

DR. THOMAS RABE

CHAIRMAN AND CHIEF EXECUTIVE OFFICER, BERTELSMANN MANAGEMENT SE



MEMBER OF THE ADIDAS AG SUPERVISORY BOARD SINCE 2019 (Deputy since 2019)

MEMBERSHIP IN OTHER STATUTORY SUPERVISORY BOARDS IN GERMANY

- Chairman of the Supervisory Board, Symrise AG, Holzminden, Germany (Chairman until August 7, 2019)

MEMBERSHIP IN COMPARABLE DOMESTIC AND FOREIGN CONTROLLING BODIES OF COMMERCIAL ENTERPRISES

Mandates held in foreign subsidiaries of

Bertelsmann SE & Co. KGaA

- Member of the Supervisory Board, ACR – Advanced Customer Relation S.à r.l., Luxembourg, Luxembourg
- Chairman of the Board of Directors, Penguin Random House LLC, New York, USA

PERSONAL DATA:

Date of birth: August 6, 1965 in Luxembourg, Luxembourg

Nationality: German

Education: Doctor of Economics (Dr. rer. pol.), University of Cologne, Cologne, Germany
MBA (Diplom-Kaufmann), RWTH Aachen / University of Cologne, Cologne, Germany

CAREER AND MATERIAL ACTIVITIES:

since April 2019 Chief Executive Officer, RTL Group S.A., Luxembourg, Luxembourg

since 2012 Chairman and Chief Executive Officer, Bertelsmann Management SE, Gütersloh, Germany

2006 – 2011 Member of the Executive Board and Chief Financial Officer, Bertelsmann AG, Gütersloh, Germany

2000 – 2005 Member of the Executive Board and Chief Financial Officer, RTL Group, Luxembourg, Luxembourg

1996 – 2000 Cedel/Clearstream International, Luxembourg/London as of 1998 Member of the Executive Board and Chief Financial Officer

1993 – 1995 Head of Acquisitions, Beteiligungsgesellschaft Neue Länder GmbH & Co. KG, Berlin, Germany

1991 – 1993 Treuhandanstalt, Berlin, Germany as of 1993 Director Controlling

1990 – 1991 Associate, Forrester Norall & Sutton (now White & Case), Brussels, Belgium

1989 – 1990 Directorate-General for Financial Institutions and Corporate Law, European Commission, Brussels, Belgium