

Human Rights statement

Human rights are a central component of our corporate culture and cooperation with external partners.

We take a stand and embrace diversity and cohesion, sustainability and humanity. The respect for human rights is a vital part of RTL Group's Code of Conduct, which includes a decision-making guide that clarifies how to comply with the company's standards in case of doubt. The Group's commitment to responsible and ethical business practices extends to its business partners. In 2017, RTL Group established the RTL Group Business Partner Principles, which sets minimum standards for responsible business relationships.

RTL Group complies with the international standards of the Universal Declaration of Human Rights and the United Nations' Global Compact.

Principles

To protect human rights within RTL Group, the following principles apply:

- We respect the human rights, individual rights and dignity of employees and all third parties.
- We uphold both the right to freedom of association and the right to engage in collective bargaining in accordance with applicable laws and regulations.
- Forced or child labour, all forms of modern slavery and human trafficking, and any form of exploitation are prohibited at RTL Group, and we comply with applicable laws.
- We reject any form of discrimination in the workplace in terms of gender, age, culture, religion, skills, and sexual orientation and – considering the respective cultural and legal particularities – are expressly committed to promoting equal opportunities and diversity among employees.
- We are committed to ensuring that all employees are treated with respect, without any corporal punishment, mental or physical abuse or harassment or threats of such treatment.
- We protect the health and safety of our employees in the workplace.
- We adhere to the statutory regulations on fair working conditions, including those on payment.

Aspiration, coverage and alignment

We attach great importance to ensuring that all principles are adhered to.

- RTL Group declares the observance and application of the Human Rights statement to be binding throughout the Group, both within the Group and in collaboration with our business partners, who should share and commit to these values.
- Respect for human rights should be adhered to even if there is a lack of corresponding national laws and regulations and/or their implementation, or if these do not ensure sufficient protection.
- To report suspected human rights violations or unethical practices, employees and third parties can contact RTL Group's compliance reporting channels (directly or

through a web-based reporting platform) or an independent ombudsperson. In all cases, they may do so anonymously.

rtl.com/speakup

You can also directly contact the RTL Group Compliance Department:

compliance@rtlgroup.com

You may also contact an external ombudsperson whose role it is, as a neutral and independent contact person, to offer advice and support in order to clarify any suspected substantial compliance violation. The ombudsperson holds all communications with those seeking assistance in strict confidence, and does not disclose confidential communications, including the identity of the inquirer, unless given permission to do so by the inquirer.

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