

CURRICULUM VITAE

Chief Compliance Officer | Head of Legal | Digital Transformation & Resilience



Personal data

Carolin Lupac
Bonifatiusweg 4
93049 Regensburg

Phone: (+49) (0)178-4043779
E-mail: clupac@me.com

Born:
09 February 1983

QR code to LinkedIn profile



www.linkedin.com/in/carolin-lupac-ll-m-3718a012

PROFILE

Strategic leader with over 12 years of experience in managing international compliance and legal structures. Specialized in the digital transformation of governance processes in highly regulated sectors. By combining legal precision (LL.M), technological agility (AI & workflow automation) and innovative strength (MBA), I create scalable conditions for sustainable growth.

COMPLIANCE MANAGEMENT | LAW

01/2026 to now

CCO (Chief Compliance Officer) | RESILIENCE ARCHITECT AFILEON Group

- Further development of the compliance tool landscape with its own budget responsibility for the compliance cost center.
- Successful introduction of the internally prompted and AI-supported platform Wiki-How with research function and option for knowledge exchange, training responsibility.
- Compliance culture: Improvement of the compliance score in the group of companies within 6 months from 3.5 to 9.8 (scale of 1-10).

From 08/2025 to 01/2026

Compliance Manager | AFILION-Gruppe (Digitization of audit, tax and law firms)

- Development and implementation of a scalable group-wide compliance management system (incl. IT compliance) for up to 1,500 employees, 43 companies to date within 6 months, ensuring audit readiness
- Advising the management on all compliance issues, risk management: measurable risk minimization, 100 percent achievement of bonus-relevant targets.
- Legal management of 32 company acquisitions including successful post-merger integration without significant compliance incidents in the first year.
- Reporting & Stakeholder Management: Establishment of a KPI-based reporting system and management of bi-weekly investor reporting (participants: investor, management, partly advisory board)

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- Complete policy coverage of the entire group of companies with successful connection of the companies in the PMI process within 6 months
- Successful introduction of a group-wide whistleblower system, with compliance with regulatory access requirements as well as an automated GWG & sanction screening package with mandate acceptance or blocking recommendation within 5-8 hours within service hours.
- Presentations at the regional meetings on the topic of cyberresilience | Compliance as an effective immune system in the company | Resilience today | Compliance in the stress test

11/2021 to 08/2025

Corporate Legal Counsel & Group Compliance Manager | HYPE Holding GmbH (HYPE SOFTWAREGRUPPE).

- Overall management and management of compliance for 12 international Group companies; Lead the Legal & Compliance team (DE, FI, UK, US, CAN), create an annual compliance roadmap with KPIs; 100 percent KPI target achievement in 3 consecutive years.
- Ensuring and monitoring the contractually agreed compliance for KRITIS customers (including banks, insurance companies, aerospace, energy suppliers, water supply and others).
- Introduction and further development of all necessary company guidelines and ensuring the training of employees, setting up additional formats such as monthly/event-related tech talks on current requirements such as CRA; NIS-2, Data Act, privacy by design) & sales briefings (incl. corruption prevention), HR freshups (incl. OFAC screenings)
- Maintenance and further development of the ISMS according to ISO 27001 with zero critical findings in two surveillance audits and recertification.
- Continuously measurable risk reduction within the group of companies.
- Development and implementation of the Digital Resilience Strategy, in particular to ensure NIS 2 & DORA ICT compliance in the company (including data separation, data mirroring, transition from legacy systems to cloud systems, data mirroring at European providers).
- Comprehensive digitization and workflow automation in the area of contract management with a self-set up "contract check" AI tool for the sales, legal, professional service & management areas (separate access) as well as successful expansion to corporate policies.
- Negotiation of complex customer, supplier or cloud contracts.
- Legal management of 6 company acquisitions including successful post-merger integration with connection to central contract management, appropriate granting of access and audit readiness within 12 months of closing.

06/2019 to 11/2021

Licensing Director & Legal Counsel | Museum Editions Ltd., US

- Strategic negotiation and management of global license agreements for the internationally active 3D pop artist Charles Fazzino, NY as

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well as management of cross-border projects in cooperation with internationally active lawyers, proactive achievement of cooperations with the NBA, AIDA cruises, etc.

06/2017 to 05/2019

Legal Counsel I Volkswind GmbH & Volkswind France SAS I EZ

- Negotiation of international project and partnership agreements (focus: USA, France, Germany) in compliance with regulatory requirements.
- Implementation of organizational measures to comply with industry-specific corporate compliance.
- Legal support in particular in the areas of construction law, renewable energies, regulated markets, group structures, company formations, company acquisitions and sales (M&A).

06/2012 to 05/2017

Head of Legal & Projects I Property Management Dr. Diersch

- Holistic real estate management as well as management of ESG modernization projects with sales, contract and budget responsibility for the supervised projects.

FOUNDING

02/2013 to 12/2019

Managing Partner I PromoLIVE! Business UG & CO. KG

- Co-Founder, CEO, Coach

2010 to 06/2012

TRAINEESHIP & TRAINEESHIP AT THE HIGHER REGIONAL COURT OF BREMEN

03/2012 to 05/2012

Trainee Lawyer I European Commission, Brussels Directorate-General for Human Resources & Security

- Comparative law of European legal systems with regard to personnel issues in preparation for the adoption of the European Statute, statements in EU Council meetings.

06/2011 to 2/2012

Trainee Lawyer I v. Einem und Partner (RAe & Notaries)

- Representation and advice in and out of court.
- English course "Legal English"

02/2011 to 05/2011

Trainee Lawyer I Public Prosecutor's Office Bremen

- Preparation of indictments, session service at juvenile and commercial criminal chambers.

06/2010 to 10/2010

Trainee Lawyer, Regional Court of Bremen (VII.

- Departmental work for the VII Civil Chamber (building matters).

06/11/2010 to 01/2011

Traineeship at the University of Applied Sciences for Administrative Sciences in Speyer

- Specialist lectures on corporate governance & risk-optimised contract drafting in public-private partnerships.
- Thesis "The purchase of government bonds by the ECB".

AUTHOR

08/2009 to 06/2011

Freelance Author and Répétiteur I Law Individual

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Illustrations of current legal disputes for trainee lawyers through seminars and specialist articles.

ACTIVITIES DURING YOUR STUDIES

02/2005 to 06/2011

- **Research Assistant I "Law Firm & Property Management Dr. Diersch"**

02/ 2003 to 09/2015

- **Sales & Marketing I Montblanc HB & HH, CH.**

06/2005 to 09/2005

- **Specialist practice at Fides Treuhand GmbH & Co. KG WP & StB**

Implementation of SOA compliance requirements in companies with a US focus.

STUDIES, LL.M, INTERNATIONAL MBA & TRAINING

2026/2027

Part-time MBA (Scholarship): Rome Business School I University of Valencia (International MBA)

2025

Part-time Master's degree in Compliance Management (LL.M.) at the University of Regensburg

Master's thesis: "Compliance in the stress test" (grade 1.0), overall grade: 1.37 (very good).

02/2010 to 03/2010

Project thesis at Tong-Ji University, School of Economics and Management, Shanghai, PR China (Prof.Dr.Wu Jianwei)
"Start-up Founding in China" (intercultural communication and development of practical approaches for the creation of common intercultural compliance standards in cooperation with the German Center in Shanghai).

10/2002 to 07/2009

Law studies I Leibniz University Hannover & University of Bremen (Diploma)

Focus: Business Law I Key Qualification "Mediation & Rhetoric".

08/1995 to 07/2002

Abitur at the Erich-Kästner-Gymnasium in Hanover (2002)

One-year student exchange in St. Malo, Brittany, France.

Further training

- Mediation, Coaching (2009)
- Whistleblower systems, proof of expertise in accordance with Section 15 FAO (2025)
- data protection, cyber resilience; Export Compliance, Corruption Prevention, Antitrust Law (continuous) via Diruj, DICO, BUJ

KNOWLEDGE & REFERENCES

Tools

- Standards: MS Office I Sharepoint & Salesforce
- IT Security: IAM, MS Entra, various SIEM systems I Ditisl Confluence
- Enterprise platform: CRM/BCS standards.
- Project Management: MS Projects I Asana I Monday I Jira.
- Presentation: Power BI, Powerpoint

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- AI: Langdock, incl. ChatGPT Plus | Prompting | Implementation of own wiki platforms.
- Programming language: Python

Language skills

- Mother tongue: German & Czech.
- Fluent: English, French.
- B2: Italian.
- B1: Portuguese.
- A1: Chinese.

Interests

- Current economic affairs, further training (Diruj, DICO, BCM).
- Art & Culture, member of the German-Portuguese Society.
- Sports activities (Pilates instructor, tennis, half marathon)

References via LinkedIn

- HYPE innovation: Erkkä Isomäki (CIO), Henrike Schmiedt (Head of HR), Ralf Pollack (CFO), Dr. Frank Henningsen (CEO), Sven Depken.
- Arqis Partnerschaftsgesellschaft mbB: Dr. Christian Judis, Arqis (cooperation partner).
- Markery Law LLC: Stacey Watson (cooperation, USA).
- LDB Avocats: Harmig Amendjian (Cooperation, Canada).
- European Commission: Dr Lars Albath (Head of Division DG Competition and then DG HR).
- Law firm von Einem & Partner: Dr. Asendorf, Dr. Grünwald, Dr. Ximena Sejas (both partners).