Board of Directors regarding the appointment of external auditors

Strong Management Team



Thomas Rabe
Chief Executive Officer

- CEO since 2019
- Portfolio responsibility: RTL Deutschland and Fremantle
- Corporate Centre responsibility: Audit and European Affairs



Elmar Heggen
Chief Operating Officer & Deputy CEO

- Deputy CEO since 2018
- COO since 2019
- Portfolio responsibility: Groupe M6, RTL Nederland, RTL Hungary, We Are Era, and the Luxembourg operations
- Representing RTL Group on the Board of Atresmedia, Spain
- Corporate Centre responsibility: Business Development, Legal, Communications & Marketing and HR



Björn Bauer
Chief Financial Officer

- CFO since 2019
- Corporate Centre responsibility: Finance, Investor Relations, IT and Compliance

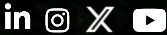
Responsibilities of the Executive Committee

- 01** The Executive Committee is vested with internal management authority
- 02** Active dialogue with the Board of Directors about the status and development of the Group
- 03** Proposal of annual budgets, to be approved by the Board of Directors



RTL Group ESG presentation

Stay connected with RTL Group



Contacts



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