



RTL Group ESG presentation

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Our responsibility

CEO statement

Providing entertainment and information for millions of people comes with great responsibility. We continue to focus on the topics that are most relevant to our business and stakeholders:

- **Content**: Freedom of expression is deeply rooted at RTL. We respect the independence of our newsrooms, we invest in diverse journalism, and we fight against restrictions on free speech. We recognise the growing role of technology in the media business and take a responsible and ethical approach to the use of AI.
- **Social and society**: Our business is based on our people, their talent, creativity and dedication. Our people are at the heart of everything we do. We are convinced that diversity is a key driver of creativity.
- **Climate change**: We strive to combine our business objectives with responsible action to protect the environment. Our goal is to further reduce our carbon footprint – halving CO₂ emissions by 2030 – to protect future generations.

By aligning our efforts, we can drive meaningful impact – through the stories we tell, the culture we foster, and the steps we take to reach our climate targets.

In the following presentation I invite you to read more about our priorities, current measures and future aspirations.



Our role in society

Our commitment to our main stakeholders ...



Viewers, listeners and digital users



The creative community



Our employees



Advertisers

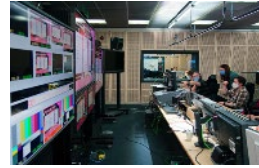


Communities and charities

... in three focus areas #RTLcares



Content



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



Social and society



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



Climate change



We are committed to protect the environment and support the international target of limiting global warming to 1.5°C compared to preindustrial level.

Our Sustainability report

The Sustainability report for FY2024 represents an important milestone in our ongoing commitment to sustainability.

The report reflects our efforts to align with the European Union's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). In line with these new requirements, RTL Group has made significant strides in enhancing its disclosures on its material Environment, Social and Governance (ESG) topics.

RTL Group is voluntarily reporting in accordance with the ESRS for the first time in 2025.



[Here you can read the full sustainability report.](#)



Our material ESG topics

CSRD Topics

Environmental



Social



Governance



Double materiality assessment

RTL Group reports on its material ESG topics derived from the double materiality assessment

Environment



Climate Change

- Energy
- Climate change mitigation

Social



Own Workforce

- Working conditions
- Equal treatment and opportunities for all

Consumers and end-users

- Information-related impacts
- Personal safety
- Social inclusion

Governance



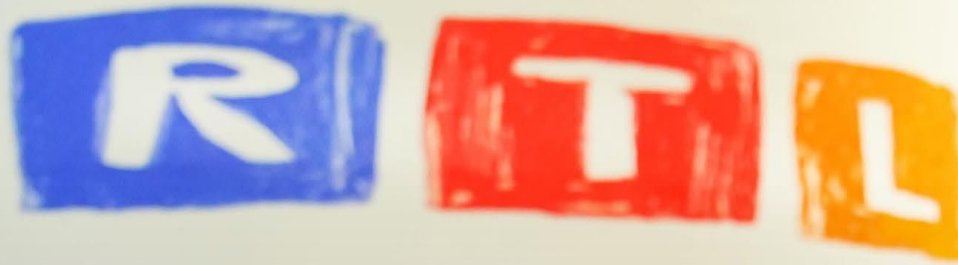
Business Conduct

- Corporate culture
- Protection of whistleblowers
- Political engagement and lobbying activities
- Management of relationships with suppliers including payment practices
- Corruption and bribery

RTL Group specific



- Content responsibility
- Creative editorial independence and freedom of expression
- (Digital) media literacy
- Artificial Intelligence
- Handling of data
- Intellectual property and copyrights
- Representation of society and access to content



SPENDENMARATHON

16.619.389

Our measures
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 measures:

- 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



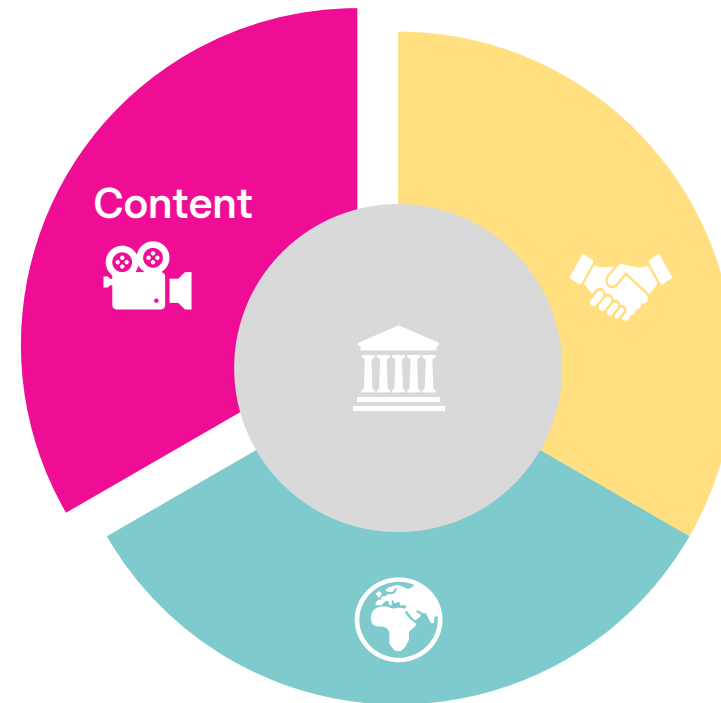
What we do

Editorial independence

- [Newsroom guidelines](#)
- Press Freedom Working Group
- Investigative journalism
- Awareness raising campaigns: 'Diversity Weeks' 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



Content examples

Acting responsibly – upholding trust and freedom of expression



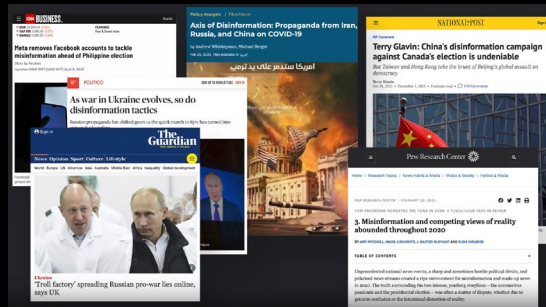
'Freedom of the press' working group discusses the development and strategies for a free, independent and diverse media landscape.



Verification teams help to distinguish authentic photos and videos from those that have been manipulated or taken out of context.



Fostering partnerships and trustworthy journalism across the world with RTL Group's news alliance, ENEX, which has a network with over 55 news stations.



Fighting against online disinformation and hate speech with initiatives like 'Verfolgen statt nur löschen' (Follow instead of just deleting).



The importance and challenges of investigative journalism and war reporting while respecting the safety of our journalists.



AI solutions help optimises workflows and enable journalists to spend more time on producing high-quality and unique content.



The children's channel Gulli is focusing on engaging children and adolescents with the media world and designed a campaign against bullying.



Promoting media and digital literacy among young people – for example, through dedicated media camps organised by RTL Hungary.

Social and society

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 percentage of women in top management positions to at least 40% by the end of 2030
- Develop and implement diversity related concepts and training
- Increase accessibility of content



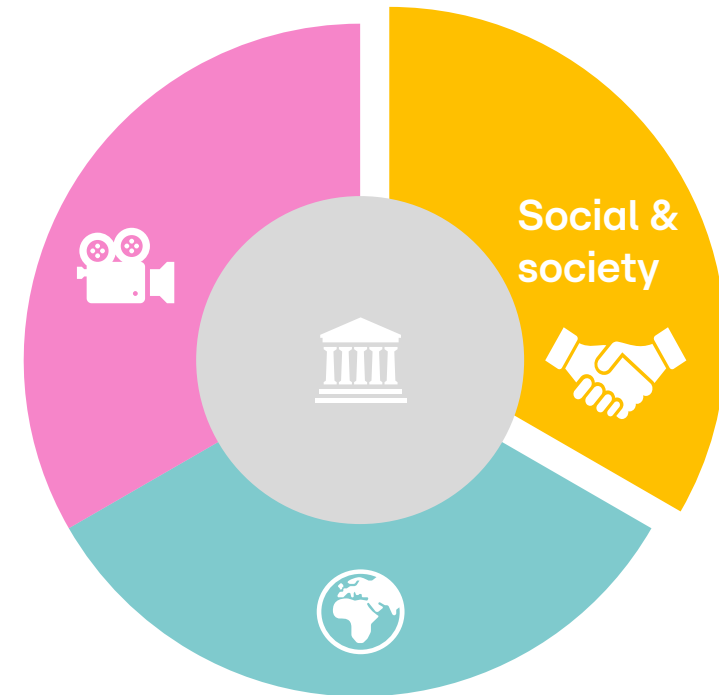
What we do

Diversity of people and content

- Diversity related policy
- Enhanced maternity and adoption pay to reduce pay gap
- Voluntary diversity & inclusion initiatives on and off screen
- Employee networks: FEMpowermentNET, be.queer
- Mentoring initiatives for ethnic minority future leaders
- Inclusion and accessibility of content: sign language, subtitles

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 €18.1 million for charity in 2024



Social and society examples

Living our values – social impact from within



Charity events such as *Télévie* to support scientific research to fight cancer.



DuoDay initiative to raise awareness for invisible disabilities.



Workshop and action plan on inclusion in the workplace, guidelines for inclusive filming.



Mentoring and career development programmes such as Breakthrough Leaders.

On screen – telling stories that matter



Content productions such as *Queer* and *Fellow Travellers* to amplifying underrepresented voices.



Diversity related formats such as *Princess charming* or *Angemessen Angry*.



Employee networks such as FEMpowermentNET or be.queer.



Diversity week with societal relevant topics.

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



Go green

We are committed to protecting the environment and supporting the international target of limiting global warming. According to RTL Group's current climate target, the greenhouse gas emissions reported in the base year 2018 are to be reduced by 50 per cent by 2030.

This includes both company-related emissions (scope 1 and 2) and emissions from the production of its programmes and products (scope 3).

Our targets:

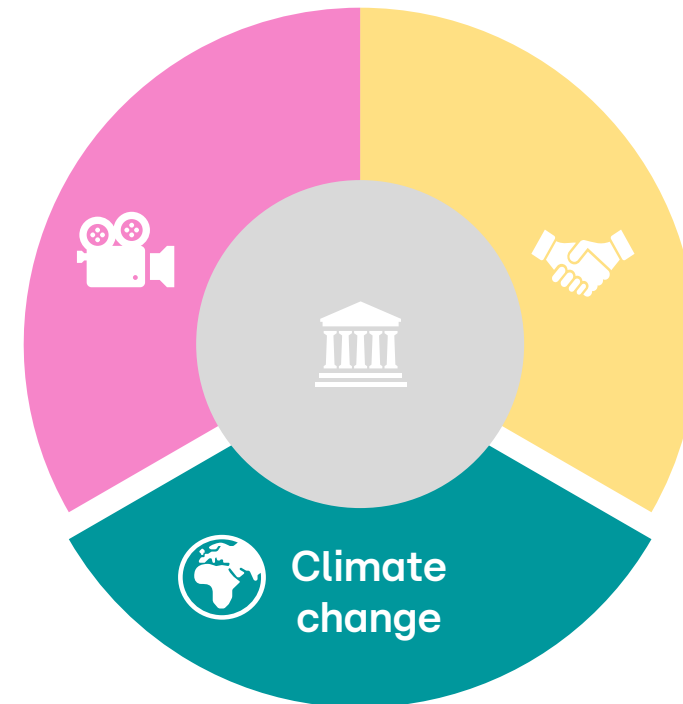
- Switch to 100% green electricity
- Learn from building networks and alliances with industry peers
- Centralised purchase of compensation certificates
- Improve environmental data collection



What we do

Reducing our GHG emissions

- With our [climate target for 2030](#), we support the international target of limiting global warming to 1.5°C compared to preindustrial levels
- Switch to green energy
- Green Productions initiatives
- Green Consultants for productions at RTL Deutschland, UFA, We Are Era
- Promoting sustainable mobility in the company, e.g. bicycles, e-mobility
- Group-wide manual for GHG accounting for video productions



Green examples

Acting green – together towards tomorrow



Sustainable buildings with green electricity for example at RTL Hungary and at RTL Deutschland in Hamburg.



A technical heat recovery system will redirect the released energy by the BCE data centre to heat the RTL city building.



Using solar energy at the photovoltaic park and the transmission site in Luxembourg.



With the 'fit for work' initiative employees record their active kilometres (walking, running or cycling) for a good purpose.

Climate matters – on screen and behind the scenes



Themed weeks like 'Packen wir's an' address socially relevant topics and promote a more sustainable future.



Documentaries on environmental relevant topics.



Corporate volunteering to support regional social and charitable institutions.

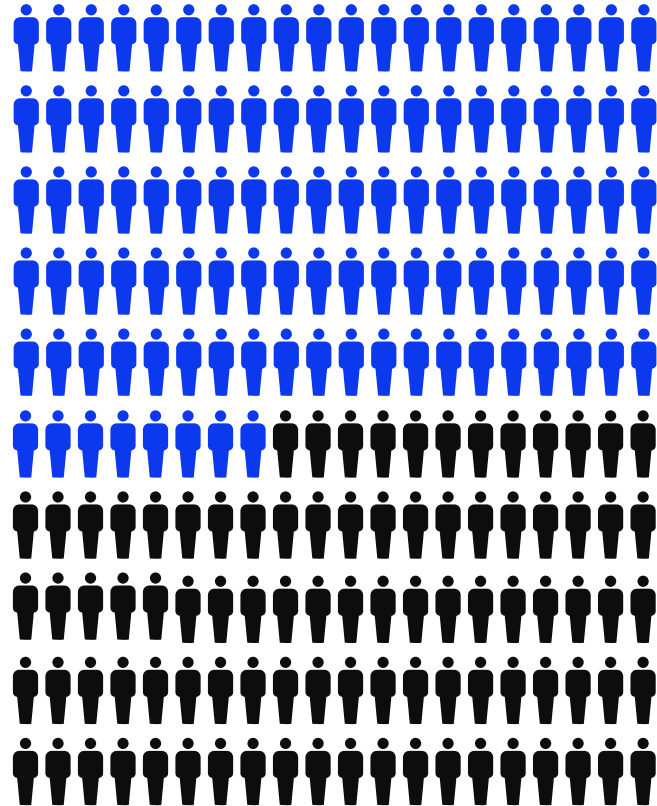


Numerous TV and film productions are certified according to regional sustainable standards.

ESG figures



Gender representation



54%
2024

of total workforce is female

31%
2024



women in top management



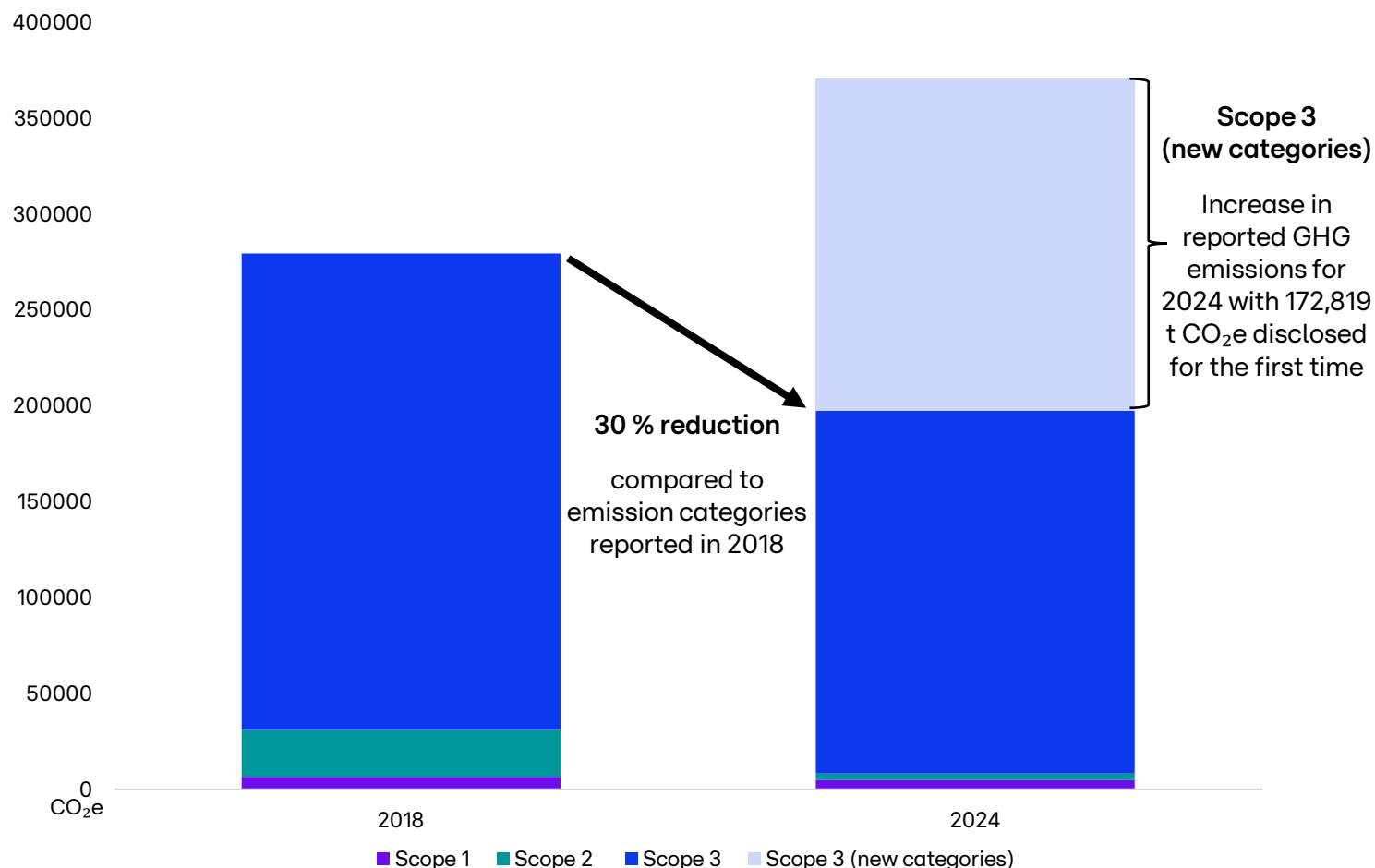
GHG emissions in 2024 compared to base year 2018

Our progress

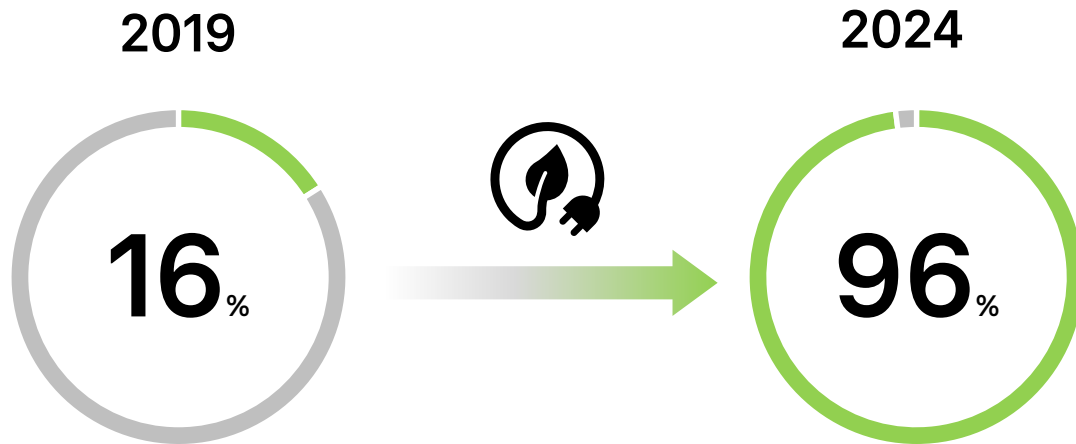
By the end of 2024, RTL Group achieved a reduction of 30% compared to greenhouse gas (GHG) emission categories reported in the base year 2018.

Expanded emissions reporting under CSRD

To ensure compliance with the CSRD, RTL Group incorporated **new categories of scope 3 emissions** into sustainability reporting for 2024. This update has led to an increase in reported GHG emissions for 2024 compared to 2023, with 172,819 t CO₂e disclosed for the first time. In 2024, 98% of RTL Group's total GHG emissions fall under Scope 3.



Green electricity



In 2024, 96 per cent of the electricity purchased was obtained from renewable energy sources using green electricity tariffs or guarantees of origin



CR Organisation



CR Organisation

CR Board:

Coordinates projects in key areas such as diversity, editorial independence, content responsibility and climate protection, to develop new ideas and to ensure efficient use of the expertise at the Corporate Centre and at RTL Deutschland.



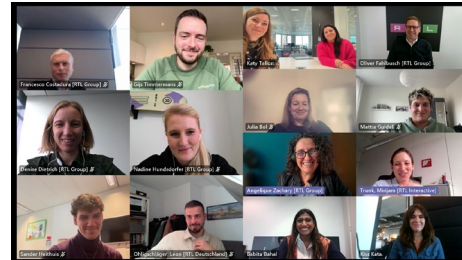
Bertelsmann CR Council:

Consists of members from the Bertelsmann divisions to discuss current and future CR related topics and projects.



CR Network Meeting:

Consists of CR representatives from RTL Group's business units as well as the Corporate Centre, meets once a year to share knowledge and best practices.



Bertelsmann DEI Working Group:

The members act as ambassadors for DE&I and meet regularly to collectively drive DE&I forward.



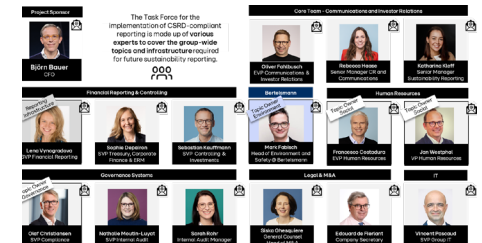
Climate Task Force:

Consists of members from all business units, who meet to discuss, collaborate and define actions to reduce our carbon dioxide emissions.



CSRD Task Force:

Made up of various experts to cover the group-wide topics and infrastructure required for RTL Group's sustainability reporting under leadership of the CFO.

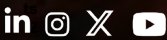




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