

Curriculum Vitae

Emanuel Georg Tschannen

Dr. iur, Attorney at law, Executive MBA

02.07.1975 ♦ married ♦ 1 daughter

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SUMMARY

- Attorney at law, specialized in contract, corporate, IP, employment, and transaction (M&A) law
- HR professional with international experience in human capital management and payroll (CH/USA)
- Strong understanding of business economics; experienced in handling change processes
- Excellent analytical, communication and negotiation skills, resilient and efficient
- Enthusiastic and charismatic leader; ability to decide and implement

PROFESSIONAL EXPERIENCE

ELFENAU SWITZERLAND LTD, Zurich, Switzerland (Legal and Management Consulting Services)

seit 09/2015

President of the Board of Directors and CEO

- Founder of ELFENAU SWITZERLAND LTD.

Dottikon ES Holding Ltd., Dottikon, Switzerland (Chemical Industry; SIX; 100%)

09/2008-06/2015

Head of Legal & Human Resources, all subsidiaries

- Member of the Executive Committee (direct report to CEO)
 - Strategy: Involved in the definition and execution of business and corporate strategy
 - Finance: Examination and review of investment requirements, responsibility for cost centre (CHF 2m p.a.)
 - Change Management: Introduction of new legal framework in the Swiss and US subsidiary (cost reduction of CHF 5m)
 - Risk Management: Development of a strategy to prevent legal cost (CHF 1.5m)
- Global Legal Responsibility
 - Responsible for the design and legal consistency of all customer and procurement contracts (Confidentiality, Development and Know-how, Sales, and Master Services Agreements)
 - Development, implementation and negotiation of intellectual property and confidentiality clauses, reflecting the company's business strategy
 - Responsibility for all labour and social security law requirements, representation of the company in court
- Complete Human Resources Responsibility (CH/USA)
 - Responsibility for the entire human capital management, including hiring, compensation, retention and restructuring
 - Responsibility for the performance and compensation evaluation process
 - Evaluation and implementation of new HR software
 - Implementation of the care-management, reducing times absent of employees
- Leadership: 9 direct reports (all based in Switzerland)

04/2012-06-2015

Director, Member of the Board of Directors, Dottikon ES America, Inc., USA

- Responsible for all corporate actions of the corporation
- Responsible for all legal and HR activities

Wenger & Vieli AG, Zürich, Switzerland (Law; 100%)

07/2006-09/2007

Junior Attorney

- Focus on contract, corporate, employment and transaction law
- Responsibility for own mandates

University of Bern, Law School, Switzerland (Education)

10/2003-06/2006

Scientific Assistant (75%)

- Assistant of Prof. Dr. Thomas Koller (Private Law Department)
- Lecturer of courses in private law (code of obligations)
- Co-work in the preparation of academic articles and papers

- 03/2005-03/2006 **Project Manager**, IT-Migration (25%)
- Responsible for the modernization and centralization of the IT-infrastructure
 - Budget responsibility (CHF 0.5m)

Credit Suisse Group, Zürich, Switzerland (Banking; 100%)

05/2003-08/2003 **Analyst**, Equity Capital Market Switzerland (Credit Suisse First Boston)

04/2002-04/2003 **Trainee**, Securities & Treasury Expert Program (Credit Suisse Private Banking)

EDUCATION

HEC Paris, France (École des hautes études commerciales de Paris)

01/2013-06/2014 **Executive MBA** (Executive Master of Business Administration)

- #1 European Business School (Financial Times 2014)
- Focus on Finance, Strategy and Global Business Perspectives
- Modules in Paris (HEC), Beijing (Tsinghua University), Shanghai (Fudan University), São Paulo (Fundação Getúlio Vargas) and Doha (Qatar Foundation)

Supreme Court of the Canton of Zürich, Switzerland

07/2006-06/2009 **Bar Exam** (Attorney at Law), admitted

University of Bern, Law School, Switzerland

10/2003-08/2008 **Doctoral Thesis** (Dr. iur.)

Topic: Prevention through Private Law – Overcompensating Legal Remedies in Swiss Contract Law

10/1996-07/2001 **Law Studies** (lic. iur.)

Topic of the Master Thesis: Punitive Damages and Swiss Private Law under the Aspect of Legal Order

SOCIAL DEDICATION

Chairman: Officers' Riding Society Zürich, ORG (2011-2015)
FDP Zürich 3 (2006-2009)

Member: HEC Paris Alumni Network, Jockey Club Zürich

HOBBIES & LANGUAGES

Family, horse riding, culture (opera) and travelling

German (native), English (full professional proficiency), French (professional working proficiency)