Legal & Tax Insights for Founders

This event, hosted by TUM Venture Labs in collaboration with Osborne Clarke, brings together a distinguished lineup of speakers from Osborne Clarke. Throughout two days, we will explore crucial topics such as start-up financing, navigating exits and M&A transactions, tax pitfalls, employee participation programs, and workforce organization. Additionally, we will delve into GDPR and privacy basics, intellectual property essentials, and the impact of AI on IP. Join us for insightful discussions, networking opportunities, and a comprehensive overview of the challenges and opportunities in the start-up ecosystem. We look forward to an inspiring and informative day with you!

When?

26 & 27 September 2025

Where?

Vorhoelzer Forum – TU München
Arcisstraße 21
80333 München

About TUM Venture Labs

TUM Venture Labs is a joint initiative of the Technical University of Munich (TUM), the leading technical university in the EU, and UnternehmerTUM, Europe's largest entrepreneurship center, with the vision of using the unique research power of TUM to drive scalable technology spin-offs. With 12 specific domains, we form a network of deep-tech and life-science incubators to foster innovation in emerging fields, providing support throughout the early life cycle, from idea generation to securing seed capital for company formation. With our extensive network of leading industry partners, educational formats and access to TUM's infrastructure, we offer aspiring entrepreneurs cross-functional support and a dynamic environment to develop their ideas into scalable businesses.

About Osborne Clarke

Osborne Clarke is an international legal practice with over 2,800 employees at 26 locations worldwide, including more than 280 lawyers in Berlin, Hamburg, Cologne and Munich. With the claim "Helping you succeed in tomorrow's world", extensive industry knowledge through networking and outstanding expertise in the digital transformation of business models, Osborne Clarke advises and represents companies, entrepreneurs and investors in all practical business law issues focusing not only on our chosen sectors but also on the three key topics of digital transformation, decarbonisation and urban dynamics.

Agenda

Friday, 26 September 2025

10:00 - 10:15	Welcoming by Philipp Gerbert (TUM Venture Labs)	Philipp Gerbert
10:15 - 11:30	Start-up financing and term sheet	Maximilian Vocke
11:30 - 11:45	**Coffee Break**	
11:45 - 12:45	Navigating a start-up exit	Maximilian Vocke
12:45 - 13:45	**Lunch Break**	
13:45 - 14:30	Tax pitfalls in the early days and over the start-up lifecycle	Ann-Kristin Lochmann
14:30 - 15:00	Employee participation programs & late onboarding of co-founders	Ann-Kristin Lochmann
15:00 - 16:00	GDPR & privacy basics	Dr. Florian Eisenmenger
16:00 – 20:00	**Get together**	

Saturday, 27 September 2025

10:00 - 10:30	IP essentials for start-ups	Dr. Marius Tillwich
10:30 - 11:15	Unraveling AI and Intellectual Property	Dr. Marius Tillwich
11:15 - 11:40	**Coffee Break**	
11:45 - 12:30	Workforce organization	André Braig
12:30 - 13:15	Flexible hiring setups	André Braig
13:15 - 13:45	Final Q&A Session and Goodbye	

Speakers and Focus Areas

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Counsel, Tax

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Start-up financing and term sheet

- SAFE agreements / convertible loan agreements
- Equity financing
- Latest deal trends

Navigating an M&A exit

- Different types of sellers
- Different purchase price calculations (incl. earn-out, vendor loan)
- Reps & warranties and how to avoid founders' liability
- Dealing with employees in case of an M&A exit
- Share-for-share transactions

Tax pitfalls in the early days and over the start-up lifecycle

- Founder holding vehicle
- IP-transfer to start-up
- (Effective) Place of management / Foreign permanent establishments
- Freelancers
- Special VAT topics
- Convertible loans
- Exit taxation in case of Founder relocating abroad
- Term sheets
- Share-for-share transactions

Employee participation programs / Late onboarding of Co-Founders

- Tax principles of employee participation alternatives (real shares, share options, VSOP)
- (New) Sec. 19a German Income Tax Act and expected adjustments ("group clause")
- Hurdle Shares (mechanism and current experiences with tax authorities)
- Governance aspects and structuring alternatives

Speakers and Focus Areas

Dr. Florian Eisenmenger
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Dr. Marius Tillwich
Senior Associate, IP

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GDPR & Privacy basics

- Regulatory framework for privacy in EU/Germany
- Privacy principles & documentation requirements
- Building a privacy compliance organization
- Essential privacy documents
- Privacy compliance risks and potential consequences
- AI & privacy

Privacy in the Due Diligence Phase and the IA/SPA

- What to consider when sharing documents with third parties
- Typical privacy findings in startup DDs
- Negotiating privacy risks in the IA/SPA

IP essentials for start-ups

- Different forms of IP protection
- Freedom To Operate (FTO) analysis
- Trade secret and know-how protection
- Employee invention rights
- Typical IP findings / pitfalls in start-up DDs

Unraveling AI and Intellectual Property

- Opportunities and legal risks of using AI from an IP perspective
- Affected IP rights in typical AI usage lifecycles: input, output and utilisation
- Protectability of AI-generated results: copyright, patent law, design rights, trademark rights, trade secrets
- Case studies: court rulings and lawsuits
- Outlook on EU AI Act

Speakers and Focus Areas

André Braig
Counsel, Employment

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Workforce organization

- Presence / hybrid / remote working models
- Hiring employees abroad
- Working time basics

Flexible hiring setups

- Freelancer / contractor contracts
- Limited term contracts
- Redundancy basics