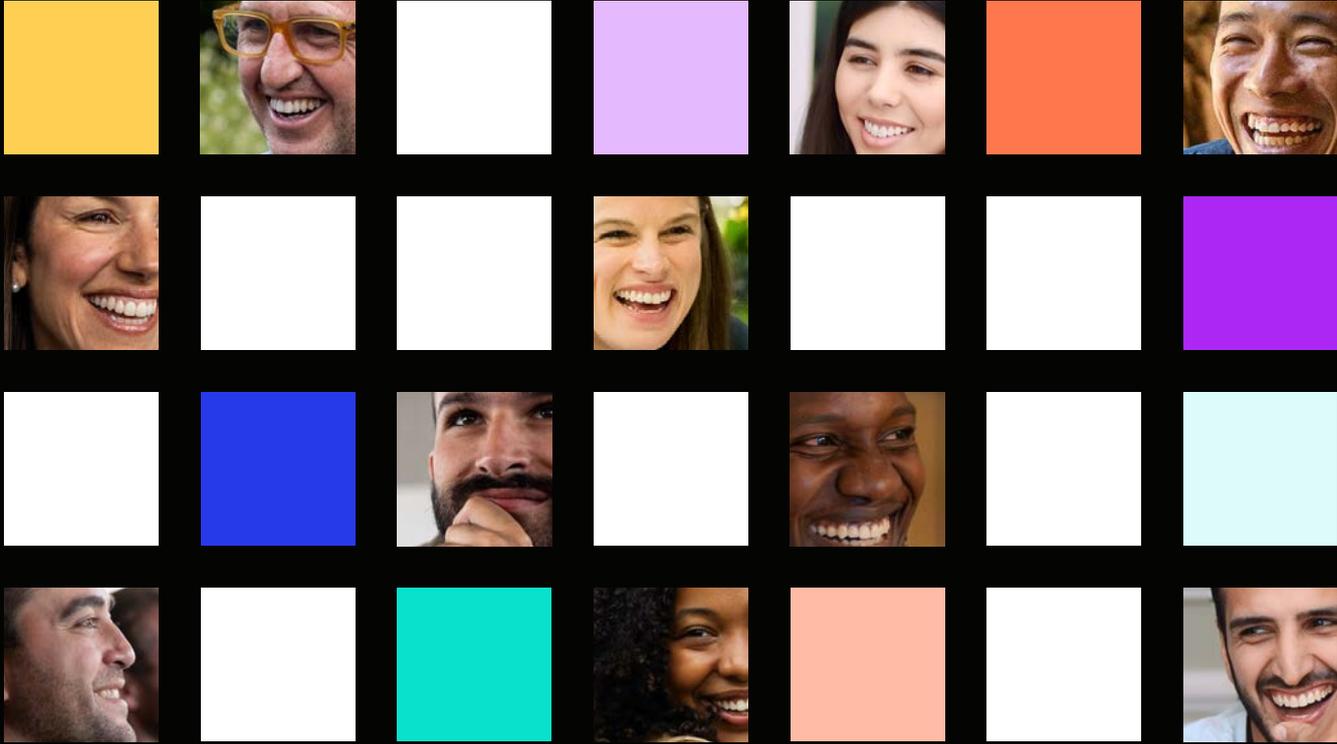
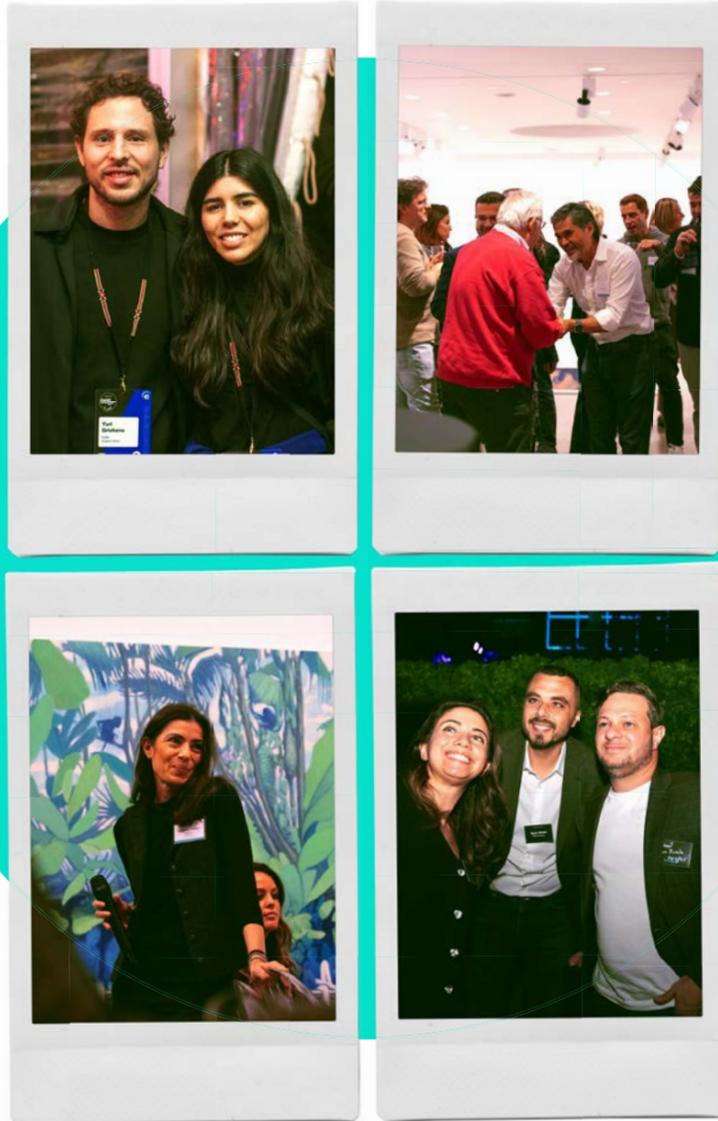


A NEW GLOBAL HOME





**Endeavor is
The Global
Network of
Trust
of, by, and for
entrepreneurs.**



We believe in the power of global entrepreneurship.

What We Do

We inspire high-growth entrepreneurs to dream bigger, support and invest in them to scale faster, and provide a platform to pay it forward. We call this the Endeavor Multiplier Effect™.

Why We Do It

To build thriving entrepreneurial ecosystems around the world.

How We Do It

Endeavor advances global entrepreneurship by selecting, supporting, and investing in top founders worldwide.

Letter from **Linda**

For nearly three decades, I've met entrepreneurs who dream beyond borders. Whether raised on a sheep farm in Argentina, in a bustling city in Nigeria, or between Pakistan and the UAE, these founders never saw constraints—only starting points. Their ambitions were bigger than their surroundings. And yet, their boldest visions all began in the same place.

Home.

For my husband Bruce and me, home shifted last year when our daughters, Tybee and Eden, left for college. Suddenly, our Brooklyn brownstone felt off-kilter. We needed to reimagine what home could mean. As I traveled the world with Endeavor, I encountered diaspora founders scaling their businesses, yet still searching for a sense of belonging. I met many who were successful, yet homesick.

So we challenged ourselves: Can Endeavor do more to help our entrepreneurs go big in a borderless world by creating a new kind of home?

In September, we gathered in Dublin for Endeavor's 100th International Selection Panel, a milestone 27 years in the making. There, Ridwan Olalere, a Nigerian entrepreneur building a financial lifeline for the African diaspora, met Guillaume Pousaz, CEO of Checkout.com, a leading global payments platform. Outside the formal panel interviews, Guillaume counseled Ridwan on LemFi's growth strategy, his equity stake, and other "been there, done that" advice. Months later, that guidance helped Ridwan secure \$53M in Series B funding, including participation from Endeavor Catalyst.

"I finally get Endeavor," Ridwan told me. "I feel like a fool for not joining earlier... I feel like I've found my home."

From Dublin, I flew straight to London, where we launched Endeavor's first-ever Global Hub—designed to be a second home for diaspora founders. The London Hub launch took place deep beneath Waterloo Station, in a graffiti-covered tunnel, an unconventional space, perfect for unconventional thinkers. Connie Castro Feijóo, our London Hub Director, explained to the crowd, "I came to London from Buenos Aires years ago, but I never fully belonged. Now that we're building this hub, I finally feel at home."

Endeavor has always been about more than just where founders start—it's about where they scale next. This year, together, we scaled further than ever. We launched operations in our 45th country, Ukraine. Endeavor Catalyst, our rules-based co-investment fund, reached nearly 350 investments, fueled 61 \$1B+ "unicorns," and marked 27 exits. As we prepare to launch Fund V, we are doubling down on our belief that transformational companies can emerge from places the world often overlooks, from elsewhere.

Looking ahead, we see an even bigger future. I spent the last months intensely working on Vision 2035, our boldest roadmap yet. Among our Big, Hairy, Audacious Goals: expanding Endeavor's reach from 45 to 100 countries, scaling our community to over 5,000 founders, and fueling the next generation of entrepreneurs redefining industries while also making the Endeavor Multiplier Effect™ the new yardstick of entrepreneurial success.

What started as a wild idea scribbled on a napkin at my parents' kitchen table in Boston has become a global network spanning six continents. And yet, at its core, Endeavor remains what it has always been: a home. We are a home for ambitious founders who don't just passively imagine better futures, but those who actively work to create new ones. Endeavor Entrepreneurs dream big, scale up, and pay their success forward. As we move into the next decade, I can't wait to see how, together, we go even bigger without leaving home behind.

Onward & Upward!

Linda Rottenberg
Co-Founder & CEO
Endeavor



Linda Rottenberg

We

Select

High-growth founders into our unrivaled peer community and provide customized services to support their entrepreneurial journey.

Support

Endeavor Entrepreneurs to realize their full growth potential, become aspirational role models, and multiply their impact.

Elevate

Endeavor Entrepreneurs as aspirational role models and provide avenues for them to mentor and inspire others to reimagine what is possible.

Invest

in Endeavor Entrepreneurs through Endeavor Catalyst, our pioneering, rules-based fund.

Advance

The Endeavor Multiplier Effect™ narrative, leveraging Endeavor's proprietary data set and insights.



Investor Meeting
Photograph by Drew Bird
San Francisco, 2024



99th ISP
Photograph by Sean Muigai & Dabun Works
Nairobi, 2024

We



Select

We select Endeavor Entrepreneurs by scouring the globe for talent, identifying founders with the greatest growth potential, and inviting them to participate in our international selection journey.

The Selection Journey



We love seeing a photo capture the exact moment of a connection.

When Ridwan Olalere, co-founder and CEO of LemFi, joined our 100th in-person International Selection Panel in Dublin, he expected to be grilled on his company's strategy, financials, and vision. What he didn't expect was to meet a mentor who would help him close a \$53M Series B just four months later.

A conversation with Checkout.com founder Guillaume Pousaz provided invaluable insights into navigating term sheets, structuring a funding round, and scaling for global impact. Ridwan's experience isn't an isolated incident. At Endeavor, we offer what we call "Selection as a Service"—our goal isn't just to identify top global entrepreneurial talent but also to connect that talent with the support and guidance they need to grow as

founders, as well as build meaningful and impactful companies. Over the last 28 years, we've helped entrepreneurs in 45 countries expand their ambitions and execute their vision by providing a venue of openness and trust where they can share vulnerable information and receive detailed, unfiltered feedback.

Each year we review thousands of candidates, but only select 80+ who have the team, scalability, and timing for truly transformative impact. Our process is rigorous, but it's also additive. We want every entrepreneur that goes through the selection journey to exit with more knowledge, connections, and support than when they began it.



Guillaume Pousaz
Founder & CEO,
Checkout.com

Taddy Hall
Senior Partner,
Lippincott

Monica Brand Engel
Co-Founder & Managing Partner,
Quona Capital

Joanna Rees
Executive Chairman,
West Global

Martin Migoya
Co-Founder & CEO,
Globant

Elaine Coughlan
Co-Founder & Managing Partner,
Atlantic Bridge

Eric Pérez-Grovas
Co-Founder & General Partner,
Wolfe

Diego Piacentini
Founder,
View Different

Arvind Rajan
Executive Chairman,
Cricket Health

Carry1st's Selection Journey

Africa's leading mobile games publisher's path to Endeavor

This snapshot highlights Carry1st's journey through Endeavor's selection process. Our process is not just evaluative: each step doubles as a mentorship opportunity, offering founders guidance to scale their personal impact while building the most aspirational companies within their ecosystems.



Cordel Robbin-Coker
Co-Founder & CEO
Carry1st, Cape Town



Lucy Hoffman
Co-Founder & COO
Carry1st, Cape Town

Founders

First Opinion Review

Endeavor staff conduct interviews with companies to assess candidates' viability.



Alison Collier
Managing Director,
Endeavor South Africa



Cara Eachus
Entrepreneur Portfolio Manager,
Endeavor South Africa

Second Opinion Review

Endeavor mentors conduct multiple interviews, probing on business strategy, innovation, growth potential, and founders' personal qualities.



Chris Misner
Head of Global Markets
Airbnb, San Francisco



Dare Okoudjou
Founder & CEO
Onafriq, Johannesburg



Strauss Zelnick
Chairman & CEO, Take-Two
Interactive Software, New York

Local Selection Panel

The penultimate step of the journey: mentors, entrepreneurs, and board members interview and ultimately vote whether to proceed with candidates at a panel run by our in-market teams.



Tjaart van der Walt
Co-founder & Director
Tyme, Johannesburg



Melvyn Lubega
Co-founder & Director
Go1, Johannesburg

South Africa's first unicorn

Since 2020, we have hosted virtual International Selection Panels throughout the year alongside in-person ones.

International Selection Panel

Global business leaders and top Endeavor Entrepreneurs serve as panelists to interview finalist candidates. Only unanimously selected candidates will become Endeavor Entrepreneurs.



Victor Noguera
Co-founder, Clau.com,
Mexico City



Samantha Skey
CEO, SHE Media,
New York City



Chris Misner
Head of Global Markets
Airbnb, San Francisco



Tosin Eniolorunda
CEO & Founder
Moniepoint, Lagos



Arjuna Costa
Managing Partner,
Flourish Ventures, San Francisco



Eric Perez-Grovas
Co-Founder, General Partner
Wollef, Mexico City

Carry1st's Origin Story

Cordel and Lucy, Carry1st's co-founders, met as early-career analysts at Morgan Stanley. Born in Sierra Leone, Cordel moved to the USA at the age of six. After working at Morgan Stanley, he joined The Carlyle Group as Junior Chief of Staff to the CEO. There, he helped raise their first Africa-focused fund and later moved to Nigeria to join the fund. During this time, Lucy was also working in Africa. After Morgan Stanley, she moved to South Africa to join Nexii, a fintech startup. She later joined an education startup called African Leadership Academy, where she served as Chief of Staff to the CEO. In 2018, Cordel and Lucy teamed up to start Carry1st, believing that the future of the continent was in mobile technology-driven companies.

Carry1st is an African mobile games developer and publisher that develops, publishes, distributes, and monetizes games across the continent.

\$60M+ raised since inception

1.6M monthly active users across Games and Shop platform

349M mobile gamers in Africa in 2024

The Criteria for Selection

In a world brimming with ambitious founders and bold ideas, how do you identify the ones poised to not only succeed but to inspire, influence, and transform their communities?

We're not just selecting companies—we're identifying founders who will become role models and shape the future of their ecosystems.

We aim to pick those companies best positioned to scale and become multipliers in their ecosystems. Since the first Endeavor Entrepreneur selected in 1997, we have looked at candidates from three angles: entrepreneur, business, and timing.

First, we're searching for entrepreneurs capable of inspiring generations of founders to come—the future Marcos Galperins (Mercado Libre) or Mudassir Sheikhas (Careem) of the world. Ambition, transparency, openness, and capability are non-negotiables.

Then we ask: will this business scale fast enough to create large-scale wealth and jobs? When we find a remarkable individual, we want to pair that with the kind of numbers that carry a company far. Lastly, timing. Is the business ready to scale tenfold? Only when all three sides of the triangle are strong, is a company ready to join Endeavor.

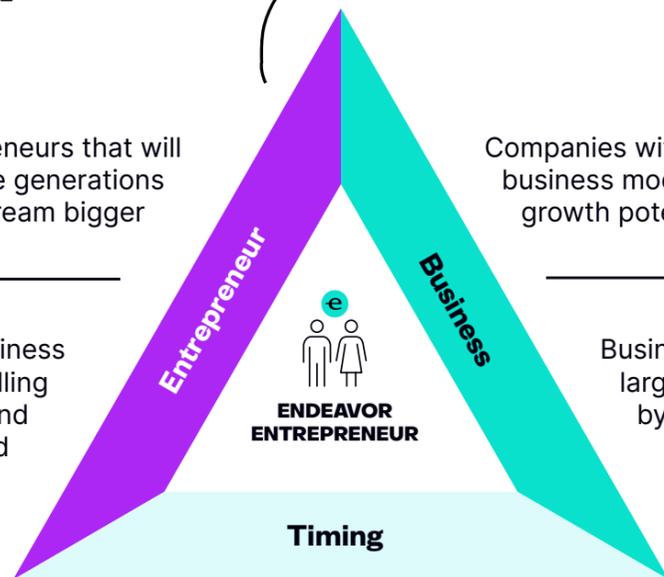
Our Selection Criteria

Our criteria is flexible across markets, stages, and sectors.

Entrepreneurs that will inspire future generations to dream bigger

Transparent business leaders that are willing to learn, grow, and pay it forward

Companies that are at an inflection point for 10x growth



Companies with an innovative business model and significant growth potential

Businesses that will create large-scale wealth and jobs by scaling faster

The Selection Process in Action: Illustrating the Criteria of Entrepreneur, Business, and Timing

1. Entrepreneur



Lemon

When we talk about the "Entrepreneur" side of the selection triangle, we're thinking of founders like Marcelo Cavazzoli. Marcelo is a self-taught programmer and serial entrepreneur who was already building and monetizing websites by the time he was 16. In 2013 he discovered his interest in cryptocurrency after purchasing his first Bitcoin. Frustrated by the difficulty of convincing others to adopt crypto, he identified the need for a more user-friendly approach. Inspired by his participation in an Ethereum hackathon, he founded Lemon in 2019.



Spyke Games

Another example of a founder who benefitted from a trusted community? Turkish serial entrepreneur Rina Onur Şirinoğlu. She was part of the "founder mafia" behind Peak Games, which was acquired by Zynga for \$1.8B in 2020, before going on to co-found leading mobile games company Spyke Games. She also founded 500 Istanbul, an early-stage VC fund under the 500 Startups umbrella.



2. Business

بالي

Baly

In 2021, Martin Rohland founded Baly, a super-app that offers ride-hailing, food and grocery delivery, and last-mile logistics in Iraq. Today, it is the country's largest tech company, capturing 70% of the ride-hailing market and processing 100,000+ orders daily. The company has raised a total of \$23M across two rounds, including its most recent \$15M seed round in late 2022.



3. Timing

o/

Pipo Saúde

Pipo Saúde exemplifies the third side of the Selection Triangle: timing. We first met the Brazilian healthtech in 2019, but its true inflection point is happening now. As the market shifts toward profitability, co-founders Manoela Mitchell and Thiago Torres have adapted their business model to scale efficiently. In 2024, revenue grew 50% more than the previous year, and they're on track for breakeven in 2025. Backed by \$30.6M from top investors like Thrive Capital and Kaszek, Pipo is redefining corporate healthcare in Brazil.



Matta

Matta

The right pairing of market and industry can spark Endeavor's excitement. With Matta, Mudia Mowoe aims to modernize how African manufacturers source raw materials. In just 24 months he has already built a marketplace operational in five countries. But that's just the start of his ambitions. Mudia's ultimate goal is to build Africa's largest commodities exchange platform, transforming the way manufacturing is done on the continent.



ICEYE

ICEYE

Poland's ICEYE is taking advantage of the "CubeSat revolution," a new wave of space companies democratizing access to spacetech by creating smaller, cheaper, more flexible, and easier-to-transport satellites. Founded by Rafał Modrzewski, the company is a leader in the "New Space" movement, using technology breakthroughs to provide high-resolution, on-demand images of the entire world, no matter the weather or time of day. Previously, this technology was only available to a handful of governments.

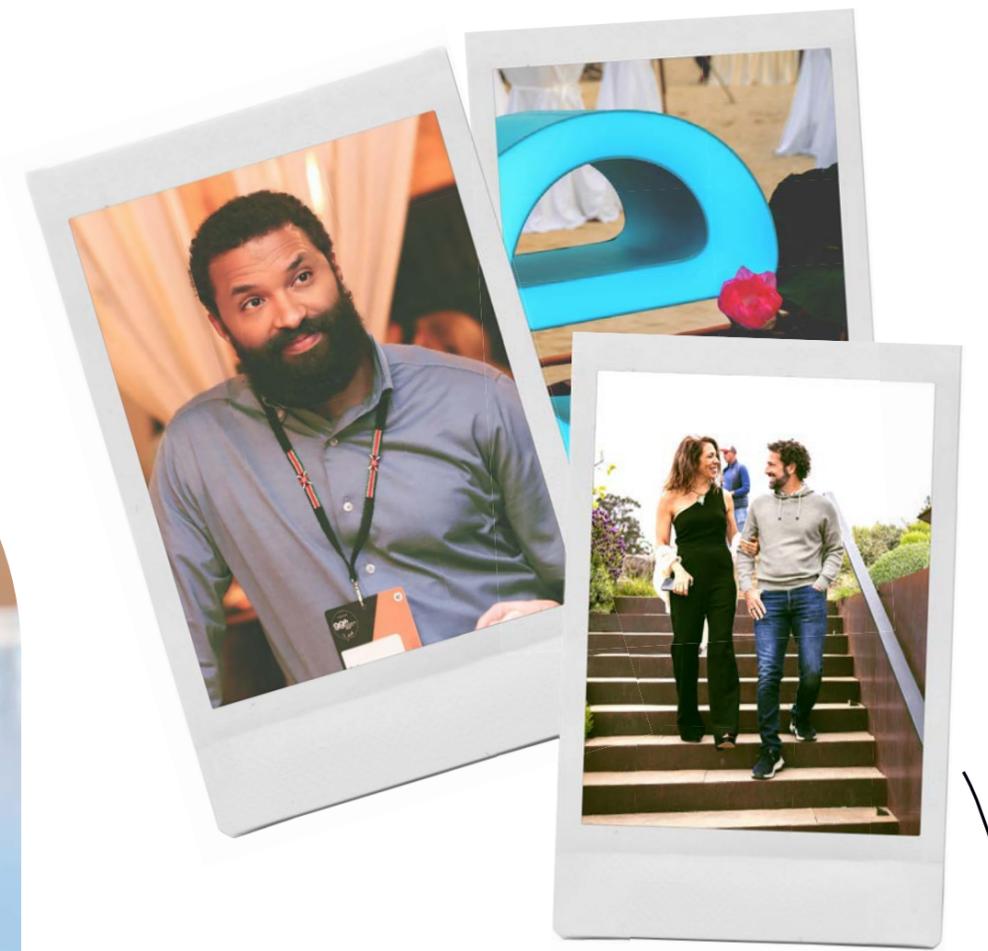




Selection as a Service

Of the more than 5,000+ companies we reviewed in 2024, only 89 made it through our multi-step process and were selected at one of our International Selection Panels. Every selected entrepreneur shares the goal of building a high-impact company, but they come from a huge range of industries and geographies.

Endeavor Entrepreneurs selected last year include Iraq's largest ride-hailing app, Nigeria's leading remittances platform, and Poland's fastest-growing AI company.

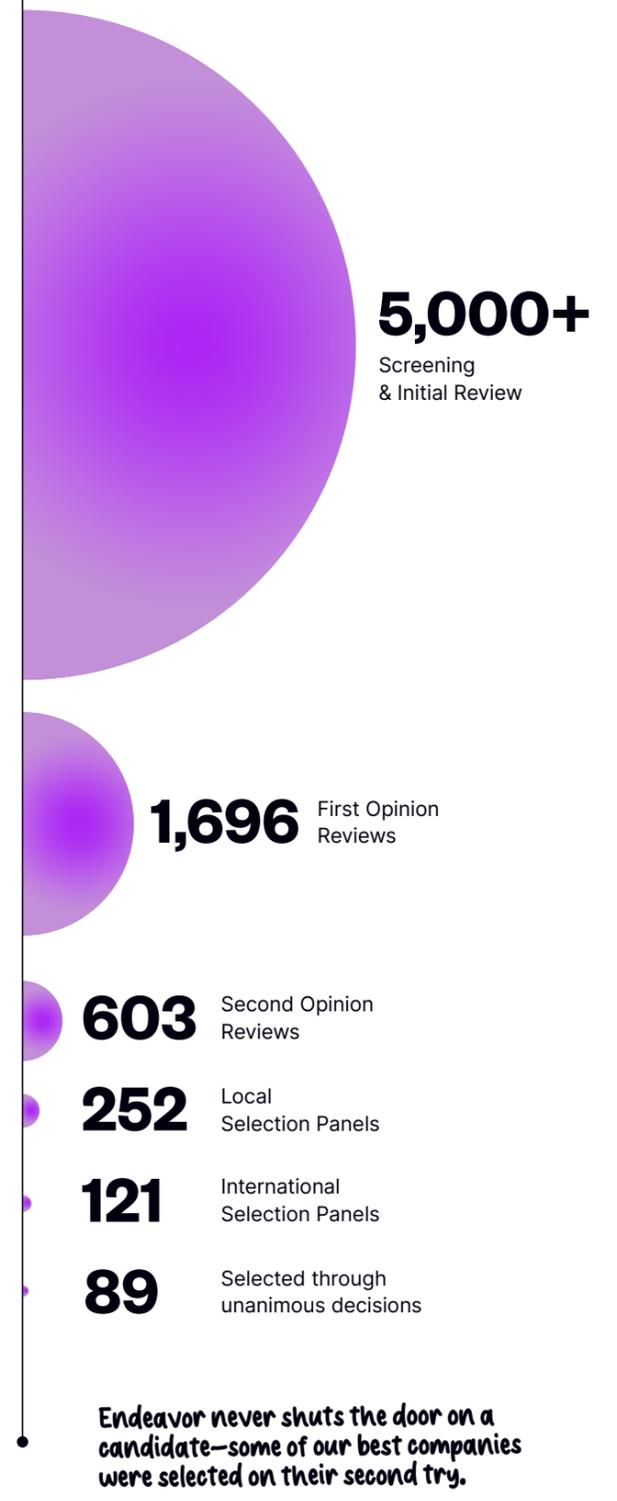


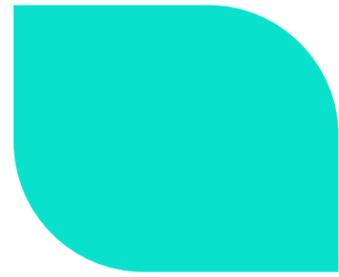
Wences Casares, founder of Argentina's Patagon, was selected in 1998 and is still a proud Endeavor Entrepreneur to this day.

The Process Behind Selecting Endeavor Entrepreneurs

At each step, global mentors and panelists don't just assess a candidate's potential to be a role model in their ecosystem—they offer game-changing insights. Whether it's refining growth strategies, identifying blind spots, or sharpening the founder's vision, the process is as much about supporting founders as it is about evaluating them. And here's the key: Endeavor selects founders, not companies. Once you're an Endeavor Entrepreneur, you're always an Endeavor Entrepreneur.

Data from: Jan 2024-Dec 2024





Evan Bullington, Endeavor's Lead Director of Entrepreneur Selection, shares insights into the rigorous evaluation process, why some candidates don't make it to the final stage, and the shifting trends in how panelists assess companies.

From the rise of sustainable growth strategies to standout industries like frontier tech, fintech, and healthcare, Evan reveals what it takes to join Endeavor's global network.

1. With Endeavor's rigorous selection process and a low acceptance rate, what are the main reasons candidates don't get approved at the final stage?

The main reason companies don't make it through the final step, the International Selection Panel, often comes down to timing. Sometimes, we see promising early signals, but the business hasn't yet proven the product-market fit to achieve the 10X potential we're looking for. Occasionally, entrepreneurs struggle to clearly and confidently communicate their vision or strategy, which can make it harder for panelists to fully buy in to their ability to execute. At Endeavor, we're looking for transformative businesses and entrepreneurs who can create scalable impact. If the market, problem, or product doesn't seem substantial enough to reach that level, it can be a deciding factor.

2. Do you see any trends in how panelists evaluated companies in 2024 versus in past years?

In the past, particularly around 2020 and 2021, panelists often encouraged founders to adopt a high-burn, rapid-growth strategy due to the abundance of capital available. Panelists would say, "It doesn't matter how much you burn; just go out and spend." In 2023 and 2024, however, the focus has shifted dramatically. Panelists have a lower

In 2024, companies were growing at 2x per year, down from nearly 3x in 2022—still fast, but more sustainable.

1 in 3 newly selected companies are now profitable, twice the rate of 2022.

tolerance for unsustainable business practices, whether in the model or the growth strategy. They prioritize responsible growth and efficiency, always with an eye on the path to profitability. Founders are expected to show they can build durable, efficient businesses and steward their teams through uncertainty.

3. What industries have stood out for their growth and innovation over the past year?

In the past year, several industries have sparked excitement at Endeavor, particularly frontier tech, fintech, and healthcare. Frontier tech has seen a surge in areas like AI, space, and biohacking. For example, space companies like PLD Space in Spain and Dronamics in Bulgaria have emerged, leveraging reduced costs and increased accessibility to space technology. Innovations like Submer's cooling systems for AI-driven data centers have also been game-changers, addressing the global demand for more efficient infrastructure as AI adoption grows. Fintech continues to dominate, reflecting the critical need for financial solutions in Endeavor markets. These industries not only highlight evolving market dynamics but also showcase the innovative ways entrepreneurs are addressing systemic problems and creating opportunities for impact and scalability.

Selection + Mentorship

Making global connections on the way to become an Endeavor Entrepreneur



Daniel Eberhard
KOHO
+ **Jason Wenk**
Altruist



When Daniel Eberhard of Canadian fintech KOHO met Altruist founder Jason Wenk at his International Selection Panel, it proved an ideal pairing.

As a fellow fintech founder with experience scaling and exiting a business, Jason was able to talk Daniel through some of his most pressing challenges. Jason left impressed with Daniel's innovative platform for financial inclusion, as well as his approach to leadership.



Andres Friedman
Solfium

During Solfium's International Selection Panel in December 2024, Andres, its CEO and co-founder, met the founders of Erco Energy. While their businesses are not identical, they share many similarities in terms of market focus, verticals, and challenges.

This connection allowed them to exchange insights on their experiences, strategies, and visions for the future. Andres



Juan Esteban Hincapie & Juan Camilo López
Erco Energy

also connected with Fabio Carrara, founder and CEO of Solfácil, a company operating in the same sector but at a more advanced stage. Their discussions covered the challenges Andres is about to encounter, lessons learned from Solfácil's journey, and strategies for integration and growth.



Fabio Carrara
Solfácil



Roberta & Pedro Vasconcellos,
Woba
José Rogério Luiz
ITU Partners

At Woba's Local Selection Panel, José Rogério Luiz honed in on a critical challenge: differentiation. His feedback pushed the team to sharpen their positioning at a pivotal moment. Panels like these aren't just about selection—they're a space where founders get direct, unfiltered advice from those who've been in their shoes, shaping decisions that drive real growth.



100 International Selection Panels and Counting: The Magic of Endeavor's Global Network



For 28 years, Endeavor has held ISPs around the world. In 2024, at our 100th in Dublin, we had the chance to review both how far we've come and what remains unchanged. Our mission and our process are the same.

Successful Endeavor Entrepreneurs have moved on to serve as panelists, selecting and inspiring the next generation of founders. It's a virtuous cycle of community inspiring community.

Behind the Curtain at an International Selection Panel: A Look At Who a Founder Meets During The Process

At the 100th ISP in Dublin, more than 20 seasoned mentors traveled from around the world—from the Philippines to Spain to Puerto Rico—to help select the next generation of Endeavor Entrepreneurs. Pictured on the left is one of the panels that took on this task, ultimately selecting entrepreneurs from five companies: Baly, Pipo Saúde, Thndr, iGenius, and Raylo.



Sergio Furio,
Founder & CEO,
Credits

Monica Brand Engel,
Co-founder & Managing
Partner, Quona Capital

Jason Borschow,
Founder & CEO,
Abarca

Martin Escobari,
Co-President,
General Atlantic

Arvind Rajan, Co-founder
& Executive Chairman,
Cricket Health

Taddy Hall,
Senior Partner,
Lippincott



I'm a tough interviewer because I believe it shakes people up. When you shake them up, they listen, and maybe it positively affects their trajectory by one degree. One degree might not seem like much now, but over time, it's the difference between 1X and 10X growth."

– Martin Escobari

Co-President of General Atlantic and Endeavor Mentor



100th ISP
Photograph by Mark Harrison
Dublin, 2024

endeavor
More Than Scale.
Multiply.



We



Support

We support Endeavor Entrepreneurs with our expansive global network, unrivaled peer-to-peer community, and highly-curated services.

The Support Journey

In December 2023, high above New York City's financial district, David Vélez, the founder of Latin America's largest fintech, Nubank, met with 20 global entrepreneurs for an intimate Q&A session organized by Endeavor. Among those in attendance were Tjaart van der Walt and Coen Jonker, co-founders of Tyme Group, a digital bank transforming financial access across South Africa.

At the time, Endeavor's president, Adrian Garcia-Aranyos, decided to make an introduction. Fast forward a year, and

Nubank just led Tyme's \$250M Series D funding round in December of 2024.

Transformative connections between entrepreneurs are at the center of what we do at Endeavor.

We believe the right relationship can mean the difference between scaling up or stalling for a company, so we're committed to building a trusted space for entrepreneurs to build relationships and exchange critical wisdom, support, and resources.



TymeBank's Journey: 360° Support for Global Impact

Endeavor provides a full spectrum of support to ensure our Entrepreneurs have access to the right opportunities at the right time, creating a pay-it-forward cycle of impact and growth.

Here's how Endeavor's global network supported TymeBank's journey:

1. Capital Access:

We facilitated introductions to global investors who understand the complexities of geographic diversity, helping TymeBank raise critical funding.

2. Market Expansion:

We connected TymeBank with local partners, provided insights for customer acquisition, and advised on product localization to successfully expand into new markets.

3. Strategic Connections:

At Endeavor's Global Gala, David Vélez, co-founder and CEO of Nubank, met TymeBank's founders through a curated introduction. This connection culminated in Nubank leading TymeBank's \$250M Series D round in December 2024.

4. Expert Mentorship:

Fintech experts from our global network guided TymeBank on growth strategies, customer acquisition, product development, and plans for a future IPO.

5. Local Leadership:

Tjaart van der Walt, TymeBank's co-founder, joined Endeavor South Africa's Board to provide strategic guidance to the local team.

6. Pay-It-Forward Platform:

Coen Jonker, TymeBank's co-founder, now serves as an International Selection Panelist and mentor, exemplifying the virtuous cycle of Endeavor Entrepreneurs supporting the next generation.

Global Community

Building a Boundless Global Home

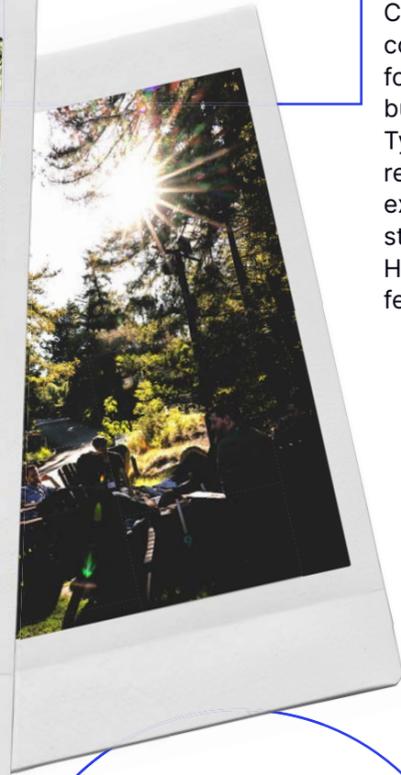
In 2024, Endeavor brought entrepreneurs from 45 countries together, creating spaces where borders dissolve, connections deepen, and ideas flourish.

Mentors from Pakistan connected with founders from Nigeria, a Mexican COO shared insights with a unicorn founder from Dubai, and an investor from London engaged with fintech co-founders from Buenos Aires.

From Riyadh to California, our community united to share knowledge, grow as leaders, and inspire one another to think and dream bigger.



Reed Hastings spoke with our founders during the Outliers Retreat in Scotts Valley, California.



Outliers Retreat

At the invite-only Outliers Retreat in Scotts Valley, California, Outliers from 30+ countries connected with fellow founders, grew as leaders, and built lasting relationships. For TymeBank's Coen Jonker, "the retreat was the most energizing experience I've had since starting our business." Unifonic's Hassan Hamdan called it "one of few magical places in life."



The Outliers Retreat is a once-in-a-lifetime experience, one of the best opportunities to scale as a founder while meeting some of the best minds in our industry.

Gaston Irigoyen
Co-founder & CEO of Pomelo and Endeavor Entrepreneur

Fintech Forward

In October, Endeavor hosted 500+ global fintech leaders at the first-ever Fintech Forward in Riyadh, Saudi Arabia. The event featured an exclusive industry tour, a networking dinner, and a lineup of distinguished speakers, including Wamda Capital founder Fadi Ghandour, Saudi Venture Capital Company's H.E. Dr. Nabeel Koshak, and General Atlantic's Bill Ford. Attendees also gained insights from key figures such as Saudi Capital Market Authority's H.E. Mohammed Alkuwaiz, making it a truly transformative gathering for the fintech ecosystem.



Executive Education Programs

In 2024, we brought over 140 high-impact entrepreneurs and their key executives together to attend exclusive, tailored programs at Harvard, Stanford, and MIT. These immersive, 5-day courses provided insights on scaling businesses, innovating products, and building resilient teams. Entrepreneurs engaged in real-world simulations, case studies, and peer-to-peer learning with leaders from 45+ markets, fostering a unique community that inspires breakthroughs and accelerates global impact.



Mentorship in Action: How the CEO of Etsy Guided Satispay Through Developing a Loyalty Program

In a 1:1 session, Etsy CEO Josh Silverman mentored Italian Endeavor fintech Satispay on developing a customer loyalty and rewards program. As the former lead for consumer financial products at American Express, Josh provided valuable insight into the consumer financial landscapes in the U.S. and Europe, offering deep dives into loyalty programs from Capital One and AMEX.

By the end of the session, founders Dario Brignone and Alberto Dalmasso had a clearer understanding of how to structure their loyalty program, including sticky incentives for customers and market positioning. They also identified key next steps, such as prioritizing strategic partnerships.



Dario Brignone
Co-Founder & CTO, Satispay



Josh Silverman
CEO, Etsy



Global Hubs & Global Homes

In 2024, Endeavor laid the groundwork to launch Global Hubs in entrepreneurial hotspots around the world, establishing them as a second home for diaspora Endeavor Entrepreneurs and a space to convene and connect our founders through bespoke global programs.

These hubs are designed to enhance market expansion and capital opportunities for Endeavor Entrepreneurs while amplifying the Multiplier Effect™ of diaspora founders.

In 2024 we celebrated the launch of our Global Hub in London. A premier city for founders and top investors, London attracted three times more funding in 2023 than all Latin American countries combined. It is also home to 60+ Endeavor Entrepreneurs from 30 countries, with over 100 having operations in the city.

This dynamic ecosystem is reshaping all kinds of industries and serves as the European base of choice for many top international

funds. Through the new London hub, Endeavor will play a pivotal role in connecting entrepreneurs to this robust network of investors.



“Endeavor has worked hard to create thriving ecosystems all over the world. Now, we bring this powerful community and the Endeavor Multiplier Effect™ to London.”

Constanza Castro Feijóo
Head of London, Endeavor Global



Endeavor Outliers
Photograph by Drew Bird
Scotts Valley, 2024

We



Elevate

We elevate Endeavor Entrepreneurs as aspirational role models and provide avenues for them to mentor and inspire others to reimagine what is possible.



Inspiring the Next Generation

We elevate Endeavor Entrepreneurs as role models to inspire the next generation of founders; and offer opportunities for them to share their experiences directly with different audiences around the world.

Pay it Forward Platform

Endeavor Entrepreneurs' success is not limited to scaling their companies. We provide a platform for them to multiply their impact within and beyond their ecosystem by inspiring, mentoring and reinvesting in the next generation of founders.



I mentor entrepreneurs, honestly, because I'm curious. You learn about their struggles. You empathize and you reflect on your own struggles. Hopefully, by doing that, you help them but also help yourself. And infect that entrepreneur with the desire to mentor others.

Aldi Haryoprato
Endeavor Entrepreneur,
Board Member, Angel Investor



People think that mentorship is all about teaching. I don't see it that way. Mentorship is all about learning. Every time someone puts a problem in front of you, you're trying to push yourself to find a solution, and that's rejuvenating.

Sergio Furio
CEO of Creditas,
Endeavor Entrepreneur and
Endeavor Brazil Chairman



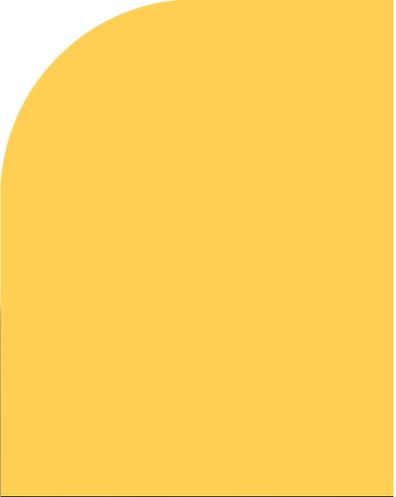
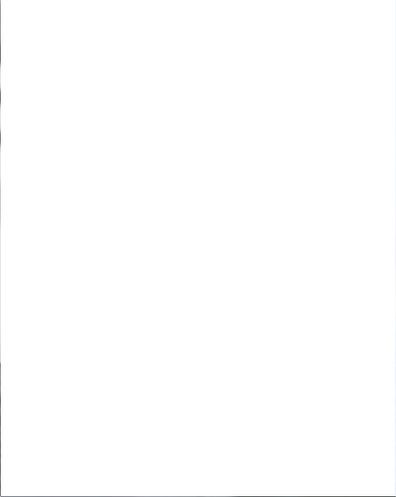
Investing in the Future of Endeavor

Entrepreneurs can invest in the future of the organization by allocating space in eligible rounds for Endeavor Catalyst and by becoming LPs in the fund. Some have ultimately been invited to become Board Members of their Endeavor office.

Mentoring Fellow Entrepreneurs

Endeavor Entrepreneurs serve as mentors to fellow entrepreneurs who are facing hurdles their mentors have already overcome, and to the future generation of Endeavor Entrepreneurs by reviewing candidates and serving as Selection Panelists.



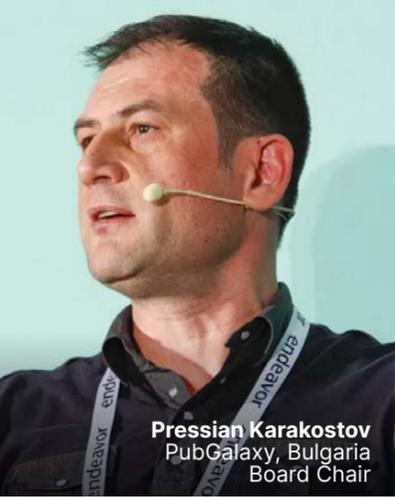
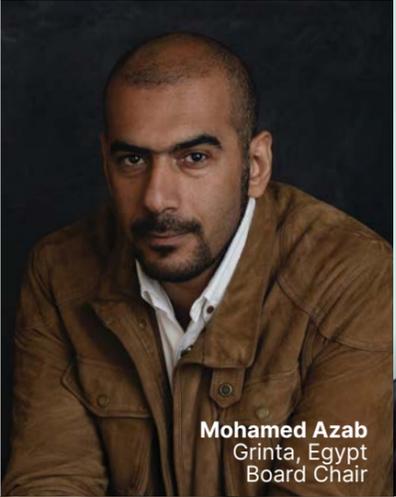
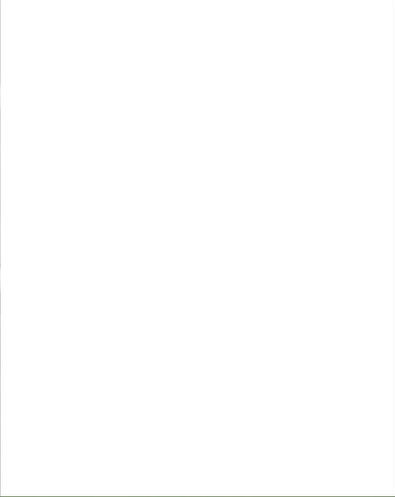
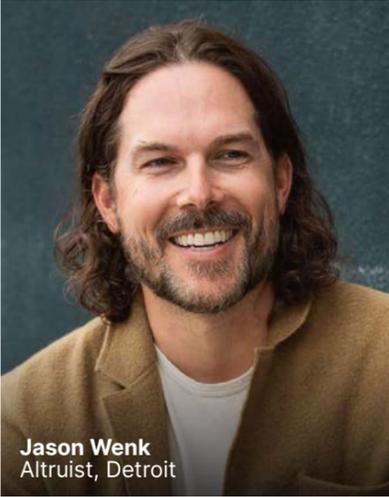
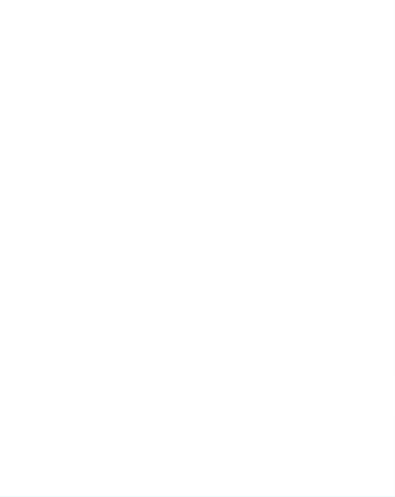


Martin Migoya
Globant, Argentina,
Board Chair

Luke Nguyen
Athena Studio, Vietnam

Songe LaRon
Squire, Western NY

Deem Albassam
INDPT, Saudi Arabia



Jason Wenk
Altruist, Detroit

Mudassir Sheikh
Careem, Pakistan
Board Chair

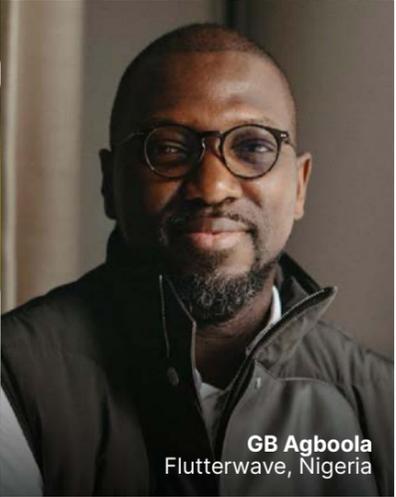
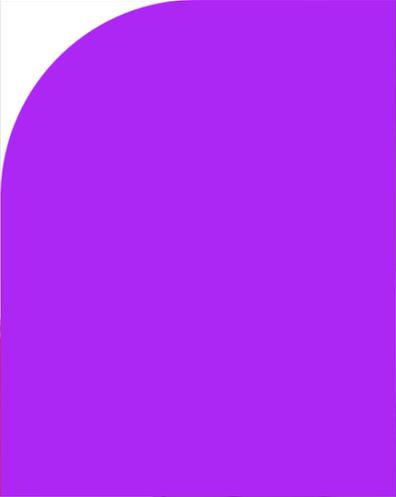
Mohamed Azab
Grinta, Egypt
Board Chair

Pressian Karakostov
PubGalaxy, Bulgaria
Board Chair

**Endeavor
Entrepreneurs
Leading the Way**

87 Endeavor Entrepreneurs are actively serving on Local Endeavor Boards*, driving impact and shaping ecosystems globally.

*As of November 2024

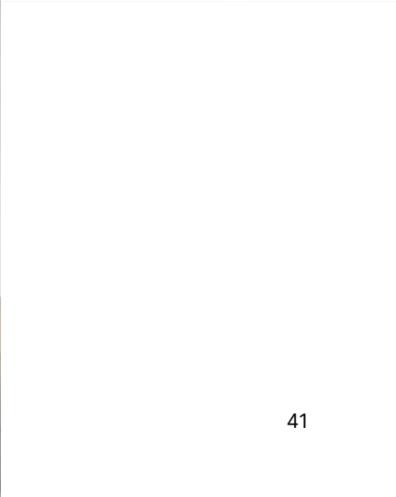
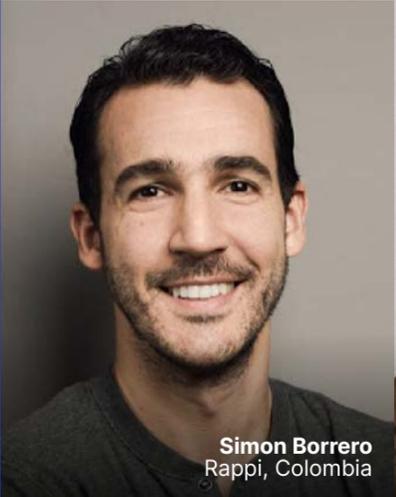
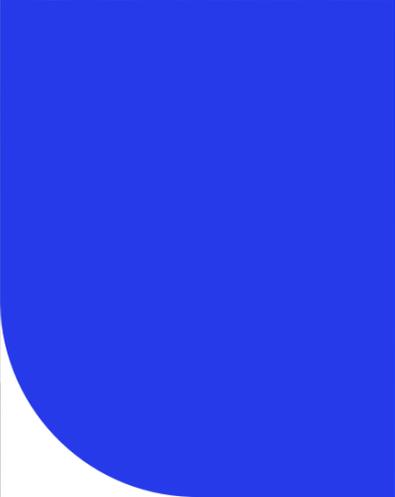
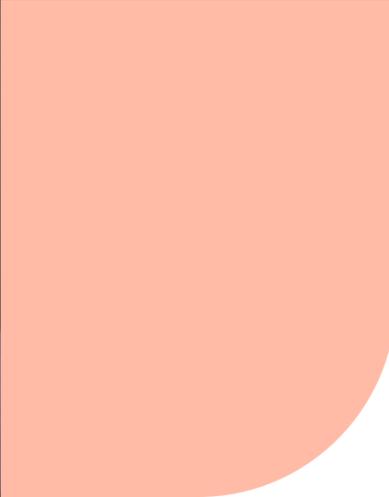


Hande Cilingir
Insider, Turkiye

Sergio Furio
Creditas, Brazil
Board Chair

GB Agboola
Flutterwave, Nigeria

Verónica Pascual Boé
Asti Foundation, Spain
Board Chair



Melvyn Lubega
Go1, South Africa

Karim Beguir
Instadeep, Tunisia

Simon Borrero
Rappi, Colombia

Eric Cheng
Carsome, Malaysia



Investor Meeting
Photograph by Drew Bird
San Francisco, 2024

We



Invest in

We invest in Endeavor Entrepreneurs through our rules-based fund, Endeavor Catalyst.

Endeavor Catalyst

Endeavor Catalyst is Endeavor's global investment fund focused primarily on "elsewhere markets" overlooked by traditional venture capital. Endeavor Catalyst has three primary goals: financially support Endeavor Entrepreneur-led companies, connect LPs to global investment opportunities that generate competitive returns, and make Endeavor a financially self-sustaining organization through our pioneering 50/50 profit sharing model.



Scaling with Endeavor Catalyst's Support: From Türkiye to 28 countries, Insider's AI-powered Martech journey has been backed by Endeavor Catalyst.

Founded in 2012, Turkish Martech company Insider offers e-commerce marketing SaaS powered by AI targeted for enterprise customers and available in 12+ natively-supported channels. From its early days in Turkey, Insider has expanded to 28 countries across five continents. And from day one it has been supported by Endeavor.

D rounds. As part of Insider's \$500M Series E led by General Atlantic, we sold a portion of our holdings, representing a 6x Multiple on Invested Capital (MOIC) on our initial investment.

We first joined forces with Insider in 2014, selecting them as an Endeavor company. Since then, Insider has been recognized on multiple occasions in our Outliers Program, which highlights the fastest-growing companies in the Endeavor network.

But as ever, Endeavor's investment in Insider goes way beyond the financial. As Insider expanded, we reached out to our network to guide the company through its rapid growth and global expansion and facilitated introductions to top-tier investors, provided guidance on fundraising strategies, and offered support in conducting reverse due diligence and navigating the complexities of raising capital. "Endeavor has always been a trusted partner helping us grow in every way," says CEO and co-Founder Hande Cilingir.

Endeavor Catalyst, our rules-based co-investment fund, co-invested in Insider's Series C and Series

Our Investment Approach: Criteria for Endeavor Catalyst Investments

Leveraging our rules-based co-investment approach, we've made over 350 investments across 30+ countries.

-  We invest in Endeavor Entrepreneur companies (up to 10% of the round, max \$2M)
-  raising equity rounds of \$5M+
-  led by a qualified, institutional investor.

Our guiding principles have remained consistent since day one.

Financially support Endeavor Entrepreneur-led companies.

Connect LPs to leading global investment opportunities that generate competitive returns.

Make Endeavor a financially self-sustaining organization through our pioneering 50/50 profit-sharing model.

Endeavor Catalyst Committee

Our Endeavor Catalyst Committee reviews and approves each investment, ensuring alignment with our rules.



Reid Hoffman
Co-founder, LinkedIn
Partner, Greylock
Chair, Endeavor
Catalyst Committee



Nick Beim
Partner,
Venrock



Joanna Rees
Executive Chairman,
West Global



Nicolas Szekasy
Co-founder & Managing
Partner, Kaszek
Former CFO, Mercadolibre
Endeavor Entrepreneur

When Reid joined our Global Board in 2011, he seeded the idea that led to Endeavor Catalyst.

Fund Returners Index - Top 50 Fellows

Excellence Investing in Category and Firm-Defining Entrepreneurs

of Unicorns (Category-defining startups)

of Unicorn Exits (Firm-defining startups)

Sum Of Exit Valuations (\$B)

Each of the above accounts for 33% of the total Rank Weight



Allen Taylor
Endeavor Catalyst
KF Class: 16
United States
59 | 13 | \$24.36



Yinglan Tan
Insignia Venture Partners
KF Class: 15
Singapore
7 | 3 | \$34.08



Justin Fishner-Wolfson
137 Ventures
KF Class: 14
United States
17 | 5 | \$21.75



Fredrik Cassel*
Creandum
KF Class: 12
Sweden
9 | 3 | \$32.33



Anshu Singh*
Peak XV Partners
KF Class: 11
India
6 | 1 | \$27.87



Miriam Rivera***
Ulu Ventures
KF Class: 15
United States
8 | 2 | \$24.00



Clint Korver***
Ulu Ventures
KF Class: 14
United States
8 | 2 | \$24.00



Eric Perez-Grovas
Wolff
KF Class: 22
Mexico
5 | 2 | \$21.30



Rob Rueckert
Sorenson Capital
KF Class: 12
United States
15 | 4 | \$9.03



Nathan Harroch
Ergen Investments
KF Class: 27
Monaco
4 | 1 | \$20.00

Topping the Kauffman Fund Returners Index: A Testament to the Overlooked Potential of Underserved Markets

In 2024 Endeavor Catalyst's Managing Partner Allen Taylor took the top slot in the Kauffman Fund Returners Index. This first-place ranking isn't just a testament to Allen's leadership, but to Endeavor Catalyst's philosophy of investing in underserved markets. Traditional investors too often overlook talented entrepreneurs outside traditional tech hubs creating huge opportunities for investors willing to think outside the box.

We have proven our model over 10+ years

4

Funds

\$540M+

Assets Under Management

350+

Investments

30+

Countries

61

Companies Valued at 1B+

27

Exits

11

Publicly-Listed Companies

92%

Companies Still Operating or Exited

This page reflects data as of February, 2025.

Endeavor Catalyst is a top Unicorn investor "Elsewhere"

As of Dec 30, 2024. Source: Pitchbook, CB Insights.

"Elsewhere" Markets is Endeavor's term for entrepreneurial ecosystems traditionally overlooked by venture capital.

Rank	Investor	Unicorns & \$1B+ Exits in "Elsewhere Markets"
1 ^o	SoftBank	74
2 ^o	endeavor CATALYST	52
3 ^o	TIGERGLOBAL	52
4 ^o	GENERAL ATLANTIC	48
5 ^o	Accel	45
6 ^o	Index Ventures	35
7 ^o	INSIGHT PARTNERS	34
8 ^o	DST GLOBAL	32
9 ^o	SEQUOIA	29
10 ^o	KASZEK	26

52
Unicorns Bred "Elsewhere"

valued at:
\$1B+

in pre-\$1B valuation
67%
of the time

Analysis excludes top six VC markets: US, China, India, UK, Germany, Israel.

With 350+ investments across 30+ countries, our fund is globally diversified

**Kabir Barday,
OneTrust (Atlanta)**
\$4B+ Privacy and Security unicorn



USA
33 Investments
9%

Brynne McNulty Rojas and Sebastian Noguera, Habi (Colombia)
Colombia's first female-led unicorn.



LATAM
139 Investments
39%

Hande Cilingir, Insider (Türkiye)
Türkiye's first female-led unicorn.



Europe
61 Investments
17%

Abdulmohsen Albabtain, Turki Bin Zarah, Abdulmajeed Alsukhan, Tamara (Saudi Arabia)
BNPL Saudi unicorn.



Middle East
56 Investments
16%

Eric Cheng, Carsome (Malaysia)
Malaysia's first tech unicorn.



Asia
38 Investments
11%

SSA
27 Investments
8%



Tosin Eniolorunda, Moniepoint (Nigeria)
Nigeria's largest business payments platform.



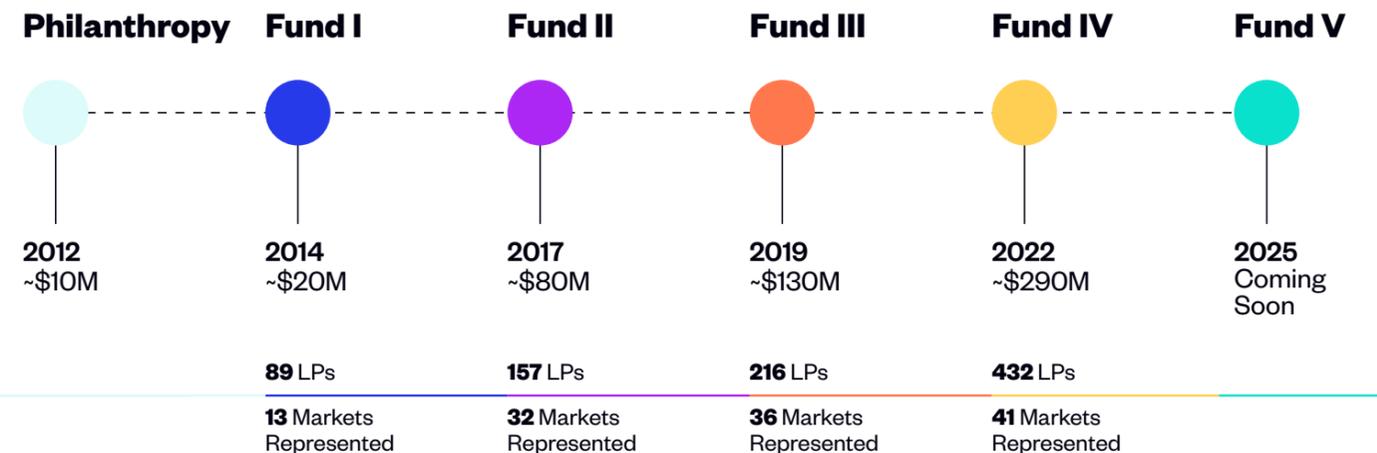
As part of our Vision 2035, we are leading the way in building a self-sustaining hybrid organization model.

12 Years, 5 Funds: Endeavor's Path to Becoming Self-Sustaining

In just over a decade, Endeavor Catalyst has raised half a billion dollars in capital across four funds and invested in over 350 companies across 30+ countries around the world, helping to advance Endeavor's mission to build thriving entrepreneurial ecosystems globally.

From day one, we aimed to create a dependable income source to sustainably fund our nonprofit mission, and enhance it by financially supporting Endeavor Entrepreneurs and generating returns (and awareness of emerging markets) for our limited partners (LPs).

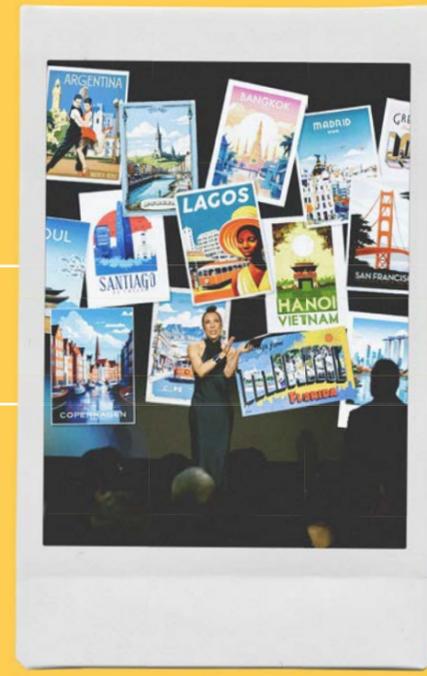
This map reflects data as of February, 2025.





100th ISP
Photograph by Mark Harrison
Dublin, 2024

We



Advance

We advance the conversation around global entrepreneurship and innovation through original content, leveraging Endeavor's proprietary data sets and insights.

Endeavor's Multiplier Effect™

The Endeavor Multiplier Effect™ is the process whereby successful entrepreneurs collectively train, mentor, and invest in the next generation. The Endeavor Multiplier Effect™ jumpstarts and sustains tech ecosystems.

Endeavor Multiplier Map™: Guillaume Pousaz, Founder of Checkout.com

Guillaume Pousaz began his entrepreneurial journey with Opus Payments, an APAC-focused payment service provider. In 2012, he rebranded it to Checkout.com after securing one of the UK FCA's first Payment Institution licenses. The platform revolutionized payment management, enabling retailers to seamlessly expand into new markets through a single API. This technology transformed how businesses maximize revenue and test new geographies, propelling Checkout.com into hypergrowth after securing \$230M in investment in 2019. Today, it's a unicorn, powering global brands like Alibaba, Patreon, and Pizza Hut.

Selected as an Endeavor Entrepreneur in 2018, Guillaume embodies the spirit of global impact. His journey of relentless growth mirrors his belief that his success is just "chapter zero." Beyond building Checkout.com, Guillaume has nurtured ecosystems by mentoring over 30 founders and investing in 28 entrepreneurs. His investments include Stockly, a startup solving retail "out of stock" challenges, and Oponia, which scales ecommerce brands globally.

Guillaume's influence extends beyond his ventures. As a member of the Endeavor Global board, he champions the ethos of giving back. Through mentorship (orange rings on the map), investment (teal), and spinouts

"By spreading the Endeavor Multiplier Effect™ around the world, we are systematically creating a psychology where people are motivated to pay it forward. We're changing the mindset of founders to get away from vanity metrics like valuation and bank accounts toward a place where their personal impact is the true marker of success."

Linda Rottenberg
Co-founder & CEO
of Endeavor

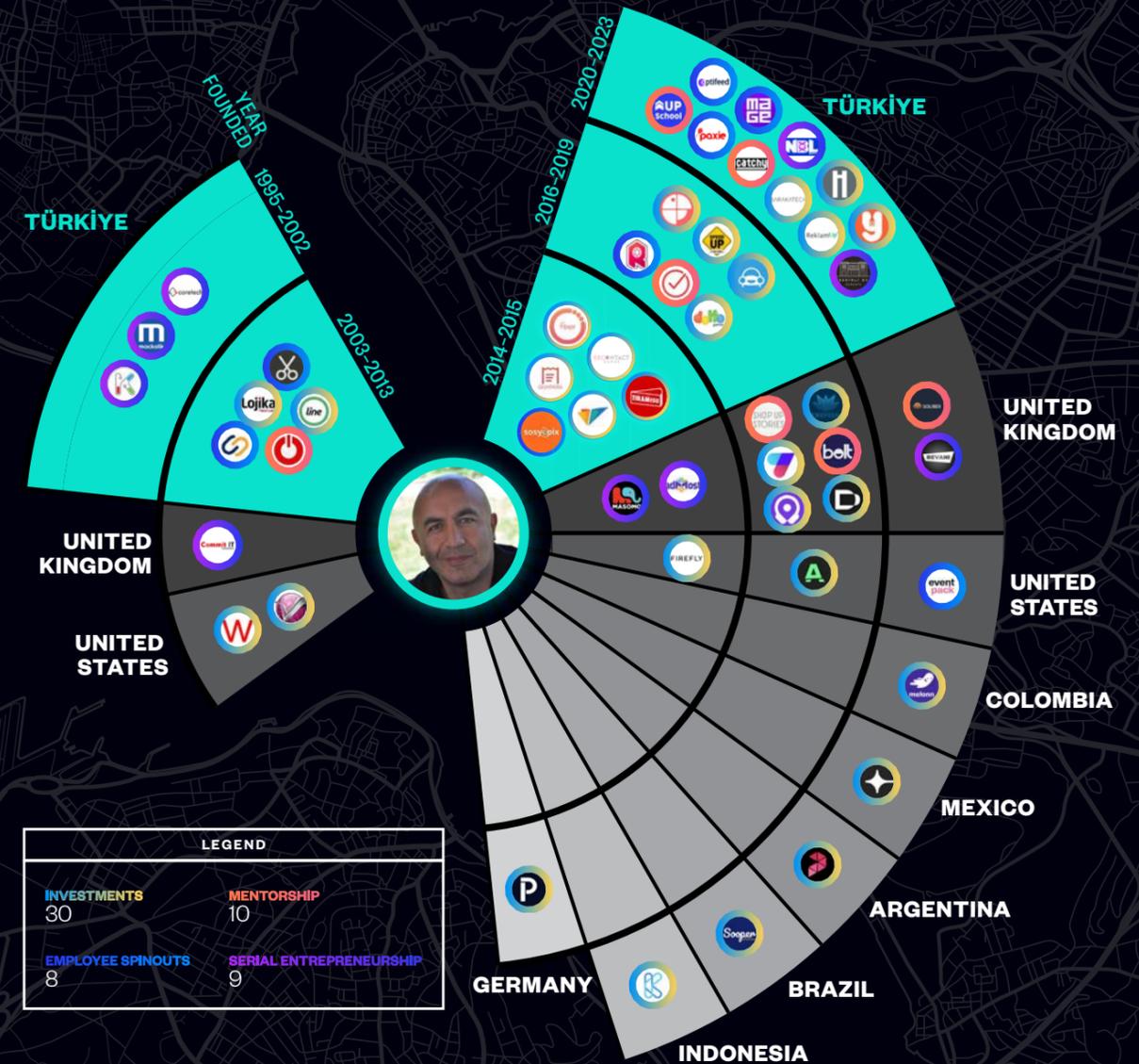
(blue), he has inspired dozens of former employees to launch their own companies, creating ripple effects across ecosystems. "I believe it to be the responsibility of entrepreneurs to enrich and give back," Guillaume says. His commitment exemplifies the Multiplier Effect™, shaping the future by empowering the next generation of high-impact entrepreneurs.



Endeavor Multiplier Map™: Erdem Yurdanur, Serial Founder

Turkish-born Erdem Yurdanur has had impressive success as a serial entrepreneur, founding and selling sports company Mackolik and mobile gaming company Masomo. These days he runs the adtech company Admost and the investment firm Heaventures. But perhaps his most impressive accomplishment is his

Multiplier Effect™. Even after leaving Türkiye, Erdem remained deeply connected to the local entrepreneurial ecosystem. As this graphic shows, Erdem has paid it forward to dozens of aspiring entrepreneurs in Türkiye and around the world.



LEGEND	
INVESTMENTS	MENTORSHIP
30	10
EMPLOYEE SPINOUTS	SERIAL ENTREPRENEURSHIP
8	9

1995	2001	2002	2010	2013	2015	2019	2021	2023
Founded CoreTech	Founded Mackolik	Founded Kokteyl	Became an Endeavor Entrepreneur	Moved to United Kingdom	Founded Masomo	Sold Masomo to Mincilip	Founded VC firm Heaventures	Continues to mentor and support founders

MORE INFORMATION AT [ENDEAVOR.ORG/TURKISHNETWORKS](https://endeavor.org/turkishnetworks).

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Sources: Endeavor Insight interview, LinkedIn, PitchBook, company websites.

Note: Companies are arranged according to the year they were founded and the location of their headquarters. Companies that received more than one type of support appear only once on the chart.

RESEARCH BY:

endeavor
INSIGHT

Mapping Poland's Tech Sector: A Network Analysis of the Entrepreneurship Community

Endeavor Insight partnered with Endeavor Poland to study the entrepreneurship ecosystem for tech companies in Poland. The purpose of the study is to provide insights into the sector's current state, evaluate its strengths and weaknesses, and enable decision-makers to better understand and support local tech entrepreneurship.

Network mapping shows entrepreneurial companies and how they are connected to one another through former employment, mentorship, investment, and serial entrepreneurship. The size of each bubble represents the relative influence of that company's founders on other entrepreneurs in the ecosystem.

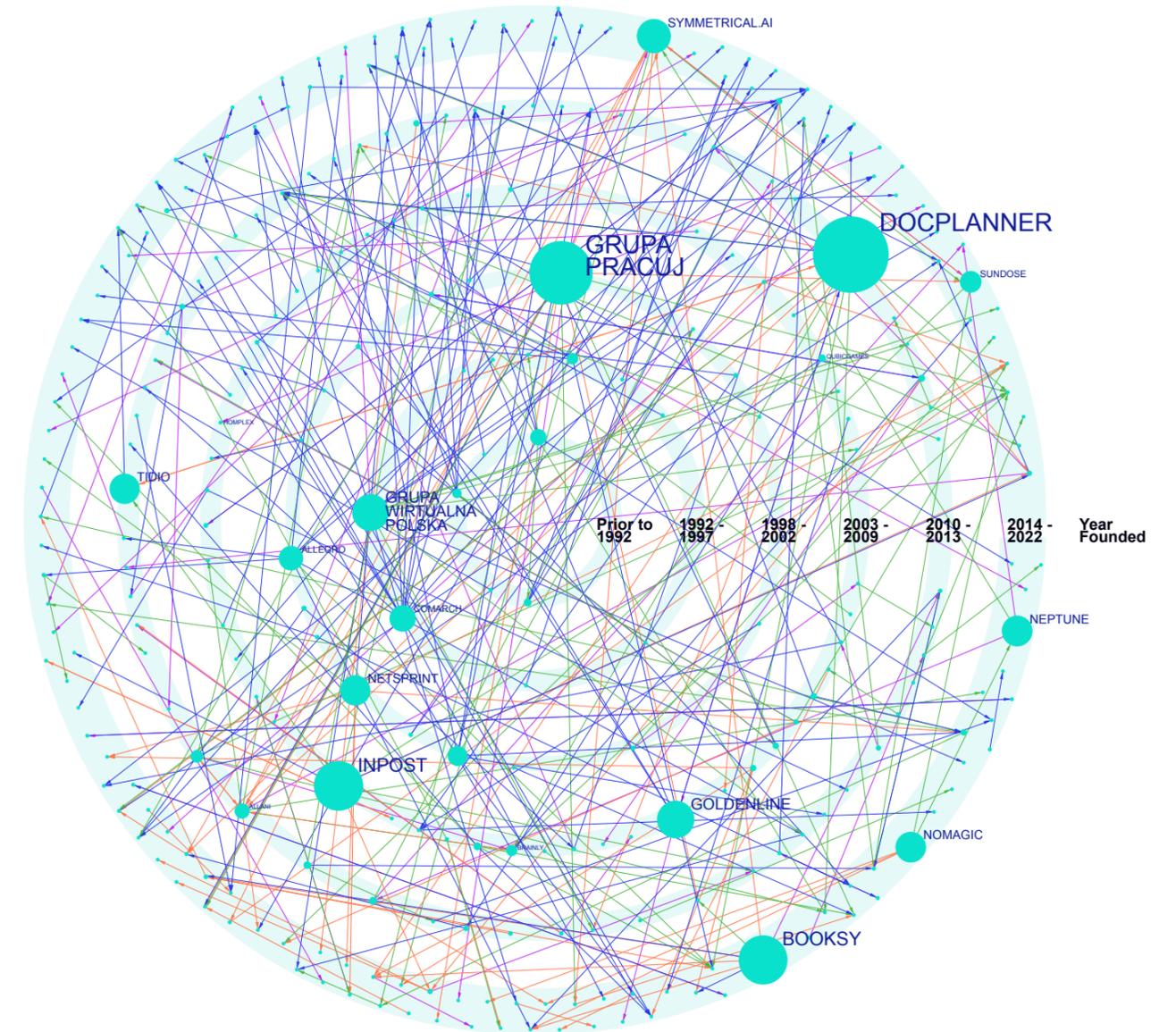
What did we learn?

- Scaleup entrepreneurs are the engine of the economy, but increased support is needed so more companies can scale faster. Tech companies that are "international first" have high growth potential and position Poland to become more globally competitive.
- Tech founders in Poland face several barriers to growing their companies, but scaled companies face different challenges. The top challenge for Poland's tech founders is access to qualified managerial talent, especially among founders of scaled companies.
- Recommendations: Focus resources on companies with the most potential to scale rapidly. Increase local and global connectivity among Polish founders. Provide more tailored support to address the challenges of scaling businesses.



Stefan Batory, founder of Booksy, was selected as an Endeavor Entrepreneur in February 2024 and is already showcasing his potential to become a Multiplier in the Polish ecosystem.

NETWORK MAP OF POLAND'S TECH FOUNDERS



© 2024 Endeavor Global, Inc.

Sources: Endeavor Insight founder interviews and analysis, LinkedIn, Crunchbase, PitchBook, company websites.

Our Global Footprint

Today, We support over 2,900 entrepreneurs across 45+ countries — and counting. This year we continued our active expansion, searching the world to identify markets with a growing pipeline of high-impact entrepreneurs and a vibrant startup scene lacking in scaleup support. In 2024, we launched a new office in Ukraine and a new Global Hub in London.

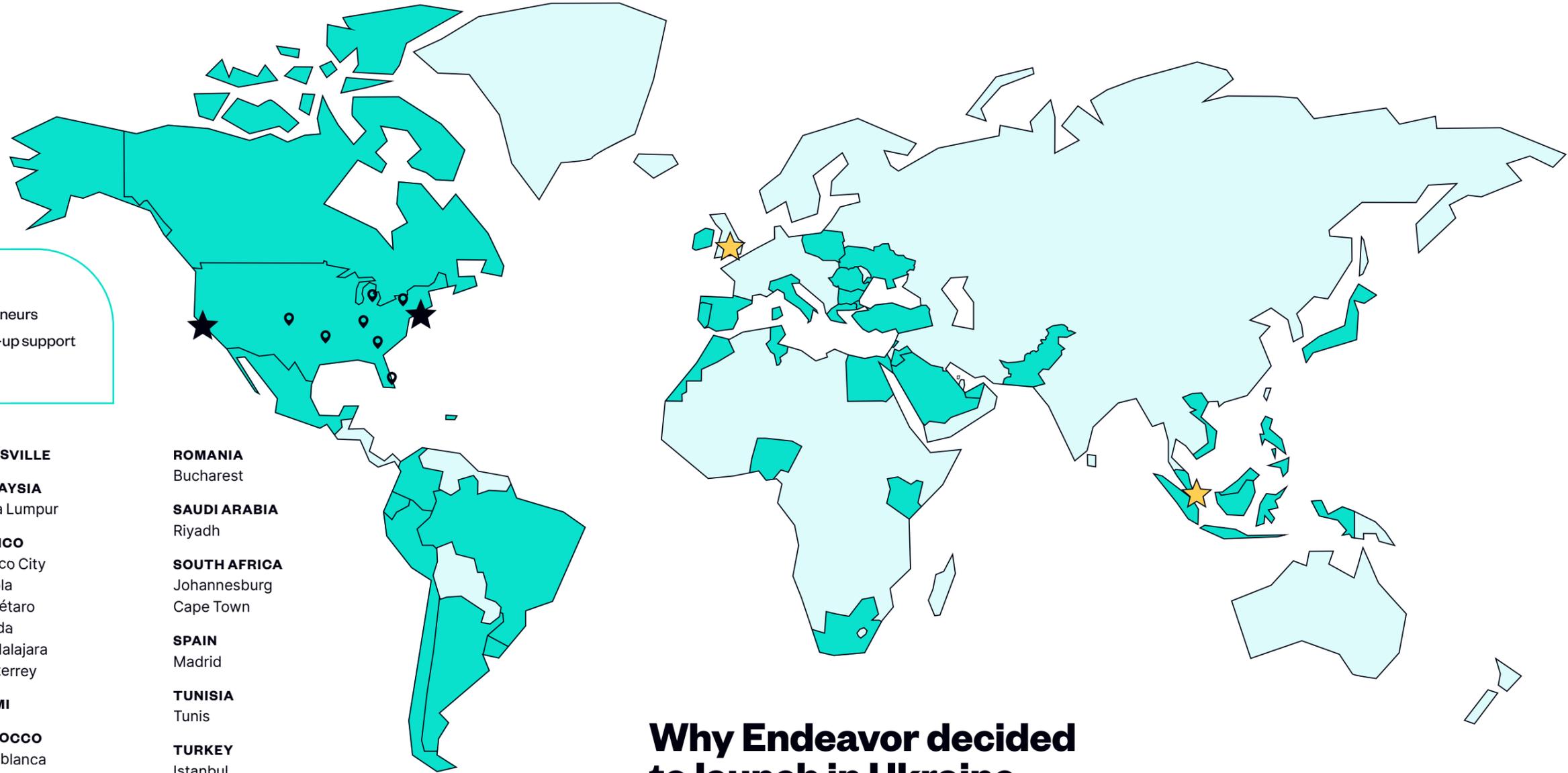
ENDEAVOR HAS OFFICES IN:

45

MARKETS

Endeavor launches in markets with:

- A pipeline of potential high-growth entrepreneurs
- A vibrant start up scene still lacking in scale-up support
- Local “pull” from top business leaders



★ GLOBAL HQs

New York
San Francisco

★ GLOBAL HUBS

London
Singapore

ARGENTINA

Buenos Aires
Córdoba
Rosario
Noa
Cuyo
Patagonia

BRAZIL

São Paulo
Rio de Janeiro
Belo Horizonte
Curitiba
Florianópolis
Porto Alegre
Recife
Fortaleza

BULGARIA

Sofia

CANADA

Calgary

CHILE

Santiago
Patagonia: Puerto Varas
Atacama: Antofagasta

COLOMBIA

Bogotá
Barranquilla
Medellín

COLORADO

DETROIT

ECUADOR

Quito

EGYPT

Cairo

GREECE

Athens

INDONESIA

Jakarta

IRELAND

Dublin

ITALY

Milan

JAPAN

Tokyo

JORDAN

Amman

KENYA

Nairobi

LEBANON

Beirut

LOUISVILLE

MALAYSIA

Kuala Lumpur

MEXICO

Mexico City
Puebla
Querétaro
Mérida
Guadalajara
Monterrey

MIAMI

MOROCCO

Casablanca

NIGERIA

Lagos

NW ARKANSAS

PAKISTAN

Karachi

PERU

Lima

PHILIPPINES

Manila

POLAND

Warsaw

PORTUGAL

Lisbon

PUERTO RICO

ROMANIA

Bucharest

SAUDI ARABIA

Riyadh

SOUTH AFRICA

Johannesburg
Cape Town

SPAIN

Madrid

TUNISIA

Tunis

TURKEY

Istanbul

UKRAINE

Kyiv

UNITED ARAB EMIRATES

Dubai

URUGUAY

Montevideo

VIETNAM

Ho Chi Minh City

WESTERN NY

HIGH-POTENTIAL LAUNCHES

Regional Gulf (Bahrain, Kuwait, Oman, Qatar)
New Zealand

Why Endeavor decided to launch in Ukraine

Endeavor launched in Ukraine to support the country's entrepreneurs—those who remain in Ukraine and those who have temporarily relocated but aim to stay connected to their home ecosystem. Since the war began, 1-in-3 Ukrainian startups have had to relocate partially or entirely, creating a risk that these talented entrepreneurs may integrate into other ecosystems instead of reinvesting in Ukraine's future.

Despite the ongoing war, Ukraine continues to produce world-class tech talent, with companies like Grammarly and GitLab showcasing its global potential. The country's startup ecosystem ranks among the Top 50 worldwide, and the tech sector is still growing at 5%+ annually. Endeavor's mission is to keep this momentum alive by connecting Ukrainian entrepreneurs with mentorship, global markets, and foreign capital, resources that are often hesitant to engage with a country at war. By supporting Ukraine's entrepreneurs today, we are paving the way for a stronger, more resilient post-war economic recovery.

Our first Endeavor Entrepreneur from Ukraine, Anton Pavlovsky, CEO of Headway, was selected in February 2025.





KCW
904H

TOURIST VEHICLE

TSV

80
KPM

HAL

Board Members

“I believe it to be the responsibility of entrepreneurs to enrich and give back to the ecosystem, by sharing insights and connections. It is an honor and privilege to spend time with scaleup entrepreneurs who will shape the future and that’s why I’m so excited to serve on the Endeavor Global board.”

GUILLAUME POUSAZ

Founder & CEO, Checkout.com
Endeavor Entrepreneur
Joined the Endeavor Global Board in 2022

Global Board of Directors

Edgar Bronfman, Jr.

Chairman, Co-founder & General Partner, Waverley Capital; Executive Chairman, Global Thermostat; Managing Partner, Accretive LLC
Board Chair

Guillaume Pousaz

Founder & CEO, Checkout.com
Endeavor Entrepreneur

Hooi Ling Tan

Co-Founder, Grab

Javier Olivan

VP of Central Products, Meta

Joanna Rees

Managing Partner, West

Linda Rottenberg

Co-founder & CEO, Endeavor

Martin Escobari

Co-President, Managing Director and Head of Latin America, General Atlantic

Matt Harris

Partner, Bain Capital Ventures

Nick Beim

Partner, Venrock

Nicolas Szekasy

Co-founder & Managing Partner, Kaszek Ventures
Endeavor Entrepreneur

Reid Hoffman

Co-founder, LinkedIn; Partner, Greylock
Endeavor Catalyst Chairman

Shu Nyatta

Managing Partner, Softbank

Veronica Allende Serra

Founding Partner, Pacific Investments & Innova Capital

Jason Green

Founder & General Partner, Emergence Capital Partners
Emeritus

Peter Kellner

Founder & Managing Partner, Richmond Global; Co-founder, Endeavor
Emeritus

Global Ambassadors

Our global ambassadors are an annual cohort of leading entrepreneurs and executives who pay it forward by sharing their knowledge and expertise with the next generation of successful entrepreneurs. See our 2024 Global Ambassadors below.

Are you interested in becoming a Global Ambassador? Contact us at partnerships@endeavor.org.

Armando Mann

Founder & CEO, EVAS Global

Chris Misner

Advisor and Former President of International, Roblox

Diego Piacentini

Founder, View Different

Francisco Alvarez-Demalde

Co-founder and Managing Partner, Riverwood Capital Partners

Jeff Brody

Partner and Co-founder, Redpoint Ventures

Josh Silverman

CEO, Etsy

Kevin Ryan

Founder and CEO, AlleyCorp

Luis Lora

Managing Partner, Globo Ventures

Monica Brand Engel

Managing Partner & Co-Founder, Quona Capital

Nicolas Aguzin

CEO of International Private Bank, J.P. Morgan

Roshini Bakshi

Managing Director, Everstone Capital Advisors

Scott Sobel

Co-Founder and Managing Director, Valor Capital Group

Local Boards of Directors

⦿ indicates Board Member is an Endeavor Entrepreneur



ARGENTINA

⦿ **Martín Migoya**
Co-founder & CEO, Globant
Board Chair

⦿ **Nicolás Szekasy**
Co-founder & Managing Partner, Kaszek
Board Vice Chair

Alec Oxenford
Co-founder, OLX

⦿ **Alejandro Larosa**
Co-founder & President, Agrofy

Alfredo Poli
Director, Petroplastic

Carlos Miguens
President, Grupo Miguens

⦿ **Eduardo Bastitta**
Co-founder & CEO, Plaza Logística

Eduardo Eisztain
Chairman, IRSA

Federico Braun
President, SAIEP

Federico Lauria
Co-founder, Dale Play

Franco Mignacco
President, Minera Exar

⦿ **Guibert Englebienne**
Co-founder & CTO, Globant

Karina Roman
Chair, Puerto Asis Investments

⦿ **Luciano Nicora**
Co-founder, Addventure Club Investor

⦿ **Marcos Galperin**
Co-founder & CEO, MercadoLibre.com

⦿ **Nelson Duboscq**
Co-founder & CEO, Digital House

Nicolás Sanchez
CEO, Grupo Prima

Roberto Souviron
Founder, Win Win Ventures

Sofía Pescarmona
CEO, Bodega Lagarde



ATLANTA

⦿ **Tony Summerville**
Founder, Fleetio
Board Chair

Brittany Boals Moeller
Managing Director, Southeast Region
Head, Private Wealth Management & Institutional Client Solutions, Goldman Sachs

Dave Gray
CEO, Stonybrook Ventures

David Cummings
Founder & CEO, Atlanta Ventures

⦿ **Dave Keil**
CEO, Lakeside Software

Jewel Burks Solomon
Managing Partner, Collab Capital

⦿ **Kyle Porter**
Founder, Salesloft

Lynne Laube
CEO, Cardlytics

Mark Lewis
VP, Strategy & Corporate Development, Cox Enterprises

Michael Patrick
External Research & Development, Chick-fil-A

Rahul Patel
Partner, Corporate | Finance and Investments, King & Spalding



BRAZIL

⦿ **Sergio Furio**
CEO & Founder, Credits
Board Chair

⦿ **Cesar Carvalho**
CEO & Co-founder, Wellhub

⦿ **Eric Santos**
CEO & Founder, RD Station

Laura Constantini
Co-founder, Astella Investimentos

⦿ **Mariana Dias**
CEO & Founder, Gupy

⦿ **Robson Privado**
COO, MadeiraMadeira

⦿ **Tiago Dalvi**
CEO & Founder, Olist



BULGARIA

⦿ **Pressian Karakostov**
Founder, PhoneArena
Board Chair

Bojidar Neytchev
Deals Leader (SEE), Senior Partner (CEE), PwC
Board Vice Chair

Andrey Bachvarov
Founder, Anthill

Dimitar Tsotsorkov
Chairperson of the Supervisory Board, Assarel-Medet JSC

Hristo Hristov
CEO, Darik Radio

Ivo Evgeniev
Co-founder & Managing Director, Roslyn Capital Partners

Kalin Radev
CEO, Software Group

Petia Dimitrova
CEO & Chairperson, Eurobank Bulgaria

⦿ **Sabina Gyosheva**
Co-founder & CEO, BY FAR

Simeon Simeonov
Heath AI CTO, Investor, Founder, Director, Board Member

Velizar Velichkov
Serial Entrepreneur

⦿ **Viktor Bilyanski**
Co-founder, Scalefocus



CANADA

Susan Anderson
Co-founder, Digital Commerce Bank and DC Payments
Board Chair

Chen Fong
Co-founder and Board Director, Pureweb Inc.

Chris Huskilon
CEO, Algonquin Power & Utilities

Dennis Bennie
Founder, XDL Capital

Jim Estill
CEO, Danby Appliances

Joanna Harries
Former SVP of Expansion, Endeavor Global

Mike Mannix
Founding Partner, Band Venture Partners

Paul Desmarais III
Chairman & CEO, Sagard

Stacey Kline
Founder & Partner, February Capital



CHILE

Kathleen Barclay
Director KCB
Board Chair

⦿ **Ariel Gringaus**
CEO, Colegium

Catalina Del Río
CFO, Inversiones Inder Spa

Christoph Schiess
President, Tánica

Gonzalo Restini
Founder & CEO, Regcheq

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Founder & CEO, Galgo

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The New Economy Initiative / CFSEM
Wilson Foundation, Ralph C. Wilson Jr Foundationn

\$100,000+

Aboitiz Foundation Inc.
Anabela Ferreira
Anthony (Anton) Huang/ Stores Specialists Inc.
António Murta
Bacardi
Bank Mandiri
BBVA
Benevity UK
BID
Chris Huskison
Clarissa & Edgar Bronfman, Jr.
Diego Piacentini
Dr T Chen Fong
Edgar (Injap) Sia II, Double Dragon Properties Inc.
Endeavor Canada
Federal Funding Grant (Build Back Better)
Federico "Piki" Lopez, FGP Corporation
Gobierno De Jalisco
Google Türkiye
Gordon Little, FNB Commercial
HSBC México
INTERprotección
Jason Wenk
Jim Estill
João Coelho Borges
Joaquim Sérvulo Rodrigues
Koichiro Nakamura
Makoto Takano
Mike Mannix
Nanette Medved Po
Nestlé
Paul Desmarais
Pedro Castro e Almeida
Philippe Teixeira da Mota
Ron Hose
Susan Anderson
Thornton Capital
Tokyo Metropolitan

Government
UK-Indonesia Tech Hub
Vodafone Turkey

\$50,000+

Ajover Darnel S.A.S
Alessandro Fracassi
Alessia Zanelli
Alfredo Poli
Allianz Türkiye
Alvin Sariaatmadja
Amazon Web Services, Inc.
AMEX
Amir Paracha - CEO & Chairman, Unilever
Andy Eastes
Arif P. Rachmat
Badr Jafar
Banco Galicia
Banco Popular de Puerto Rico
BBVA
Bitso
Brook T Smith
C.I. Procaps
Carlos Miguens
Carole El Sharabati
Clip
COMEX
Comunal
Creation Gardens, Inc.
Darshan Chandaria
Deloitte
Dennis Bennie
Deutsche Gesselschaft fur Internationale Zusammenarbeit (GIZ) Indonesia
Diageo
Dick and Betsy DeVos Family Foundation
Digital Commerce Group
Diogo Mónica
Endeavor Portugal
Endeavor Spain
Fadi Majdalani
Faisal Al Hammadi
Farmacias Del Ahorro
Federico Braun
Fundacion Beca
Fundación Faro
Gaith El Yafi
Geraldine Acuña-Sunshine
Glisco
Globant
Grissom Family Fund at Goldman Sachs Philanthropy
Grupo Coppel
Guillaume Pousaz
Gunderson, Dettmer, Stough, Villeneuve, Franklin & Hachigian, LLP

Hani Barhoush Representing Mubadala Investment Company
Harmac Medical
Harun Hajadi, Ciputra Group
HSBC Western NY
Husodo Angkosubroto
Isaac Awuondo-NCBA Bank Kenya PLC
Jaime Augusto Zobel De Ayala, Ayala Corporation
Jasen Ko / Actmedia Corporation
Jefrey Joe
Jiro Hiraoka
Joanna Rees
Joumana Diab
Juan Alberto Forsyth
Julio Rojas Sarmiento
Julius Baer
Karim Farra
Kavak
Korn Ferry
L'Oreal
Maher Mikati
Malaysia Digital Economy Corporation
Mancera - EY
Martin Escobari
Matt Harris
Matthew Thornton
Mercantil Colpatria S.A
Michael Mutiga - Safaricom PLC
Mike Vichich
Morgan Stanley
Mutaz Sawaf
n1u
Nate & Elissa Lowery Foundation
Nicholas Beim
Nicholas Nash
Nuno Sebastião
Oki Matsumoto
P&G Türkiye
Patrick Chalhoub
Pau Gasol
Raida Daouk Jisr
Reid Hoffman
Roy Haddad
Samad Dawood - Vice Chairman at Engro Corp
Sami Khouri
Santander Mexico
Saul Chrem
Shu Nyatta
Souheil Hajjar
T-Systems
Taizo Son
Uber
UBS Group AG
Ukraine-Moldova American Enterprise Fund

UpMobility Foundation
Veronica Serra
Viktor Bilyanski / ScaleFocus
Wilfred Steven Uytensu / Alaska Milk Corporation
Zurich Argentina

\$10,000+

180 Seguros
99 MINUTOS
Aaqib Gadit
Aaqib Gadit (CEO & Co-Founder Cloudways)
ABC da Construção
ABECEB
Accendo
Achmad Zaky
Afzal Abdul Rahim
Agrolend Holding Ltda
Ahmad Abu Ghazaleh / International Wings Group & Abdali Hospital
Ahmed Faruk Karsli
Ajans Medya
Al Maymouna Sal
Alberto Fasja Cohen - AXO
Alejandro Larosa
ALERON
Alfredo Peña, Grupo Industrial Graiman
Ali Al-Husry / Hikma Pharmaceuticals
Ali Koç, Koç Holding
Ali Mukhtar - GP Fatima Gobi Ventures
Alice
Aline Ferreira
Alotech
Alp Saul, Pronet
Alto Palermo & Alto Rosario
Alura
Ambar
Amplify Louisville, Inc.
Anchor Point Foundation
ANDE
Andreani
Andreas Stavropoulos
Andrew Sieja
Andrew Wright Ferri
Andrey Bachvarov / Anthill
Andy Wright
ANII
Anne Patricia Sutanto
Antel
Anton Borzov
Apoyo Invisible SAS
Arquivei
Arthur Joseph O Keefe IV
Artur Gymbaum
Asaas Inst
Asia Partners Fund

Management Pte Ltd AT&T
Atanas Simeonov
Atlantia Search
Auteco MobilitY S.A.S.
Authenticx
Banco Comafi
Banco Guayaquil, Guillermo Lasso
Banco Itaú - Argentina
Bank Jasa Jakarta
Barbaros Özbugutu
Barry Swartzberg
Baseak
BB
Bebidas Nude
Beep Saúde
BehaVR, Inc.
Bellisima
Belvo
Ben&Frank
Bepensa
Biat, Elyes Ben Rayana
Biat, Ismail Mabrouk
Birdman
Blavatnik Family Foundation

BloomThis	David Do	Fifth Third Bank	Invernac & Cia Sas	Luiz Otávio Ribeiro	Omni	Salesforce	Velizar Velichkov / BESCO
Bojidar Neytchev / PwC	David Teece	Figo Ticari	Inversiones En Recreación Deporte Y Salud S.A. / Bodytech S.A.	Luuna	One Skin	Salim Sacoor	Venture Mendoza
Bold Co.	Dean Dakolias	Finn Puklowski	Inversiones Jaipur	Madeira Madeira	Onfly	Sallve	Vertical Partners US LLC
Brahmal Vasudevan	DEEL	Finsocial S.A.S.	Inversiones Mcn	Makoto Takano	Orrick, Herrington & Sutcliffe LLP	Sami	Vibra Energia
Brex	Deli Matsuo	Firat İşbecer	Involves	Marc Haas Foundation	Osaka	Sami Ben Romdhane	Vince Iswaratioso
BSMEPA	Denis Benchimol Minev	Flash	IPS	Marcel Herrmann Telles	Osman Sultan	Sami Khouri	Visa
BTG	Descomplica	Flat	İş Bankası	Marcelo Lacerda	P&G Türkiye	Sancor Salud	Votorantim
Bunny Studio Inc	Desincha	Fluency	İyzi Ödeme	Marcin Zukowski	Pablo Salazar, Diners Club Del Ecuador	Sancor Venture	Vtex
Cabify	Diet Line	Foodie	Jason Green	Marcos Galperín	Pandu Patria Sjahrir	Sandi Mays	Vukani Mnxgati, Accenture
CAF	Dimitar Tsotsorkov	Foodology SAS	Jason Vazzano	María Almenara	Pantas	Saned Partners	Wayra
Caitlin Mitchell	Dito	Francisco Alvarez-Demalde	Javier Oliván	Mario Ciabarra	Pantys	SAP	Wegmans
Camara de Comercio de Barranquilla	DLA Piper LLP	Fred Trajano	Jawad Khan - Managing Partner, McKinsey	Mark Chang	Papara Elektronik	Seedz	will bank
Candice Roberts	Doc Solutions	Fundación Universitaria del Norte	Jean-Marc Etlin	Mark Frank	Papara Elektronik	SellersFi	Winnin
Cantomi	Docket	FVR LTD	Jeff Brody	Mark Izzo (EY)	Patrick Yip	Sempre Sementes	Woba
Capbay	DocNetwork.net	Gabriel Jose Gama Ferreira	Jeremy Levine	Martín Migoya	Patrimar	Sergio Furio - Credits	Xepelin
Capim	Duc Linh	Galileo	Jermey Crane	Marti	Paul Ford	Sergio Rosengaus	Xertica Labs SAC
Caracol Television	Dynamo Producciones S.A	GCB	John Street	Mc Donalds (Argentina)	Payhawk	SHEFA	Yalo
Carsome	Ease Labs	GICSA	Jorge Paulo Lemann	Melissa & Timothy Draper, The Draper Foundation	Pedro Junqueira Moll	Shirley Maltz	Yemi Lalude
CartoDB Inc	Ebanx	Gilberto Zancopé	Jorge Titinge	Meliuz	Pepsico	Siigo	Zakhe Khuzwayo
Catalyst Inc.	Ebru Özdemir, Limak Holding	Gita Sjahrir-Wright	Jose Eduardo Cintra Laloni	Melvyn Lugeba, Go1	Perkins	Simeon Simeonov / Health AI CTO	Zcova
Cayena	Ecem Baran Taş - Alictus	Gocase	Joumana Diab Boulos	Mendel	Pier	Sirius International (ACE)	Zenvia
CERC	Eddie Berg, Industrial Danec	Gosula Vijaya Bhaskara Reddy	Juan Carlos Serrano, Grupo KFC	Mercado Bitcoin	Pipefy	Skyalert	Zig
Cercano Management LLC	Eduardo Bastitta	Gruindag	Julio Eduardo Rojas	Metamap	Pipo Saúde	SkySpecs	Zubale
Cesar Carvalho	Eduardo Brenner	Grupo Bursatil Mexicano	Justo	Michele Levy	Platzi Sa	Sodimac Colombia S.a	
Chandy Kusuma	Eduardo Elsztain	Grupo De Inversiones Suramericana S.A.	Kabir Valrani	Michele Valadão Levy	Porter	Softbank	
Chiffdale Unlimited	Edward Tirtanata	Grupo R5 Limitada	Kaluz - Grupo Empresarial Kaluz	Microsoft	Procesa Chiapas	Solfácil	
Chiper S.A.S	EightyTwenty	Grupo Trigo	Karim Farra	Mineros SA	Prudential Seguros Mexico	SoLo Funds Inc	
Chris Misner	El Toro	Guibert Englebienne	Karim Jouini	Minh Huong	Puerto Asis Argentina	Soluciones Alegre	
Christian Mauad Gebara	Elda Choucair	Guilherme Benchimol	Karla Berman	Mohamad Khachab	Puerto Rico Department of Economic Development	Sozo Fund for Research and Education in Capital Formation	
Christo Iliev	Elektrosfera (Antelope Audio)	Guillaume Pousaz	Kelley Construction	Monica Mandelli	Pulso Corporación Médica	Squire	
Citrosuco	Element Three	Gupy	Ken Njoroge - Cellulant/Pani	Monte Himalaya y Monte Libano	PwC Argentina	Stacey Griggs	
COBLI	Emre Kurttepefi	Gustavo Grobocopatel	Kenneth Lopez	Morris y Opazo SPA	QI TECH	StarkBank	
Coca Cola Company	Emre Taş - Alictus	Guy Perelmutter	Kevin Ryan	Motorista PX	Rabbit Hole Spirits LLC	Storehub	
Colendí	Endeavor Chile	Haakon Lorenzetsen	Kinedu	Mottu	Rachmat Harsono	Suzan Sabanci	
Colendí	Endeavor Louisville	Hande Çilingir, Insider	Kio Networks	MoveEdu	Rajat Bhargava	Suzano	
Comidas Varpel S.A.S.	Endeavor Mexico	Handle Global	Klar	MPower Partners KK	Rappi S.A.S	SVB Financial Group	
Commencis	Endeavor Philippines	Healthmetrics	Klimber	Muna Easa Al Gurg	Reservamos	Swap	
Conekta	Endeavor Puerto Rico	Herman Bosman, RMB Holdings & RMI Holdings	Knotion	Murat Özyeğin	Ribbit Capital	Swiss Medical	
Conexa	Endeavor South Africa	Housi	Koray Bahar	Myeongdong Toppoki	Ricardo Diniz	Syvatoslav Ivanyuk	
Cong Phan	Endeavor Turkey	HSBC Argentina	Kovi	Nabil Triki, Spe Capital Partners	Ricardo Fernandes	Tamim Khalfa	
Connect	Endurosat	IDA Ireland	KPMG	Nadiren S.A.	Ricardo Neme	Tania Aidrus - CEO, DBank	
Conrado Isla	Entel	Idwall	Kueski	Nadya Bhattay	Robert Coneybeer	Tekton Labs SAC	
ContaAzul	Eric Santos	IGC Asociados	La Haus S.A.S	Nam Thanh Nguyen	Roberto Nogueira	Tembici	
ContaAzul	Ernst Gouws	Igor Xavier Correia Lima	La Segunda Seguros	Nataliya Grekh Anon Bel Tiburon	Robby Souviron	Tenda	
Contabilizei	EY Argentina	Ilumexico	Lars Rassmussen	Nelogica	Roche	Territorium	
Cora	EY Brasil	IMS Corporate - Aleph Group Inc.	Leonali	Neon	Rocio Velarde	The Jorge Titinge & Family Charitable Fund	
Corona Industrial	EY Peru	Incode	Liberty Holdings	Nevzat Aydin, Yemeksepeti	Rocketchat	The Lip Bar	
Corporación Favorita	EY Western NY	Independent Health Association, Inc.	Lim Chern Yuan	NEXU	Rodrigo Ribadeneira, Aseyco	The Makeover Guys	
Cortex Intelligence	Fabian Baca	Indorama	Lime Labs	Nicolas Aguzin	Rogério Chór	The Starting Line Foundation	
Cradle	Fabio Barbosa	inDrive (Suol Innovations Ltd)	Liv Up	Nicolás Sanchéz	Roque Sevilla, Grupo Futuro	Thomas G.Tsao	
Creditas	Fadi Majdalani	Información Localizada	Livance	Nicolás Szekasy	Roshini Bakshi	Tom Gitogo - Britam Holdings	
CrediVault Corp	Fairplay	İnsider	Livemode	Nkateko Khoza	RPG	Tovala	
CREEL	Fajrin Rasyid	Insider Store	LogComex	Nomad	Runa	Trapo	
CREEL	Farm Fresh	Interapt	Loob Holding	Noni Purnomo	RxLightning	True Essence	
Crehana	Federada Salud	Interlub	Luciano Nicora	Nowports	Ryan Heckman	Universidad de San Andrés	
Crepier	Federada Salud	Interlub	Luis Stuhlberger	Oleksandr Kosovan	Ryu Suliawan	Universidad Siglo 21	
Crecamos S.A. Compañía De Financiamiento	Felipe Gonzalez Artigas	Inventa	Luis Zambonini	Olist	Sagard Holdings Manager LP	Uruguay Innovation Hub	
CurImix	Felipe Szpigel			Omie		Valorem SAS	
Dan Holt	FEMSA						
Dan Yamamura	Fernando Cirne						
Dasa	Fernando Jorge Wosniak Steler						

Financial Snapshot

INVESTMENTS UNDER MANAGEMENT

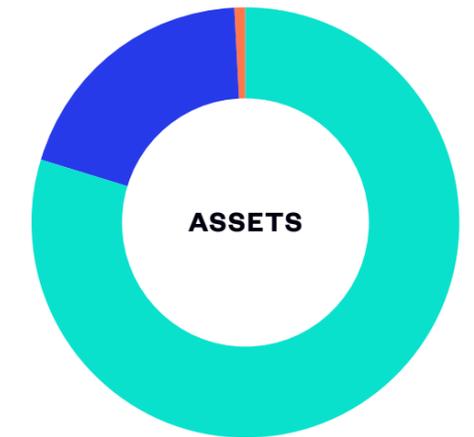
\$281.76M **\$292.97M**

Start of Year End of Year

NET ASSETS

\$308.84M **\$363.36M**

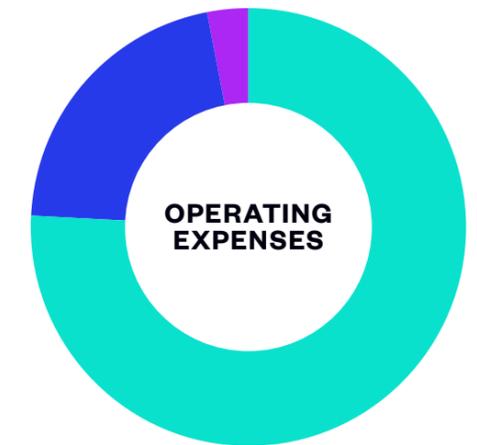
Start of Year End of Year



Category	Amount	Percentage
Investments	\$292.97M	80%
Cash	\$71.19M	19%
Receivables	\$509K	>1%
Property, Equipment & Other Assets	\$2.36M	>1%
TOTAL	\$367.03M	



Category	Amount	Percentage
Net Realized Gains	\$4.71M	33%
Events	\$3.57M	25%
Contributions	\$3.06M	22%
Other Income	\$2.70M	19%
Grants	\$209K	>1%
TOTAL	\$14.25M	



Category	Amount	Percentage
Program Expenses	\$14.41M	76%
Fundraising	\$3.92M	21%
M&G	\$0.64M	3%
Cost of direct benefits to donors	-	>1%
TOTAL	\$18.97M	

Per Endeavor Global Inc Consolidated financial statements

As of December 31, 2023

A complete set of the audited financial statements by Grant Thornton for the fiscal year ending December 31, 2023 can be found at endeavor.org/financials. These financials include Endeavor Global and its subsidiaries, but do not include information about Endeavor's affiliate offices.

ENDEAVOR GLOBAL EXECUTIVE LEADERSHIP

Linda Rottenberg
Co-founder & CEO

Allen Taylor
Managing Partner, Endeavor Catalyst

Jackie Carmel
Managing Director, Endeavor Catalyst

Manny Ayala
Chief People & Strategy Officer

Margarita Chavez
Chief Financial Officer

Silvia Cavalcanti
Chief Marketing Officer

ENDEAVOR GLOBAL SENIOR STAFF

Beatrice Cord
Head of Global Partnerships

Caela Tanjangco
Head of Asia, Endeavor Catalyst

Carmela Bulacan Tran
Director of Finance, Endeavor Catalyst

Connor Goddard
Chief of Staff

Constanza Castro Feijóo
Head of London

Dustin Poh
Creative Director

Enrico Robles Del Rio
Head of Data Analytics

Evan Bullington
Lead Director, Entrepreneur Selection

Igor Piquet
Head of LatAm, Endeavor Catalyst

Leah Barto
Senior Director, Research

Margaret Pollack
Director, Entrepreneur Services

Marina Turner
Senior Director, Service Excellence

Marta Ghiglioni
Lead Director, Entrepreneur Services

Nasim Novin
Senior Director, Entrepreneur Services

Nathan Cohen
Lead Director, People

Pete Benedetto
Head of EMEA, Endeavor Catalyst

Yana El Dirani
Head of MENA, Endeavor Catalyst

Yoko Lindsay
Controller

MANAGING DIRECTORS OF LOCAL OFFICES

Argentina: María Julia Bearzi

Atlanta: Eileen Lee

Brazil: Anderson Thees

Bulgaria: Momchil Vassilev

Canada: Kristjan Sigurdson

Chile: Patricio Rojas

Colombia: Camila Salamanca

Colorado: Marc Patterson

Detroit: Diana Callaghan

Ecuador: Pablo Freund

Egypt: Amr El Abd

Greece: Panagiotis Karampinis

Indonesia: Monika Rudijono

Ireland: Aileen Hayes

Italy: Marco Rampazzo

Japan: Rina Otsuka

Jordan: Dina Shawar

Kenya: Maryanne Ochola

Lebanon: Christina Chehade

Louisville: Justin Brown

Malaysia: Shan Li Tay

Mexico: Vincent Speranza

Miami: Claudia Duran

Morocco: TBA

Nigeria: Ireayomide Oladunjoye

NW Arkansas: Canem Arkan

Pakistan: Shehryar Hydri

Peru: Paloma Aramburu

Philippines: Manny Ayala

Poland: Bartosz Lipnicki

Portugal: Ricardo Mesquita

Puerto Rico: Cristina S. Tamayo Pérez

Romania: Mihnea Craciun

Saudi Arabia: Lateefa Alwaalan

South Africa: Alison Collier

Spain: Antonio Iglesias

Tunisia: Walid Bellagha

Türkiye: Aslı Kurul

UAE: Noor Shawwa

Ukraine: Sviat Sviatnenko

Uruguay: Analia Miguez

Vietnam: Lan Anh Nguyen

Western NY: Alan Rosenhoch

endeavor

28 Liberty St. 53rd Fl.
New York, NY 10005
endeavor.org

**“If you’re ambitious, go
to Europe or the U.S. and
get a job, but if you’re
mega ambitious, stay
home and build.”**

Karim Beguir,
CEO of InstaDeep &
Endeavor Entrepreneur

