

**Gerhard Zeiler**  
**Chief Executive Officer**  
**RTL Group**




Gerhard Zeiler moved from Vienna, Austria, to Cologne, Germany, in November 1998 when Bertelsmann appointed him CEO of RTL Television. He managed RTL Group's most important profit centre until he was additionally appointed CEO of RTL Group in March 2003. Gerhard Zeiler is also member of the Supervisory Board of M6 in France, and FremantleMedia and Five in the UK. Gerhard Zeiler started his career as a journalist and then became press-spokesman for the Austrian Minister for Education and Art, Dr Fred Sinowatz, a position he retained when Sinowatz assumed the position of Austrian Federal Chancellor in 1983. Thereafter, he became General Secretary of the Austrian public broadcaster ORF in Vienna from 1986 to 1990. 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.

## Board of Directors

**Executive Director**  
**Gerhard Zeiler**

### Non Executive Directors

**Siegfried Luther** <sup>1</sup> <sup>2</sup>  
 Chairman\*  
 Chief Financial Officer and Deputy  
 Chairman of the Bertelsmann AG  
 Executive Board

**Martin Taylor** <sup>•</sup> <sup>1</sup> <sup>2</sup>  
 Vice Chairman\*  
 International adviser to Goldman  
 Sachs International

**Gérald Frère**  
 Managing Director of Groupe  
 Bruxelles Lambert

**Lutz Glandt**  
 Managing Director of WAZ Mediengroup

**Jocelyn Lefebvre**  
 Managing Director of Power Corporation

**Onno Ruding** <sup>•</sup> <sup>1</sup>  
 Retired Vice Chairman and  
 Director of Citibank  
 Chairman of the Board of Centre  
 for European Policy Studies

**Gilles Samyn** <sup>2</sup>  
 Managing Director of Compagnie  
 Nationale à Portefeuille

**Jacques Santer** <sup>•\*\*</sup>  
 Chairman of the Board of CLT-UFA  
 Former Prime Minister of the  
 Luxembourg Government  
 Former President of the  
 European Commission

**Rolf Schmidt-Holtz**  
 Member of the Bertelsmann AG Executive  
 Board and Chief Creative Officer  
 Chairman and Chief Executive Officer  
 of Bertelsmann Music Group

**Erich Schumann**  
 Managing Partner of WAZ Mediengroup

**Gunter Thielen** <sup>2</sup>  
 Chairman of the Executive Board and  
 Chief Executive Officer, Bertelsmann AG

**Ewald Walgenbach**  
 Member of the Bertelsmann  
 AG Executive Board  
 Chief Executive Officer  
 of Direct Group Bertelsmann

<sup>1</sup> Member of the Audit Committee  
<sup>2</sup> Member of the Nomination and  
 Compensation Committee

\* since 9 December 2004  
 \*\* appointed on 9 December 2004  
 • Independent Director



**Thomas Rabe**  
**Chief Financial Officer**  
**RTL Group**




Thomas Rabe, born in Luxembourg 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 joined RTL Group as Chief Financial Officer and member of the Executive Committee. Since March 2003 he has been Head of Corporate Centre and responsible for the Luxembourg operations. Furthermore he is a member of several Boards of Directors, including CLT-UFA, Antena 3, M6, RTL Television, RTL Nederland, Five and Sportfive.

**Operations Management Committee**

**Gerhard Zeller**  
 Chief Executive Officer, RTL Group

**Thomas Rabe**  
 Chief Financial Officer, RTL Group  
 Head of Corporate Centre

**Tony Cohen**  
 Chief Executive Officer, FremantleMedia

**Jean-Charles De Keyser**  
 Executive Vice President Benelux,  
 Eastern Europe & Radio, RTL Group

**Philippe Delusinne**  
 Chief Executive Officer, TVi (Belgium)

**Dirk Gerkens**  
 Chief Executive Officer, RTL Klub  
 (Hungary)

**Elmar Heggen**  
 Executive Vice President Strategy  
 & Controlling, RTL Group

**Robin Leproux**  
 Chief Executive Officer, RTL Radio  
 (France)

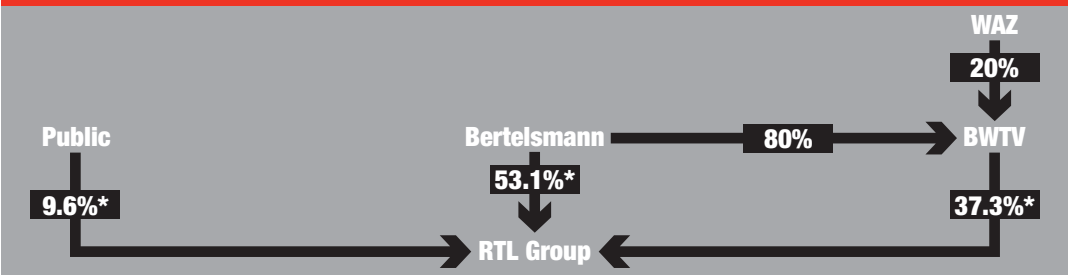
**Hans Mahr**  
 Executive Co-ordinator for Group  
 Synergies, RTL Group

**Jane Lighting**  
 Chief Executive Officer, Five (UK)

**Nicolas de Tavernost**  
 Président du Directoire, M6 (France)

**Fons Van Westerloo**  
 Chief Executive Officer, RTL Nederland  
 (The Netherlands)

**Shareholding structure 31 December 2004**



\*excluding 0.76% of RTL Group's shares held collectively as treasury stock by RTL Group and CLT-UFA