



Lars Küpper, LL.M.

*Head of Legal Affairs, Compliance & Institutional Relations
at Bayer 04 Leverkusen / Arbitrator (TAS/CAS)*

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Professional Profile

Senior legal executive with nearly 20 years of experience in international sports law, compliance, institutional relations, and European competition law. Currently serving as Head of Legal Affairs, Compliance & Institutional Relations at Bayer 04 Leverkusen and member of the club's leadership management team. Arbitrator at the Court of Arbitration for Sport (TAS/CAS) with extensive expertise in FIFA regulations, player transfers, governance, compliance systems, and international stakeholder relations.

Professional Experience

Arbitrator

Court of Arbitration for Sport (TAS/CAS), Lausanne, Switzerland | 06/2023 – Present

- Serving as Arbitrator at the Court of Arbitration for Sport (CAS/TAS).
- Specialized in sports law and international arbitration matters.

Head of Legal Affairs / Compliance / Institutional Relations

Bayer 04 Leverkusen Fußball GmbH, Leverkusen, Germany | 07/2015 – Present

- Member of the Leadership Management Team of Bayer 04 Leverkusen.
- Responsible for all legal, compliance and governance matters at the club.
- Lead counsel for sports law matters including player transfers, FIFA proceedings and CAS arbitration.
- Representing the club at DFL, UEFA, EFC and other institutional meetings.
- Member Legal & Regulatory Working Group EFC.

Member of the Leadership Management Team

Bayer 04 Leverkusen Fußball GmbH, Leverkusen | 07/2015 – Present

- Strategic oversight and executive decision-making across institutional, governance and legal functions.

Senior Legal Compliance Counsel

Bayer AG, Leverkusen, Germany | 09/2012 – 06/2015

- Compliance Business Partner for Bayer Business Services.
- Implemented and supported global compliance management systems.
- Global Lead for Export Control and Trade Compliance.

- Advised on antitrust and regulatory compliance matters.

Managing Associate – Competition / Antitrust

Linklaters LLP, Brussels, Belgium | 03/2007 – 06/2012

- Advised multinational clients on European competition law, merger control, cartels and state aid.
- Managed complex investigations and compliance projects.

Education

Harvard Business School Executive Education

EFC Executive Leadership Programme 09/2025 – 03/2026

Durham University

LL.M. in European Legal Studies 2003 – 2004

University of Cologne

State Exam, Law 1999 – 2003

Manchester Metropolitan University

Academic Studies / Exchange Programme 1999 – 2000

Higher Regional Court Düsseldorf

German Legal Traineeship & Second Legal State Exam 2004 – 2007

Selected Publications & Speaking Engagements

- Speaker: The Diarra judgement of the ECJ – Sports Employment Law Conference, Leverkusen (2025)
- Speaker: Inhouse Counsel in a professional football club – lecture at University of Osnabrück (2024/2025)
- Speaker: Compliance in Football – EY Compliance Lounge Düsseldorf (2024)
- Panel member: Developments in Football law – European Football Agents Association, London (2023)
- Speaker: Compliance in Football – current challenges from the perspective of associations and clubs, Sports Law Summit, Cologne (2023)
- Speaker: Current FIFA and CAS Decisions in Football – Sports Law Summit, Wiesbaden (2022)
- Speaker: Art. 17 FIFA RSTP – Sports Employment Law Conference, Stuttgart (2021)
- Speaker: Sports Competition Law in 2021 – Junges Netzwerk Sportrecht (2021)
- Publication: 'The players' agent as a lawyer' – Sport und Recht (2018)
- Publication: 'State aid and the financial crisis – quo vadis European Banks?' – Financier Worldwide (2010)

Core Expertise

Sports Law | FIFA & CAS Proceedings | International Arbitration | Compliance & Governance | Institutional Relations | European Competition Law | Corporate Compliance | Contract Law