

## 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 two inspiring and informative days with you!

### When?

16 & 17 October 2026

### 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 25 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, 16 October 2026

|                      |                                                 |                                        |
|----------------------|-------------------------------------------------|----------------------------------------|
| 10:00 - 10:15        | Welcoming by Philipp Gerbert (TUM Venture Labs) | Philipp Gerbert                        |
| 10:15 - 11:15        | Setting-up your Startup                         | Dr. Jana Bertus                        |
| <b>11:15 - 11:30</b> | <b>Coffee Break</b>                             |                                        |
| 11:30 - 12:45        | Startup Financing and Term Sheet                | Dr. Jana Bertus                        |
| <b>12:45 - 13:45</b> | <b>Lunch Break</b>                              |                                        |
| 13:45 - 14:30        | Workforce organization                          | André Braig                            |
| 14:30 - 15:00        | Flexible hiring setups                          | André Braig<br>Dr. Florian Eisenmenger |
| 15:00 - 16:00        | AI & Privacy                                    | Eisenmenger                            |
| <b>16:00 - 18:00</b> | <b>Get together</b>                             |                                        |

## Saturday, 17 October 2026

|                      |                                                                  |                      |
|----------------------|------------------------------------------------------------------|----------------------|
| 10:00 - 10:45        | Tax pitfalls in the early days and over the start-up lifecycle   | Ann-Kristin Lochmann |
|                      | Employee participation programs & late onboarding of co-founders |                      |
| 10:45 - 11:30        |                                                                  | Ann-Kristin Lochmann |
| <b>11:30 - 11:50</b> | <b>Coffee Break</b>                                              |                      |
| 11:50 - 12:30        | IP essentials for start-ups                                      | Dr. Marius Tillwich  |
| 12:30 - 13:15        | Unraveling AI and Intellectual Property                          | Dr. Marius Tillwich  |
| 13:15 - 13:45        | Final Q&A Session and Goodbye                                    |                      |



## Speakers and Focus Areas



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### 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

### Workforce organization

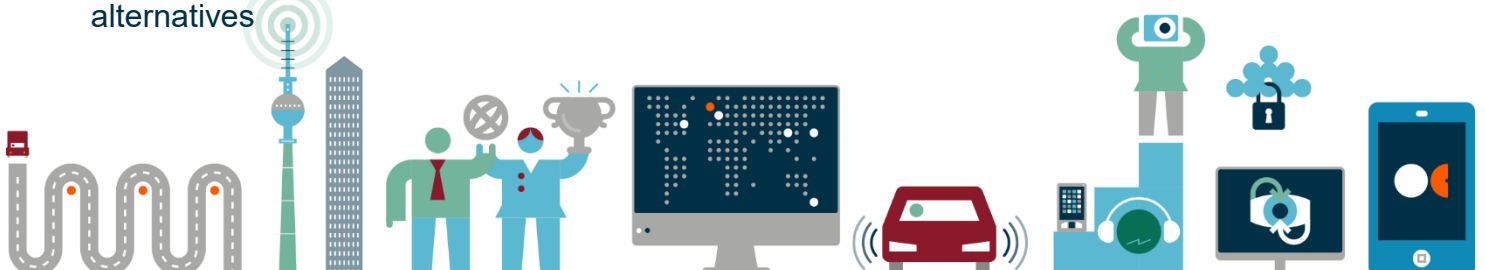
- Presence / hybrid / remote working models
- Hiring employees abroad
- Working time basics

### Flexible hiring setups

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

### 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



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### AI & Privacy basics

- Regulatory framework for AI & Privacy in EU/Germany
- Typical AI & Privacy challenges
- Privacy principles & documentation requirements
- Building a privacy compliance organization & essential privacy documents
- AI & Privacy compliance risks and potential consequences for the Due Diligence

### 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



**Dr. Jana Bertus**  
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### Setting-up your Statup

- Founder team set-up
- Corporate Structures
- Founding process
- Founder set-up

### Startup financing and term sheet

- Funding basics
- Investment instruments: SAFE, convertible loans and VC equity – the six typical financing forms
- Equity financing: Investment process and term sheet
- Latest deal trends

