

LAKEHILL GRC

FOUNDER & MANAGING DIRECTOR'S CURRENT IMPACT AND TRACK RECORD



ABOUT LAKEHILL GRC



GRC: Governance, Risk, Compliance - no frills, just results.

- ICS & SOX.
- Internal Audit.
- Risk Management.
- Compliance.

About the cover image: LakeHill GRC solutions and advisory stand the test of time - shaped by deep multifaceted experience, resilient to shifting tides, and anchored in proven expertise. Just like driftwood on the shore.

ABOUT LAKEHILL GRC



GRCA – Governance, Risk, Compliance - no frills, just results.

Founded in 2024 by Reto H. Wenger on a Hill overlooking a Lake. Bringing two decades of expertise, we deliver GRC solutions focused on efficiency and results. Cutting through the noise straight to the root cause: that is who we are.

«Strong Governance is only as resilient as the organizational, process and IT foundations it rests upon – without a solid structure, even the best frameworks risk collapse.»

- Reto H. Wenger

OPERATIONAL VALUE CREATION AT THE CORE OF WHAT I DO

While my core expertise lies in ICS/SOX, Internal Audit, Risk Management, and Compliance, the real value I bring extends far beyond the confines of this discipline.

My work typically starts at the **intersection of business operations, finance, and IT** - areas where inefficiencies and risks tend to concentrate. But what I deliver is not just assurance or control, it is structural clarity. By identifying and resolving systemic weaknesses early, I help organizations not only mitigate exposure but also **unlock capacity for growth, enable more informed decision-making, and lay the groundwork for scalable, efficient processes**.

In the end, it is **not only about solving issues**. It is about **creating a business that can weather surprises**, make decisions with clarity, and keep moving forward without losing momentum. I help companies put the right structure and habits in place, so they are **not just reacting to challenges but staying a step ahead**, ready to seize opportunities without being caught off guard up by what lies below the surface.

The following slides reflect decades of proven, hands-on expertise.

OUR MD'S CURRENT IMPACT AND TRACK RECORD

- 1 LakeHill GRC (as of 2025)
- 2 Centogene (from 2019 to 2024)
- 3 Holcim (from 2005 to 2018)
- 4 Kuoni (from 1991 to 2004)

OUR MD'S CURRENT IMPACT AND TRACK RECORD

- 1 LakeHill GRC (as of 2025)
- 2 Centogene (from 2019 to 2024)
- 3 Holcim (from 2005 to 2018)
- 4 Kuoni (from 1991 to 2004)

WHAT I CURRENTLY DELIVER: CURRENT IMPACT (LAKEHILL – 1/2)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|---|---|--|------------------|-------------------|
| GRG at Evolve Partners – Biofin Consulting GmbH | Structuring and implementing Internal Control | Achieving ISAE 3402 readiness by end of 2025 | Germany | Currently ongoing |
| GRG foundations at a Pharma Start-up | Advising the founder and CEO on GRC foundations | Strong compliance foundation and reduced early-stage risks | Switzerland | Currently ongoing |
| GRG foundations at a Multiomics Start-up | Advising the founder and CEO on GRC foundations | Strong compliance foundation and reduced early-stage risks | Switzerland | Currently ongoing |
| Post take-private advisory | Advisory service on various transition matters | Legacy risks mitigation | Switzerland | Currently ongoing |

WHAT I CURRENTLY DELIVER: CURRENT IMPACT (LAKEHILL – 2/2)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|--|--|--|------------------|-------------------|
| Risk Management at a Travel Safety and Security provider | Risk Management – for client company integration | Increased sales; accelerated growth trajectory | Switzerland | Currently ongoing |

OUR MD'S CURRENT IMPACT AND TRACK RECORD

- 1 LakeHill GRC (as of 2025)
- 2 Centogene (from 2019 to 2024)
- 3 Holcim (from 2005 to 2018)
- 4 Kuoni (from 1991 to 2004)

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (CENTOGENE – 1/5)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|--|---|---|---|----------|
| Diagnostics value chain re-engineering | Simplified processes, sped up execution, ensured clean data | Invoice error rate >90% down; billing FTEs to 4 from 6 | Germany and USA | 1 year |
| Procurement process efficiency and integrity | ERP integrated the entirety of steps | Supply-Demand-Management for wet lab operations | Germany | 1 year |
| Pharma projects controlling | Implemented project controlling in ERP | Real-time transparency, no errors, fast decisions | Germany | 3 months |
| Risk Management | Implemented IT, Business and Financial Risk Mgmt | Board visibility on risk and resilience, better decisions | Germany, The Netherlands, USA and Switzerland | 6 months |

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (CENTOGENE – 2/5)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|----------------------------------|---|--|------------------------------|----------|
| SOX (Internal Control system) | Full implementation from scratch | Compliance with US SEC regulations | Germany, The Netherlands, US | 4 years |
| Internal Audit | Introduced and performed the first Internal Audit | Mitigated significant risks re HIPAA compliance (US) | Germany, US | 2 weeks |
| ERP upgrade (MS NAV to D365 F&O) | Sponsored ERP upgrade ensuring SOX alignment | Strong compliance; 25 controls ERP embedded (+20%) | Germany, US, Switzerland | 1 year |
| IPO (Nov 7th, 2019) | Revenue model creation and presentation | Investor confidence through credible financial projections | US | 1 month |

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (CENTOGENE – 3/5)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|--|--|---|----------------------|----------|
| Knowledge sharing and retention | Built the concept, orchestrated the execution | Preserved expertise and accelerated overall performance | Germany | 2 years |
| T&E expenses | Implemented lean and effective T&E policy | Cost control (as a starting point for cost savings) | Germany, Switzerland | 1 month |
| Travel Agency appointment | Structured RFP and validated the final appointment | One booking channel and reduced TCO (-> SG&A impact) | Germany, Switzerland | 3 months |
| Clinical Studies Principal Investigators billing | Conceptualized self-billing for study participating entities | Concept designed to reduce admin workload by >80% | Germany | 1 month |

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (CENTOGENE – 4/5)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|-----------------------------|---|--|---|----------|
| COVID testing | Trained and supervised staff handling cash | Accuracy, prevented losses, upheld financial/tax integrity | Germany (all major airports) | 2 years |
| Expense Management | Spearheaded the entire process ERP integration | 3rd party application obsolete (-> SG&A cost impact) | Germany and Switzerland | 3 months |
| Switzerland AG legal entity | Director – managing all local tax, legal and HR matters | All risks and potential issues mitigated | Switzerland | 3 years |
| Share-based payment plans | Operationally managed the plan (LTI and STI) | US, NL, DE, CH risks mitigated, accurate equity reconciliation | Germany, The Netherlands, USA and Switzerland | 4 years |

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (CENTOGENE – 5/5)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|---|---|--|---|----------|
| Compliance Advisory | Management & staff training on US listed company topics | No Insider trading issues, no tax issues (in any jurisdiction) | Germany, The Netherlands, USA and Switzerland | 4 years |
| IT ecosystem reshaping | Conceptualized an efficient and SOX compliant landscape | IT scope to 4 from 10 systems, reducing risk, cost and FTEs | Germany | 6 months |
| ESG and CSRD | Established the solid foundation for ESG and CSRD | Laid the groundwork for seamless ESG and CSRD rollout | Germany | 2 months |
| Whistleblower (& Hinweisgeberschutz) implementation | Implemented and operationally managed both lines | No violation of prevailing laws, all cases resolved | Germany, USA | 4 years |

OUR MD'S CURRENT IMPACT AND TRACK RECORD

- 1 LakeHill GRC (as of 2025)
- 2 Centogene (from 2019 to 2024)
- 3 Holcim (from 2005 to 2018)
- 4 Kuoni (from 1991 to 2004)

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (HOLCIM - 1/2)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|--|---|---|--|----------|
| Internal Control System automation | Designed and rolled out global key control monitoring app | Real-time key control transparency of all 50 Operating entities | Global | 6 months |
| Internal Control System scope enhancements | Implemented ~40 process controls at 10 Op entities | Stronger standard practices, boosted global compliance | EC, MA, RO, VN, MY, SG, NZ, PH (BSC), CO (BSC), IN (BSC) | 2 years |
| Internal Control Systems implementation | Implemented, from scratch, full ICS frameworks | Control consistency, risk oversight, compliance at once | Australia, China, South Africa, HQ Pension fund (CH) | 2 years |
| SAP GRC - Internal Control Systems integration | Lead the global SAP GRC implementation (IT Service Centers) | All regional IT and Business Service Centers on SAP GRC | Sao Paulo, Mumbai, Bangkok/Manila, various EMEA cities | 2 years |

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (HOLCIM - 2/2)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|---|---|--|--|----------|
| Group Internal Audit repositioning (from local to regional) | Managed the implementation of the new function | From ~140 FTEs to ~60 FTEs | 50 countries to 3 hubs in Miami, Singapore, Zurich | 1 year |
| Audit QA, training, development, coaching & planning | Developed the new annual operating model, trained staff | New teams fully operational in less than one year | Miami, Singapore, Zurich | 6 months |
| Group Internal Audit assurance delivery reshaping | Implemented new delivery: planning to AC reporting | Focus on significant risk root causes only - strong impact | Global | 1 year |
| Group Internal Audit transition upon Merger with Lafarge | Maintained Audit quality on xHolcim levels at NewCo | Strong controls maintained during post-merger phase | Miami, Singapore, Zurich, Paris | 1 year |

OUR MD'S CURRENT IMPACT AND TRACK RECORD

- 1 LakeHill GRC (as of 2025)
- 2 Centogene (from 2019 to 2024)
- 3 Holcim (from 2005 to 2018)
- 4 Kuoni (from 1991 to 2004)

WHAT I HAVE DELIVERED: TRACK RECORD OF IMPACT (KUONI – 1/1)

| Focus Area | Contribution | Result | Geographic scope | Duration |
|---|--|---|------------------|----------|
| Premium Tier service implementation (for UBS Switzerland) | Implemented and managed the Private Banking Travel Desk | Top performance led to contract extension without RFP | Switzerland | 2 years |
| New subsidiary implementation (for CSG Switzerland) | Nominated as youngest MD of the largest Travel Agency | Strong service levels led to being awarded another 3 years term | Switzerland | 3 years |
| Online Booking Tools | Implemented a first in-house developed Online Booking Tool | Booking transaction fees reduced by >75% | Switzerland | 1 year |
| Supplier negotiations | Negotiated alliance deals replacing carrier agreements | > CHF 1m savings p.a.; contractual Int'l First Class upgrades | Global | 3 months |

THANK YOU FOR YOUR ATTENTION

About LakeHill GRC:

- LakeHill GRC operates independently under Swiss and U.S. legal frameworks. LakeHill GRC is a sole proprietorship based in Wilen bei Wollerau, Switzerland, and also registered as an LLC in the State of Florida, USA. These are two legally distinct entities that do not share client data, operations, or contractual obligations. The only commonality is a shared public-facing website, used solely for informative and promotional purposes. Swiss-based clients are exclusively served by the Swiss entity, subject solely to Swiss law and jurisdiction.
- The founder and owner, Reto H. Wenger, is overseeing and providing all core services, with access to a wide network of seasoned professionals, within regulated and non-regulated services, both in the central Switzerland region, the DACH region and globally.
- LakeHill GRC does not engage in any activities that fall under regulated professional services. This includes, but is not limited to, statutory financial audits, legal representation or advice, tax advisory services requiring formal authorization or any other services subject to regulatory licensing or oversight under US, Swiss or EU law. Furthermore, LakeHill GRC does not provide any services that involve or require compliance with the Swiss Anti-Money Laundering Act (AMLA), the Financial Institutions Act (FinIA), or the Financial Services Act (FinSA).



Reto H Wenger, Founder and Managing Director
BSc. | CAS | EMBA | Certified Internal Auditor

In the United States:

LakeHill GRC LLC, 7901 4th St. N Ste 300, St. Petersburg, FL, 333702, info@lakehillgrc.com, +1 407 456 7353, lakehillgrc.com

In Switzerland:

LakeHill GRC Reto H. Wenger, Hungerstr. 51, 8832 Wilen b. Wollerau, reto.h.wenger@lakehillgrc.com, +41 79 613 4990, lakehillgrc.com/de