

## Executive Committee



**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 and Deputy CEO

- Deputy CEO since 2018
- COO since 2019
- Portfolio responsibility:  
Groupe M6, RTL Nederland,  
RTL Belgium, RTL Hungary,  
RTL Croatia, 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 functions, Investor Relations,  
IT and Compliance

# Responsibilities of the Executive Committee

The Executive  
Committee is vested  
with internal  
management  
authority

Active dialogue with  
the Board of Directors  
about the status  
and development of  
the Group

Proposal of annual  
budgets, to be  
approved by the  
Board of Directors