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## Bert Habets to lead RTL Group as sole CEO

- Guillaume de Posch has decided to step down as Co-CEO of RTL Group, but will remain a member of the Group's Board of Directors
- Elmar Heggen will remain CFO and will also become Deputy CEO of RTL Group

Luxembourg, 13 December 2017 – RTL Group today announced changes to its executive management team. At his own request, Guillaume de Posch will step down as Co-CEO of RTL Group, effective 1 January 2018. He will continue to serve as a non-executive member of RTL Group's Board of Directors.

Bert Habets, who has been Co-CEO of RTL Group since 19 April 2017, will now lead the Group as sole CEO, with overall responsibility for the strategy and day-to-day management of the Group. Bert Habets joined the Group in 1999 and became CFO of RTL Nederland in 2001. As CEO of RTL Nederland (2008 to 2017) he transformed the company from a traditional broadcaster into an all-round media and entertainment company.

Elmar Heggen will remain CFO of RTL Group and will also become the Group's Deputy CEO, taking over the portfolio responsibility for Groupe M6 and RTL Belgium within RTL Group's Executive Committee.

Thomas Rabe, Chairman of the RTL Group Board of Directors, says: "On behalf of the whole Board, I would like to express a big thank you to Guillaume de Posch for his leadership at the helm of RTL Group since 2012. He has been key to transforming RTL Group into the most digital European broadcasting company, and to re-invigorating FremantleMedia's creative drive. High-end drama productions such as *The Young Pope* and *American Gods* stand testimony to this achievement. I regret, but fully respect his decision, and I'm delighted he will continue to contribute his expertise across broadcast, content and digital as a non-executive director on our Board."

Thomas Rabe continues: "With Bert Habets, RTL Group will be led by a digitally savvy media entrepreneur with an exceptional inhouse career development at RTL Group. He will ensure long-term continuity in the Group's leadership, and accelerate the execution of its 'Total Video' strategy. This strategy includes a strong focus on fostering creativity and building more direct-to-consumer businesses in the video-on-demand domain. I look forward to continuing our close collaboration, and wish him – as well as Elmar Heggen – every success in their positions."

Guillaume de Posch, Co-CEO of RTL Group, says: "I had a fantastic time at the helm of RTL Group. Leading this pan-European pioneer – at which I started my career in the TV industry in 1993 – was a dream come true for me. Now is the right time to hand over to Bert Habets, who will drive the Group to its next level. I would like to thank all my colleagues across the whole Group – and in particular my fellow Executive Committee members Bert Habets and Elmar Heggen and, of course, Anke Schäferkordt and Thomas Rabe. I'm very much looking forward to becoming a non-executive director of this inspiring company."

**Bert Habets**, born in 1971, holds a Master of Economics and Law (fiscal) from the University of Maastricht. He joined CLT-UFA, which later became RTL Group, in 1999 in the Business Development unit.

In March 2001, Bert Habets was appointed CFO of Holland Media Groep, which rebranded as RTL Nederland in August 2004. In January 2008, he was appointed CEO of RTL Nederland. Under his leadership, RTL Nederland established a clear strategy of strengthening the core business, while diversifying and innovating. Bert Habets has significantly grown RTL Nederland's digital businesses while moving into other commercial areas such as RTL Ventures and RTL Live Entertainment. At the same time, he strengthened the company's major free-TV channels and oversaw the launch of four new channels.

With effect from 19 April 2017, Bert Habets assumed the role of Co-CEO of RTL Group and was elected in RTL Group's Board of Directors as Executive Director. Moreover, he continued to be CEO of RTL Nederland till 30 June 2017.

**Guillaume de Posch**, born in 1958, started his career at the international energy and services company Tractebel (1985 to 1990) and then joined the global management consulting firm McKinsey & Company (1990 to 1993).

Guillaume de Posch began his career in the media industry at the Luxembourg-based Compagnie Luxembourgeoise de Télédiffusion (CLT), as assistant to the Managing Director (1993 to 1994) and then became Head of CLT's TV operations in French-speaking countries (1995 to 1997). From 1997 to 2003, he was Deputy General Manager and Programming Director of the French pay-TV company TPS, before joining the publicly listed ProSiebenSat1 Media AG in August 2003, first as Chief Operating Officer and then as Chairman of the Executive Board and CEO (2004 to 2008).

Guillaume de Posch was appointed Chief Operating Officer and new member of the RTL Group Executive Committee on 1 January 2012. With effect from 18 April 2012, Guillaume de Posch assumed the role of Co-CEO of RTL Group.

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### About RTL Group

RTL Group is a leader across broadcast, content and digital, with interests in 56 television channels and 31 radio stations, content production throughout the world and rapidly growing digital video businesses. The television portfolio of Europe's largest broadcaster includes RTL Television in Germany, M6 in France, the RTL channels in the Netherlands, Belgium, Luxembourg, Croatia, Hungary and Antena 3 in Spain. RTL Group's families of TV channels are either the number one or number two in eight European countries. The Group's flagship radio station is RTL in France, and it also owns or has interests in other stations in France, Germany, Belgium, the Netherlands, Spain and Luxembourg. RTL Group's content production arm, FremantleMedia, is one of the largest international creators, producers and distributors of multi-genre content outside the US. With operations in 30 countries, FremantleMedia's comprehensive global network is responsible for approximately 12,000 hours of programming a year and distributes over 20,000 hours of content worldwide. Combining the catch-up TV services of its broadcasters, the multi-platform networks BroadbandTV, StyleHaul and Divimove as well as FremantleMedia's more than 280 YouTube channels, RTL Group has become the leading European media company in online video. RTL Group also owns the advanced video ad serving platform SpotX. For more information, please visit [RTLGroup.com](http://RTLGroup.com) and follow RTL Group on Twitter @rtlgroup. RTL Group – Entertain. Inform. Engage.

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