

# Curriculum Vitae

## Bert Habets

Date of Birth: 9 January 1971  
Nationality: Dutch

### Motivation

Entrepreneurship is a big part of my leadership. It's one of my internal drivers and I aim to inspire it in others. That's why one of my motto's is: "Every good idea deserves a budget." Loyalty is important to me and I like developing a company, seeing results and exploring new possibilities. I'm in it for the long term and like being ahead of the game. Working in media, an industry in a constant state of flux, has taught me that vision and being agile is more important than extensive and detailed business plans. Strategy is great, getting things done is even better.

### Professional Experience

**Current position: Chief Executive Officer of RTL Nederland Holding**

Appointed: 01/02/2008 - now  
Location: The Netherlands / Hilversum

**Responsibilities:**

- Overall responsibility for strategy and operations of the 4 business units TV, Digital, (Live-) Entertainment and RTL Ventures
- Turnover of €490 million and EBITA of €101 million in 2015

**Previous position: Chief Financial Officer of RTL Nederland**

Appointed: 01/03/2001 until 01/02/2008  
Company: RTL Nederland B.V. (Holding of Dutch RTL operation)  
Location: The Netherlands / Hilversum

**Responsibilities:**

- Finance and Control, Investments, Treasury and Tax, Risk Management
- Staff departments: Legal, Business Development & Strategy
- Program sourcing for TV channels (Dutch & Foreign program sourcing)
- RTL Interactive & RTL New Media,
- Licensing & Merchandising activities, RTL Entertainment
- Strong turnaround management in 2001-2004, turning losses in 2001 into steadily increasing profits in the following years

### Work history within RTL Group

Start date	End date	Position	Company	Location
01/03/2000	28/02/2001	Vice President Controlling	RTL Group S.A.	Luxemburg
01/12/1999	01/03/2000	Project Manager Business Development TV	RTL Group S.A.	Luxemburg

**Work history outside RTL Group**

<b>Start date</b>	<b>End date</b>	<b>Position</b>	<b>Company</b>	<b>Location</b>
31/12/1995	30/11/1999	Vice President Media & Entertainment Finance	NIB Capital	Netherlands

**Education**

<b>Start date</b>	<b>End date</b>	<b>Degree</b>	<b>Major</b>	<b>Institution</b>	<b>Completed</b>
31/08/1989	31/08/1995	Master in Economics		University of Maastricht	yes
31/08/1990	31/08/1995	Master in (Fiscal) Law		University of Maastricht	yes
31/07/1993	31/03/1994	Erasmus exchange program		University of Barcelona	n.a.

**Development history**

<b>Start date</b>	<b>End date</b>	<b>Activity</b>	<b>Category</b>
01/03/2012	until now	Board of Commissioners	Het Concertgebouw A'dam
01/02/2014	until now	Advisory Board	NCOI (education)
01/01/2010	until now	Supervisory Board Member	Fairplay
01/09/2009	31/12/2014	Member Fundraising Committee	WWF (Wereld Natuur Fonds)
01/04/2005	31/12/2008	Board member PNO worldwide	Pension Fund Media Sector
02/09/2009	09/09/2009	Harvard	Bertelsmann University
14/06/2005	06/07/2005	Insead (Fontainebleau)	Bertelsmann University
20/06/2003	27/06/2003	Insead (Fontainebleau)	Bertelsmann University
31/08/1992	30/06/1993	Chairman of students' investment association	Students association called SIGMA

**Languages**

<b>Language</b>	<b>Proficiency</b>
Dutch	Mother tongue
English	Fluent
French	Conversational
German	Conversational
Spanish	Fluent / business vocabulary: good

**Personal interests**

Sailing, swimming, jogging, cooking (especially pastries and desserts), gardening and a strong wish to start kite surfing

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## **Jean-Louis Schiltz, tech law advisor, Professor (inv.)**

Jean-Louis Schiltz is a tech law advisor, he is a partner at Schiltz & Schiltz (avocats) and a Professor (inv.) at the University of Luxembourg.

His work focuses on Technology (TMT, FinTech, internet), Regulatory as well as M&A and Finance.

He is a regular speaker at tech law conferences and has authored and co-authored a number of articles and reports in the field over the last years. He continues to do so.

Jean-Louis Schiltz holds a post graduate degree (DEA) in business law from the University of Paris I, Panthéon-Sorbonne. He has also been teaching at his alma mater in the early 1990's.

Jean-Louis Schiltz serves on the boards of a number of companies and non profit organizations. He is also a member of the Advisory Board of the Smart Sustainable Development Model (SSDM) of the International Telecommunications Union (ITU).

From 2004 to 2009, Jean-Louis Schiltz was a Cabinet minister in Luxembourg. His portfolios included media, telecommunications, technology (IT and internet in particular), international development and defense.