



SERVICE PORTFOLIO

Operations | Organizational Excellence | Change Mgt.

Operational Excellence

- set up, optimize + lead Legal and GRC departments: talent mgt., structure, process + task mgt.
- coaching / mentoring inhouse counsel
- managing transformation processes: change management, post-merger integration

Legal

- trusted legal advisor to C-suite and business units
- leading inhouse Legal teams + managing external counsel
- commercial contracts, competition / antitrust, corporate housekeeping, regulatory

GRC (Governance, Risk, Compliance)

- set up + operate compliance management systems: compliance function, structure, process, tools
- non-financial risk management (assessment, mapping, controlling)
- policy management, compliance training + incident management, whistleblowing, sanctions screening

Stakeholder Management

- law enforcement relationship management
- political stakeholder management (lobbying / public affairs management+ industry association work)
- works council relations management

LANGUAGE SKILLS

- German (native speaker)
- English (professional level)
- French (conversational level)

CLIENT FEEDBACK

"clear business focus; lawyer with strong creative skills and a wholistic perspective"

Márton Hagner, Head of Legal (Automotive Products), Robert Bosch GmbH

"Legal and Compliance pro, experienced communicator with extensive organizational know-how"

Dr. Christine Hahn, General Counsel, Share Now

"Self-starter with a clear analytical focus on the merits, process management skills and the courage for creativity... works with great dedication and legal knowhow."

Bernd Sengpiehl, Chief Operations Officer, IGEL Technology

"business savvy, highly experienced and clear-sighted business lawyer"

Daniel Hikel, General Manager DACH, Optimizely

"analyzes even the most exceptional problems within shortest period"

Andreas Makowski, Chief Information Security Officer, IGEL Technology

"Pragmatic, knowledgeable, always collegial and appreciated for his advice – as our Interim General Counsel, Matthias reorganized our legal department, optimized processes, tackled compliance and duly onboarded his successor. Nothing slipped through the cracks, no issue was too big or too small."

Dr. Barbara Zesik, Chief People Officer, Omio

PROFESSIONAL TRACK RECORD

Industries: digital, media, IT, tech, manufacturing, automotive, mobility

Since 2018: freelance Interim Manager Legal & GRC

- Interim General Counsel, Omio (travel booking platform)
restructuring and leading the Legal + GRC Dept.
- Interim General Counsel (VP), IGEL Technologies (software)
restructuring and leading the Legal + GRC Dept
- Interim General Counsel & Compliance Officer, FALKE (legwear manufacturer)
restructuring and leading the Legal + GRC Dept
- Interim Legal Counsel, Robert Bosch (industrial, household & automotive tech)
providing legal support to the E-Bike business unit
- Interim Legal Counsel DACH, Optimizely (online marketing)
providing legal support to the DACH business (parental leave cover)
- Interim Compliance Officer, SHARE NOW (car sharing)
building the Compliance function from scratch
- Interim Compliance Officer, Vitesco Technologies (automotive)
providing support for building the worldwide Compliance organization post spin-off
- Project Lead Risk Management, NN (digital)
leading the establishment of the company's risk management system
- Compliance Advisor, NN (automotive)
providing compliance support to Purchasing dept.



1997 – 2018: Inhouse

- CEO + Chief Legal Officer, HDF KINO (movie theatres)
co-heading the leading German movie theater association
- Managing Director, GVU (IP protection)
heading the German anti-piracy association of the movie industry
- Chief Legal & Compliance Officer Germany, eBay (e-commerce)
Responsible for leading the German Legal Dept. (team of 15)
- General Counsel, primacom (cable networks)
building and leading the Legal Dept.
- Director Government Affairs, Lucent Technologies (telecommunication infrastructure)
lobbying and industry association work



since 1995: **Rechtsanwalt** (Germany qualified Attorney-at-Law)

EDUCATION + ACADEMIC MERITS

- | | |
|------|---|
| 1996 | Juridicae Scientiae Doctor (<i>doctor iuris</i>)
Universität Bonn , English doctoral legal thesis in Public International Law, Canada |
| 1994 | Bar Exam (<i>zweites Juristisches Staatsexamen</i>)
post-graduate legal education in Saarbrücken, Montréal and Speyer (University of Administrative Sciences) |
| 1990 | Legal Exam (<i>Erstes Juristisches Staatsexamen</i>)
University of Bonn ; Scholar of Studienstiftung des Deutschen Volkes (German Scholarship Foundation) |

SOCIAL

- married, father of two
- volunteer firefighter, Berliner Feuerwehr
- refugee supporter (Syria, Ukraine)

MORE: check www.INTERIM.legal
