



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.

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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)

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

Focus Area	Contribution	Result	Geographic scope	Duration
GRC at Evolve Partners – Biofin Consulting GmbH	Structuring and implementing Internal Control	Achieveing ISAE 3402 readiness by end of 2025	Germany	Currently ongoing
GRC 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
GRC 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

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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 regulatgions	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

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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 Busines 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

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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).



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BSc. | CAS | EMBA | Certified Internal Auditor

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