

How we work

RTL Group companies are members of a large and supportive family. As Europe's largest broadcasting group, we have extensive resources of creative, technical and financial capital which we make available to our businesses. Although each of our profit centres makes its own management decisions autonomously, it is free to draw on the understanding and expertise of other RTL Group family members.

The CEOs and senior managers of our profit centres regularly get together to share experiences, update each other on the opportunities, challenges and development plans at their businesses, and explore the potential for cooperation. This process ensures that knowledge is rapidly disseminated across our Group, and that successful innovations at one profit centre are implemented elsewhere.



Operations Management Committee

Our profit centre CEOs are members of the Operations Management Committee (OMC), which meets every six to eight weeks to discuss topical issues. Members of Group management also attend these meetings to ensure that Group projects and opportunities are identified and to provide Group-level feedback on progress.

OMC meetings last for one day and usually have one main item on the agenda which is of current interest to all participants. Items covered during 2005 included programme trends, developments in technology, diversification projects, and the European Union's draft "Television Without Frontiers" legislation.

The OMC has three subcommittees to which it delegates responsibility for programming, radio and new business models.

We call these our Synergy Committees – senior executives with relevant industry experience from across the Group participate in them, and members of Group management also attend.

The Programming Synergy Committee's current priorities are:

- > Improving the sharing of programme information including trends in programming and rights acquisition.
- > Discussing Group-wide coordination of special event programming.

The Radio Synergy Committee meets twice each year, ideally with participants from all of the Group's radio-related businesses. Its priorities are:

- > Sharing information, best practices, new ideas and business models.
- > Discussing possibilities for working together to develop digital radio, convergence and diversification opportunities.

Heads of our interactive and diversification businesses meet at the OMC's New Business Models Synergy Committee.

It focuses on:

- > Presenting new business models so that other Group companies can benefit from experiences gained and learn about the costs and challenges involved.
- > Planning ahead for future developments in multichannel, new methods of delivery, technological threats and regulatory changes.

OMC Members 2005

Gerhard Zeiler
CEO RTL Group

Thomas Rabe
CFO RTL Group

Alain Berwick
CEO RTL Radio and
Télé Lëtzebuerg
(Luxembourg)

Andrew Buckhurst
Senior VP External
Communications
& Investor Relations,
RTL Group

Tony Cohen
CEO FremantleMedia

Vincent de Dorlodot
General Counsel,
RTL Group

Philippe Delusinne
CEO TVi (Belgium)

Nicolas de Tavernost
Président du Directoire,
M6 (France)

Axel Duroux
CEO RTL Radio (France)

Dirk Gerkens
CEO RTL Klub (Hungary)

Elmar Heggen
EVP Strategy &
Controlling, RTL Group

Jane Lighting
CEO Five (UK)

Christoph Mainusch
CEO RTL Televizija
(Croatia)

Romain Mannelli
EVP Corporate HR,
RTL Group

Anke Schäferkordt
CEO RTL Television
(Germany)

Fons Van Westerloo
CEO RTL Nederland
(The Netherlands)

Gert Zimmer
CEO RTL Radio
Deutschland (Germany)

Eduardo Zulueta
MD Group
Communications (Spain)

